

Agenda Including Addeds

Diversity, Inclusion and Anti-Oppression Advisory Committee

6th Meeting of the Diversity, Inclusion & Anti-Oppression Advisory Committee
 May 17, 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	
3.1 12:00 PM – Maged Elmadhoon, Traffic Planning Engineer and Michelle Morris, Engineer-In-Training, Water Engineering Division - Complete Streets - Update	
3.2 12:30 PM – Jill Tansley, Manager, Strategic Programs and Partnership - Access to Services Without Fear	
4. Consent	
4.1 5th Report of the Diversity, Inclusion & Anti-Oppression Advisory Committee	3
4.2 Champion of Diversity Award	5
4.3 Lincoln M. Alexander Award	6
5. Sub-Committees and Working Groups	
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5.2 Policy & Planning Sub-Committee	
5.3 Award & Recognitions Sub-Committee	
6. Items for Discussion	
7. Deferred Matters/Additional Business	
7.1 <i>(ADDED) DIAAC Members Appointed to Community Organizations</i>	
7.2 <i>(ADDED) Potential Future Agenda Items - L. Osbourne</i>	19

8. Adjournment

Next meeting: June 21, 2018

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

5th Meeting of the Diversity, Inclusion & Anti-Oppression Advisory Committee
April 19, 2018
Committee Room #4

Attendance PRESENT: R. Hussain (Chair), A. Hamza, Z. Hashmi, S. Lewkowitz, M. Mlotha, L. Osbourne, M. Prefontaine and I. Silver and H. Lysynski (Acting Secretary)

ABSENT: F. Cassar, A-M. Sanchez and S. Sharma

ALSO PRESENT: T. Allott, F. Andrighetti, K. Husain, S. Khan, M. Sereda, A. Thorne and T. Wall

The meeting was called to order at 12:01 PM.

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. Hussain.

2.2 Traditional Opening

That it BE NOTED that no traditional opening was received.

3. Scheduled Items

3.1 City of London Diversity Plan

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the attached presentation from S. Khan, Organization Development Specialist, with respect to the City of London Diversity Plan.

4. Consent

4.1 4th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 4th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on March 15, 2018 was received.

5. Sub-Committees and Working Groups

5.1 Education & Awareness Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal presentation from L. Osbourne, Chair, Education and Awareness Sub-Committee, with respect to the activities of the Education and Awareness Sub-Committee.

5.2 Policy & Planning Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee reviewed and received the attached Minutes and heard a verbal presentation from A. Hamza, Chair, Policy and Planning Sub-Committee, with respect to the Policy and Planning Sub-Committee meeting held on April 5, 2018.

5.3 Award & Recognitions Sub-Committee

That it BE NOTED that no report was received from the Awards and Recognitions Sub-Committee.

6. Items for Discussion

None.

7. Deferred Matters/Additional Business

7.1 (ADDED) Mayor's New Year's Honour List

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) held a general discussion with respect to an article in The London Free Press relating to the Accessibility Advisory Committee requesting an amendment to the Mayor's New Year's Honours List and the amendment not being undertaken.

7.2 (ADDED) Events

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee held a general discussion with respect to current community events and celebrations.

8. Adjournment

The meeting adjourned at 1:08 PM.

Ministry of Citizenship and
Immigration

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March 2018

Dear Friends,

Throughout the year, Ontarians from all walks of life play a vital role in championing diversity and the richness it brings to the province.

Today, I am writing to encourage you to submit a nomination for the **Champion of Diversity Award** so that outstanding individuals, groups and employers receive the recognition they deserve for actively promoting diversity and inclusion and immigrant economic success in Ontario. You can submit a nomination under the following award categories:

- Inclusion and Diversity
- Cross-Cultural Understanding
- Business Leadership in Immigrant Employment

To submit a nomination for this award:

- a) Visit ontario.ca/honoursandawards.
- b) Select the **Inclusion** category.
- c) Click on **Champion of Diversity Award**.
- d) Download the PDF form.
- e) Read the eligibility criteria and instructions carefully.
- f) Fill out the form, then submit it **no later than May 15, 2018**. Instructions for submitting your nomination package can be found on the website.

If you have any questions please call 416-314-7526, toll free 1-877-832-8622 or TTY 416-327-2391, or email ontariohonoursandawards@ontario.ca.

Thank you for your support of this important recognition program.

Sincerely,

A handwritten signature in black ink that reads "Laura Albanese".

Laura Albanese
Minister

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APR 06 2018

Dear Friends,

Every year since 1993, the Government of Ontario has presented the **Lincoln M. Alexander Award** to honour up to three young Ontarians who have demonstrated exemplary leadership in contributing to the elimination of racial discrimination in Ontario.

Today, I am writing to encourage you to submit a nomination for a young person whom you believe to be deserving of recognition for the **Lincoln M. Alexander Award**. Recipients will be recognized at a special ceremony and receive a cash prize of \$5,000 and a framed certificate. The nominations can be submitted under the following two categories:

- Community
- Student

To submit a nomination for this award:

1. Visit ontario.ca/honoursandawards.
2. Select the **Inclusion** category.
3. Click on **Lincoln M. Alexander Award**.
4. Download the PDF form.
5. Read the eligibility criteria and instructions carefully.
6. Fill out the form and submit it **no later than May 31, 2018**. Instructions for submitting your nomination package can be found on the website.

If you have any questions, please call 416-314-7526, toll free 1-877-832-8622 or TTY 416-327-2391, or email ontariohonoursandawards@ontario.ca.

Thank you for your support of this important recognition program.

Sincerely,

A handwritten signature in black ink that reads "Laura Albanese".

Laura Albanese
Minister

Meeting minutes

Meeting: DIAAC Education & Awareness Sub-Committee

Date: April 26, 2018

Time: 12:00pm - 1:30 pm

Location: Committee room #5

Attendees: Leroy Osbourne(Chair), Zeba Hasmi, Thomas Wall, Marilynn Prefontaine, Mphatso Mlotha*, Ian Silver*

* - denotes regrets

Item	Discussion	Action Item/ Responsible Party
Work Plan	<p>Revised each section of the work plan realigning priorities to take on over the next several months and condensing or eliminating others.</p> <p>Work Plan will be circulated via email to group for final review before submission to DIAAC for May meeting.</p>	Leroy
Review of promotional material	<p>Discussed use of an image identifier for DIAAC and the use of CofL Logos.</p> <p>DIAAC's former moniker was LDDRAC and had the image identifier of 'people of different colours'. This was used in association with the City logo. A diversity tree was implemented on notepads, pens, brochures and keychain flashlights in another incarnation.</p> <p>The updated diversity tree will replace the people and will be used in proximity with the City logo therefore keeping with policy and past practice.</p> <p>The committee reviewed the different options of diversity trees to update the brochure. Finalized tree will be updated on the brochure.</p>	

DIAAC brochure	<p>Presented edits requested by DIAAC. Had discussion around adding additional images to ensure more inclusivity in the brochure.</p> <p>Additional images will be proposed to add to brochure.</p> <p>Motions to come before DIAAC for brochure - approve brochure to send on to standing committee, create email address- DIAAC@London.ca, short URL - london.ca/DIAAC, payment for licence for diversity tree.</p> <p>This version of the brochure is targeted to organization in the city.</p>	<p>Zeba & Marilyn</p> <p>Leroy</p>
DIAAC database	<p>A number of contacts have been compiled from the various organizations in the City of London that would overlap DIAAC's mandate. The current database will be circulated for the rest of the committee to assist in updating.</p>	ALL
Gender & Intersectionality Workshop	<p>Scheduled for Oct</p> <p>Workshop will be aimed at policy and decision makers, HR personnel in the profit and non for profit sectors within London.</p> <p>Meetings will resume once we have a venue finalized on the proposed dates.</p> <p>Suggestion was made around adding gender within a religious context on the workshop agenda.</p>	
Proposed meeting schedule	<p>Wednesday, May 23rd</p> <p>Wednesday, June 27th</p> <p>Wednesday, July 25th</p>	

A) That the following actions be taken with respect to the proposed DIAAC brochure:

WHEREAS the mandate of this particular DIAAC committee comes to an end in February 2019. DIAAC has a degree of urgency to reach out to community organizations and individuals in London about DIAAC's existence prior to the next advisory committee appointment cycle to ensure diverse recruitment and future collaboration opportunities.

In turn, DIAAC requests The Civic Administration BE DIRECTED to complete the following requests by mid-June 2018:

- 1) Create an email alias for the committee, DIAAC@london.ca, directed to the committee secretary and DIAAC chair's email address.
 - 2) Create a short URL, London.ca/DIAAC, that points to the DIAAC description:
<http://www.london.ca/city-hall/committees/advisory-committees/Pages/LDRRAC.aspx>
- B)** The Education & Awareness Sub-committee seeks approval for the purchase of the diversity tree license from www.123rf.com for the proposed DIAAC brochure and for future use on promotional materials and community outreach, keeping in alignment with established past practices.
- C)** The Education & Awareness Sub-committee seeks approval of the updated DIAAC brochure for final approval by Council.

Initiatives

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 against racial intolerance.



How can you participate?

Present your idea, project or suggestions 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 to join DIAAC.

representatives from local non-profit and other community agencies.

volunteers.

We need any and all Londoners looking to provide 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



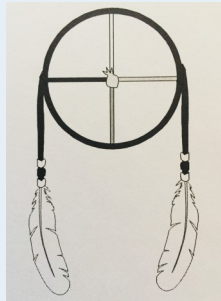
[London.ca/DIAAC](https://london.ca/DIAAC)



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, enhance access and opportunity for Londoners regardless of abilities, culture, ethnicity, gender identity and expression, faith perspective, and sexual orientation.



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



How does DIAAC help the community?

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



Initiatives

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 30th each year.

Street checks: working with other stakeholders across the City, **DIAAC** helped London Polices Services to review 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.



**London Diversity & Race
Relations Advisory Committee**



**London Diversity
& Race Relations
Advisory Committee**

DIAAC- Education & Awareness Sub-committee

Work Plan 2018

Purpose:

- to identify, develop and facilitate educational opportunities for DIAAC, Civic Administration, Council and the larger community
- to identify and implement opportunities that raise the profile of DIAAC in the community
- to share the common responsibility of research and bringing forth recommendations to DIAAC to achieve its mandate

Objective	Implementation	Budget	Partnerships/ Responsibility	Status/ Timeline
1. Develop & facilitate educational opportunities	1.1 Facilitate a community awareness event 1.1.1 Theme: Gender & Intersectionality 1.1.2 Identify partnerships in the community for collaborative events. 1.1.3 Plan for International Day for the Elimination of Racial Discrimination. 1.1.4 Identify promotional opportunities and strategies for community events.	\$1000-\$2500 \$300	Education subcommittee Ed'n subcommittee & DIAAC Ed'n subcommittee Ed'n subcommittee Communication	October Ongoing January Ongoing

Objective	Implementation	Budget	Partnerships/ Responsibility	Status/ Timeline
2. Educate new members of DIAAC	2.1 Collaborate with P&P to create new and revised content to enhance the DIAAC new member's orientation package	Nil	Education & P&P subcommittee	Ongoing
	2.1.1 Propose & provide supplemental orientation content to P&P: <ul style="list-style-type: none"> -org chart illustrating DIAAC in relation to Council & City Councillors. -list of commonly used operational definitions within CofL context. Eg. recommendation verbiage -provide document outlining pre-approved list of budget item. -write up of sub-committee mandates. -list of common staff contacts. -suggestions/guidelines of AC work projects. -policy on speakers/delegates -flow chart from DIAAC recommendation to staff implementation. -member attendance policy suggestions -budget submission process 		Ed'n subcommittee	Ongoing
	2.2 Assist P&P in revision of TOR for DIAAC.	Nil	Ed'n & P&P subcommittee	Ongoing

Objective	Implementation	Budget	Partnerships/ Responsibility	Status/ Timeline
3. Educate committee members	3.1 Invite speakers to present to DIAAC.	\$400	Ed'n subcommittee	Ongoing
	3.2 Work with Civic Administration to further identify and clarify existing Cof L resources, processes and initiatives that support or can assist DIAAC in its mandate. Eg. Communications, Mayor's Office etc.	Nil	Civic Administration	Ongoing
	3.3 Identify ideas, issues or 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.	Nil	Ed'n subcommittee w/ P&P subcommittee	Ongoing
	3.4 Invite to DIAAC, members of the public who have recent or past lived experiences concerning discrimination & anti-oppression in London.	Minimal(cost of parking pass/bus tickets)	Ed'n subcommittee & DIAAC	Ongoing
	3.5 Highlight a pressing issue or incident that has taken place in London that would be of interest to DIAAC.			
	3.6 Keep apprised of recent events in London via news media & other sources pertaining to	Nil	Ed'n subcommittee	Ongoing

	discrimination in London to report to DIAAC. Bring to DIAAC's attention.			
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Objective	Implementation	Budget	Partnerships/ Responsibility	Status/ Timeline
4. Raise profile of DIAAC in community	4.1 Provide to P&P subcommittee suggestions regarding DIAAC's web page on London.ca	Nil	Education & P&P subcommittee	Ongoing
	4.2 Propose name tags for interested DIAAC members for use at city-wide DIAAC events & related events. 4.2.1 Provide to Chair, Vice-Chair and Subcommittee Chairs as minimum	\$200-\$400	Ed'n subcommittee	Ongoing
	4.3 Collaborate/piggyback on smaller projects/events with other organizations that overlap DIAAC's mandate.	TBD	Cross Cultural Learner Centre, London Immigration Partnership, LUSO, NECC	Ongoing
	4.4 Compile database of contacts for faith centres, neighborhood associations, ethno-cultural organizations and other organizations for DIAAC and other subcommittees use for outreach	Nil		Ongoing

	<p>purposes.</p> <p>4.4.1 Connect with Civic Administration for access to current database</p>			
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4. Raise profile of DIAAC in community (con't)	<p>4.5 Initiate mail out and personal outreach campaign to new and current contacts compiled from DIAAC's community database.</p> <p>4.5.1 Attend AGMs & Gala events</p> <p>4.5.2 Promote DIAAC in newsletters of other organizations</p>	\$400	Education & DIAAC	TBD
	<p>4.6 Develop promotional material for DIAAC</p> <p>4.6.1 Small banner</p> <p>4.6.2 Collect photos of DIAAC events</p> <p>4.6.3 including members of DIAAC</p> <p>4.6.4 Order new swag</p> <p>4.6.5 Design template powerpoint highlighting DIAAC. Use at public events where applicable</p>	\$100	Ed'n subcommittee Civic Administration Communications	November
	<p>4.7 Revise broaden 'Open House' strategy approach. Focusing on both general community outreach and professional industry outreach. Have material on hand to provide at Open Houses.</p>	\$300		

Objective	Implementation	Budget	Partnerships/ Responsibility	Status/ Timeline
5. Share in role of research, knowledge attainment and providing recommendations to achieve mandate	5.1 Combined efforts of keeping apprised of best practices in other geographic areas and identifying issues happening within the CofL.	Nil	P&P & Ed'n & Awareness	Ongoing

Following a P&P meeting, Aden and I had a discussion about aspects of the Ed'n & Awareness workplan that overlapped P&P. Based on Aden's suggestion we wanted to propose a header in the meeting agenda that would be all encompassing to cover issues that take place in London and/or around the world that would be of interest to DIAAC. If this heading proposal is appropriate practice, we would like to bring this addition to DIAAC.

To give context, it transpired from the E&A sub-committee's workplan.

3.3 Identify ideas, issues or 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.

3.5 Highlight a pressing issue or incident that has taken place in London that would be of interest to DIAAC

Any suggestions for an appropriate header are sought for further discussion at this coming DIAAC meeting.

Thanks, Leroy