

Agenda

Diversity, Inclusion and Anti-Oppression Community Advisory Committee

7th Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

September 12, 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.

Pages

1. **Call to Order**
 - 1.1 Disclosures of Pecuniary Interest
2. **Opening Ceremonies**
 - 2.1 Acknowledgement of Indigenous Lands
 - 2.2 Traditional Opening
3. **Scheduled Items**
4. **Consent**
 - 4.1 7th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee 2
5. **Sub-Committees and Working Groups**
6. **Items for Discussion**
 - 6.1 Diversity, Race Relations and Inclusivity Award Policy 4
7. **Confidential**
 - 7.1 Personal Matter / Identifiable Individual

A personal matter pertaining to identifiable individuals, including municipal employees, with respect to the 2025 Mayor's New Year's Honour List.
8. **Adjournment**

Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report

The 7th Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory
Committee
August 8, 2024

Attendance P. Gill (Chair), S. D'Amelio, R. Gill, D. Godwin, B. Hill, C.
Kampagne, D. Luthra, N. Syed and K. Warmington and H.
Lysynski (Acting Clerk)

ABSENT: S. Atieh, K-A. Burke, M. Stothers and L. Ochoa
ALSO PRESENT: Y. Asare-Bediako, S. Chapman-Pusiak, S.
Govindaraj. Z. Khawaja, K. Lamphier, C. Mallia, M. Stone and J.
Tansley

The meeting was called to order at 4:00 PM; it being noted that
S. D'Amelio, R. Gill, D. Godwin, B. Hill, C. Kampagne, N. Syed
and K. Warmington were in remote attendance.

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

4. Consent

4.1 6th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

That it BE NOTED that the 6th Report of the Diversity, Inclusion and Anti-
Oppression Community Advisory Committee, from its meeting held on July
11, 2024, was received.

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

3.1 Anti-Hate Project

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression
Community Advisory Committee received the attached presentation from
K. Lamphier, Senior Coordinator, Community Inclusion & Equity and Z.
Khawaja, Coordinator, Anti-Hate Project, with respect to the Anti-Hate
Project.

3.2 Anti-Black Racism Action Plan

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee heard a verbal presentation from Y. Asare-Bediako, Advisor, Black Community Liaison, with respect to the Anti-Black Racism Action Plan.

5. Sub-Committees and Working Groups

None.

6. Items for Discussion

6.1 2025 Mayor's New Year's Honour List – Request for Nominations

That it BE NOTED that Diversity, Inclusion and Anti-Oppression Community Advisory Committee (DIACAC) held a discussion with respect to the 2025 Mayor's New Year's Honour List Call for Nominations; it being noted that the DIACAC reviewed the communication, dated June 27, 2024, from the City Clerk and Deputy City Clerks, with respect to the 2025 Mayor's New Year's Honour List Call for Nominations.

6.2 2025 Diversity, Inclusion and Race Relations Award

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee (DIACAC) held a discussion with respect to the 2025 Diversity, Race Relations and Inclusivity Award.

7. Adjournment

The meeting adjourned at 4:52 PM.

Diversity, Race Relations and Inclusivity Award Policy

BY-LAW NUMBER

CPOL.-20(a)-392

AS AMENDED BY

Legislative History: Adopted June 13, 2017 (By-law No. CPOL.-20-216); Amended July 24, 2018 (By-law No. CPOL.-20(a)-392)

Last Review Date: August 10, 2021

Service Area Lead: City Clerk

1. Policy Statement

1.1 This policy establishes a City Council award to promote public awareness of and encourage ongoing initiatives on diversity, race relations, inclusivity, anti-oppression and human rights and to promote/advance London as a welcoming city through the recognition and encouragement of efforts in certain categories within the community.

2. Definitions

2.1 Not applicable.

3. Applicability

3.1 This Council policy applies to both eligible nominators and eligible nominees, as provided for in the eligibility criteria.

4. The Policy

Eligibility Requirements

4.1 Nominators can be any individual who works or resides in the City of London and is familiar with the activities of the nominee. The nominator may be called upon for an interview by the Awards and Recognition Sub-Committee of the Diversity Inclusion and Anti-Oppression Advisory Committee for the purpose of seeking additional information regarding a nomination.

4.2 Nominees must:

a) represent one of the following categories:

- small businesses/small labour (49 or fewer employees/members);
- large businesses/large labour (50 or greater employees/members);
- social/community service not-for-profits (49 or fewer employees/members);
- social/community service not-for-profits (50 or greater employees/members);
- youth and young adult (less than 26 years of age) groups or organizations;

b) have been operating in London continuously during the past 12 months, at a minimum;

c) have made their qualifying contribution in the City of London within the past 12 months;

d) consent to the nomination;

e) in the case of previous years' recipients, be nominated for a different achievement or initiative than what they have already received an Award or for which they have been nominated.

Award Process

4.3 a) All Londoners are invited to submit their nominations using the Nomination Form available on the City's website or obtained through the City Clerk's Office, 3rd Floor, City Hall, 300 Dufferin Avenue.

b) September 30 is the deadline for sending award nominations to the Committee Secretary of the Diversity, Inclusion and Anti-Oppression Advisory Committee.

c) Nominations will be received for each of the following categories:

- small businesses/small labour (49 or fewer employees/members);
- large businesses/large labour (50 or greater employees/members);
- social/community service not-for-profits (49 or fewer employees/members);
- social/community service not-for-profits (50 or greater employees/members);
- youth and young adult (less than 26 years of age) groups or organizations.

d) Nomination submissions must include:

- category of nomination
- profile of nominee
- consent of nominee
- information about the nominator (i.e., name, address, etc.)
- brief description of the nominee and initiative, including the reasons for nomination
- responses to the following four questions:

i) How has the initiative contributed to the promotion of diversity, race relations, inclusivity, anti-oppression and human rights in London and promoting London as a welcoming city?

ii) What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity, anti-oppression and human rights in London and promoting London as a welcoming city?

iii) What is the potential for expansion and/or inspiration for replication of the initiative?

iv) How can receiving this Award be used to further promote diversity, race relations, inclusivity, anti-oppression and human rights in London and to further promote London as a welcoming city?

e) The Diversity, Inclusion and Anti-Oppression Advisory Committee will review the nominations and, in turn, select which nominations shall proceed to City Council, via the appropriate Standing Committee, for its consideration and approval.

f) There will be a maximum of five Awards presented in any one year, with no more than one Award being awarded in each of the five categories noted in part 4.3c), above.

g) The nominators and nominees will be advised of the status of their nomination.

h) Successful nominees will be presented with the Award by the Mayor, on behalf of the City Council, at the closest possible meeting date to December 10 – Human Rights Day.

i) The Award shall be comprised of an appropriately worded plaque provided by the Diversity, Inclusion and Anti-Oppression Advisory Committee.