

Agenda Including Addeds

Diversity, Inclusion and Anti-Oppression

Community Advisory Committee

9th Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

October 10, 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 8th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee 2
5. **Sub-Committees and Working Groups**
6. **Items for Discussion**
 - 6.1 2024 Diversity, Race Relations and Inclusivity Award
 - a. EVALUATION FORM 4
 - b. Small Business/Small Labour (49 or Less Employees/Members) 6
 - c. Social/Community Services (including Not-For-Profits), Education and Training (49 or Less Employees/Members) 11
 - d. Social/Community Services (including Not-For-Profits), Education and Training (50 or More Employees/Members) 16
7. **Adjournment**

Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report

8th Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory
Committee
September 12, 2024

Attendance S. D'Amelio (Acting Chair), K-A. Burke, R. Gill, B. Hill, C.
Kamgne, D. Luthra and H. Lysynski (Acting Clerk)

ABSENT: P. Gill, L. Ochoa, M. Stothers, N. Syed and K.
Warmington

ALSO PRESENT: S. Govindaraj

The meeting was called to order at 4:00 PM; it being noted that
K-A. Burke, S. D'Amelio, R. Gill, B. Hill, C. Kamgne and D.
Luthra 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 S. D'Amelio.

2.2 Traditional Opening

That it BE NOTED that no traditional opening was received.

3. Scheduled Items

None.

4. Consent

4.1 7th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

That it BE NOTED that the 7th Report of the Diversity, Inclusion and Anti-
Oppression Community Advisory Committee, from its meeting held on
August 8, 2024, was received.

5. Sub-Committees and Working Groups

None.

6. Items for Discussion

6.1 Diversity, Race Relations and Inclusivity Award Policy

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression
Community Advisory Committee held a discussion on ways to get more
media attention and nominations for the 2025 Diversity, Inclusion and
Race Relations Award.

7. Confidential

7.1 Personal Matter / Identifiable Individual

That the Diversity, Inclusion and Anti-Oppression Community Advisory Committee convened In Closed Session for the purpose of undertaking the following:

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.

The Diversity, Inclusion and Anti-Oppression Community Advisory Committee convened In Closed Session from 4:24 PM to 4:38 PM.

8. Adjournment

The meeting adjourned at 4:39 PM.

Diversity, Race Relations and Inclusivity Award Committee Member Evaluation

Ranking: Based on the information provided in the nomination form, each member of the Awards and Recognition Sub-Committee will evaluate each nominee using the following rating system:

4 – Excellent 3 – Very Good 2 – Good 1 – Fair 0 –
Not Appropriate

1. How has the initiative contributed to the promotion of diversity race relations, inclusivity and human rights in London and promoting London as a welcoming city?
2. Have been operating in London continuously during the past 12 months, at a minimum; Have made their qualifying contribution in the City of London within the past 12 months
3. What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?
4. What are the potentials for expansion and/or inspiration for replication of the initiative?
5. How can receiving this Award be used to further promote diversity, race relations, inclusivity, and human rights in London and to further promote London as a welcoming city?

Name of Organization And Initiative(s)	#1	#2	#3	#4	#5
Small Business/Small Labour (<49 members)					
Corporations/Large Business/Large Labour (>50 members)					
Social/Community Services Not-for-Profits, (<50)					
Social/Community Services Not-for-Profits, (>50)					

Youth/Young Adult (<26 years of age) Groups or Organization					

City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

Section 1 - Information of Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **Kids Health Shelf**

Address of Nominee (please include City, as well as postal code): **1375 Whetherfield St, London, ON (N6H0K5)**

Name(s) of Contact People (including position titles): **Nadith Ranasinghe (President)**

Business Phone #: **647-852-8939**

Business E-mail address: kids.health.shelf@gmail.com

Organization Website (if one exists): **N/A**

Which of the following categories does this group/organization fit into?: **small business/small labour**

Does the nominee meet the eligibility criteria?: **Yes**

Section 2 - Your Reason for Nominating

What is the initiative this group/organization implemented?: **To write culturally diverse books that teach about inclusion. They have done very impactful work in this regard.**

At what time during this year did this initiative take place? (eg. Spring 2017): **The initiative has been ongoing since April 2023, however their book distribution is taking place this October.**

Name the key individuals, departments or committees involved: **Nadith Ranasinghe (President), Danielle Xin (VP Illustrations), & Estella Pham (VP Comms); These are just 3 of the figureheads I know**

Brief description of initiative: **A small book writing and drawing club that writes children's books promoting themes of diversity and inclusion before donating them to local libraries, hospitals, etc.**

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? eg. Number of people who benefited from this initiative, success stories, etc.: **It has been giving children hope and a strong message of seeing the beauty of everyone. It helps students understand that often, while we might be different from others, it's not a weapon that be should used to divide us.**

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **In the short-term, it will create a warmer, unified, and more loving community that all will want to come to. In the long-term, I hope that it will work mark change in childrens media and representation that stems further beyond just the books.**

What is the potential for expansion and/or inspiration for replication of the initiative?: **To expand across the city and hopefully across the region! Eventually the intiative would like to reach out from across London, to all of Ontario, and then hopefully all of Canada as well**

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: **It would increase in its popularity more and therefore increasing its reach to more children! I know that they are going to promote these themes continously through their books, and hopefully they will continue to improve diversity, race relations, and all other EDID related measures through the years.**

Do you wish to attach a document or photo in support of your nomination?: [REDACTED]
[REDACTED]

Another document or photo?:

Another document or photo?:

Another document or photo?:

Section 3 - Nominator Information

Your Name: [REDACTED]

Your Address (please include postal code): [REDACTED]
[REDACTED]

Your Phone #: [REDACTED]

Submitter E-mail: [REDACTED]

[REDACTED] 10/1/2024 11:18:27 PM

City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

Section 1 - Information of Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **Needham Funeral Service**

Address of Nominee (please include City, as well as postal code): **520 Dundas St**

Name(s) of Contact People (including position titles): **Rebecca Ballantyne, Manager**

Business Phone #: **519-434-9141**

Business E-mail address: Rebecca.Ballantyne@dignitymemorial.com

Organization Website (if one exists): <https://www.dignitymemorial.com/en-ca/funeral-homes/ontario/london/needham-funeral-service/3190>

Which of the following categories does this group/organization fit into?: **small business/small labour**

Does the nominee meet the eligibility criteria?: **Yes**

Section 2 - Your Reason for Nominating

What is the initiative this group/organization implemented?: **Cultural appropriate customized celebration of life**

At what time during this year did this initiative take place? (eg. Spring 2017): **Spring 2019**

Name the key individuals, departments or committees involved: **Rebecca Ballantyne, Bill Web and Catrionia**

Brief description of initiative: **Needham Funeral Service exemplifies a strong commitment to inclusivity, compassion, and community service. Their proactive respect for diverse cultural and religious practices distinguishes them in the industry, as evidenced by their participation in events like the pride parade and collaboration with local schools. They provide a private space for Muslims to prepare their deceased loved ones, demonstrating a deep understanding of community needs. Their philanthropic efforts, including donations to the Oneida Indigenous Community and support for the homeless, highlight their dedication to helping those in need. Through inter-faith services and outreach programs, they offer holistic support to bereaved families, always seeking new ways to provide care during challenging times. Their compassionate approach fosters a sense of belonging and sets an inspiring example for other businesses in community engagement.**

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? eg. Number of people who benefited from this initiative, success stories, etc.: **Needham Funeral Service is a remarkable example of a business deeply committed to inclusivity, compassion, and community service. Their proactive approach to respecting and accommodating various religious and cultural practices truly sets them apart in the industry. By actively participating in events such as the pride parade and collaborating with local schools like HB Beal High School, they embrace diversity in a meaningful and impactful way. Their provision of a private space for Muslims to prepare their deceased loved ones highlights a profound understanding of the unique needs within different communities. This respect and sensitivity go a long way in fostering trust and comfort during such a challenging time. Needham Funeral Service also demonstrates an inspiring commitment to philanthropy. Their generous donations of flowers and clothing to the Oneida Indigenous Community, along with providing sandwiches to the homeless and supporting organizations like the London Mission Service and boys' group homes, reflect their dedication to uplifting those in need. Moreover, their inter-faith services and extensive outreach programs underscore their holistic approach to supporting bereaved families. They are always seeking new ways to care for individuals during life's most difficult moments, offering a compassionate hand during their journey of grief. Such dedication not only creates a strong sense of belonging but also sets a powerful example for other businesses to follow in the spirit of compassion and community engagement.**

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **They are the only funeral home in London actively participating in the Business Reconciliation project, fostering connections with the Indigenous community to support their traditional mourning rituals through a three-day fire and feast.**

What is the potential for expansion and/or inspiration for replication of the initiative?: **They are exploring the possibility of hosting a three-day fire of mourning in public gathering spaces throughout the city as a reconciliation initiative aimed at educating and raising awareness for settlers. This would be a groundbreaking first for the municipality. Additionally, they prioritize hiring a diverse staff to further enrich their services.**

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: **Receiving this award would provide us with a valuable platform to advance**

diversity, race relations, inclusivity, and human rights in London, while also promoting the city as a welcoming community. By educating the public and fostering cultural awareness and sensitivity, we aim to build an inclusive environment that attracts investors, large and small, who recognize the value of a diverse population in creating business opportunities. In light of the Afzal family incident, which has tarnished our city's reputation and negatively impacted our economy post-pandemic, our efforts are essential in transforming that narrative and fostering a more harmonious community.

Do you wish to attach a document or photo in support of your nomination?: **Project Plan Indigenous Fire.pdf**

Another document or photo?:

Another document or photo?:

Another document or photo?:

Section 3 - Nominator Information

Your Name: [REDACTED]

Your Address (please include postal code): [REDACTED]

Your Phone #: [REDACTED]

Submitter E-mail: [REDACTED]

Submitted on: **9/26/2024 7:47:45 PM**

City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

Section 1 - Information of Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **London Afro Centric Association (LACA)**

Address of Nominee (please include City, as well as postal code): **920 Leathorne St Unit 1**

Name(s) of Contact People (including position titles): **Colin Caleb - Founder**

Business Phone #: **5196943429**

Business E-mail address: info@ecawards.ca

Organization Website (if one exists): <https://ecawards.ca>

Which of the following categories does this group/organization fit into?: **Social/Community Services (49 or fewer)**

Does the nominee meet the eligibility criteria?: **Yes**

Section 2 - Your Reason for Nominating

What is the initiative this group/organization implemented?: **Essence & Culture Awards**

At what time during this year did this initiative take place? (eg. Spring 2017): **Annually - February of each year (19th roughly)**

Name the key individuals, departments or committees involved: **LACA Board of Directors and Volunteers**

Brief description of initiative: **The Essence and Culture Awards was created by a group of businesses and Community organizations who joined forces to form a group known as the London AfroCentric Community Association (LACA). The mandate/mission of LACA is to unite London's many Black Communities in spite of our differences and because of our shared similarities, by recognizing the contributions of the nominees and recipients of these awards. The third annual Essence and Culture Awards Ceremony took place on February 18th, 2024.**

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? eg. Number of people who benefited from this initiative, success stories, etc.: **The event is unique for the BIPOC community and continues to showcase the very best our city has to offer. Recognized by MP's, MPP's, The City of London, Tourism London and many others the**

Essence and Culture Awards are just one part of what LACA continues to do for the community.

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **Focusing on highlighting our Black population specifically focusing on music, medicine and social outreach.**

What is the potential for expansion and/or inspiration for replication of the initiative?: **It is now in it's 4th year returning in '25 for it's 5th event, this will continue to showcase our populatio.**

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: **Ensuring recognition for the awards as has been done in the past continues to allow the organization to benefit from increased awareness.**

Do you wish to attach a document or photo in support of your nomination?:

Another document or photo?:

Another document or photo?:

Another document or photo?:

Section 3 - Nominator Information

Your Name: [REDACTED]

Your Address (please include postal code): [REDACTED]

Your Phone #: [REDACTED]

Submitter E-mail: [REDACTED]

Submitted on: **9/30/2024 5:17:55 PM**

City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

Section 1 - Information of Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **Office of EDID (Equity, Diversity, Inclusivity and Decolonization) @ King's University College**

Address of Nominee (please include City, as well as postal code): **266 Epworth Ave. London, ON N6A 2M3**

Name(s) of Contact People (including position titles): **Jennifer Slay, Director EDID (Equity, Diversity, Inclusivity and Decolonization) Nikki Sasso Mitchell, EDID Coordinator Angela Core, ASL Interpreto**

Business Phone #: **519-433-3491**

Business E-mail address: jennifer.slay@kings.uwo.ca

Organization Website (if one exists): <https://www.kings.uwo.ca/about-kings/edid/>

Which of the following categories does this group/organization fit into?: **Social/Community Services (49 or fewer)**

Does the nominee meet the eligibility criteria?: **Yes**

Section 2 - Your Reason for Nominating

What is the initiative this group/organization implemented?: **King's University College, is an educational institution, which is located on the traditional territories of the Anishinaabek, Haudenosaunee, and Lūnaapéewak Peoples, all of whom have long standing relationships to the land of Southwestern Ontario and the City of London. The Office of Equity, Diversity, Inclusion, and Decolonization (EDID) at King's University College works collaboratively with local, provincial, and national organizations as well as individuals to make the campus more inc**

At what time during this year did this initiative take place? (eg. Spring 2017): **The Office of EDID hosts events throughout the year. There was Dr. Andrew B. Campbell (aka Dr. ABC) from the University of Toronto in March discussing Black History and inclusivity. King's EDID was also part of My London Family Vigil June 2024 where a Sign Language Interpreter attended to reach a wider audience to make it more inclusive. Other seminars and events, which occurred throughout the year include the following: educating about accessibility for persons with disabilities, recognizing**

Name the key individuals, departments or committees involved: **Jennifer Slay, Angela Core, Nikki Sasso Mitchell.** Furthermore, The Office of EDID employs students and mentors the School of Social Work students throughout the year to ensure the work they do can be accomplished.

Brief description of initiative: **Overall, the Office of Equity, Diversity, Inclusion, and Decolonization have promoted a number of events to showcase the initiatives of EDID. As mentioned, they focus on a number of topics and believe that through collaboration we can work better together. They have partnered and supported the Thames Valley District School Board, the London District Catholic School Board, the City of London and other organizations in the community. Communication is key for this office and so most of their events promote starting and continuing conversations pertaining to social justice. They have been very intentional with welcoming the community to their campus to be part of these conversations. As mentioned above, their biggest event is EDIDA Awareness Week in collaboration with Huron, Western, London Health Sciences Centre, and Fanshawe College.**

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? eg. Number of people who benefited from this initiative, success stories, etc.: **EDIDA Awareness week focuses on a variety of topics such as: Anti-Semitism, Black History, Islamophobia, Religion, Disability and Accessibility, 2SLGBTQIA+ issues, Truth and Reconciliation, Neurodiversity. The website is housed on Western's webpage and can be found here: <https://www.edi.uwo.ca/events/edid-week/> This was the schedule for their events in 2023. This year, they will be holding EDIDA Awareness week from Oct. 1 – Oct. 5. The office has also sought to collaborate with other departments on the campus to start support groups for the 2SLGBTQIA+ community, the Muslim community and has encouraged trainings in classrooms pertaining to anti-bias, anti-racism, and emotional intelligence.**

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **These impacts will vary in all aspects. I feel that more people will become aware of terminology and what to use, how to recognize and understand the barriers many people in society have. With King's having 3500 students who attend and take courses, the impact of the EDID office on their lives will have a ripple effect in our community and the world. It is the hope that EDIDA Awareness Week will continue to lift the voices of those who have been marginalized. With this focus, it will lead to having more people talk about them and at the same time they will indirectly promote**

not just King's University College but a city as a place to be and belong. King's EDID has regular events, offering many opportunities to talk about equity, diversity and inclusivity, and human rights. Having been an audience member at a number of their events, I can share first hand about the positive impact their events have had on me and my understanding of EDID issues.

What is the potential for expansion and/or inspiration for replication of the initiative?: feel based on the great work EDID at King's does the explanation and inspiration will be positive and already has been. An example is when I attended Dr. Andrew B. Campbell (aka Dr. ABC) in March 2024. I did tell many colleagues, friends, and family and did get people to either attend or become more aware of who Dr. ABC is and what he does and continues to do. The impact of seeing a person of colour represented as an authority on specific topics of concern is life changing.

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: It is my firm belief that this award will allow for increased awareness of all the programs that the office of EDID has throughout the year and would lead to increased attendance and the possibility of the creation of more workshops in the future

Do you wish to attach a document or photo in support of your nomination?: EDID-Group-shot (1).png

Another document or photo?:

Another document or photo?:

Another document or photo?:

Section 3 - Nominator Information

Your Name: [REDACTED]

Your Address (please include postal code): [REDACTED]
[REDACTED]

Your Phone #: [REDACTED]

Submitter E-mail: [REDACTED]

Submitted on: **8/21/2024 7:32:34 AM**

City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

Section 1 - Information of Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **Cathy Wood, Sr. Director of Black Health, London Health Sciences Centre**

Address of Nominee (please include City, as well as postal code): **800 Commissioners Rd E London, Ontario N6A 5W9**

Name(s) of Contact People (including position titles): **Cathy Wood, Sr. Director of Black Health**

Business Phone #: **519-685-8500 ext. 74887**

Business E-mail address: Cathy.Wood@lhsc.on.ca

Organization Website (if one exists): <https://www.lhsc.on.ca/>

Which of the following categories does this group/organization fit into?: **Social/Community Services (50 or more)**

Does the nominee meet the eligibility criteria?: **Yes**

Section 2 - Your Reason for Nominating

What is the initiative this group/organization implemented?: **London Health Sciences Centre (LHSC) is on a journey to transform healthcare to be more responsive to the needs of the many diverse communities we serve. Our fundamental commitments state “We commit to creating an inclusive and safe environment by dismantling systems of oppression, discrimination, racism and bias, while addressing social determinants of health and advancing truth and reconciliation.”**

At what time during this year did this initiative take place? (eg. Spring 2017): **Initiated in May 2023 the Black Health Team supports patients, staff, and the community year-round in the following ways: Consultation, Feedback Solicitation, Education, and Partnership with organizations in the community to advance the health and well-being of Black people. The Black Health team acts as a catalyst in our efforts to identify and dismantle barriers that have historically prevented members of the Black community from accessing health services.**

Name the key individuals, departments or committees involved: **Cathy Wood is leading this important work as LHSC’s Senior Director of Black Health. Cathy has demonstrated an unrelenting commitment to equity, diversity, and inclusion over her**

24-year career with LHSC. In her previous role as Senior Director within the Office of Capacity Management, she gained valuable insight into health inequities among certain communities during the COVID-19 pandemic. Cathy's education and experience have also afforded her the necessary skills to lead system transformation

Brief description of initiative: The Black Health team was established at LHSC in May 2023 and operates as an integral part of the Office of Inclusion and Social Accountability. It was established in acknowledgement of the many inequities in healthcare that exist and to actively engage in working towards identifying and dismantling systemic, institutional and attitudinal barriers to improve the healthcare experiences and health outcomes of Black people. Through consultation and collaboration with Black individuals and community partners, we seek to build trusting relationships so that we can learn more about their healthcare experiences and how we can improve our services to better serve them. The Black Health team is committed to working with all members of Team LHSC as we advance our collective learning on issues important to Black patients, families and community members and build our capacity to provide care that is culturally relevant and sensitive to the needs of this equity-denied group.

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? eg. Number of people who benefited from this initiative, success stories, etc.: **Last year LHSC cared for a total of 971,194 patient visits (a combination of ambulatory, emergency, admissions, and births). A 2017 CBC article titled "Almost 1 in 5 Londoners are now foreign-born" shared that Black people were amongst the top 5 largest minority groups in London. LHSC is on a journey to transform healthcare to be more responsive to the needs of the many diverse communities we serve. In May 2023, LHSC launched the Black Health Team, placing the hospital in a unique position to collaboratively improve care experiences and health outcomes for Black individuals. The Black Health team works to advance equity-based initiatives that create safer and more inclusive spaces at LHSC. By engaging with members of Team LHSC, physicians, patients, and community members, the team works to create relationships built on trust to learn more about Black individuals' experiences within the healthcare system.**

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **In the short term, LHSC celebrated Black History Month for the first time in 2024. Cathy led LHSC in celebrating the exceptional achievements of Black Team LHSC colleagues. Throughout the month, members of Team LHSC as we**

highlight their contributions to the health-care system. The health-care system is constantly improving, thanks to the work of Black physicians, researchers, staff members, volunteers and learners who work tirelessly to improve patient care experiences and health outcomes each day. Hilreth Jackson-RN, <https://youtu.be/bVAGL1s9qpE> Dr. Jedrin Ngungu, <https://youtu.be/dMoDZv-uV1w> Destiny Gardiner - Recruitment, https://youtu.be/R7sp_c_GdAw Naomi Esume-RN, <https://youtu.be/loAHKBpBK90>

What is the potential for expansion and/or inspiration for replication of the initiative?: **Through Ontario Health funding, Cathy has implemented the services of two Black Health Navigators to support patients and families within Children’s Hospital in the fall of 2023. The role of the Navigators is to support patients and their families/caregivers in navigating the complexities of the health care system. They have been able to work toward addressing barriers such as insurance coverage, transportation, language; improving cultural awareness and sensitivity among healthcare providers; promote a culturally inclusive environment on the units. In the community, the Navigators have participated in community engagement events to foster partnerships, promote Black health and wellness, and build awareness to the services provided by Black Health Navigators.**

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: **Receiving this award demonstrates Cathy’s tremendous efforts and achievements accomplished in one year. However, it also highlights the importance of the work and the desperate need to continue. It is crucial that we acknowledge and confront the difficulties that Black Londoners historically faced and continue to experience today. Within the health-care system, Black individuals have faced, and continue to face many inequities and endured systemic, attitudinal and racial barriers when receiving care and building careers. Receiving this award offers a poignant opportunity to reflect on LHSC’s fundamental commitment to being a place where all are welcomed, valued and accepted – one where hatred has no place.**

Do you wish to attach a document or photo in support of your nomination?: **Cathy Wood Nomination.pdf**

Another document or photo?: **cathy-wood.jpeg**

Another document or photo?:

Another document or photo?:

Section 3 - Nominator Information

Your Name: [REDACTED]

Your Address (please include postal code): [REDACTED]
[REDACTED]

Your Phone #: [REDACTED]

Submitter E-mail: [REDACTED]

Submitted on: **9/11/2024 6:53:58 PM**

City of London Diversity, Race Relations and Inclusivity Award – Nomination Cathy Wood

What is the initiative this group/organization implemented?

London Health Sciences Centre (LHSC) is on a journey to transform healthcare to be more responsive to the needs of the many diverse communities we serve. Our fundamental commitments state “We commit to creating an inclusive and safe environment by dismantling systems of oppression, discrimination, racism and bias, while addressing social determinants of health and advancing truth and reconciliation.”

In efforts to fulfill this commitment, LHSC launched the Black Health stream within the Office of Inclusion and Social Accountability (OISA), placing the hospital in a unique position to collaboratively improve care experiences and health outcomes for Black individuals.

At what time during this year did this initiative take place?

Initiated in May 2023 the Black Health Team supports patients, staff, and the community year-round in the following ways: Consultation, Feedback Solicitation, Education, and Partnership with organizations in the community to advance the health and well-being of Black people. The Black Health team acts as a catalyst in our efforts to identify and dismantle barriers that have historically prevented members of the Black community from accessing health services. The education and consultation services provided by the Black Health team are instrumental in supporting hospital leaders, physicians and staff to build our capacity to provide care that is culturally relevant and sensitive to the needs of Black patients.

Name the key individuals, departments or committees involved:

Cathy Wood

Cathy Wood is leading this important work as LHSC’s Senior Director of Black Health. Cathy has demonstrated an unrelenting commitment to equity, diversity, and inclusion over her 24-year career with LHSC. In her previous role as Senior Director within the Office of Capacity Management, she gained valuable insight into health inequities among certain communities during the COVID-19 pandemic. Cathy’s education and experience have also

afforded her the necessary skills to lead system transformation through continuous quality improvement, safety, and service excellence.

Brief description of initiative:

The Black Health team was established at LHSC in May 2023 and operates as an integral part of the Office of Inclusion and Social Accountability. It was established in acknowledgement of the many inequities in healthcare that exist and to actively engage in working towards identifying and dismantling systemic, institutional and attitudinal barriers to improve the healthcare experiences and health outcomes of Black people.

Through consultation and collaboration with Black individuals and community partners, we seek to build trusting relationships so that we can learn more about their healthcare experiences and how we can improve our services to better serve them.

The Black Health team is committed to working with all members of Team LHSC as we advance our collective learning on issues important to Black patients, families and community members and build our capacity to provide care that is culturally relevant and sensitive to the needs of this equity-denied groups.

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? eg. Number of people who benefited from this initiative, success stories, etc.

Last year LHSC cared for a total of 971,194 patient visits (a combination of ambulatory, emergency, admissions, and births). A 2017 CBC article titled “Almost 1 in 5 Londoners are now foreign-born” shared that Black people were amongst the top 5 largest minority groups in London. LHSC is on a journey to transform healthcare to be more responsive to the needs of the many diverse communities we serve. In May 2023, LHSC launched the Black Health Team, placing the hospital in a unique position to collaboratively improve care experiences and health outcomes for Black individuals.

The Black Health team works to advance equity-based initiatives that create safer and more inclusive spaces at LHSC. By engaging with members of Team LHSC, physicians, patients, and community members, the team works to create relationships built on trust to learn more about Black individuals’ experiences within the healthcare system.

The team has been participating in many community events to raise awareness and support. For example this year the Black Health Team, led by Cathy Wood supported the

following events: Emancipation Day Celebrations (hosted by the London Black History Coordinating Committee and WEAN Community Centre), Black Business Opportunities Open House (hosted at Western for Secondary and Post-secondary students), Children's Aid Society employee Black History Month event, Essence and Culture (hosted by London AfroCentric Community Association); Black History Month Opening Celebration (hosted by the London Black History Coordinating Committee), London Carnival 2024 (hosted by London). Type Diabeat It Annual 5K Walk/Run for Diabetes.

The response and support from the community has been overwhelmingly positive. Many are glad to see focused attention on Black health equity and grateful for the blood pressure screening offered during the summer wellness events during Emancipation weekend.

In Statistics Canada. [Table 17-10-0148-01 Population estimates, July 1, by census metropolitan area and census agglomeration, 2021 boundaries](#) (DOI: <https://doi.org/10.25318/1710014801-eng>)

[Almost 1 in 5 Londoners are now foreign-born | CBC News](#)

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

In the short term, LHSC celebrated Black History Month for the first time in 2024. Cathy led LHSC in celebrating the exceptional achievements of Black Team LHSC colleagues. Throughout the month, members of Team LHSC as we highlight their contributions to the health-care system. The health-care system is constantly improving, thanks to the work of Black physicians, researchers, staff members, volunteers and learners who work tirelessly to improve patient care experiences and health outcomes each day.

Hilreth Jackson-RN, <https://youtu.be/bVAGL1s9qpE>

Dr. Jedrin Ngungu, <https://youtu.be/dMoDZv-uV1w>

Destiny Gardiner - Recruitment, https://youtu.be/R7sp_c_GdAw

Naomi Esume-RN, <https://youtu.be/loAHKBpBK90>

Cathy led other LHSC wide learning opportunities throughout the month including:

- a Film Screening with local filmmaker Moses Latigo Odida, who screened episodes from his new docuseries exploring themes around mental health, caregiving, and disability in Black communities.

- The introduction of an LHSC wide Anti-Black Racism Training eModule
- LHSC's recognition of the indispensable role played by Vivien Thomas in the development of a paediatric cardiac surgery, the previously titled Blalock-Taussig (BT) shunt has officially been renamed the Blalock-Thomas-Taussig (BTT) shunt at all five Ontario children's hospitals.

In the long term, Ontario Health, the governing body that provides funding to hospitals in Ontario, has responded very positively within the first year of creating the Black Health Team. Cathy Wood, Sr. Director of Black Health, was invited to be a panelist at the annual Ontario Health corporate Black History Month event to speak about the work Black Health is doing at LHSC and within the London community as health system leaders. Over 1200 Ontario Health staff and leaders were in attendance. Through awareness and relationship building, Ontario Health provided funding for several Black child and youth mental health and wellness initiatives to benefit patients at Children's Hospital and across the London community. This funding supports the development of programming and the services of the Black Health Navigators.

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

Through Ontario Health funding, Cathy has implemented the services of two Black Health Navigators to support patients and families within Children's Hospital in the fall of 2023. The role of the Navigators is to support patients and their families/caregivers in navigating the complexities of the health care system. They have been able to work toward addressing barriers such as insurance coverage, transportation, language; improving cultural awareness and sensitivity among healthcare providers; promote a culturally inclusive environment on the units. In the community, the Navigators have participated in community engagement events to foster partnerships, promote Black health and wellness, and build awareness to the services provided by Black Health Navigators. Impact: Families have reported improved communication and relationships with health care providers, better experiences, and positive outcomes (interactions and successful discharge from hospital). They report feeling heard and supported.

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

The Black Health Team is engaging with community organizations, patients, staff, physicians and members of the diverse Black communities we serve to create

relationships built on trust. LHSC places immense value on these partnerships and strives to learn more about the experiences of Black individuals within the health-care system so that we can work together to transform it in a way that is responsive to their needs.

Receiving this award demonstrates Cathy's tremendous efforts and achievements accomplished in one year. However, it also highlights the importance of the work and the desperate need to continue. It is crucial that we acknowledge and confront the difficulties that Black Londoners historically faced and continue to experience today. Within the health-care system, Black individuals have faced, and continue to face many inequities and endured systemic, attitudinal and racial barriers when receiving care and building careers. Receiving this award offers a poignant opportunity to reflect on LHSC's fundamental commitment to being a place where all are welcomed, valued and accepted – one where hatred has no place. It reaffirms that we remain committed to identifying and dismantling systems of racism so that future generations of Black Londoners will not be faced with the same inequities and disparities their parents and grandparents experienced.



City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

Section 1 - Information of Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **GURU NANAK MISSION SOCIETY LONDON ONTARIO**

Address of Nominee (please include City, as well as postal code): **951 KETTLERIDGE STREET**

Name(s) of Contact People (including position titles): **SARVARINDER SINGH DOHIL**

Business Phone #: **226-678-6788**

Business E-mail address: gurunanakmissionsociety@gmail.com

Organization Website (if one exists): **guru nanak mission society (facebook)**

Which of the following categories does this group/organization fit into?: **Social/Community Services (50 or more)**

Does the nominee meet the eligibility criteria?: **Yes**

Section 2 - Your Reason for Nominating

What is the initiative this group/organization implemented?: **he Guru Nanak Mission Society implements initiatives focused on community service and education. Key efforts include providing quality education for underprivileged children, organizing health camps, and promoting well-being through community outreach. They also facilitate interfaith dialogue and cultural events to foster harmony and understanding, reflecting their commitment to social justice inspired by Guru Nanak's teachings.**

At what time during this year did this initiative take place? (eg. Spring 2017): **Spring-2019 till today active**

Name the key individuals, departments or committees involved: **1:-Founders and Board Members, 2: Education Committee, 3: -Health Services Committee, 4:-Community Outreach Team, 5:-Interfaith Dialogue Committee another committee coming soon as well which connect to all community's.**

Brief description of initiative: **The Guru Nanak Mission Society's initiative provides comprehensive community support, including a free meal service every Saturday, serving 700 to 800 meals across London. They also organize biannual free pizza drives, two blood donation drives each year, and camps offering free clothing and toys.**

Additionally, they host seniors' camps and children's camps, promoting well-being and community engagement for all ages.

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? eg. Number of people who benefited from this initiative, success stories, etc.: **The Guru Nanak Mission Society's initiative has made a significant impact on promoting diversity, inclusivity, and human rights in London. Each week, their free meal service provides 700 to 800 meals to individuals from various cultural and ethnic backgrounds, fostering a sense of community and connection. Success stories abound, such as families expressing gratitude for receiving essential support during challenging times, and individuals forming friendships across different cultures at community events. The biannual free pizza drives and clothing camps have also encouraged participation from diverse groups, enhancing race relations and mutual understanding. Additionally, their blood donation drives not only save lives but also cultivate a spirit of shared responsibility. By creating programs that serve all ages, including seniors' and children's camps, the society exemplifies inclusivity and helps position London as a welcoming city for everyone.**

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **The Guru Nanak Mission Society's initiative has both short- and long-term impacts on promoting diversity, race relations, inclusivity, and human rights in London. Short-term Impact: The weekly free meal service and clothing camps immediately address food insecurity and basic needs, fostering community ties among diverse groups. Participants from different backgrounds interact and share experiences, enhancing mutual understanding and respect. Long-term Impact: Over time, these initiatives build lasting relationships and create a culture of inclusivity. Success stories of individuals and families finding support and connection contribute to a broader narrative of community solidarity. By engaging various demographics in events like blood donation drives and cultural celebrations, the society helps cultivate a sense of belonging for all, reinforcing London's identity as a welcoming city for everyone. Ultimately, these efforts contribute to ongoing dialogue about human rights and social equity, promoting a more harmonious society. we all are One**

What is the potential for expansion and/or inspiration for replication of the initiative?: **The Guru Nanak Mission Society (GNMS) holds strong potential for expansion and replication due to its core belief that "we all are one." Rooted in Guru Nanak's teachings of equality, compassion, and seva (selfless service), the society's principles**

resonate universally. By focusing on education, healthcare, and poverty alleviation, GNMS can empower marginalized communities globally. Its community-driven approach ensures that initiatives are adaptable to local needs, while the concept of seva can inspire volunteer movements worldwide. Leveraging the global Sikh diaspora and emphasizing sustainable, scalable projects, GNMS offers a model for creating widespread positive change through unity and service.

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: **Receiving this award is a powerful reminder of London’s strength in diversity and unity. It’s an opportunity to amplify the message that we all belong, no matter our race, background, or story. With this honor, we can foster deeper connections, promote inclusivity, and strengthen race relations through compassion and dialogue. It also reaffirms London as a city where human rights are protected and celebrated. This award encourages us to keep building a city that welcomes everyone with open arms, ensuring that every person feels valued, seen, and heard.**

Do you wish to attach a document or photo in support of your nomination?: **WhatsApp Image 2024-09-24 at 16.56.52_3dc7ad96.jpg, WhatsApp Image 2024-09-24 at 16.56.52_64dba1cf.jpg, WhatsApp Image 2024-09-24 at 16.56.52_672ad5b7.jpg, WhatsApp Image 2024-09-24 at 16.56.52_994ef5c6.jpg, WhatsApp Image 2024-09-24 at 16.56.52_05308167.jpg, WhatsApp Image 2024-09-24 at 16.56.50_27df7401.jpg, WhatsApp Image 2024-09-24 at 16.56.50_d89effe6.jpg, WhatsApp Image 2024-09-24 at 16.56.49_66af6d91.jpg**

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Section 3 - Nominator Information

Your Name: 

Your Address (please include postal code): 

Your Phone #: 

Submitter E-mail: 

Submitted on: **9/24/2024 5:08:07 PM**

Let it be noted that 40+ photos were provided with this application demonstrating Guru Nanak's community involvement.