

Agenda Including Addeds

Diversity, Inclusion and Anti-Oppression Advisory Committee

4th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
March 15, 2018, 12:00 PM
Committee Room #4

	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 3rd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee	3
5. Sub-Committees and Working Groups	
5.1 Education & Awareness Sub-Committee	
5.2 Policy & Planning Sub-Committee	5
5.3 Award & Recognitions Sub-Committee	
6. Items for Discussion	
6.1 Brochure and Proposed Logo	7
6.2 2018 Work Plan	13
7. Deferred Matters/Additional Business	
7.1 <i>(ADDED) Child Minding</i>	
7.2 <i>(ADDED) Black History Month Closing Gala</i>	
7.3 <i>(ADDED) Municipal Council resolution at it's meeting held on March 6th, with respect to the 2nd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee</i>	24
7.4 <i>(ADDED) Municipal Council resolution at it's meeting held on March 6th, with respect to the appointment of Matt Sereda to the Diversity, Inclusion and Anti-Oppression Advisory Committee</i>	25

8. Adjournment

Next meeting: April 19, 2018

**3RD REPORT OF THE
DIVERSITY INCLUSION AND ANTI-OPPRESSION
ADVISORY COMMITTEE**

Meeting held on February 15, 2018, commencing at 12:01 PM, in Committee Room #3, Second Floor, London City Hall.

PRESENT: R. Hussain (Chair), F. Cassar, A. Hamza, Z. Hashmi, S. Lewkowitz and L. Osbourne and H. Lysynski (Acting Secretary).

ABSENT: M. Mlotha, M. Prefontaine, A. Sanchez, S. Sharma and I. Silver.

ALSO PRESENT: T. Allott, S. Khan, K. Husain, A. Prince, T. Tomchick-Condon and T. Wall.

I. CALL TO ORDER

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

II. OPENING CEREMONIES

2. Acknowledgement of Indigenous Lands

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

3. Traditional Opening

That it BE NOTED that no traditional opening was received.

III. SCHEDULED ITEMS

None.

IV. SUB-COMMITTEES & WORKING GROUPS

4. Policy and Planning Sub-Committee

That the Policy and Planning Sub-Committee meeting minutes from its meeting held on February 1, 2018 BE RECEIVED; it being noted that the DIAAC received a verbal presentation from A. Hamza, Chair, Policy and Planning Sub-Committee, with respect to this matter.

5. Education and Awareness Sub Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) approved the expenditure of up to \$300.00 for the Hands Against Racism media event, to be held on March 21, 2018; it being noted that

the DIAAC has sufficient funds in its 2018 budget for this expense; it being further noted that the DIAAC heard verbal presentations from R. Hussain and L. Osbourne, Chair, Education and Awareness Sub-Committee, with respect to this matter.

V. CONSENT ITEMS

- 6. 2nd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 2nd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee from its meeting held on January 18, 2018, was received.

- 7. Municipal Council Resolution - 1st Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the Municipal Council resolution adopted at its meeting held on January 30, 2018, with respect to the 1st Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, was received.

VI. ITEMS FOR DISCUSSION

None.

VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

- 8. (ADDED) Guide For Transitioning Gender in the Workplace

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal presentation from A. Prince, Organizational Development Specialist, with respect to the Guide For Transitioning Gender in the Workplace.

- 9. (ADDED) Black History Month Event

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal presentation from T. Allott, London Police Services, with respect to the London Black History Month event being held at the London Police Services headquarters on February 23, 2018.

VIII. ADJOURNMENT

The meeting adjourned at 12:30 PM.

NEXT MEETING DATE: March 15, 2018

Policy and Planning DIAAC Sub-committee Meeting Minutes

Date: March 1st, 2018

Time: 12pm

Location: HR meeting room at City Hall

In Attendance: Aden Hamza, Rifat Hussain, Saleha Khan, Shawna Lewkowitz, Leroy Osbourne, and Anne-Marie Sanchez

Regrets: Ian Silver, Kash Husain and Terri Tomchick-Condon

1. CDIS Update

Continues to be in the process of transitioning to Implementation phase.

Action: Awaiting update on the structure for next steps in implementation.

2. Update on promoting/campaigning for diversity in upcoming election

At the last DIAAC meeting we discussed the potential/opportunity to help promote diversity in candidates and appointments for the upcoming election. Rifat will look into the potential areas of engagement and/or limitations to this and report back at next DIAAC meeting.

3. Anne-Marie shared the Women & Politics Campaign school event – members requested to share among members.

4. Reviewing support/tools for Striking Committees

Continuing from last week, we discussed the process for how the Striking Committee is assembled and how we can support the formation of the committee and their decision-making through a gender equity lens. We reviewed the current policy for how striking committees are formed, including the organizations that currently provide a representative, and discussed the potential for expanding these organizations to include advocates for gender equality/indigenous communities among other marginalized/diverse groups. We also wondered as to the gender parity of past Striking committees. This also led us to question what other policies could potentially be reviewed by our committee. Recognizing that the City's current policies are all under review, and that Saleha has provided Gender Equity lens training to the Working Group reviewing the policies, we will inquire Rosanna about obtaining the list of policies under review. We also will invite Rosanna to our next Policy & Planning Committee meeting to discuss implementation for Diverse Voices for Change (DV4C) recommendations.

Action: Aden to invite Rosanna to next Policy & Planning committee meeting and request the repertoire of policies under review. Will also consider making a request through City Council to obtain policies under review.

5. Work plan brainstorming

We brainstormed around the targets/goals we want to achieve by the end of this year, recognizing that our term is coming to an end at the end of the year. The following goals/targets came out of our discussion:

- a) Voluntary disclosure for all appointments.
- b) DV4C recommendations approved/implementation is in process and/or clear steps for implementation.
- c) Striking Committee
 - a. Saleha will work towards ensuring incoming Advisory committee appointments receive Gender & Equity Lens training during their orientation.
- d) CDIS – have appropriate integration and implementation of recommendations.
- e) Promoting appointments process to diverse communities
 - a. Aden will connect with City Clerk office to discuss strategies/opportunities to participate/assist in promoting appointments process.
- f) Diversity in Candidates

During our workplan discussion we discussed the role of DIAAC and how to strengthen relationships with the City and how to better structure DIAAC to support better integration with City-wide initiatives. Various ideas were discussed (ex. creating decision map for staff, improving communication with other advisory committees, etc.). First we decided it would be best to have the TOR reviewed to assess if there are ways that we can better strengthen DIAAC's integration with the City.

Action: Anne-Marie and Shawna will review TOR for language to strengthen DIAAC's mission and present at next meeting. If members have anything further they would like to add to workplan, please submit via email.

Next Meeting: April 5th, 2018 at 12:00pm

Accomplishments

Public Awareness Forums: wide ranging in topics, DIAAC has collaborated with local organizations and brought forth to the community an array of topics and issues surrounding diversity and inclusion. In recent years, DIAAC organized the Anti-racism forum to explore the affect racism has on London.

Hands against racism campaign: DIAAC launched a local social media initiative to send the message of unity and a stand



How can you participate?

Present your project, idea or suggestion to the committee?

Come forward with your lived experiences or present your expertise pertaining to oppression or discrimination?

We are looking for:

Individuals from the community and local non-profit organizations to become voting members, organization representatives or volunteers.

We need any and all Londoners looking to provide their feedback on initiatives that will make London a more inclusive place.

We encourage you to email:
DIAAC@London.ca

Diversity, Inclusion & Anti-Oppression Advisory Committee



Who we are

DIAAC (formerly known as LDRRAC) is an advisory committee with the City of London. It is made up of volunteer Londoners from different walks of life coming together to form an integral part of local government.

DIAAC serves as a resource to City Council. Our committee provides insight and recommendations that address concerns, enhances access and opportunity for Londoners regardless of abilities, cultural, ethno-racial, gender identity and expression, faith perspective, and sexual orientation.

Our mandate also includes bringing public awareness and gathering input on issues pertaining to racism, inequality and various forms of oppression.



How does DIAAC help the community?

- DIAAC offers a safe space for many voices to be heard.
- We provide a forum for Londoners to present their lived experiences and take part in discussions to suggest ideas, bring forward initiatives and impact municipal policies and practices.
- DIAAC works collaboratively with agencies in the community on applicable events and issues of interest to affect change in London.



Accomplishments

DIAAC has been involved in a number of programs, initiatives and changes impacting Londoners and the City of London. Below are just a few examples:

The City of London Diversity, Race Relations and Inclusivity Award: DIAAC coordinates an annual awards ceremony recognizing Londoners and local organizations, large and small, that champion best practices and initiatives which fosters positive race relations, promotes diversity, and inclusivity to advance London towards being a more welcoming and inclusive city for all.

To nominate a person or organization, contact:

DIAAC@London.ca

Nomination period is from January to September 1st each year.

Street checks: working with other stakeholders across the City, DIAAC helped London Polices Services in reviewing this practice.

Through community consultation, worked with the City of London to devise the city wide initiative of the **Community Diversity Inclusion Strategy (CDIS)** as well as the City of London's **Diversity Work Place** internal policy.



**Diversity, Inclusion & Anti-Oppression
Advisory Committee**





Diversity, Inclusion & Anti-Oppression Advisory Committee



London
CANADA



DIAAC



DIAAC

Diversity, Inclusion & Anti-Oppression Advisory Committee



**Diversity, Inclusion and Anti-Opression Advisory Committee
2017 Workplan**

Project/Initiative	Background	Lead	Proposed Timeline	Proposed Budget	Strategic Plan Alignment
Review Terms of Reference and membership structure of DIAAC		Policy & Planning Sub committee	Summer 2017	Nil	Organizational Practices
Facilitate the development of annual work plans for DIAAC; monitor and measure subsequent activities	<ul style="list-style-type: none"> ● Review draft sub-committee work plans ● Consolidate into an aligned document ● Develop monitoring and measurement protocols 	Policy & Planning Sub committee	On-going	Nil	Collaborative Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.
Provide recommendations and supplemental materials to enhance the DIAAC new member orientation	<ul style="list-style-type: none"> ● Collaborate with Clerk's Office on recommendations submitted via proposed new member orientation checklist. ● Facilitate development of DIAAC document to be completed by Education sub-committee ● Develop the following documents: <ul style="list-style-type: none"> ○ Established meeting practices ○ Roles and Responsibilities ○ Acronym List 	Policy and Planning Sub committee Education sub-committee All sub-committees	Summer 2017	Nil	Innovative and supportive organizational practices -Use innovative and best practices in all organizational and management activities.

Establish positive relationships with Council	<ul style="list-style-type: none"> Explore opportunities to work with Council members 	Policy & Planning Sub committee	Ongoing	Nil	Collaborative Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.
Provide input into the Community Diversity & Inclusion Plan	<ul style="list-style-type: none"> Offer resources and information that may be pertinent for the D&I plan Providing ongoing consultation & review Monitor and provide support of strategies that are to be implemented at municipal level. 	Policy & Planning Sub committee	Ongoing	Nil	Strengthening our community -Diverse, inclusive, and welcoming community. Support all Londoners to feel engaged and involved in our community
Explore relationships within the Corporation of the City of London whose work is impacted by diversity and inclusion; offering DIAAC as a resource	<ul style="list-style-type: none"> Reach out to contact people in the following areas of the Corporation, inviting them to a P&P sub-committee meeting to learn about the work they do and possible interfacing with DIAAC: Intergovernmental Liaison Communications, Culture & Municipal Policies, Community Development & Funding, Homelessness, Human Resources, Emergency Measures, Planning, Parks & Recreation, Housing, 	Policy & Planning Sub committee	On-going	Nil	Collaborative Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.

	Social Services & Dearness Develop introductory messaging and prioritization of outreach				
Monitor implementation of Truth and Reconciliation Commission	Request regular updates from staff to ensure TRC recommendations are being implemented at municipal level	Policy & Planning Sub committee			Collaborative Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.
Encourage greater diversity in all advisory committees	Develop standard statements that encourage greater diversity for the Terms of Reference of other City advisory committees	Policy & Planning Sub committee	Summer/Fall 2017		Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.
Immigration Strategy	Offer support and monitor progress of immigration strategy	Policy & Planning Sub committee	Fall 2017		Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.

<p>Liaise with community organizations to help promote their activities and DIAAC to the broader community</p>	<ul style="list-style-type: none"> • Invite community organizations to speak about current issues in diversity and inclusion • Inventory current information sources for organizations connected to community, diversity and inclusion • Brainstorm methods of coordinating information sharing and promotion 	<p>Awards & Recognition Sub committee</p>	<p>Ongoing</p>	<p>\$400 for education events, research and resource development</p>	<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p>
<p>Plan DRRI Award ceremony</p>	<ul style="list-style-type: none"> • City of London Administered Award celebrating Diversity, Race Relations and Inclusivity 	<p>Awards & Recognition Sub committee</p>	<p>Ongoing</p>	<p>\$1600</p> <ul style="list-style-type: none"> • Plaques \$600 • Food & Drink 70 ppl @\$10 = \$700 • Calendar – all nominees \$300 • s 	<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community Leading in Public Service</p>
<p>Collaborate with Civic Administration on review of processes for the DRRI Awards and Mayor’s New Year’s Honours List selection</p>	<ul style="list-style-type: none"> • Follow-up with Clerks regarding action of the May 24th, 2014 Council resolution to review and comment on DIAAC’s request for Civic Administration to provide leadership responsibility for the DRRI Award • Work collaboratively with Civic Administration to review current processes and provide suggestions for improvement based on 	<p>Awards & Recognition Sub committee</p>	<p>Ongoing</p>	<p>Nil</p>	<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p>

	<p>DRRI Award recipient feedback</p> <ul style="list-style-type: none"> Review DIAAC/sub-committee involvement with identification and recommendation of recipients for the Mayor's New Year's Honours List 				
Research and recommend additional forms of awards and recognition to DIAAC	<ul style="list-style-type: none"> Investigate other City Advisory Committees and collaborate (Ottawa, Peel, Hamilton regions) on awards and recognition practices 	Awards & Recognition Sub committee	Ongoing	Nil	Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community
Increase awareness and participation while coordinating the Annual Rewards and Recognition program	<ul style="list-style-type: none"> Develop an inventory of all nominators and nominees including contact information and invite participation of the annual event Assess the benefits and nature of incentives to increase nominee participation, ie bio's of nominees on website Schedule information session with Rogers Cable Develop template to provide Councillors with information relative to events to assist with promotion and recognition Invite MP and MPP's (to awards celebration to 	Awards & Recognition Sub committee	Ongoing	Nil	<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p> <p>Leading in Public Service – Collaborative Engaged Leadership – Continue to build strong working relationships between City Council, Civic</p>

	increase recognition and awareness (in Parliament)				Administration the City's agencies, boards and commissions and community partners.
Promote Awards & Recognition Winners	<ul style="list-style-type: none"> • Provide Councillors with information of winners within their areas and encourage recognition • Provide Education Committee with names of winners and request presentation at DIAAC meeting 	Awards & Recognition Sub committee	On-going	Nil	<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p> <p>Leading in Public Service – Collaborative Engaged Leadership – Continue to build strong working relationships between City Council, Civic Administration the City's agencies, boards and commissions and community partners.</p>
Educate Committee members	<ul style="list-style-type: none"> • Identify alternate ways to increase knowledge of diversity, race relations and inclusivity activities in the city 	Awards & Recognition Sub committee	On-going		Strengthening our community – Diverse, inclusive and welcoming community. Support

	<ul style="list-style-type: none"> • Provide Education Committee with names of all nominations and request participation at DIAAC meetings 				<p>all Londoners to feel engaged and involved in our community</p> <p>Innovative and supportive organizational practices – use innovative and best practices in all organizational and management activities</p>
Collaborate with City on Awards and Recognition Process	<ul style="list-style-type: none"> • Follow up with City to confirm internal contact to liaise with the Awards and Recognition Sub-committee to support activities • Determine interest of the City's Marketing or Communications team to meet to collaborate on the City's annual Communication Plan 	Awards & Recognition Sub committee	Ongoing	Nil	<p>Leading in Public Service – Collaborative Engaged Leadership – Continue to build strong working relationships between City Council, Civic Administration the City's agencies, boards and commissions and community partners.</p>
Orient new DIAAC members on Awards and Recognition	<ul style="list-style-type: none"> • Provide summary of relevant Awards to be included in the Orientation Package for new DIAAC members 	Awards & Recognition Sub committee	Ongoing	Nil	<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel</p>

					engaged and involved in our community
Arrange Community speakers (local and regional) to speak to DIAAC	<ul style="list-style-type: none"> Develop schedule for voting committee members to present a brief bio of themselves Coordinate DIAAC Award recipients present Invite the London Police Services DIAAC rep to present Invite members of the public who experience discrimination or abuse in London to speak at DIAAC meeting Invite other experts and community members to speak to DIAAC 	Education and Awareness sub-committee	On-going (Every other month)	\$1000	Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community
Develop & facilitate educational opportunities	<p>Facilitate a community awareness event</p> <ul style="list-style-type: none"> Theme: Gender/The Meaning of Gender Identify partnerships in the community for event Plan for International Day for the Elimination of Racial Discrimination Identify promotional opportunities and strategies for community events 	Ed'n subcommittee & DIAAC Ed'n subcommittee Ed'n subcommittee Communication	November /January June-July January July	\$700-\$1000 \$200	
Educate new members of DIAAC	Collaborate with P&P to create new and revised content to enhance the DIAAC new member's orientation package	Education & P&P subcommittee	Ongoing	Nil	

	<ul style="list-style-type: none"> Provide recommendations and feedback to P&P on the following: <ul style="list-style-type: none"> -org chart illustrating DIAAC in relation to Council -list of commonly used operational definitions within CofL context -provide document outlining pre-approved list of budget item <p>Assist P&P in revision of TOR for DIAAC.</p>	Ed'n subcommittee	Ongoing		
		Ed'n & P&P subcommittee	Ongoing		
Educate committee members	<ul style="list-style-type: none"> Invite faith leaders to open DIAAC meetings Invite speakers to present to DIAAC Invite Civic Administration to speak with DIAAC regarding processes and implement initiatives that support diversity, inclusion and anti-oppression Implement I³, identify innovations, ideas and initiatives taking place in other municipalities, provinces and countries that overlap the mandate of DIAAC. Bring findings to DIAAC for discussion and possible recommendations to Council Invite to DIAAC, members of the public who have lived experiences concerning discrimination in London Encourage DIAAC 	Ed'n subcommittee	TBD	\$1000	
		Ed'n subcommittee	Ongoing	\$200	
		Civic Administration	Ongoing	Nil	
		Ed'n subcommittee	Ongoing	Nil	
		Ed'n subcommittee & DIAAC	Ongoing	Minimal(cost of parking pass/bus tickets)	
		DIAAC	Ongoing	Nil	

	members to volunteer and provide introductions of themselves at each meeting				
Raise profile of DIAAC in community	<ul style="list-style-type: none"> • Provide to P&P subcommittee suggestions regarding DIAAC's web page on London.ca • Collaborate/piggyback on smaller projects/events with other organizations that overlap DIAAC's mandate • Compile database of contacts from churches, neighborhood associations, ethno-cultural organizations, etc. for DIAAC and other subcommittees use for outreach purposes • Connect with Civic Administration for access to current database • Initiate mail out and personal outreach campaign to new and current contacts compiled from database • Develop promotional material for DIAAC <ul style="list-style-type: none"> ○ New brochure design ○ Collect photos of DIAAC events including members of DIAAC ○ Design a template powerpoint highlighting DIAAC. Use at public 	<p>Education & P&P subcommittee</p> <p>Cross Cultural Learner Centre, London Immigration Partnership, LUSO, NECC</p> <p>Education subcommittee Civic Admin Communic</p>	<p>July</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>October</p>	<p>Nil</p> <p>TBD</p> <p>Nil</p>	

	<p>events where applicable</p> <ul style="list-style-type: none"> • Revise 'OpenHouse' strategy approach. Focusing more general community outreach over professional industry outreach 		September		
Share in role of research, knowledge attainment and providing recommendations to achieve mandate	<ul style="list-style-type: none"> • Identify partnership opportunity with Fanshawe College to develop a work pool to accomplish small projects. • Identify partnerships with surrounding high schools to establish volunteer opportunities for student to assist DIAAC in accomplishing its mandate • Work with Civic Administration to further identify and clarify existing resources that can assist DIAAC in its mandate • Assess partnership benefits with Western in establishing a Community Engagement Learning between Western students and DIAAC. This to be considered in tandem with objective 5.1 	<p>Ed'n subcommittee</p> <p>Local high schools. Eg. Central H.S., Beal.</p> <p>Civic Administration</p> <p>Ed'n subcommittee & Western - Community Psychology dep't</p>	<p>November</p> <p>September</p> <p>September</p> <p>September</p>	<p>Nil</p> <p>Nil</p> <p>Nil</p> <p>Nil</p>	



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

London
CANADA

March 7, 2018

C. Saunders
City Clerk

I hereby certify that the Municipal Council, at its meeting held on March 6, 2018 resolved:

12. That the following actions be taken with respect to the 2nd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC), from its meeting held on January 18, 2018:

- a) the City Clerk BE REQUESTED to review and consider new, additional resources for the Advisory Committee, Board and Commission membership recruitment in order to augment the diversity of applications for vacant positions, specifically focusing on diverse, young women and report back to the Community and Protective Services Committee with respect to this matter; it being noted that the DIAAC received the attached presentation from K. Koltun, Government and External Relations Office, with respect to the Diverse Voices for Change Initiative and the related committee census information; and,
- b) clauses 1 to 10, 12 and 13, BE RECEIVED (12/4/CPSC)

L. Rowe
Deputy City Clerk
/kmm

cc: Chair and Members, Diversity, Inclusion and Anti-Oppression Advisory Committee

The Corporation of the City of London
300 Dufferin Ave N6A 4L9
P: 519.661.CITY (2489) x 0969 | Fax: 519.661.4892
kmyers@london.ca |
www.london.ca



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

London
CANADA

March 7, 2018

Chair and Members
Diversity Inclusion & Anti-Oppression Advisory Committee

I hereby certify that the Municipal Council, at its meeting held on March 6, 2018 resolved:

That Matt Sereda BE APPOINTED to the Diversity Inclusion & Anti-Oppression Advisory Committee as a Non-Voting Representative from the Thames Valley District School Board for the term ending February 28, 2019. (12/5/CSC)

A handwritten signature in black ink, appearing to read "C. Saunders".

C. Saunders
City Clerk
/hw

cc: M. Sereda