

# Agenda Including Addeds

## Diversity, Inclusion and Anti-Oppression

### Community Advisory Committee

5th Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

May 9, 2024, 4:00 PM

Committee Room #3

The City of London is situated on the traditional lands of the Anishinaabek (AUh-nish-in-ah-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ah-pay-wuk) and Attawandaron (Add-a-won-da-run).

We honour and respect the history, languages and culture of the diverse Indigenous people who call this territory home. The City of London is currently home to many First Nations, Métis and Inuit today.

As representatives of the people of the City of London, we are grateful to have the opportunity to work and live in this territory.

The City of London is committed to making every effort to provide alternate formats and communication supports for meetings upon request. To make a request specific to this meeting, please contact [advisorycommittee@london.ca](mailto:advisorycommittee@london.ca).

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7.1 (ADDED) Resignation of R. O'Hagan

**8. Adjournment**

# Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report

3rd Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory  
Committee  
March 14, 2024

Attendance P. Gill (Chair), R. Gill, D. Godwin, B. Hill, R. O'Hagan, M.  
Stothers and N. Syed and H. Lysynski (Acting Clerk)

ABSENT: S. Atieh, K-A. Burke, S. Evoy, N. Fahd and L. Ochoa

ALSO PRESENT: B. Somers and J. Tansley

The meeting was called to order at 4:01 PM; it being noted that  
P. Gill (Chair), R. Gill, D. Godwin, B. Hill, R. O'Hagan, M.  
Stothers and N. Syed were in remote attendance.

## 1. Call to Order

### 1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

## 2. Opening Ceremonies

### 2.1 Acknowledgement of Indigenous Lands

That it BE NOTED that the meeting was opened with an  
Acknowledgement of Indigenous Lands by P. Gill.

### 2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

## 3. Scheduled Items

None.

## 4. Consent

### 4.1 2nd Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

That it BE NOTED that the 2nd Report of the Diversity, Inclusion and Anti-  
Oppression Community Advisory Committee, from its meetings held on  
February 8, 2024, was received.

## 5. Sub-Committees and Working Groups

None.

## 6. Items for Discussion

### 6.1 Diversity, Inclusion and Anti-Oppression Community Advisory Committee Member Engagement and Contributions

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression  
Community Advisory Committee held a general discussion with respect to  
members engagement and contributions.

## 6.2 Applications for Committee Members and Requirements

That the Committee Clerk BE DIRECTED to place the following matters on the next agenda:

- a) application requirements for the Diversity, Inclusion and Anti-Oppression Community Advisory Committee;
- b) potential interviews for top candidates; and,
- c) reviewing the Terms of Reference for the Diversity, Inclusion and Anti-Oppression Community Advisory Committee;

it being noted that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee held a general discussion with respect to the above-noted matters.

## 7. **Adjournment**

The meeting adjourned at 4:56 PM.

# Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report

4th Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory  
Committee  
April 11, 2024

Attendance R. Gill (Acting Chair), D. Godwin and B. Hill and H. Lysynski  
(Acting Clerk)

ABSENT: S. Atieh, K-A. Burke, S. Evoy, N. Fahd, P. Gill, R.  
O'Hagan, L. Ochoa, M. Stothers and N. Syed

ALSO PRESENT: S. Govindaraj, J. Raycroft and J. Tansley

The meeting was called to order at 4:09 PM; it being noted that  
R. Gill, D. Godwin and B. Hill were in remote attendance.

## 1. Call to Order

### 1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

## 2. Opening Ceremonies

### 2.1 Acknowledgement of Indigenous Lands

That it BE NOTED that the meeting was opened with an  
Acknowledgement of Indigenous Lands by R. Gill.

### 2.2 Traditional Opening

That it BE NOTED that no traditional opening was received.

## 3. Scheduled Items

### 3.1 Sikh Heritage Month

That the Sikh Heritage Month presentation BE POSTPONED to a future  
meeting of the Diversity, Inclusion and Anti-Oppression Community  
Advisory Committee; it being noted that R. Gill provided an update on the  
significance of Sikh Heritage Month and related activities.

## 4. Consent

### 4.1 3rd Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

That it BE NOTED that consideration of the 3rd Report of the Diversity,  
Inclusion and Anti-Oppression Community Advisory Committee was  
deferred until the next meeting due to loss of quorum.

### 4.2 Municipal Council Resolution – 2nd Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

That it BE NOTED that consideration of the Municipal Council resolution  
with respect to the 2nd Report of the Diversity, Inclusion and Anti-

Oppression Community Advisory Committee was deferred until the next meeting due to loss of quorum.

4.3 Resignation of N. Fragis

That it BE NOTED that consideration of the resignation of N. Fragis was deferred until the next meeting due to loss of quorum.

**5. Sub-Committees and Working Groups**

None.

**6. Items for Discussion**

6.1 Interview of Top Candidates discussion

That it BE NOTED that consideration of the discussion relating to interviewing top candidates for the Diversity, Inclusion and Anti-Oppression Community Advisory Committee was deferred until the next meeting due to loss of quorum.

6.2 (ADDED) Dates of Significance

That, the following actions be taken with respect to dates of significance/acknowledgement:

- a) the Civic Administration's internal Days of Significance BE PROVIDED to the Diversity, Inclusion and Anti-Oppression Committee (DIACAC) to share with their community groups to encourage information sharing on what the City of London is doing to support these days of religious, cultural, significant dates;
- b) the Civic Administration BE REQUESTED to work with the DIACAC to review how dates of significance are selected, acknowledged, promoted and supported; it being noted that part of the DIACAC mandate is to assist racialized communities be more visible; and,
- c) the Acting Committee Clerk BE REQUESTED to put the review of significant dates on the next DIACAC Agenda.

**7. Adjournment**

The meeting adjourned at 4:26 PM.



P.O. Box 5035  
300 Dufferin Avenue  
London, ON  
N6A 4L9

April 3, 2024

Chair and Members  
Governance Working Group

I hereby certify that the Municipal Council, at its meeting held on April 2, 2024 resolved:

That the following actions be taken with the 2nd Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee from its meeting held on February 8, 2024:

- a) the request to reconfigure the Terms of Reference for the Diversity, Inclusion and Anti-Oppression Community Advisory Committee (DIACAC) specifically in order to better utilize the talents, efforts and viewpoints of racialized communities within the City of London BE REFERRED to the Governance Working Group for consideration; and
- b) clauses 1.1, 1.2, 2.1, 2.2, 3.1 and 4.1 BE RECEIVED. (4.7/7/SPPC)

M. Schulthess  
City Clerk  
/hw

cc: S. Corman, Deputy City Clerk  
E. Skalski, Deputy City Clerk  
Chair and Members, Diversity, Inclusion and Anti-Oppression Community  
Advisory Committee

From: Niko Fragis  
Sent: Friday, February 16, 2024 8:19 PM  
To: Lysynski, Heather <hlysynsk@London.ca>  
Subject: [EXTERNAL] Anti-Oppression Committee

Hi Heather,

I hope all is well! I just wanted to email you as I would like to resign from the committee. I recently started a new job and will no longer be able to make the meetings.

Have a great long weekend,

Niko

date	name	description	category
1/1/2024	Tamil Heritage Month		
1/1/2024	New Year's Day (International)		
1/6/2024	Christmas - Armenia (Christian)		General Observance
1/7/2024	Christmas (Christian - Coptic & Eastern Orthodox)		Scheduled Alerts (Religious)
1/14/2024	Makar Sankranti (India, Hindu)	On this day, some Eastern churches celebrate the birth of Jesus according to the Julian calendar, which is currently 13 days behind the Gregorian or Western calendar.	Scheduled Alerts (Religious)
1/24/2024	World Day for African and Afrodescendant Culture (WDAC)	The transition of the Sun from Sagittarius to Capricorn during the winter solstice in the northern hemisphere is known as Makar Sankranti. The days gradually lengthen in the northern hemisphere.	Cultural Festival
1/27/2024	International Holocaust Remembrance Day. (UN)		General Observance
1/29/2024	National Day of Remembrance of the Quebec City Mosque Attack and Action Against Islamophobia		
1/30/2024	Sadeh (Iran, Zoroastrian)	Sadeh in Persian means "hundred" and refers to one hundred days and nights past the end of summer in ancient Persia/Iran. Sadeh is a mid-winter festival where bonfires are lit to honor fire and to defeat the forces of darkness, frost and cold. People gather and pray, and then they will hold each other's hands, form a circle and dance around the fire.	Cultural Festival
2/1/2024	Black History Month		
2/2/2024	Groundhog Day (Canada, USA)	Folklore suggests that if the groundhog sees his shadow, there will be six more weeks of winter.	Cultural Festival
2/4/2024	World Cancer Day (UN)		General Observance
2/8/2024	Boy Scout Day (Canada, USA)	William Boyce, a Chicago publisher, founded the Boy Scouts of American on Feb 10, 1910. The purpose was to promote, through organization, and cooperation with other agencies, the ability of boys to do things for themselves and others, to train them in Scoutcraft, a	Cultural Festival
2/10/2024	Chinese / Lunar New Year (China, Hong Kong, Taiwan, Vietnam, Buddhist)	The year of the Dragon. This is the year 4721 in the Chinese Lunar calendar and the most important holiday. It is a three-day holiday in China and Hong Kong. The Chinese clean and decorate their homes with the 5 lucky signs of happiness; new clothes are worn and	Scheduled Alerts (Religious)
2/10/2024	Losar (New Year Tibet) (Tibet, Buddhist)	The Tibetan New Year is called Losar and is celebrated for three days by visiting, feasting and the relaxation the monastic discipline.	Scheduled Alerts (Religious)
2/12/2024	Kindness Awareness Week (International)	Established in 1995, the movement inspires people to share kindness with one another as they discover for themselves what power it has to effect positive change as healthy relationships are created and community connections are nourished.	General Observance
2/13/2024	Pancake Tuesday (England, UK)	Shrove Tuesday (Mardi Gras in French which means Fat Tuesday) is the last day before the beginning of Lent. Strict Christian Lenten rules prohibited the eating of all dairy products during Lent, so pancakes were made to use up their supplies of eggs, milk, butter and c	Cultural Festival
2/14/2024	Annual Women's Memorial March		
2/14/2024	Valentine's Day (Canada, UK, USA)	One version states that a priest named Valentine was martyred on February 14, 269 A.D. in Rome for secretly marrying couples against the orders of the Roman Emperor, Claudius II. This was the night before a festival called Lupercalia associated with fertility. Probabl	Cultural Festival
2/15/2024	National Flag Day (Canada)	Twenty-year-old Joan O'Malley sewed Canada's first flag in 1964. The flag was raised for the first time on Parliament Hill in Ottawa at the stroke of noon on February 15, 1965.	Canada Dates
2/19/2024	Louis Riel Day (Aboriginal/Native Canadian, Canada)	He was the famous Metis leader who in 1885 led a rebellion and lost against the Canadian authorities because he feared more Metis land would be taken away by the settlers. Today his name is a symbol for Native independence.	Canada Dates
2/19/2024	Family Day (Canada)		Canada Dates
2/21/2024	International Mother Language Day (UN)		General Observance
2/22/2024	Girl Guides Thinking Day (Canada, USA)	This is the joint birthday of Robert Baden-Powell, the founder of Boy Scouts and Girl Guides, and his wife Olave who became the World Chief Guide.	Cultural Festival
2/25/2024	Anti-Bullying Day (Canada)	Encourage everyone to practice kindness and wear pink to symbolize that you do not tolerate bullying.	General Observance
3/1/2024	World Day Of Prayer (International)	Held on the first Friday of March, the World Day of Prayer is a worldwide movement of Christian women of many traditions who came together in 1927 to observe a common day of prayer each year. It is a movement initiated and carried out by women in more than 170	Cultural Festival
3/2/2024	International Women's Week		
3/4/2024	World Day of Fight Against Sexual Exploitation		
3/8/2024	Int'l Women's Day (UN)		General Observance
3/10/2024	DAYLIGHT SAVINGS TIME BEGINS (International)	Move clocks one hour ahead.	General Observance
3/12/2024	Girl Scout Day (Canada, UK, USA)	Juliette 'Daisy' Gordon Low assembled 18 girls from Savannah, Georgia, on March 12, 1912, for a local Girl Scout meeting. She believed that all girls should be given the opportunity to develop physically, mentally, and spiritually. With the goal of bringing girls out of isol	Cultural Festival
3/12/2024	Ramadan Begins (Islam)	This is the holiest month in the Islamic Year and begins at the sighting of the new moon. It commemorates the period during which Prophet Mohammad received divine revelations. Observing Muslims fast between the hours of sunrise and sunset during the entire month	Scheduled Alerts (Religious)
3/15/2024	International Day to Combat Islamophobia	International Day To Combat Islamophobia is an international observance designated by United Nations in 2022, taking place on 15 March every year in 140 countries worldwide	
3/17/2024	St. Patrick's Day (Ireland, N. Ireland)	The death anniversary of their patron saint. He used the three-leaved shamrock to explain the Christian idea of the Holy Trinity, thus the idea of wearing a shamrock.	National Holiday
3/20/2024	Now Ruz (New Year) (Afghanistan, Iran, Bahá'í, Æ™Ä–, Islam Ismaili, Zoroastrian)	Nowruz means "New Day" and is the traditional celebration of the ancient Persian New Year. Iranians celebrate it on March 20th. It is also a holy day for Zoroastrian, Sufi, Ismaili and the Baha'i faiths. Persians (Iranians, Afghans and Tajiks) and other Indo-Iranian group	Scheduled Alerts (Religious)
3/20/2024	Spring Equinox (International)		General Observance
3/20/2024	Int'l Day of the Francophonie (International)	This date commemorates the signing of the Niamey Convention on March 20, 1970, which resulted in the grouping together of French-speaking states. There are 77 member countries celebrating the French language and Francophone culture, totalling more than 200 m	General Observance
3/21/2024	Int'l Day for Elimination of Racial Discrimination (UN)		General Observance
3/22/2024	World Day of Water (UN)	Go to for more information	
3/23/2024	World Meteorological Day	<a href="http://www.unesco.org/new/en/natural-sciences/environment/water/">http://www.unesco.org/new/en/natural-sciences/environment/water/</a>	General Observance
3/23/2024	EARTH HOUR	Around the globe individuals, communities, businesses, and governments are invited to switch off lights for 1 hour at 8:30 p.m. local time to send the message that the earth's citizens care enough about climate change to take action. From its inception in Sydney, Australia, in 2007, the event has grown to include 135 countries and territories	General Observance
3/24/2024	Purim (Jewish)	Purim is known as the Feast of Lots, which celebrates the deliverance of Jews in Persia from the machinations of Haman. Jews dress in costume and give gifts of food to each other.	Scheduled Alerts (Religious)
3/25/2024	Holi (Hindu, Sikh)	According to myth, a tyrannical king's son, Pralad, refused to worship his father as God and was condemned to death by burning. However, the boy's aunt, named Holika, transferred her own immunity from fire to Pralad, and burned to death in his place. This festival of	Scheduled Alerts (Religious)
3/29/2024	Good Friday (Christian)	This day commemorates the passion and death by crucifixion of Jesus and is a solemn day. Italian Catholics have a procession called the Way of the Cross.	Scheduled Alerts (Religious)
3/31/2024	National Indigenous Languages Day		
3/31/2024	Easter (Christian)	This day celebrates the resurrection of Jesus from his grave. Christians celebrate the day with family meals and attending religious services, some as early as sunrise.	Scheduled Alerts (Religious)
3/31/2024	Transgender Day of Visibility (LGBT)	Dedicated to celebrating Transgender people, raising awareness of discrimination faced by Transgender people.	General Observance
4/1/2024	Genocide Remembrance, Condemnation, and Prevention Month		
4/1/2024	Sikh Heritage Month		
4/1/2024	Arab Heritage Month		
4/2/2024	World Autism Awareness Day (UN)		General Observance
4/4/2024	Qingming Festival (Lunar New Year)		
4/7/2024	World Health Day (UN)		General Observance
4/10/2024	Eid-ul-Fitr (Islam)	This marks the end of the Ramadan fast and is celebrated for 3 days. Date of observance may vary according to sighting of the new moon. Dates vary by a day depending on whether the Saudi Arabia or the North American Calendar is being observed. This calendar fol	Scheduled Alerts (Religious)
4/12/2024	Day of Pink (International)	Communities across the world unite in celebrating diversity and raising awareness to stop homophobic, transphobic & all forms of bullying.	General Observance
4/13/2024	Baisakhi (Bangladesh, Hindu, Sikh)	The first day of the solar year, this is an agricultural festival celebrating the harvest, especially in North India. Tamils and Sri Lankans celebrate their New Year on this day. In Kerala, South India this day is called Vishu. Especially important to the Sikhs, it marks this day	Scheduled Alerts (Religious)
4/21/2024	Mahavira Jayanti (Jain)	This day celebrates the birthday of Lord Mahavira who was the 24th leader of the Jain religion and born around 599 B.C.	Scheduled Alerts (Religious)
4/21/2024	Feast Of Ridvan thru May 1 (Bahá'í, Æ™Ä–)	'Ridvan' means paradise and the 12-day festival is the holiest time for the Bahá'í's. It commemorates the 12 days that Baha'u'llah spent in the Garden of Ridvan in the last days of his exile in Baghdad and announced that he was the prophet whose coming had been fo	Scheduled Alerts (Religious)
4/22/2024	Passover		
4/22/2024	Earth Day (International)	Earth Day is celebrated around the world and events such as festivals and rallies are often organized for the weekends before or after April 22. Many communities also celebrate Earth Month by organizing a series of environmental activities throughout the month of April	General Observance
4/23/2024	St. George's Day (Christian)	He is the patron saint of England. The Bulgarians and Macedonians celebrate it on May 6. The red cross on St. George's armour and white tunic is now the symbol of the International Red Cross and the flag of England. It also forms part of the Union Jack Flag of Scotla	National Holiday
4/24/2024	Administrative Professionals Day (Canada, USA)	On this day, workplaces all over the country acknowledge secretaries, administrative staff and other support personnel for their contributions.	Canada Dates
4/25/2024	Gathering Of Nations Pow Wow (Aboriginal/Native American)	Albuquerque, New Mexico is the venue of over 700 tribes and nations participating in a three-day event where over 3,000 participants share, teach and exchange traditions with each other.	Cultural Festival
April 27-28	Yom HaShoah (Holocaust Remembrance Day)		
5/1/2024	Asian Heritage Month		
5/1/2024	Canadian Jewish Heritage Month		
5/1/2024	Sexual Assault Awareness Month		
5/1/2024	South Asian Heritage Month		
5/1/2024	Labour Day (International)	Observed in more than 140 countries under various names, this day is a celebration of the central contributions of workers to the economic life of their nations and of worker solidarity.	General Observance
5/3/2024	Holy Friday (Christian - Coptic & Eastern Orthodox)	This day commemorates the passion and death by crucifixion of Jesus and is a solemn day. Eastern Orthodox members fast on this day. Macedonians make a plashtanitsa or picture of the dead Jesus on a large cloth to be carried in a procession.	Scheduled Alerts (Religious)
5/3/2024	World Press Freedom Day (UN)	A day to promote press freedom in the world and to remind the public that many journalists brave death or jail to bring people their daily news.	General Observance
5/5/2024	Pasha/Easter (Christian - Coptic & Eastern Orthodox)	This day celebrates the resurrection of Jesus from his grave. Most Christians welcome Easter Sunday with a sunrise service.	Scheduled Alerts (Religious)
5/5/2024	Cinco De Mayo (Mexico)	It marks the victory of the Mexican Army over the French at the 'Batalla de Puebla' in 1862. Although the Mexican army was eventually defeated, it came to represent a symbol of Mexican unity and patriotism. It is celebrated on a much larger scale in the United States th	Cultural Festival

5/5/2023	National Day of Awareness to Commemorate Missing and Murdered Indigenous Women and Girls		
5/6/2024	Yom HaShoah (Israel, Jewish)	Holocaust Memorial Day commemorates the death of 6 million Jews by the Nazi regime.	National Holiday
5/8/2024	World Red Cross Day (International)		General Observance
5/12/2024	Mother's Day (Canada, USA)	In 1914, the 2nd Sunday in May was officially declared Mother's Day by President Wilson. Anna Jarvis of Philadelphia first suggested a day on which to honour mothers and motherhood.	Canada Dates
5/15/2024	Int'l Day of Families (UN)		General Observance
5/17/2024	World Information Society Day (UN)		General Observance
5/17/2024	International Day Against Homophobia (LGBT)	International Day Against Homophobia, Transphobia and Biphobia. Observed each year on May 17 to raise awareness on the rights violations of the LGBTQ2 communities.	General Observance
5/20/2024	Victoria Day (Canada)	Queen Victoria's birthday (May 24, 1837-1901) was declared a holiday by the Legislature of the Province of Canada in 1845. United Kingdom celebrates her birthday in June.	Canada Dates
5/20/2024	Day of the Patriots-Quebec (Canada)	Commemorates the French patriots of 1837-1838 for their contribution to freedom and national recognition.	Canada Dates
5/21/2024	World Day for Cultural Diversity	The day provides us with an opportunity to deepen our understanding of the values of cultural diversity and to learn to live together better.	General Observance
5/22/2024	Int'l Day for Biological Diversity (UN)		General Observance
5/23/2024	Wesak (Buddhist)	The most important Buddhist festival, Wesak celebrates the birth, enlightenment and death of Buddha as one event. Different cultures observe this day with different customs, for example, Sri Lankans light lanterns, Vietnamese purchase captive animals and release them.	Scheduled Alerts (Religious)
5/23/2024	African Liberation Day (International)	It has been a day of celebration of the many achievements and victories of African people worldwide and a rededication to their current struggle for freedom, justice and unity. It is marked by parades and rallies in Africa and the U.S.	General Observance
5/26/2024	Lag BaOmer (Jewish)	In Israel, it is celebrated as a symbol for the fighting Jewish spirit.	National Holiday
5/29/2024	Ascension of Bah'á'u'lláh (Bah'á'í) (Bah'á'í) (Bah'á'í)	The prophet-founder of the Bah'á'í Faith passed away near Haifa, Israel. The event is observed at the actual time of his passing at 3am.	Scheduled Alerts (Religious)
5/29/2024	United Nations Peacekeepers Day (UN)		General Observance
5/31/2024	World No-Tobacco Day (UN)		General Observance
6/1/2024	National Indigenous History Month		
6/1/2024	Italian Heritage Month		
6/1/2024	Filipino Heritage Month		
6/1/2024	Portuguese Heritage Month		
6/1/2024	Launch of Pride Season		
6/1/2024	Global Day of Parents (UN)	The Global Day provides an opportunity to appreciate all parents in all parts of the world for their selfless commitment to children and their lifelong sacrifice towards nurturing this relationship.	General Observance
6/4/2024	Int'l Day Of Innocent Children Victims Of Aggression (UN)		General Observance
6/5/2024	World Environment Day (UN)		General Observance
6/6/2024	Our London Family	A day to commemorate and honour Our London Family	
6/8/2024	World Oceans Day (UN)		General Observance
6/10/2024	Dragon Boat Festival (China, Hong Kong)	This day honours the patriot poet Chu Yuan who drowned himself in the Milo River, south of China in protest of the political injustice in 277 B.C. The villagers raced to the river and jumped into dragon boats but never found him. As they searched, they beat drums to scare away evil spirits.	Cultural Festival
6/12/2024	Shavuot (June 12-13) (Jewish)	Begins previous sundown at 6pm. Called the Feast of Weeks or Pentecost which means 50 and therefore celebrated on the 50th day at the end of Passover. Shavuot celebrates the time when the Ten Commandments were given to Moses on Mount Sinai. This feast is celebrated on the 50th day after the start of the wheat harvest.	Scheduled Alerts (Religious)
6/12/2024	World Day Against Child Labour (UN)	The World Day brings together governments, employers and workers organizations, civil society, as well as millions of people from around the world to highlight the plight of child labourers and what can be done to help them.	General Observance
6/16/2024	Father's Day (Canada, UK, USA)	The origins of the day to honor fathers began in 1910, when Louise Dodd of Spokane, Washington, suggested to her minister that a day be set aside. Her own father was a Civil War veteran who raised his six children on the family farm after his wife died in childbirth. Interest in the day grew, and in 1966 a presidential proclamation established Father's Day as the third Sunday in June.	Canada Dates
6/17/2024	World Day To Combat Desertification & Drought (UN)		General Observance
6/17/2024	Eid-ul-Adha (Islam)	It concludes the Hajj and is a three-day festival celebrating Abraham's test of obedience to Allah when he was asked to sacrifice his son Ismael. At the last minute, Allah replaced Ismael with a lamb. Since Eid is determined by the first sighting of the new moon, the date varies from year to year.	Scheduled Alerts (Religious)
6/20/2024	Summer Solstice (International)		General Observance
6/20/2024	World Refugee Day (UN)		General Observance
6/21/2024	National Indigenous Peoples Day - Canada (Aboriginal/Native Canadian, Aboriginal Peoples)	This is an event growing in importance in Canada when the outstanding contributions of First Nations, Inuit and Metis are recognized.	Scheduled Alerts (Religious)
6/21/2024	Int'l Day of Yoga (UN)		General Observance
6/23/2024	National Day of Remembrance for Victims of Terrorism		
6/23/2024	Public Service Day (UN)		General Observance
6/24/2024	St. Jean Baptiste Day (Quebec) (Canada)	He is the patron saint of French-Canadians in Quebec, Canada. It is a national holiday and there are parades, bonfires and fireworks to celebrate his birthday.	Canada Dates
6/26/2024	Int'l Day In Support Of Victims Of Torture (UN)		General Observance
6/26/2024	Int'l Day Against Drug Abuse and Illicit Trafficking		General Observance
6/27/2024	Multiculturalism Day (Canada)	The Government of Canada officially recognized June 27th as Canadian Multiculturalism Day on November 13, 2002. This day acknowledges the contributions that various communities make to Canadian society and to celebrate the country's richness and diversity.	Canada Dates
6/28/2024	Stonewall Rebellion Day (LGBT)	This day commemorates the U.S. anniversary of the protest against police harassment in New York City's Greenwich Village in 1969. The event has been commemorated by a Pride Parade each year in New York City on the last Sunday in June. Events and Pride Parades are held in many other cities.	Cultural Festival
7/1/2024	Canada Day (Canada)	On July 1, 1867, the British North America Act created the Canadian federal government. The BNA proclaimed 'one Dominion under the name of Canada,' hence the original title of the holiday, 'Dominion Day.' Dominion Day was officially renamed 'Canada Day' by an act of Parliament in 1982.	Canada Dates
7/1/2024	Launch of London Pride Season		
7/6/2024	Dalai Lama's Birthday (Tibet) (Tibet, Buddhist)	His Holiness the XIVth Dalai Lama, Tenzin Gyatso, is the spiritual and temporal leader of the Tibetan people. Born to a peasant family in northeastern Tibet, he was recognized as the 14th Dalai Lama (Mongolian for 'Ocean of Wisdom'). In Tibetan Buddhism, the Dalai Lama is believed to be a manifestation of the Bodhisattva Avalokitesvara.	Canada Dates
7/6/2024	Int'l Day of Cooperatives (UN)		General Observance
7/7/2024	Islamic New year		
7/11/2024	Imamat Day (Islam Ismaili)	Based on the Lunar Calendar, the Islamic Calendar began when the Prophet (Peace Be Upon Him) migrated to Medina from Mecca.	
7/11/2024	World Population Day (UN)	Imamat Day is celebrated every year by Ismailis on the day that the Imamat or religious leader transferred from the past Imam to the present Aga Khan.	Scheduled Alerts (Religious)
7/14/2024	International Non-Binary Peoples Day (International)	International Non-Binary People are those who do not exclusively identify as a man or a woman, or who may identify as both a man and a woman.	General Observance
7/16/2024	Ashura (Islam)	The tenth day of the first Islamic month (Muharram). For Shi'ite Muslims, this day mourns the martyrdom of Hazrat Imam Hussain, the grandson of Prophet Muhammad. Shi'a Muslims commemorate this day of sadness with retelling the story of the battle fought in Kerbala.	Scheduled Alerts (Religious)
8/1/2024	Emancipation Day		
8/5/2024	Civic Holiday (Canada)		Canada Dates
8/6/2024	Hiroshima Day (Canada, Japan, USA)	This solemn day commemorates the day that United States dropped the first atomic bomb in Hiroshima, Japan in 1945. People from different backgrounds unite on this day to declare their commitment to never letting another nuclear bomb be used against humans again.	Cultural Festival
8/9/2024	Int'l Day Of The World's Indigenous People (UN)		General Observance
8/12/2024	Int'l Youth Day (UN)	A day to increase awareness of the World Programme of Action for Youth to the Year 2000 and Beyond, which calls for action in 10 areas: education, employment, hunger and poverty, health, environment, drug abuse, juvenile delinquency, leisure-time activities, girls and women.	General Observance
8/19/2024	World Humanitarian Day (UN)	World Humanitarian Day is an opportunity to celebrate the spirit that inspires humanitarian work around the globe.	General Observance
8/23/2024	Int'l Day for Remembrance of the Slave Trade and its Abolition (UN)		General Observance
8/26/2024	Janmashtami (Hindu)	Celebrates the birth of Lord Krishna and his rescue from potential death by the demon Kansa. Lord Krishna was born in a prison, then carried by his father to another village where he was secretly exchanged with a cow herder's daughter for his safety.	Scheduled Alerts (Religious)
8/31/2024	Paryushana-Parva (Aug 31 - Sep 8) (Jain)	Celebrated for eight days, Paryushana-Parva is the holiest time of the year and is marked by fasting and worship of the 24 realized teachers of the Jain faith known as Tirthankaras or Jinas.	Scheduled Alerts (Religious)
9/2/2024	Labour Day (Canada)		Canada Dates
9/5/2024	International Day of Charity (UN)	National Holiday to honour working people's contribution of labour. The day is celebrated with parades and speeches.	General Observance
9/8/2024	Mennonite Heritage Week	In recognition of the role of charity in alleviating humanitarian crises and human suffering within and among nations, as well as of the efforts of charitable organizations and individuals.	
9/8/2024	International Literacy Day (UN)	A day to focus on worldwide literacy issues. More than 780 million of the world's adults (nearly two-thirds of whom are women) do not know how to read or write, and between 94 and 115 million children do not have access to education.	General Observance
9/16/2024	Milad un Nabi	A day when Muslims celebrate the Prophet Mohammad's birth.	
9/16/2024	Int'l Day For The Preservation Of The Ozone Layer (UN)		General Observance
9/21/2024	Int'l Day Of Peace (UN)		General Observance
9/22/2024	Gender Equality Week	A day of global ceasefire and nonviolence, and an invitation to all nations and people to honor cessation of hostilities.	
9/22/2024	Autumn Equinox (International)	In the Northern Hemisphere, autumn begins today with the autumnal equinox. In the Southern Hemisphere, today is the beginning of spring. The daylight length is virtually the same everywhere on earth today--12 hours, 8 minutes.	General Observance
9/22/2024	Shuki sorei sai (Japan, Shinto)	On this Autumnal Equinox Day, the Japanese honour family ancestry, visiting ancestral graves and having family reunions.	Cultural Festival
9/23/2024	International Bisexuality Awareness Day		
9/23/2024	Gender Equality Week		
9/25/2023	Franco-Ontarian Day		
9/30/2024	San Geronimo Day (Aboriginal/Native American)	Named after St. Jerome (1829-1909), an Apache fighter, this day is celebrated by the Native Americans in Taos Pueblo, New Mexico. Among the ceremonies are the morning races, the sacred clowns and the pole climb.	Cultural Festival
9/30/2024	World Maritime Day (UN)		General Observance
9/30/2024	National Day of Truth and Reconciliation Canada (Aboriginal/Native Canadian, Canada, Aboriginal Peoples)	This day honours the survivors of the residential school system, their families, and communities.	Canada Dates

10/1/2024	German Heritage Month		
10/1/2024	Canadian Islamic History Month	The Parliament of Canada proclaimed October Canadian Islamic History Month in 2007 in recognition of significant contributions Muslims have made to Canadian society. Islamic Heritage Month is a time to reflect, celebrate, learn, and appreciate the diversity within Canada's Muslim communities.	
10/1/2024	Latin American/Hispanic Heritage Month		
10/1/2024	Women's History Month		
10/1/2024	International LGBTQ+ Awareness Month		
10/1/2024	Int'l Day For The Elderly (UN)		General Observance
10/2/2024	Gandhi's Birthday (India)	Mohandas Karamchand Gandhi (1869-1948) is known as Father of the Nation in India, adopted 'non-violence' in fighting for the country's freedom.	Cultural Festival
10/2/2024	Int'l Day of Non-Violence (UN)		General Observance
10/2/2024	Mehragan (Iran, Zoroastrian)	The word 'Meh' in Persian means kindness, love and friendship. Mehregan is celebrated by Zoroastrian and Persian (Iranian) people and was based on the concept that all of the farmers would bring their harvest in the middle of the town square and split it up evenly.	Cultural Festival
10/4/2024	National Day of Action for Missing and Murdered Indigenous Women and Girls		
10/5/2024	World Teachers' Day (UN)		General Observance
10/5/2024	World Habitat Day (UN)		General Observance
10/9/2024	World Post Day (UN)		General Observance
10/10/2024	World Mental Health Day (UN)		General Observance
10/11/2024	Coming Out Day (LGBT)	The first National Coming Out Day was held on October 11, 1988. It is an international event which gives gay, lesbian and bisexual people the opportunity to 'come out' to others about their sexuality. It also provides a means of increasing the visibility of gay people.	Cultural Festival
10/11/2024	National Boss Day (Canada, USA)	A day dedicated to appreciate our supervisors at work.	National Holiday
10/11/2024	Int'l Day of the Girl (UN)	International Day of the Girl officially declared December 19, 2011 by the United Nations General Assembly, recognizes the rights of girls and the particular challenges they face in the world.	General Observance
10/12/2024	Yom Kippur (Jewish)		Scheduled Alerts (Religious)
10/14/2024	Thanksgiving (Canada)		Canada Dates
10/14/2024	Int'l Day for Natural Disaster Reduction	Early Canadian settlers gave thanks for good harvests by decorating their churches with fruits and vegetables and celebrated dinner with venison and waterfowl.	General Observance
10/14/2024	Indigenous Peoples' Day (USA, Aboriginal Peoples)	By resolution 44/236 (22 December 1989), the General Assembly designated the second Wednesday of October International Day for Natural Disaster Reduction. It is to be observed annually as a vehicle to promote a global culture of natural disaster reduction, including	Cultural Festival
10/16/2024	World Food Day (UN)	Many cities in USA are replacing Columbus Day with Indigenous Peoples' Day. This day honours Native American heritage.	General Observance
10/17/2024	Int'l Day For Eradication Of Poverty (UN)		General Observance
10/17/2024	Sukkot (Oct 17 - Oct 23) (Jewish)		Scheduled Alerts (Religious)
10/24/2024	World Development Information Day (UN)		General Observance
10/24/2024	Shemini Atzeret (Jewish)	On the eighth day of Sukkot, special prayers for rain are offered.	Scheduled Alerts (Religious)
10/24/2024	United Nations Day (UN)	A day to commemorate the founding of the United Nations in 1945 and the effective date of the UN Charter.	General Observance
10/25/2024	Simchat Torah (Jewish)	Simchat Torah or Rejoicing in the Torah is the beginning of the synagogue's annual reading cycle. It begins at previous sundown.	General Observance
10/31/2024	Halloween (Canada, USA)	This tradition goes back to the Celtic people 2,000 years ago who celebrated their New Year in late autumn and honoured Samhain or Lord of the Dead. They put candles on windows and lit bonfires to scare the disembodied spirits off. They wore disguises so as not be	Cultural Festival
11/1/2024	Hindu Heritage Month		
11/1/2024	Shine the Light on Woman Abuse Campaign		
11/1/2024	Diwali (Hindu, Sikh)	It means 'row of lights' and is the Hindu New Year. Diwali lasts for 5 days: Day 1 - New Year for business, Day 2 - the triumph of god Vishnu over the evil demon, Day 3 - Lakshmi, the goddess of prosperity visits homes lit by lamps, Day 4 - Bali worship day, Day 5 - devo	Scheduled Alerts (Religious)
11/2/2024	Dia de los Muertos (Mexico)	This day is also known as the Day of the Dead, and is celebrated in parts of the United States and Central America. Families build altars in their homes surrounded with flowers, food and burning candles.	Cultural Festival
11/5/2024	Veteran's Week		
11/5/2024	DAYLIGHT SAVINGS TIME ENDS (International)	Move clocks one hour behind.	General Observance
11/6/2024	Int'l Day For Preventing The Exploitation Of The Environment (UN)		General Observance
11/6/2024	Take Our Kids to Work (Canada)	Parents are encouraged to bring their daughters (and/or sons) to work on this day, and to use this opportunity to educate their children on the nature of employment.	Canada Dates
11/8/2024	Indigenous Veteran's Day		
11/11/2024	Remembrance Day (Australia, Canada, England, UK)	This day commemorates the soldiers killed in World Wars I and II and is in remembrance for all those who have given their lives in service of their country. Canadians always set aside this day in memory of those who gave their lives for freedom. Many observers wear r	Canada Dates
11/13/2024	Int'l World Kindness Day (International)	The spark for World Kindness Day was lit at the Second Conference of the World Kindness Movement in November, 1997 in Japan. Starting as random acts of kindness, the movement now has members in over 17 countries including USA and Canada. They are commi	General Observance
11/14/2024	World Diabetes Day (UN)		General Observance
11/15/2024	Guru Nanak's Birthday (Bikarami) (Sikh)	Born in 1469 CE, he was the first of the Ten Gurus of the Sikh faith and founded Sikhism. An accomplished poet, 974 of his hymns are in the Sikh scriptures, the Sri Guru Granth Sahib.	Scheduled Alerts (Religious)
11/16/2024	Int'l Day of Tolerance (UN)	A day to advance human welfare, freedom, and progress everywhere, as well as to encourage tolerance, respect, dialogue, and cooperation among different cultures.	General Observance
11/19/2024	World Toilet Day (UN)	One third of humanity (2.5 billion people) do not have access to proper sanitation, including toilets or latrines, with dramatic consequences on human health, dignity and security, the environment, and social and economic development.	General Observance
11/19/2024	International Men's Day (International)	Inaugurated in 1992, this day recognizes and celebrates the cultural, political, and socioeconomic achievements of men.	General Observance
11/20/2024	Transgender Day of Remembrance (LGBT)	Begun in 1999, vigils, services and a variety of other events are held to memorialize those who were killed due to anti-transgender hatred or prejudice.	General Observance
11/20/2024	Universal Children's Day (UN)	Observed since 1954, a day to honor the needs of children and to make those needs known to governments. Observed on different days in over 120 countries.	General Observance
11/21/2024	World Television Day (UN)		General Observance
11/25/2024	16 Days of Activism Against Gender Violence (Nov 25-Dec 10)		
11/25/2024	St. Catherine's Day (Canada, France)	She is the patron saint of virgins and philosophers, lived in Alexandria in the 4th century A.D. and was martyred after being tortured on a spiked wheel. At one time, match-making balls were held on this day.	National Holiday
11/25/2024	Int'l Day For Elimination Of Violence Against Women (UN)		General Observance
11/29/2024	Int'l Day of Solidarity with Palestinian People (UN)		General Observance
12/1/2024	World AIDS Day (UN)		General Observance
12/2/2024	Int'l Day for the Abolition of Slavery (UN)	This day is designated by the World Health Organization and the United Nations to increase awareness and education of AIDS. Today, over 41 million people are living with HIV/AIDS.	General Observance
12/3/2024	Int'l Day of Persons with Disabilities (UN)	Promotes the continuing integration of persons who are disabled into general society.	General Observance
12/5/2024	Int'l Volunteer Day for Economic & Social Development (UN)		General Observance
12/5/2024	Days for Economic & Social Development (UN)		General Observance
12/6/2024	National Day of Remembrance and Action on Violence Against Women (Anniversary of the Ecole Polytechnique Massacre)		
12/7/2024	Int'l Civil Aviation Day (UN)		General Observance
12/9/2024	Int'l Anti-Corruption Day (UN)		General Observance
12/10/2024	Human Rights Day (UN)	Established in 1948 by the United Nations to commemorate the adoption of the Universal Declaration of Human Rights, which sets forth basic rights and freedoms to which all are entitled.	General Observance
12/11/2024	Int'l Mountain Day (UN)		General Observance
12/13/2024	Aga Khan's Birthday (Islam Ismaili)	He is the religious head of the Ismaili sect.	Scheduled Alerts (Religious)
12/18/2024	Int'l Migrants Day (UN)		General Observance
12/20/2024	Int'l Human Solidarity Day (UN)		General Observance
12/22/2024	Solstice (International)		General Observance
12/25/2024	Christmas Day (Christian)	In the Northern Hemisphere, winter begins today. In the Southern Hemisphere, today is the beginning of summer. Between the equator and the Arctic Circle, the sun rises and sets farthest south on the horizon for the year and the period of daylight is at its shortest--12 h	General Observance
12/26/2024	Kwanzaa (African-American/Canadian, USA)	This day celebrates Jesus Christ's birth over 2000 years ago. Customs include lighting candles, exchanging gifts and using evergreen decorations to celebrate this day, the most widely observed Christian festival of the year. In most communities it is a family day.	Scheduled Alerts (Religious)
12/26/2024	Boxing Day (Canada, England, Ireland, UK)	A professor who wanted to encourage African Americans to celebrate their heritage started Kwanzaa's in California in 1966. Kwanzaa means first fruit in Swahili and is a harvest festival. Families exchange gifts and have African-style feasts. Seven-pronged candleholde	Cultural Festival
12/26/2024	Commemoration of shahidi of chote sahebzadey of Guru Gobind Singh ji	It was once a day when the church's poor boxes were opened. In Britain, originally a day when gifts (boxes) are given to servants, tradespeople, or others who provide services.	Canada Dates
12/26/2024	Sahebzada Baba Jorawar Singh ji	The two Sikh children are remembered as the Chhotte Sahibzade (Punjabi: ਛੋਟੇ ਸਾਹਿਬਜ਼ਾਦੇ (Gurmukhi)). They attained martyrdom on 26 December 1704 at the ages of 5(or 6) and 9 respectively.	
12/26/2024	Sahebzada Baba Fateh Singh ji	They stood up for the human rights and didn't want to convert to Islam	
		The two Sahibzade attained martyrdom by being bricked alive by the tyrant ruler Wazir Khan, the governor of that state. Wazir Khan believed in Emperor Aurangzeb's vision. Wazir Khan told the Sahibzade that he would spare their lives if they converted to Islam.	
		This place is now known as "Jyoti Swaroop Gurudwara Sahib" at Fatehgarh Sahib, Punjab, India.	

London City Council  
May 7, 2024

Mayor Morgan, Deputy Mayor Lewis, and City Council,

Please accept this letter as my resignation from the Diversity, Inclusion, and Anti-Oppression Community Advisory Committee for the City of London effective immediately.

I am, and have been, a strong believer in supporting marginalized and diverse individuals; as a queer person of privilege, I've worked hard to support policies that aim to put disadvantaged individuals and communities on a level playing field with their privileged counterparts.

While I continue to believe that diversity work is important, I am also becoming more and more aware that not all members of council support the work that we do, and even believe that some of the individuals we aim to support are nothing more than criminals. It feels largely like lip service to have an advisory committee dedicated to DEI work while simultaneously having a sitting councillor openly state that they do not support funding shelters based on the employment of the clients that use that space. I find it problematic that when found to have violated the Code of Conduct by further marginalizing unhoused individuals,, a toothless and ineffective reprimand was the extent of what could be done.

Furthermore, I've recently been sent screenshots and posts of a fellow member of the committee which reference a number of concerning comments and themes:

- One post outlined that this member opposed "The sexualization of our children and the normalization of pedophilia in our schools and our society" and wanted to "Affirm the Primacy of Parental Authority" by revoking Bill C-4 which outlaws Conversion Therapy in Canada – a practice that targets 2SLGBTQI+ youth and contributes to the stigma of "shame" associated with being queer;
- One shared photo included the quote "Diversity, equity, and inclusion have morphed into perversity, insanity, and delusion";
- A meme of a number of drag queens chasing a photoshopped child. The captions read: "Hey kid, wanna hear a story" followed by "Not today Satan";
- A split image. On the left, a person dressed in traditionally feminine clothing with the headline "From Trans". On the right, a person (possibly the same person, though it's hard to discern) dressed in traditionally feminine clothing with the headline "To Trans-formed by Jesus Christ".

While I verified that these posts were indeed made by a member of this committee, I did not dig deeper into determining whether or not they had other views that supported marginalized communities. I don't think it necessary to name the member in this particular letter, but I do feel that my views on diversity, equity, and inclusion are not compatible with the views held by at least one of my colleagues in the committee, nor with a number of members on the City Council.

I have sincerely enjoyed my time working with DIACAC and I wish the committee all the best as they hopefully aim to make London a more welcoming and diverse place.

Ryan O'Hagan