

Agenda

Diversity, Inclusion and Anti-Oppression Advisory Committee

13th Diversity, Inclusion and Anti-Oppression Advisory Committee

November 15, 2018, 12:00 PM

Committee Room #4

The City of London is committed to making every effort to provide alternate formats and communication supports for Council, Standing or Advisory Committee meetings and information, upon request. To make a request for any City service, please contact accessibility@london.ca or 519-661-2489 ext. 2425.

	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 Rosanna Wilcox, Director Community and Economic Innovation-Community Diversity and Inclusion Strategy Report Update	
a. Municipal Council Resolution with respect to an update on the Community Diversity and Inclusion Strategy (CDIS)	3
4. Consent	
4.1 8th, 9th, 10th, 11th and 12th Reports of the Diversity, Inclusion and Anti- Oppression Advisory Committee	14
4.2 Re Think Zoning Draft Terms of Reference	22
4.3 Municipal Council Resolution with respect to the 9th and 10th Reports of the Diversity, Inclusion and Anti-Oppression Advisory Committee	29
5. Sub-Committees and Working Groups	
5.1 Education & Awareness Sub-Committee	
5.2 Policy & Planning Sub-Committee	
5.3 Award & Recognitions Sub-Committee	
6. Items for Discussion	
6.1 2018 Work Plan	41
6.2 Terms of Reference	50
7. Deferred Matters/Additional Business	

8. Adjournment

Next Meeting: December 20, 2018



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

London
CANADA

October 17, 2018

Chair and Members
Community Diversity Inclusion Strategy Steering Committee
c/o R. Wilcox

I hereby certify that the Municipal Council, at its meeting held on October 16, 2018 resolved:

That, on the recommendation of the Community Diversity and Inclusion Strategy Steering Committee, the following actions be taken with respect to an update on the Community Diversity and Inclusion Strategy (CDIS):

- a) the next steps, as outlined in the staff report dated October 10, 2018, BE ENDORSED as the process for implementing and monitoring the CDIS; it being noted that Appendix B will be revised to indicate that the Chairs of the Steering Committees will be elected by the members of the individual working groups; and,
- b) the above-noted report BE RECEIVED;

it being noted that the attached presentation from R. Wilcox, Director, Community and Economic Innovation and S. Lewkowicz, CDIS Steering Committee, with respect to this matter, was received. (2018-S15) (3.2/14/CPSC)

C. Saunders
City Clerk
/kmm

cc: K. Koltun, Research Intern
Chair and Members, Accessibility Advisory Committee
Chair and Members, Diversity, Inclusion and Anti-Oppression Advisory
Committee

London's Community Diversity and Inclusion Strategy

2018 Update

October 10, 2018

Agenda

1. CDIS Overview
2. 2018 Update
3. Proposed Implementation Body structure
4. Approach to CDIS strategies that affect the City of London
5. Next steps

Community Diversity & Inclusion Strategy (CDIS)

- Council's 2015-2019 Strategic Plan identifies a need to develop a Community Diversity & Inclusion Strategy (CDIS) as a way to build a '*diverse, inclusive and welcoming community*' by '*supporting all Londoners to feel engaged and involved in our community.*'

Community Diversity & Inclusion Strategy (CDIS)

- In order to develop the strategy, the City of London issued an open call in 2016 for volunteer 'Diversity and Inclusion Champions'
- 200 Londoners, reflecting a diversity of backgrounds and perspectives, stepped forward to be part of this process
- A volunteer Steering Committee comprised of representatives from Council's DIAAC and others selected through an open application process, provided oversight to this process

Community Diversity & Inclusion Strategy (CDIS)

- CDIS presented to CPSC on August 1, 2017 and included the following components:
 - A **Vision**
 - A **Statement of Commitment**
 - Five **Priorities**
 - **Strategies** to advance each priority
 - A section called **What We Heard**
 - A **Glossary**

Vision

London is a diverse and inclusive community that honours, welcomes, and accepts all people; where people have the power to eliminate systemic oppressions.

Statement of Commitment

The City of London commits to:

- ▶ Mandating equity and exemplifying our vision of London as a diverse and inclusive community.
- ▶ Learning and honouring the unique histories and lived experiences of all peoples in our community.
- ▶ Removing systemic barriers to accessibility as experienced by our community by listening and responding to the voices of those who are marginalized.

As Londoners, we commit to:

- ▶ Working together with the City of London towards our vision of a diverse and inclusive community.
- ▶ Modelling the community we aspire to be: respecting others, learning, acknowledging our biases, and celebrating the diversity and history of our community.
- ▶ Being passionate allies with our neighbours and fellow Londoners, and standing up for one another to ensure we live in a city where everyone belongs.

Priorities

1. Take concrete steps towards healing and reconciliation.

2. Have zero tolerance for oppression, discrimination and ignorance.

3. Connect and engage Londoners.

4. Remove accessibility barriers to services, information and spaces.

5. Remove barriers to employment.

What We Heard

During their last meeting the Community Diversity and Inclusion Champions brainstormed ways to address the needs as well as barriers and oppressions faced by specific populations within London.

When looking at all of these perspectives it is key to understand the concept of intersectionality. Intersectionality can be defined as the intersection, or crossover, of our many identities affect how each of us experience the community. These intersections occur within a context of connected systems and structures of power (e.g., laws, policies, state governments, other political and economic unions, religious institutions, and media). (Advancing Equity and Inclusion, A Guide for Municipalities) Due to the intersecting identities and the relationship with structures, many groups and individuals find themselves with little to no influence and ability to make changes to increase their power. They also risk ongoing discrimination, and tend to have fewer resources.

What We Heard Indigenous, First Nations, Métis and Inuit

There are three communities located in close proximity to London, they are the Chippewas of the Thames First Nation, Munsee Delaware Nation and Oneida Nation of the Thames. Many members of these communities as well as other Indigenous peoples, Métis and Inuit have chosen to make London their home. Champions identified infrastructure, education, changing mindsets, and reconciliation as playing a role in the lives of local Indigenous peoples. A large emphasis was placed on the *Truth and Reconciliation Commission – Calls to Action* (TRC) and ways in which both the City of London and the community can work together with the local Indigenous peoples to implement the strategies. This included ideas such as:

- Establishing an implementation and accountability plan and creating ways to measure progress;
- Ensuring local Indigenous peoples lead the change within the community;
- Establishing an Indigenous relations office within the City of London, and;
- Working with the local Indigenous peoples to create health, homelessness and housing strategies geared to the needs of Indigenous peoples.

Glossary of Terms

The following definitions are provided to assist users with the general understanding of issues related to diversity management. The definitions come from various sources, which are credited following each explanation. Language related to diversity management is complex and frequently undergoes transformation into new words, phrases, terms, concepts, and understandings. (Exert from: Halifax Regional School Board, Diversity Definitions)

These terms were devised in collaboration between community anti-oppression educators, City staff, and City of London's Diversity Inclusion and Anti-Oppression Advisory Committee noting that many terms were adopted from DIAAC's "Diversity Definitions" resource tool. We acknowledge permission of DIAAC to use the tool.

Ableism

Attitudes in society that devalue and limit the potential of persons with disabilities. People with disabilities are assumed to be less worthy of respect and consideration, less able to contribute and take part, and of less value than other people. Ableism can be conscious or unconscious and is embedded in institutions, systems or the broader culture of a society. (Ontario Human Rights Commission)

Accessibility

A general term for the degree of ease that something (e.g., device, service, physical environment and information) can be accessed, used and enjoyed by persons with disabilities. The term implies conscious planning, design and/or effort to make sure something is barrier-free to persons with disabilities. Accessibility also benefits the general population, by making things more usable and practical for everyone, including older people and families with small children. (Ontario Human Rights Commission)

Accessible

Does not have obstacles for people with disabilities – something that can be easily reached or obtained; facility that can be easily entered; information that is easy to access. (Ontario Human Rights Commission)

Accessibility for Ontarians with Disabilities Act (AODA), 2005

The purpose of the AODA is to develop, implement and enforce accessibility standards to remove barriers for Ontarians with disabilities on or before January 1, 2025 in relation to: goods, services, facilities, accommodations, employment and buildings, structures and premises. The AODA came into effect on June 4, 2005. (Ontario Human Rights Commission)

Affirmative Action

Action designed to address the historic disadvantage that identifiable groups (e.g., women, racialized persons) have experienced by increasing their representation in employment and/or higher education. (Ontario Human Rights Commission)

African Canadian

A Canadian of African origin or descent. (Ontario Human Rights Commission)

Afrocentricity

Placing African ideals at the center of any analysis that involves African culture and behaviour. (Asante, Molefi. 1987. *The Afrocentric Idea*.)

Ageism

Prejudice or discrimination against a particular age-group, especially the elderly. (Ontario Ministry of Children and Youth Services)

Allyship

A process, and everyone has more to learn. Allyship involves a lot of listening. Sometimes, people say "doing ally work" or "acting in solidarity with" to reference the fact that "ally" is not an identity, it is an ongoing and lifelong process that involves a lot of work. (TI-College Libraries Research Guide, Allyship and Anti-Oppression: A Resource Guide)

Alternative (alternate) Format

A method of communication that takes into account a person's disabilities. Examples include providing a text version of a website, or a large print version of a document for someone with a visual disability. (Ontario Human Rights Commission)

Community Diversity & Inclusion Strategy (CDIS)

- On August 22, 2017, Council resolved the following:
 - a) the Community Diversity and Inclusion Strategy, as appended to the staff report dated August 1, 2017, BE ENDORSED in principle; it being noted that this aspirational document was developed by Londoners who share City Council's interest in a more diverse and inclusive London;
 - b) the CDIS Steering Committee BE REQUESTED to report back to the Community and Protective Services Committee on a proposed structure to support implementation;
 - c) the Civic Administration BE DIRECTED to report back to the Community and Protective Services Committee regarding strategies in the CDIS which refer to, or could affect, The Corporation of the City of London; and,
 - d) a letter of thanks and acknowledgement BE PROVIDED from the Mayor, on behalf of City Council, to all Londoners who contributed to the CDIS process.

2018 Update

- The past year has been focused on initiating the work of CDIS
- 74% of the strategies have been initiated by the community and the City of London
- Progress being made across all priorities, as well as a number of CDIS-wide strategies

Proposed Implementation Body

On August 22, 2017, Council resolved that:

‘the CDIS Steering Committee BE REQUESTED to report back to the Community and Protective Services Committee on a proposed structure to support implementation’

Proposed Implementation Body Functions

Engagement	The implementation body will engage the community about what is happening and opportunities to get involved. This will include both individuals and organizations. Addressing diversity and inclusion means working with the entire community every step of the way.
Research	The implementation body will use research and data to help develop work plans and make decisions about how to implement the recommendations.
Planning	The implementation body will work with the community to prioritize the recommendations and develop work plans that outline: <ul style="list-style-type: none"> - How a recommendation is being implemented; - Who is doing it; and, - When it will happen. Work plans should include clear goals that hold people accountable for action.
Coordination	The implementation body is responsible for coordinating the work of all groups working on CDIS. Bringing the community together to implement the various aspects of CDIS is one of the most important functions of the implementation body.
Evaluation	The implementation body will measure the work of CDIS using both stories and statistics. The implementation body will measure the impact the recommendations are having, as well as how well the implementation body itself is working and whether any changes are required.
Reporting	Reporting to Council and the community will happen annually as a way to share stories of progress and to engage residents and organizations in opportunities to be involved. This will include a detailed report on overall progress, evaluation, and plans for the next year.

Proposed Implementation Body Structure

Membership	Participation is open to anyone who is interested in supporting and advancing the CDIS vision: <i>London is a diverse and inclusive community that honours, welcomes and accepts all people; where people have the power to eliminate systemic oppressions.</i>
Working Groups	<p>There will be five (5) Priority Working Groups established around the priorities identified in CDIS;</p> <ol style="list-style-type: none"> i. Take concrete steps towards healing and reconciliation; ii. Have zero tolerance for oppression, discrimination and ignorance; iii. Connect and engage Londoners; iv. Remove accessibility barriers to services, information and spaces; and, v. Remove barriers to employment. <p>The Working Groups will champion and guide the implementation and monitoring of their respective CDIS priorities. Each Working Group will be supported by City of London staff.</p>
Leadership Table	<p>The CDIS Leadership Table will be made up of ten (10) members:</p> <ol style="list-style-type: none"> a) Three (3) City of London Staff b) One chair from each of the five (5) Working Groups c) One (1) representative from the Diversity Inclusion, and Anti-Oppression Advisory Committee (DIAAC), and; d) One (1) representative from the Accessibility Advisory Committee (ACCAC). <p>Other resource personnel will be invited to attend meetings as required.</p>
Term	Commitment is a minimum of two years.
Compensation	An honorarium of \$2,000 per year will be provided to the chairs of the Working Groups.

Proposed Implementation Body

- Approach recognizes the critical role of community leadership, as well as the City of London's important role in CDIS
- City staff will be part of the CDIS Leadership Table and the City will provide key support to the Leadership Table and Working Groups

Proposed Approach to Strategies that Affect the City of London

- Nearly all of the 47 strategies outlined in the plan touch the City of London, whether directly or indirectly
- City staff will continue to assess the financial and resource implications of this work
- Based on this assessment, business case(s) will be submitted for consideration to the next Multi-Year Budget process

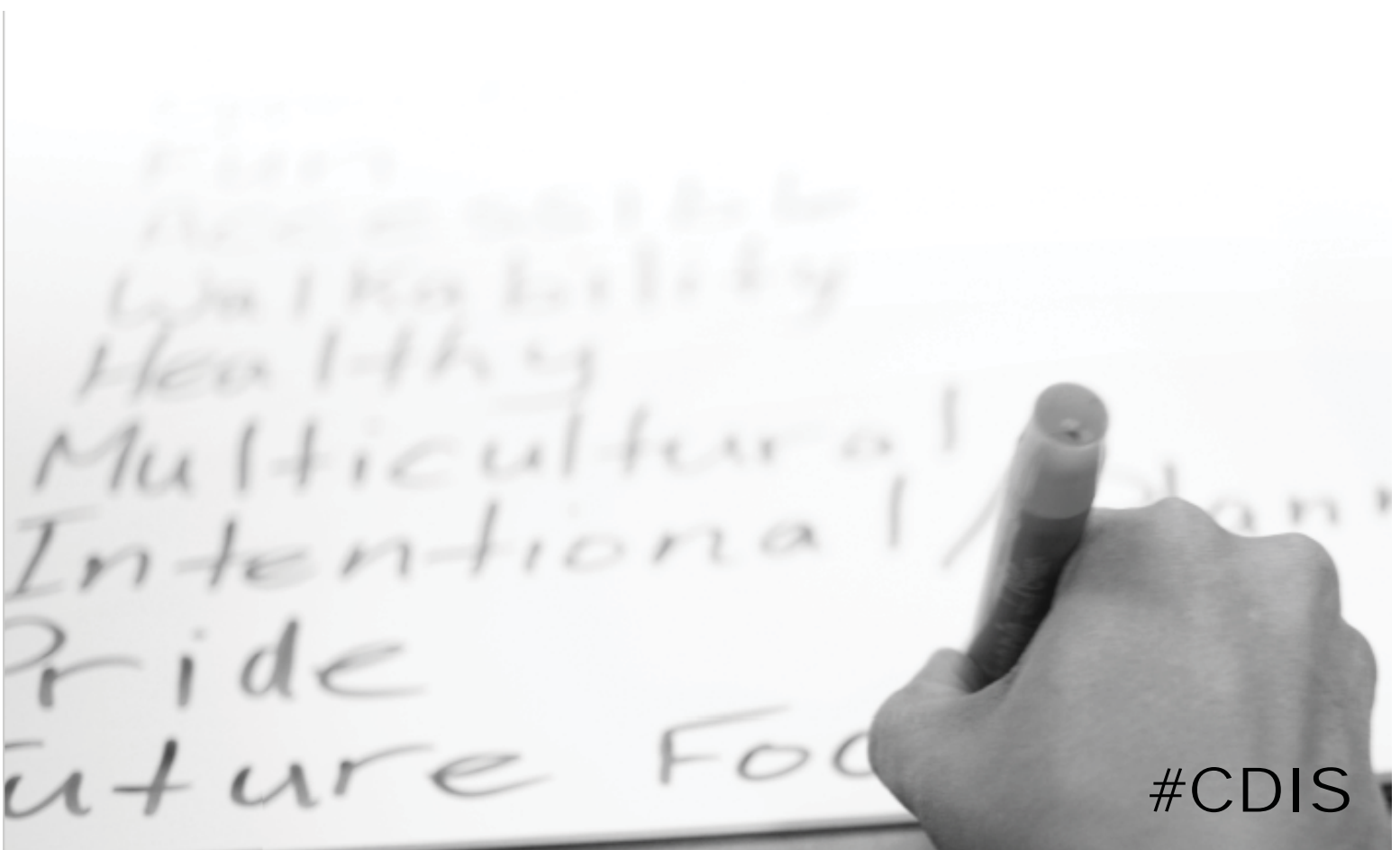
Financial Impact

- The City of London position focused on Indigenous relations will be funded temporarily for 2 years through the Efficiency, Effectiveness and Economy Reserve
- The compensation provided to the chairs of the CDIS Working Groups can be accommodated through existing budgets
- Financial and resource requirements of the plan will continue to be monitored and a business case(s) will be brought forward to the next Multi-Year Budget process

Next Steps

- The community, City of London and various partners will continue to actively implement CDIS
- Work will continue to define the City of London position focused on Indigenous relations
- Pending Council approval, recruitment for the CDIS Implementation Body will begin
- City staff will continue to monitor the financial and resource implications of the work of CDIS and submit business case(s) as part of the next Multi-Year Budget process

Thank You



Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

8th Meeting of the Diversity, Inclusion & Anti-Oppression Advisory Committee
July 19, 2018
Committee Room #4

Attendance PRESENT: L. Osbourne(Acting Chair), F. Cassar, Z. Hashmi, S. Lewkowitz, M. Mlotha, M. Prefontaine, A-M. Sanchez, and P. Shack(Secretary)

ALSO PRESENT: K. Husain and K. Koltun

REGRETS: A. Hamza, R. Hussain, S. Sharma and I. Silver

The meeting was called to order at 12:05 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 L. Osbourne.

2.2 Traditional Opening

That it BE NOTED that no traditional opening was received.

3. Scheduled Items

3.1 (ADDED) Anti-Racism Policy - S. Kahn, Workplace Diversity and Inclusion Specialist

That it BE NOTED that the Anti-Racism Policy presentation by S. Khan, Workplace Diversity and Inclusion Specialist was not heard, as S. Khan was unable to attend the meeting.

4. Consent

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

That it BE NOTED that the 7th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on June 21, 2018, was received.

4.2 Highbury Avenue/Hamilton Road Intersection Improvements - Environmental Assessment Study - Notice of Completion

That it BE NOTED that the Notice of Completion from B. Huston, Dillon Consulting and M. Elmadhoon, Traffic Planning Engineer, with respect to the Highbury Avenue/Hamilton Road Intersection Improvements Environmental Assessment Study, was received.

5. Sub-Committees and Working Groups

5.1 (ADDED) Education and Awareness Sub-Committee - Meeting Minutes June 27, 2018

That consideration of the Education and Awareness Sub-Committee, Meeting Minutes dated June 27, 2018, BE POSTPONED to the next Diversity, Inclusion and Anti-Oppression Advisory Committee meeting.

5.2 (ADDED) Policy & Planning Sub-Committee

That consideration of the Policy and Planning Sub-Committee report BE POSTPONED to the next Diversity, Inclusion and Anti-Oppression Advisory Committee meeting.

5.3 (ADDED) Award & Recognitions Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update, with respect to the Award and Recognitions Sub-Committee;

it being noted that F. Cassar will attend the Community and Protective Services(CPSC) meeting on August 14, 2018, to inform the CPSC of the 2018 London Diversity, Race Relations & Inclusivity Awards to be presented on November 20, 2018.

6. Items for Discussion

6.1 2018 Work Plan

That consideration of the 2018 Work Plan BE POSTPONED to the next Diversity, Inclusion and Anti-Oppression Advisory Committee meeting.

6.2 Black History Coordinating Committee Update

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal presentation from M. Mlotha with respect to the Black History Coordinating Committee.

7. Deferred Matters/Additional Business

7.1 (ADDED) London Police Services Board - London Free Press Article Relating to Reported Racial Incidents

That it BE NOTED the Diversity, Inclusion and Anti-Oppression Advisory Committee held a general discussion, with respect to London Police Services Board-London Free Press Article Relating to Reported Racial Incidents.

7.2 (ADDED) Racial Incident London

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee held a general discussion with respect to recent incident at a London grocery store;

it being noted that two members of the Diversity, Inclusion and Anti-Oppression Advisory Committee may attend CBC morning show, with respect to this matter.

8. Adjournment

The meeting was adjourned at 1:30 PM.

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

9th Meeting of the Diversity, Inclusion & Anti-Oppression Advisory Committee
September 20, 2018
Committee Room #2

Attendance

PRESENT: R. Hussain (Chair), F. Cassar, A. Hamza, Z. Hashmi and P. Shack (Secretary)

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

REGRETS: S. Lewkowitz, L. Osburne, M. Prefontaine, A. Sanchez, S. Sharma and I. Silver

The meeting stood adjourned at 12:30 PM, due to lack of quorum.

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

Special Diversity, Inclusion and Anti-Oppression Advisory Committee
October 3, 2018

Attendance PRESENT: R. Hussain (Chair), F. Cassar, A. Hamza, Z. Hashmi, A. Sanchez, S. Sharma, I. Silver; and P. Shack (Secretary)

ALSO PRESENT: K. Husain

REGRETS: S. Lewkowitz, L. Osburne, M. Prefontaine

The meeting was called to order at 12:00 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 no Acknowledgement of Indigenous Lands was received.

2.2 Traditional Opening

That it BE NOTED that no traditional opening was received.

3. Scheduled Items

None.

4. Consent

None.

5. Sub-Committees and Working Groups

5.1 Awards and Recognition Sub-Committee

That the following actions be taken with respect to the 2018 Diversity, Race Relations and Inclusivity Award:

a) M.I. understanding BE AWARDED the 2018 Diversity, Race Relations and Inclusivity Award, in the Small Business/Labour (under 49 members) category for their initiative to increase Gender Diversity Literacy (see attached nomination);

b) Police Ethnic and Culture Exchange (PEACE Team) BE AWARDED for the 2018 Diversity, Race Relations and Inclusivity Award, in the Corporations Large Business/Labour (over 50 Members) category for

their initiative to hire diverse high school youth, giving them full-time summer employment and community engagement and learning opportunities (see attached nomination);

c) Emancipation Day celebration BE AWARDED THE 2018 Diversity, Race Relations and Inclusivity Award, in the Social Community Services Not for Profit (under 50) category for their Emancipation Day Celebration initiative (see attached nomination);

d) My Sisters Place BE AWARDED the 2018 Diversity, Race Relations and Inclusivity Award, in the Social Community Services Not for Profit (over 50) category for their Helping Women, Helping People initiative (see attached nomination); and,

e) N'Amerind Friendship Centre BE AWARDED the 2018 Diversity, Race Relations and Inclusivity Award, in the Youth/Young Adult Groups or Organizations category for their formation of the 1st Youth First Cultural Exchange (see attached nomination).

6. Items for Discussion

None.

7. Deferred Matters/Additional Business

None.

8. Adjournment

The meeting was adjourned at 12:30 PM.

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

11th Meeting of the Diversity, Inclusion & Anti-Oppression Advisory Committee
October 18, 2018

Attendance PRESENT: R. Hussain (Chair), Z. Hashmi, S. Lewkowitz, S. Sharma, I. Silver; and P. Shack (Secretary)

ALSO PRESENT: T. Allott, F. Andrighetti, K. Husain, M. Sereda, and T. Wall

REGRETS: F. Cassar, A. Hamza, L. Osbourne, M. Prefontaine and A. Sanchez

The meeting stood adjourned at 12:30 PM, due to lack of quorum

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

12th Meeting of the Diversity, Inclusion & Anti-Oppression Advisory Committee
November 1, 2018

Attendance PRESENT: R. Hussain (Chair), F. Cassar, A. Hamza, Z.
Hashmi, S. Lewkowitz, L. Osbourne, A. Sanchez, S. Sharma, I.
Silver; and P. Shack (Secretary)

The meeting convened in closed session from 12:17pm-12:20
pm.



MEMO

To: City of London Advisory Committees

From: Justin Adema

Department: Planning Services

Date: October 31, 2018

Re: **ReThink Zoning Draft Terms of Reference**

The City is in the beginning stages of a new project called ReThink Zoning, which includes preparing a new Zoning tool that will replace the current Zoning By-law. The new by-law is needed to be consistent with the London Plan and implement its vision and policy direction.

Draft Terms of Reference were prepared and sent to the Planning and Environment Committee on August 13, 2018, following this Council gave direction to circulate the draft Terms of Reference to stakeholders, agencies, and the public for comments.

City Advisory Committees are now asked to review the Draft Terms of Reference before a finalized version is brought to Council for approval. Opportunities will be provided for Advisory Committees to comment throughout the ReThink Zoning process, and these Terms of Reference will frame what that process will include and establishes the goals, objectives, and desired outcomes for the new by-law.

1.0 ReThinking Zoning in London

In 2011, the City of London – including Council, staff, and all of its citizens – began a conversation about the future of our city. It started with a launch event where Peter Mansbridge spoke about the importance of civic engagement in a successful local government, and ended in June, 2016 when City Council adopted the London Plan – a new plan for growth and development in our city.

The London Plan is the culmination of a community conversation, it represents the shared vision, values, and goals for all Londoners. The Plan's key directions are a summary of this vision for the City, and the rest of plan provides a framework to achieve that vision. The next step in the process of planning our city is to examine tools that help us realize the vision we have set.

One important tool to achieving the planning framework articulated in The London Plan is the zoning by-law. London's current zoning by-law is dated, having been prepared following the approval of the 1989 Official Plan to help implement that Plan. With The London Plan we have a new, more strategic approach to City Building that requires a new by-law for its implementation.

ReThink Zoning is a continuation of the original conversation about how Londoners want to see their City grow – only the focus has now shifted from broader policy matters to more technical questions about how we should realize the vision. Instead of asking Londoners what kind of city do you want to live in, we will be working with Londoners to determine how we should get there and how each development across the city should be considered.

1.1 Implementing the London Plan

The London Plan provides a strategic approach to development in London that is based on City Building policies, a City Structure Plan, and a variety of place types. The City Building Policies provide the over-arching direction for how we will grow as a city over the life of the Plan and define the shape, character and form of the City. The City Structure Plan identifies five key foundations that inform the other policies of the Plan: The Growth Framework, The Green Framework, The Mobility Framework, The Economic Framework, and The Community Framework. Each place type is planned to play a unique role within the City Structure and has its own identity and character. The place types work together to create a complete city. All aspects of the place type must contribute to the achieving the Plan's objectives, including the use, intensity, and form of every building and parcel of land.

Zoning is the tool that we currently use to regulate the land use, intensity, and form of development. Therefore, zoning should be viewed as an extension of the Plan and a mechanism to meet its City Building goals. A zoning tool that is linked intrinsically to the policy direction of the London Plan is necessary for the implementation of the Plan.

1.2 Legislated requirements

In addition to requiring our regulatory tools to align with The London Plan, there are also legal issues to consider. The *Planning Act* is the applicable legislation for planning matters in Ontario. It is what requires the City of London to have an Official Plan and permits the City to regulate development as a way of implementing the Plan. The *Act* says that no by-law shall be passed that does not conform with the Official Plan (Section 24(1)). The *Act* also requires that when an Official Plan is updated after a comprehensive review, a municipality shall update the zoning by-law within three years of coming into effect (Section 26(9)). Because The London Plan completely replaces the 1989 Official Plan, it is appropriate to replace the Zoning By-law with a new by-law that conforms to its policies within three years.

2.0 Overarching Goal, Objectives, and Desired Outcomes

This is a major project that will have a lasting impact on how London will be shaped to meet the vision established in The London Plan. This section describes the guiding principles for the project.

2.1 Overarching Goal

To continue the momentum of ReThink London, implement the new London Plan, and foster the growth and development of a great city.

1.2 Objectives

- To create the best implementation tool to fit London's current and future needs
- To implement The London Plan's vision, values, and key directions
- To implement The London Plan place types in terms of use, intensity, and form
- To create a user-friendly and plain language document while recognizing the regulatory nature of the by-law
- To make use of new technologies available for the application and administration of zoning
- To allow for flexible application of the by-law while maintaining a level of certainty and predictability
- To create a tool that allows for efficient planning processes

2.3 Desired Outcomes

- Quality developments across the City that contribute to our city-building goals
- Efficient planning processes that result in great neighbourhoods
- A by-law that can be understood by all users involved in the planning process – including developers, professionals, community groups, and the general public
- A by-law that meets all legislative requirements, is defensible on its planning merits, and includes clear, enforceable regulations.
- A by-law that is intrinsically linked to The London Plan with obvious connections to the use, intensity, and form requirements of the place types as well as the City Building and Our Tools parts of the Plan.

3.0 Work Plan

ReThink Zoning is not just about updating the Zoning By-law Z.-1 to match the London Plan place types. It will consider the full range of possibilities that are available under the *Planning Act* and will look carefully at approaches being taken in other cities to see whether there are opportunities to improve on how we regulate development in our city. The work plan will include time for the research to be completed and analyzed, and needs to be flexible to allow later stages to fit with whatever direction or approach is identified as the best fit in London. To achieve this, a two-phase work plan is proposed. Details are provided for Phase One, however Phase Two will be refined after the details of the types of tools and approaches will be utilized has been confirmed through Phase One. Detailed Terms of Reference for Phase Two are included as a deliverable in Phase One.

3.1 Phase One

Phase One will provide an opportunity to investigate alternate approaches to development regulation and determine what tools should be used to implement the London Plan to achieve its goals.

Tasks to be completed in Phase One include:

- Prepare an RFP and work plan for the completion of Phase One
- Retain a consultant to work collaboratively with staff to complete Phase One
- Complete background research with regards to:
 - Ontario legislated requirements for zoning, including options available to municipalities for the implementation of Official Plans
 - The London Plan policies and directions, in regards to compatibility with different development regulation options available in Ontario

- Best practices from North America and other comparable parts of the world
- Review existing Zoning By-law No. Z.-1 to identify areas of strength or concern, determine what is working and what needs improvement to achieve the overall goals
- Engagement with key stakeholders to assess strengths and weaknesses of our current by-law and the desired outcomes of a new by-law
- Public engagement program to listen to ideas, concerns, and suggestions from Londoners
- Identify key elements/components/areas to be addressed through the new zoning by-law
- Recommend the best zoning approach to implement the policy directions of The London Plan
- Prepare Terms of Reference for Phase 2 – the preparation of the by-law, based on the direction provided by Council

Deliverables to be submitted in Phase One include:

Deliverable	Assignment
● Terms of Reference (Phase 1) – to include Community Engagement Strategy for Phase 1	Prepared by staff
● Request for Proposal (RFP) for consultant to undertake Phase 1	Prepared by staff
● Background Paper – overview of research and engagement findings and linkages to The London Plan	Prepared by consultants
● Recommendation Report – Analysis of issues, recommended tool, draft terms of reference for Phase 2	Prepared by staff, based on recommendations from the consultants
● Terms of Reference (Phase 2) – to include Community Engagement Strategy for Phase 2	Prepared by staff

3.2 Phase Two

Phase Two is when the new by-law will be prepared, based on the approach confirmed through Phase One. The information in this section is general in nature and will be clarified in the detailed Terms of Reference to be prepared in Phase One.

Tasks that will be completed in Phase Two include:

- Prepare a detailed inventory of existing development
 - Review land use
 - Review intensity – may include height, gross floor area, coverage, floor plate area, density in units per hectare, number of bedrooms, parking, floor area ratio
 - Review form – may include site layout (parking, landscaping, orientation, setbacks, and building location on a site), and buildings (massing, step-backs, materials, architecture)
 - Identify and analyze patterns of development to assist in property-appropriate zoning tools
 - Where appropriate, use new technologies to obtain this information (may include LiDAR, remote sensing, or other technologies)
- Analyze and recommend technologies for the administration and presentation of zoning information
 - Explore opportunities of GIS based applications
- Prepare outline of by-law, consideration to be given to:
 - Organization – chapters, types of zones, etc
 - Layout – use of tables, figures, illustrations, document design, etc
- Prepare and test sample zones against existing conditions and potential development opportunities

- Prepare first draft of by-law, provide opportunity for stakeholder and public comments
- Prepare second draft of by-law, circulate for stakeholder and public comments
- Review required amendments to other city by-laws/documents resulting from the replacement of the current zoning by-law
- Prepare final by-law for approval

Deliverables to be prepared in Phase Two include:

- Inventory and analysis of existing development
- Mapping/zoning data overview and recommendation
- First Draft By-law
- Second Draft By-law
- Results of public and stakeholder feedback
- Amendments to other City by-laws and documents
- Final By-law for approval

Note that the deliverables will be prepared by a combination of City staff and consultants. The specific breakdown of responsibilities will be defined through the detailed Phase Two terms of reference.

3.3 Project Scope

The nature of large projects such as ReThink Zoning often includes “scope creep” resulting from the encroachment of additional tasks than was originally planned. It is important to ensure that the scope of this project remains focused in order to achieve the milestones identified in the Project Schedule.

3.4 Project Schedule

Work to be completed	Target completion date
Terms of Reference and RFP for Consultant(s)	Q4, 2018
Retain consultants	Q2, 2019
Background Paper	Q3, 2019
Recommendation Report	Q4, 2019
Terms of Reference – Phase 2	Q4, 2019
Phase 2	TBD – based on TOR

4.0 Project Team

Staff from various departments within the Corporation as well as a consulting team will contribute to the success of ReThink Zoning. This section describes the roles of staff and the consultant to be retained on the project.

4.1 City Staff

This project is part of the Planning Services work plan and will be completed at the direction of the Managing Director, Planning and City Planner. The project lead will be the Manager, Current Planning and the project manager will be a Planner from Planning Services. However, given the scope of this project, significant participation from across all Service Areas of the City of London will be required. Of particular importance will be the contributions of Development & Compliance Services staff, who play a critical role in the implementation of the Zoning By-law. This important role will be reflected in the makeup of the various teams working on the project.

At the outset, three groups of staff will be established to contribute to the completion of this important project. The Project Team will be the main group working on the project on a daily basis, a Steering Committee will be established to provide guidance to the Project Team and contribute at key decision points, and a Technical Resource Group will include staff from virtually every Service Area in the City. This group will review materials and provide input as needed at various points in the process. Some members will play large roles while others will only be required to contribute at certain points.

4.1.1 Project Team

The project team will be responsible to complete the work plan of ReThink Zoning and will be the main contact for consultants retained on this project. The Project Manager will provide leadership to this team by delegating tasks, chairing meetings, and being the main source of information/communication on behalf of the project team. The makeup of the project team will include:

- Manager, Current Planning – Planning Services (Project Lead)
- Planner, Long Range Planning & Research – Planning Services (Project Manager)
- Planner, Current Planning – Planning Services
- Urban Designer – Planning Services
- Manager, Development Planning – Development Services
- Business and Zoning Coordinator, Zoning – Development & Compliance Services

4.1.2 Steering Committee

The Steering Committee will be made up of senior leaders at the City and managers with portfolios that interface with the Zoning By-law. The Role of the Steering Committee will be to provide input, advice, and guidance to the Project Team and will be particularly involved at any key decision point during the project. The Steering Committee will include:

- Managing Director, Planning and City Planner – Planning Services (Steering Committee Chair)
- Managing Director, Development and Compliance Services and Chief Building Official – Development & Compliance Services
- Managing Director, Environmental and Engineering Services and City Engineer
- Director, Development Services – Development & Compliance Services
- Manager, Current Planning – Planning Services
- Manager, Long Range Planning and Research – Planning Services
- Manager, Urban Regeneration – Planning Services
- Manager, Development Services (Site Plan) – Development & Compliance Services
- Manager, Zoning and Public Property Compliance – Development & Compliance Services
- Solicitor II, Legal and Corporate Services

4.1.3 Technical Resource Group

Most internal Service Areas and divisions will contribute at some point during this project. They will not be required to play a major role for all phases of the project but will provide input as needed. Individuals from the divisions/Service Areas listed below will contribute, and other groups may be added depending on the nature of input required.

The Technical Group will comprise staff from Planning Services, Development and Compliance Services, Environmental and Engineering Services, the City Clerk's Office, Corporate Communications, and Neighbourhood, Children and Fire Services.

4.2 Hiring Consultants

Given the scope and complexity of this project, consultants will be retained to support staff in completing the work plan and providing specialized expertise throughout the process. A request for proposals for the Phase One consultant will be prepared and issued following the approval of these terms of reference. Contracts for this project will be divided into the project phases, recognizing that the best zoning approach is identified at the end of Phase One and may require specific knowledge and experience that is beyond the Phase One consulting team.

The selected consultant(s) will have a strong background in planning implementation, and should include experience with various approaches to zoning. The consultant team will need to be able to understand the approach taken through The London Plan and identify ways to achieve its objectives through development regulation. The consultant team will demonstrate the values that guide all planning decisions in London – these are

to be accountable, be collaborative, demonstrate leadership, be inclusive, be innovative, and think sustainably.

It is anticipated that there will be a team of consultants retained as multiple areas of expertise will be required. Some of the specialized areas include:

- Land use planning – ReThink Zoning is a planning review first and foremost. It is required that the lead consultant will include professional planners.
- Urban design – The London Plan integrates urban design into the planning process and approaches to regulation that consider how to ensure an engaging and attractive public realm will be important.
- Mapping/GIS – new and innovative approaches to the mapping components of the zoning by-law are encouraged, and it is expected that the consulting team will bring expertise on this issue.
- Community engagement – public input is important to the success of this project. Effective engagement with the community must be integrated into all parts of the project.
- Application review processes – implementation of the new by-law must work for those who are applying and interpreting the by-law, therefore consideration of this and other administrative matters must be included. The consulting team should have experience and insight into how the new by-law would be “operationalized”.

4.2.1 Expectations and responsibilities

The consulting team will work closely with the Project Manager and Project Team to complete the work plan for this project. Deliverables will be submitted to the Project Team who will coordinate with the Steering Committee and make recommendations, based on the information provided by the consultants, to City Council. The Work Program section of this report identifies what tasks will be led by the consultant team.

5.0 Community Engagement and Information Sharing

This project requires input from a variety of stakeholders, agencies, and the public if it is to be successful. This project will give direction to the way we grow as a city and will shape our neighbourhoods, urban centres, and other places within London. While the intent is not to engage in a discussion about first principles – issues like the city structure and the vision for each place type have been established through The London Plan – there is plenty of opportunity for stakeholders and the public to help shape our approach to how we implement the Plan.

Equally important during this project is the availability of information. People will want to know where this project stands, what opportunities they will have for participation, and how changes to the zoning by-law could affect their properties and communities. Through the various tools available, including the city website, social media, open houses, traditional advertising, and other approaches, we will strive to provide up-to-date and useful information to the public regarding the project.

All members of the public are invited to participate throughout the ReThink Zoning process. Some key stakeholders have been identified and will be invited to meet with staff and discuss the options to replace our zoning by-law. These stakeholders include:

- All City Service Areas
- Advisory Committees to Council
- Public agencies – eg: London Economic Development Corporation, Upper Thames River Conservation Authority, London Hydro, London Housing Development Corporation, Ministry of Municipal Affairs.
- Community organizations – eg: business improvement areas, the Urban league of London, neighbourhood associations, ratepayer groups.
- The Development Industry – eg: London Development Institute, London Home Builders Association, London Association of Planning Consultants, and other members of the Building and Development Liaison Forum.



London
CANADA

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

October 17, 2018

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

I hereby certify that the Municipal Council, at its meeting held on October 16, 2018 resolved:

That the following actions be taken with respect to the 9th and 10th Reports of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meetings held on September 20, 2018 and October 3, 2018, respectively:

- a) the 9th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee BE RECEIVED;
- b) the following actions be taken with respect to the 10th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee:
 - i) the following actions be taken with respect to the 2018 Diversity, Race Relations and Inclusivity Award:
 - A) M.I. understanding BE AWARDED the 2018 Diversity, Race Relations and Inclusivity Award, in the Small Business/Labour (under 49 members) category for their initiative to increase Gender Diversity Literacy (see attached nomination);
 - B) Police Ethnic and Culture Exchange (PEACE Team) BE AWARDED for the 2018 Diversity, Race Relations and Inclusivity Award, in the Corporations Large Business/Labour (over 50 Members) category for their initiative to hire diverse high school youth, giving them full-time summer employment and community engagement and learning opportunities (see attached nomination);
 - C) Emancipation Day celebration BE AWARDED THE 2018 Diversity, Race Relations and Inclusivity Award, in the Social Community Services Not for Profit (under 50) category for their Emancipation Day Celebration initiative (see attached nomination);
 - D) My Sisters Place BE AWARDED the 2018 Diversity, Race Relations and Inclusivity Award, in the Social Community Services Not for Profit (over 50) category for their Helping Women, Helping People initiative (see attached nomination); and,
 - E) N'Amerind Friendship Centre BE AWARDED the 2018 Diversity, Race Relations and Inclusivity Award, in the Youth/Young Adult Groups or Organizations category for their formation of the 1st Youth First Cultural Exchange (see attached nomination); and,
 - ii) clauses 1.1, 2.1 and 2.2, BE RECEIVED. (2.5/14/CPSC)

C. Saunders
City Clerk
/kmm

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

Nominee

Name of Youth, Group or Organization you are nominating:

M.I. understanding

Address of Nominee (please include City, as well as postal code)

244 Briscoe St E London ON N6C 1X6

Name(s) of Contact People (including position titles)

Paula Jesty, Principal/Owner

➤ **Small business/small labour (49 or fewer employees/members)**

Does the nominee meet the eligibility criteria? yes

Project

What is the initiative this group/organization implemented?

www.Prideunderstanding.ca

When did the initiative take place? eg. Spring 2018

Pride understanding was launched January, 18, 2018 and is ongoing.

Do you know who the key department(s) or committees involved were? Please name:

Pride London Festival, Thames Valley District School Board, Kid's Mental Health Optimist Club of Canada, Fanshawe College, PFLAG Canada & London Chapter, The 519 Community Centre Toronto, Rainbow Optimist Club – Southwestern Ontario.

Brief description of initiative:

Pride understanding is a communication tool designed to start a conversation to increase GENDER DIVERSITY LITERACY. A series of videos & stories were created that help create a safe environment to ask questions, start a discussion to increase empathy, understanding and decrease stigma.

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.

Over 20,000 people have been reached and impacted. This has been done through presentation and YouTube views of the videos. Presentations have been made to School Board superintendents, principals, teachers, community organizations, politicians, community organizations and the general public. Pride understanding had a booth at Pride London Festival's Pride in the Park July 27, 28 and 29 and also had a presence in the Pride Parade. Pride Understanding had a display at Forest City Comicon and was very well received

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?

One of the results was the development of material for curricula in the area of gender diversity, equity and inclusion with the focus on early intervention, understanding and the decrease of stigma; through the art of storytelling as a method of communicating, educating and increasing awareness. This initiative supported early learning around multiculturalism, human rights, diversity and the fundamental values that keep marginal communities from being isolated, leading to rejection and bullying. Other initiatives developed through this project included: the community exhibits to strengthen engagement with students, families and the community, supportive curriculum to successfully enhance existing school and community programs and to support the development of new programs centered around equity and inclusion.

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

An Ontario Trillium Foundation Grow Grant has been applied for to create another series of video stories and expand to other school boards and area across Ontario. Organizations in Toronto, Windsor and Sarnia already have reached out to start working with the Pride understanding team. The Rainbow Optimist Club – Southwestern Ontario will be promoting and using Pride understanding to increase understanding and gender diversity literacy in the rural LGBTQ2Q+ youth, their families and their communities.

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?

By receiving this Award, London would be leading by example. It would be seen as a more open, understanding and welcoming City. By starting the conversations that Pride understanding can facilitate residents have a better understanding. London will be getting closer to the goal of being seen as a Creative City.

Nominator

Martin Withenshaw



**Diversity, Race Relations and Inclusivity Award
Nomination Form**

London
CANADA

NOMINEE INFORMATION

Name of group or organization: <i>London Police Service</i>	
Business Address: <i>601 Dundas St</i>	
City: <i>London</i>	Postal code: <i>N6B 1X1</i>
Name(s) of contact people (including position titles): <i>Anthea Fordyce - Secondary School Resources Officer</i> <i>Jacquie Wilson "</i>	
Business Telephone: <i>519-661-5670</i>	Business Fax:
Business E-mail: <i>a.fordyce@londonpolice.ca</i>	
Category: (check one)	
<input type="checkbox"/> Small business/small labour (49 or fewer employees/members)	
<input checked="" type="checkbox"/> Large business/large labour (50 or more employees/members)	
<input type="checkbox"/> Social/community services (including Not-for-Profits) (49 or fewer employees/members)	
<input type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members)	
<input type="checkbox"/> Youth/young adult groups or organizations (<26 years of age)	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

What is the initiative this group/organization implemented? <i>Police Ethnic And Culture Exchange (PEACE Team)</i>
When did the initiative take place? eg. Spring 2018 <i>Summer 2018 (running since 1994)</i>
Do you know who the key department(s) or committees involved were? Please name: <i>Anthea Fordyce - Secondary School Resource Officer in Community Services</i> <i>Jacquie Wilson "</i>
Key people involved: <i>Anthea Fordyce</i> <i>Jacquie Wilson</i>
Brief description of initiative: <i>The PEACE team looks to hire diverse high school youth, giving them fulltime summer employment + lots of community engagement + learning opportunities</i>
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? <i>-Hiring diverse youth, much community engagement + involvement in diverse learning + specifically the role London Police played in creation of Youth First Cultural Exchange + the running of the program</i>

<p>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?</p> <p>Short - summer work experience, full time pay, understanding + immersion in diverse City of London, Relationship building</p> <p>Long - poss. financial support for Post Secondary, poss career w/ Police better + more understanding of Community + roles</p>
<p>What is the potential for expansion and/or inspiration for replication of the initiative?</p> <p>Opportunity to share experience of Youth First Cultural Exchange to other Services (Police + otherwise)</p> <p>- Continued opportunities can strengthen relationships</p>
<p>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?</p> <p>- shows London organizations working together</p> <p>- shows LPS caring @ youth, their futures + life choices</p> <p>- shows London cares @ youth</p>

NOMINATOR INFORMATION

Your Name: Theresa Allott	
Address: 601 Dundas St	
City: London	Postal code: N6B 1K1
Telephone: 519-660-5812	Fax:
E-mail: diversityofficer@londonpolice.ca	Signature: T Allott
Date: 2018-09-25	Note: By submitting this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by September 30 to:

Diversity, Inclusion and Anti-Oppression Advisory Committee
 c/o Committee Secretary, City Clerk's Office
 City of London
 300 Dufferin Avenue, PO Box 5035
 London, ON N6A 4L9

Phone: 519-661-CITY (2489) Ext. 5417
 Fax: 519-661-4892
 E-mail: pshack@london.ca

NOTICE OF COLLECTION OF PERSONAL INFORMATION

Please be advised that all nominations submitted for the Diversity, Race Relations and Inclusivity Award become part of the public record. The nominations will be published on a public agenda and made available electronically through the City of London public internet website. The personal information collected on this form is collected under the authority of the Municipal Act 2001, as amended, and will be used to administer the Diversity, Race Relations and Inclusivity Award program. Questions about this collection should be addressed to the City Clerk at 300 Dufferin Avenue, London, Ontario N6A 4L9 Tel: 661-CITY (2489) Ext. 4937

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: **Emancipation Day Celebration**

Address of Nominee (please include City, as well as postal code): **801-985 Huron Street, London, N5Y 5E4**

Name(s) of Contact People (including position titles): **Justine Turner, Event Organizer**

Business Phone #: **5196973430**

Business E-mail address: **justine@emancipationdaycelebration.com**

Organization Website (if one exists):

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?: **Emancipation Day Celebration**

At what time during this year did this initiative take place? (eg. Spring 2017): **September 23, 2018**

Name the key individuals, departments or committees involved: **Justine Turner**

Brief description of initiative: Emancipation Day Celebration is an annual event held to celebrate the historical significance of the black community in London and their ancestors who sought freedom from slavery. The first incarnation of event ran from 1948 to 1986 and was re-established in 2013 by Justine Turner to promote inclusivity and diversity by creating a shared and welcoming space for Londoners to learn about black history.

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.: **Across North America and the Caribbean, Emancipation Day Celebrations commemorate the freedom of enslaved people of African descent. It is an important day in which we acknowledge the struggle and loss suffered by the hundreds of thousands of people who tirelessly fought for freedom from slavery. In London, Emancipation Day Celebration has a long tradition of bringing diverse groups together to celebrate freedom from this dark period of history. For many Londoners of African descent, it is a day to remember the suffering and determination of their ancestors who travelled here seeking safety and a life free of bondage. For allies and other event attendees, Emancipation Day Celebration represents an opportunity to acknowledge the incredible struggle and sacrifice of those who sought freedom, while also celebrating London's history as a beacon of safety for so many on their arduous journey of hope. As a city with a predominantly white-Caucasian demographic, it is especially important that events like Emancipation Day Celebration exist to provide a welcoming and inclusive space to learn about black history in the city. The event encourages all Londoners to join and learn more about the history of slavery in North America and the symbolism of the Meeting Tree. This helps to promote diversity and foster a shared understanding by beautifully showcasing black history through songs and stories. The Meeting Tree and the work of the event organizer to protect it is also an important aspect that promotes inclusivity and belonging. The Meeting Tree exemplifies that all Londoners are connected to history through the nature arounds us and reminds us to respect each other and our environment.**

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 growth of this event over the last five years demonstrates its value in the London community and especially those of African descent. As the event continues to grow and expand in the future, the larger community will become more knowledgeable about the event and as a result black history in the city. This will inspire others to become involved in the Emancipation Day Celebration as well as other events celebrating diversity and black history in London. Of equal importance is the Meeting Tree and its symbols of strength, courage, perseverance, hope and safety celebrated at the Emancipation Day Celebration. Through the work of the event organizer, the Meeting Tree was designated as a Heritage Tree in 2012 and has become a centerpiece of the day. Heritage Tree designation ensures that it will be preserved in the city to allow future generation to learn about its historical**

importance to many in the black community in London.

What is the potential for expansion and/or inspiration for replication of the initiative?: **This event will continue to expand each year as more and more Londoners become aware of it as well as the Meeting Tree and its significance to many in London's black community. Through this, the larger community will become more knowledgeable about the event and as a result black history in the city. This will inspire others to become involved in the Emancipation Day Celebration as well as other events celebrating diversity and black history in London. This could lead to potential future community collaborations including other installations that commemorate its significance or benches for people to sit in the vicinity to take in its beauty and reflect on its importance to the city.**

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?: **Through the Emancipation Day Celebration a striking element of London's history is retold and remembered for attendees who visit and learn of its significance through the ceremony at the Meeting Tree. By receiving this award, this important work will have increased recognition in the community through news, social media and other City of London promotions. The award would also reinforce the importance of efforts of those who strive to commemorate black history in our community and encourage others to learn more and become involved. Finally, this award is an opportunity to educate Londoners about Emancipation Day Celebration and the Meeting Tree. This will help ensure that the event goes on for many years and continues to engage Londoners—now and for generations to come.**

Do you wish to attach a document or photo in support of your nomination?: **Emancipation Day Celebration 2018 Poster.jpg**

Another document or photo?:

Another document or photo?:

Another document or photo?:

Section 3 - Nominator Information

Your Name: **Amber Matthews**

Your Address (please include postal code):

Your Phone #:

Your e-mail (a copy of this submission will be sent to the e-mail address you provide):

Submitted on: **9/30/2018 5:47:03 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: **My Sisters Place**

Address of Nominee (please include City, as well as postal code): **566 Dundas St.
London N6B 1W8**

Name(s) of Contact People (including position titles): **Rita Senior Staff, Indigenous
and Cultural Program Administration**

Business Phone #: **519-697-9570**

Business E-mail address: **mysistersplace@cmhamiddlesex.ca**

Organization Website (if one exists): **My Sisters Place London Middlesex
C.M.H.A.**

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?: **Helping
Women, Helping People**

At what time during this year did this initiative take place? (eg. Spring 2017): **365
days a Year all years established**

Name the key individuals, departments or committees involved: **Day and Evening
Program C.M.H.A.**

Brief description of initiative: **Good,Great Awesome Mental Health and Inclusion Advocacy Legal Support And Community Supports also Peer Support**

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.: **Saves Lives Everyday,That are in Very extreme he man rights battles Pscho Social,Physical,Emotional,Mental ect. Also So many in Transition and at Risk of or are already homeless**

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?: **A Very Vital Resource in Our Community that is there for all these concerns and Human Rights Battles ongoing**

What is the potential for expansion and/or inspiration for replication of the initiative?: **Good Great Very!**

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?: **Important to acknowledge their Great Work Great Outcomes and Raise Awareness for better Funding**

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: **Sheilagh Lesarge**

Your Address (please include postal code):

Your Phone #:

Your e-mail (a copy of this submission will be sent to the e-mail address you provide):

Submitted on: **9/21/2018 12:59:39 PM**



Diversity, Race Relations and Inclusivity Award Nomination Form

London
CANADA

NOMINEE INFORMATION

Name of group or organization: N'Amerind Friendship Centre (London)	
Business Address: 260 Colborne St	
City: London Ont	Postal code: N6B 2S6
Name(s) of contact people (including position titles): Rochelle Cornelius - Wasa Nabin Coordinator Sandy Albert - Urban Aboriginal Healthy Living Coordinator	
Business Telephone: 519-673-0131	Business Fax:
Business E-mail: r.cornelius@namerind.on.ca	
Category: (check one)	
<input type="checkbox"/> Small business/small labour (49 or fewer employees/members)	
<input type="checkbox"/> Large business/large labour (50 or more employees/members)	
<input checked="" type="checkbox"/> Social/community services (including Not-for-Profits) (49 or fewer employees/members)	
<input type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members)	
<input type="checkbox"/> Youth/young adult groups or organizations (<26 years of age)	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

What is the initiative this group/organization implemented? Youth First Cultural Exchange
When did the initiative take place? eg. Spring 2018 July 23, 24 + 25 2018
Do you know who the key department(s) or committees involved were? Please name: Wasa Nabin Coordinator - Rochelle Cornelius + Sandy Albert
Key people involved: Rochelle Cornelius Sandy Albert
Brief description of initiative: N'Amerind lead the formation of 1st ever Youth First Cultural Exchange + partnered w LPS, BFD, LEMS, Atlohsa, SOAHAC, TVDSB + LDCSB to develop 3 interactive days of First Responders + Indig. youth cultural exchange. Focus on relationship building + possible future career
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? - worked on strengthening relationships between First Responders + Indig. youth - exchange of culture + knowledge sharing - provided info on pass careers in first response to indig. youth - showed collaboration + partnerships between the many organizations involved

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?

Short - making others more approachable + open to sharing + listening
to others

Long - poss more representation in workforce of first responders

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

- expansion - already planned for 4 days next year
- continue to have LPS summer youth part of program
- share with other communities

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?

- shows what Ldn organizations working together can do
- shows that Ldn organizations care @ youth, relationships + future jobs + success

NOMINATOR INFORMATION

Your Name: Theresa Allott	
Address: 601 Dundas St	
City: London	Postal code: N6B 1X1
Telephone: 519-660-5812	Fax:
E-mail: diversityofficer@london.ca	Signature: T Allott
Date: 2018-09-21	Note: By submitting this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by September 30 to:

Diversity, Inclusion and Anti-Oppression Advisory Committee
 c/o Committee Secretary, City Clerk's Office
 City of London
 300 Dufferin Avenue, PO Box 5035
 London, ON N6A 4L9

Phone: 519-661-CITY (2489) Ext. 5417
 Fax: 519-661-4892
 E-mail: pshack@london.ca

NOTICE OF COLLECTION OF PERSONAL INFORMATION

Please be advised that all nominations submitted for the Diversity, Race Relations and Inclusivity Award become part of the public record. The nominations will be published on a public agenda and made available electronically through the City of London public internet website. The personal information collected on this form is collected under the authority of the Municipal Act 2001, as amended, and will be used to administer the Diversity, Race Relations and Inclusivity Award program. Questions about this collection should be addressed to the City Clerk at 300 Dufferin Avenue, London, Ontario N6A 4L9 Tel: 661-CITY (2489) Ext. 4937

DIAAC Sub-committee Work Plans 2018

DRIA Award and Recognition (A & R) Sub-Committee Work Plan 2018				
Goal	Activities	Budget	Status	Responsibility
1. Plan and Execute an Annual Awards and Recognition Event in collaboration with the City	1.1 Maintain the Project Plan and complete tasks on scheduled dates 1.2 Develop budget for approval by DIAAC and keep costs within budget.	\$1200	1.1 Ongoing 1.2 Budget drafted (\$1,200 recommended for 2018)	F. Cassar with assistance by Awards Sub-Committee members and support from CoL: Diversity Officer, Administration and Communication
2. Increase awareness and participation of the Annual Rewards and Recognition program	2.1 Maintain an inventory of all nominators/ nominees including contact information and invite participation of the annual event 2.2 Assess the benefits and nature of incentives to increase nominee participation 2.3 Scheduled information session with Rogers Cable 2.4 Update and distribute template to provide Councilors with information relative to events to assist with promotion and recognition 2.5 Work with CoL Communications to increase awareness and engagement in annual nominations process 2.6 Leverage United Nations Theme of International Human Rights Day		2.1 Ongoing; 2.2 Will assess CoL swag 2.3 CoL Communications to coordinate Rogers Community News update; 2.4 Ongoing; 2.5 Ongoing as required; 2.6 campaign website	All Sub-Committee members CoL Communications And Administration
3. Promote A+R Winners	3.1 Provide Councillors with information of winners within their areas and encourage recognition		3.1 Ongoing	Awards Sub-Committee and CoL Administration

4. Educate and Engage DIAAC Committee members	4.1 Invite DIAAC Committee members to participate in site visits of nominees to learn about the organization and support a potential nomination of the annual Awards program. 4.2 Provide education at DIAAC Committee meetings or other forums as available.		4.1 Ongoing 4.2 Ongoing	DIAAC and Awards Sub-Committee members
5. Maintain Awards and Recognition By-Laws and Policy	5.1 Annually review DRIA policy and Bylaw A.7012-284 to ensure it is up to date. 5.2 Review By-Law related to Mayor's New Year's Honours List.		5.1 On hold, pending DIAAC updates (2018). Policy reviewed in March, 2017. By-laws modified in 2016. 5.2: In Progress: Will review Mayor's Award By-Law Change action plan to recommend linkage and promotion of A&R program with the Mayor's Award in Community.	Awards Sub-Committee members in partnership with DIAAC

DIAAC- Education & Awareness Sub-committee Work Plan 2018

Goal	Implementation	Budget	Status	Responsibility
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	\$1500 \$200	October Ongoing January	Education subcommittee Ed'n subcommittee & DIAAC Ed'n subcommittee

	<p>Elimination of Racial Discrimination/Black History Month.</p> <p>1.1.4 Identify promotional opportunities and strategies for community events.</p>		Ongoing	Ed'n subcommittee Communication
2. Educate new members of DIAAC	<p>2.1 Collaborate with P&P to create new and revised content to enhance the DIAAC new member's orientation package</p> <p>2.1.1 Propose & provide supplemental orientation content to P&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 initiatives. -policy on speakers/delegates -flow chart from DIAAC recommendation to staff implementation. -member attendance policy suggestions -budget submission process 	Nil	Ongoing Ongoing	Education and Policy & Planning subcommittee Education subcommittee

	-City Councillor Contact List	Nil	Ongoing	Education and Policy & Planning subcommittee
	2.2 Assist P&P in revision of TOR for DIAAC.			
3. Educate committee members	3.1 Invite speakers to present to DIAAC.	\$200	Ongoing	Education subcommittee Civic Administration
	3.2 Work with Civic Administration to further identify and clarify existing CofL resources, processes and initiatives that support or can assist DIAAC in its mandate. Eg. Communications, Mayor's Office etc.	Nil	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	Ongoing	Education subcommittee and Policy & Planning subcommittee
	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)	Ongoing	Education subcommittee & DIAAC
	3.5 Highlight a pressing issue or incident that has taken place in London that would be of interest to DIAAC.	Nil	Ongoing	Education subcommittee
	3.6 Keep apprised of recent events in London via news media & other sources pertaining to discrimination in London to report to DIAAC. Bring to DIAAC's attention.	Nil	Ongoing	Education subcommittee
4. Raise profile of DIAAC in community	4.1 Provide to P&P subcommittee suggestions regarding DIAAC's web page on London.ca	Nil	Ongoing	Education and Policy & Planning subcommittee
	4.2 Propose name tags for interested DIAAC members for use at city-wide DIAAC events & related events.	\$200	Ongoing	
	4.2.1 Provide to Chair, Vice-Chair and Subcommittee Chairs as minimum			
	4.3 Collaborate/piggyback on smaller	TBD	Ongoing	Cross Cultural Learner Centre,

	<p>projects/events with other organizations that overlap DIAAC's mandate.</p> <p>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 purposes.</p> <p>4.4.1 Connect with Civic Administration for access to current database</p>	Nil	Ongoing	London Immigration Partnership, LUSO, NECC
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	Education, Policy & Planning and Awareness subcommittee	Ongoing

DIAAC – Policy & Planning Sub-committee Work Plan 2018

Goal	Implementation	Budget	Status	Responsibility
1. Review of policies at CofL related to Diversity and Inclusion	<p>1.1 Monitor development and implementation of the Diverse Voices 4 Change recommendations. Including voluntary disclosure for all appointments</p> <p>1.1.1. Diverse Voices 4 Change submitted their recommendations to Council following their research program. DIAAC has requested to be updated as recommendations are implemented/finalized by Staff.</p>	Nil	<p>September</p> <ul style="list-style-type: none"> - Aden has requested Rosanna Wilcox and City Clerk attend September Policy & Planning subcommittee meeting for update. 	Policy & Planning
	<p>1.2 Provide input into the Community Diversity & Inclusion Plan and monitor implementation of plan.</p> <p>1.2.1. Offer resources and information that may be pertinent for the Diversity & Inclusion plan.</p>	Nil	Ongoing	Policy & Planning

	<p>1.2.2. Providing ongoing consultation & review</p> <p>1.2.3. Monitor and provide support of strategies that are to be implemented at municipal level.</p> <p>1.3 Monitor implementation of Truth and Reconciliation Commission</p> <p>1.3.1. Request process to be updated on TRC implementation</p> <p>1.4 Offer support and monitor progress of immigration strategy</p> <p>1.5 Review the following polices when they are up for review by City of London:</p> <p>1.1.1 CofL policies will be assigned to be reviewed on biannual basis. We will request to be notified when policies specifically relating to Diversity & Inclusion, Accommodations and Indigenous affairs, the P&P committee be earmarked to also review.</p>	<p>Nil</p> <p>Nil</p>	<p>September</p> <ul style="list-style-type: none"> - Aden has requested Rosanna Wilcox to present re: progress of TRC recommendations <p>Ongoing</p> <ul style="list-style-type: none"> - Once submitted, the final copy will be sent to P&P prior to going to Council 	<p>Policy & Planning</p> <p>Policy & Planning</p>
2. Encourage greater diversity in all advisory committees	2.1 Develop standard statements that encourage greater diversity for the Terms of Reference of other City advisory committees	Nil	Ongoing	Policy & Planning
	2.2 Promote appointments process to diverse communities in city of London.	TBD	Ongoing	Policy & Planning

	<p>2.2.1. In keeping with transparency and inclusivity, DIAAC has discussed that the appointments process may require further promotion among community members, to ensure a broad and diverse pool of candidates for appointment to committees.</p>		<ul style="list-style-type: none"> - Discuss opportunities with City Clerk at September meeting. 		
<p>3. Support the development of DIAAC's structure</p>	<p>3.1 Review Terms of Reference and membership structure of DIAAC</p>	Nil	<p>Complete</p> <ul style="list-style-type: none"> - Finalized and sent to Pat. 	Policy & Planning	
	<p>3.2 Facilitate the development of annual work plans for DIAAC; monitor and measure subsequent activities</p>				
	<p>3.2.1.Review draft sub- committee work plans</p>	Nil	July 2018	DIAAC	
	<p>3.2.2.Consolidate into an aligned document</p>		August 2018	Policy & Planning	
	<p>3.2.3.Develop monitoring and measurement protocols</p>		Ongoing	Policy & Planning	
	<p>3.3. Provide recommendations and supplemental materials to enhance the DIAAC new member orientation</p>				Policy & Planning
	<p>3.3.1.Collaborate with Clerk's Office on recommendations submitted via proposed new member orientation checklist.</p>	Nil	Summer 2017 – Completed. Discussed w/ Saleha Khan re: incorporating Gender & Equity Lens into new members orientation		Policy & Planning
<p>3.3.2.Facilitate development of DIAAC document to be completed by Education sub-committee</p> <ul style="list-style-type: none"> - Put together materials to be reviewed by Policy & Planning, contribute to creation of DIAAC specific orientation. 	Nil	Ongoing		Education and Policy & Planning subcommittee	
			Ongoing	All subcommittees	

	<ul style="list-style-type: none"> - Consider diverse ways of distributing orientation materials <p>3.3.3. Develop the following documents: Established meeting practices, Roles and Responsibilities & Acronym List</p>		Ongoing	
4. Developing relationships with City of London	<p>4.1 Establish positive relationships with Council</p> <p>4.1.1. Explore opportunities to work with Council members</p> <p>4.1.1.1. Propose that all new council members meet w/ DIAAC.</p> <p>4.2 Explore relationships within the Corporation of the City of London whose work is impacted by diversity and inclusion; offering DIAAC as a resource</p> <p>4.2.1. 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, Social Services & Deerness, Transportation and Engineering</p> <p>4.2.2. Develop introductory message and prioritization of outreach.</p>	Nil	<p>Ongoing</p> <ul style="list-style-type: none"> - Review once Equity & Inclusion lens is complete (Fall 2018) 	Policy & Planning
		Nil	<p>May 2018-2019</p> <p>To be discussed at September DIAAC meeting</p>	Policy & Planning
5. Educate new members of DIAAC	<p>5.1 Collaborate with Education subcommittee to create new and revised content to enhance the DIAAC new member's orientation package</p> <p>5.1.1. Contribute to creation of orientation</p>	Nil	Ongoing – to be completed prior to start of new term	Policy & Planning and Education subcommittee

	materials and provide recommendations/feedback as requested by Education subcommittee.			
6. Raise profile of DIAAC in community	6.1 Assist Education subcommittee with suggestions regarding DIAAC's web page on London.ca	Nil	June 2018 - Suggestions presented and approved in 2018	Education and Policy & Planning subcommittee

Terms of Reference

Diversity Inclusion and Anti-Oppression Advisory Committee

Role

While it is the legislative mandate of the Municipal Council to make the final decision on all matters that affect the Municipality, the role of an Advisory Committee is to provide recommendations, advice and information to the Municipal Council on those specialized matters which relate to the purpose of the Advisory Committee, to facilitate public input to City Council on programs and ideas and to assist in enhancing the quality of life of the community, in keeping with the Municipal Council's Strategic Plan principles. Advisory Committees shall conduct themselves in keeping with the policies set by the Municipal Council pertaining to advisory committees, and also in keeping with the Council Procedure By-law.

Mandate

The Diversity Inclusion and Anti-Oppression Advisory Committee reports to the Municipal Council, through the Community and Protective Services Committee. The Diversity Inclusion and Anti-Oppression Advisory Committee is to provide leadership on matters related to diversity, inclusivity, equity, anti-oppression, and the elimination of discrimination in the City of London.

The Diversity Inclusion and Anti-Oppression Advisory Committee (DIAAC) shall be responsible for the following:

- to provide consultation, advice, report findings and make recommendations to City Council as necessary or at such times as Council may deem desirable, on matters of discrimination as defined by the Ontario Human Rights Code and matters related to diversity, inclusivity and equity in the City of London;
- to work actively with police services, education, community groups, municipal organizations, social services, business, labour and government agencies in order to facilitate a stronger understanding of the needs of the City's (London's) diverse populations;
- to advise the City in the development, maintenance and refinement of policies and practices that facilitates an inclusive and supportive work environment. This includes, but is not limited to, human resource policies related to recruitment, hiring, training, and promotion that provide equitable opportunity for members of London's diverse populations;
- to initiate and participate in the development of new policies and programs or the refinement of existing ones, related to matters of discrimination, diversity, inclusivity and equity in the City of London; and
- to be a source of information on community resources available to assist those who have enquiries regarding issues of discrimination. This includes but is not limited to complaints of acts of prejudice, racism and hate.

Composition

Voting Members

- ten members-at-large
- an individual who is primarily French-speaking

Non-Voting Members

Representation from organizations within each of the following sectors will serve in the capacity of non-voting members. While there could be room to have more than one agency per sector, it is important to ensure there is a proper balance among all sectors:

- ethno-cultural and linguistic community organizations
- police, justice and legal services
- age-based organizations/services
- health care services
- educational institutions/organizations/services
- immigrant settlement services
- income support organizations/services
- employment-related agencies/organizations
- faith-based community groups
- LGBT groups
- gender-based groups
- Indigenous community groups/agencies
- Indigenous community groups/agencies (Alternate)
- persons with disabilities groups/agencies
- race, anti-racism or anti-hate groups/organizations

- youth (16-25)

Sub-committees and Working Groups

The Advisory Committee may form sub-committees and working groups as may be necessary to address specific issues; it being noted that the City Clerk's Office does not provide secretariat support to these sub-committees or working groups. These sub-committees and working groups shall draw upon members from the Advisory Committee as well as outside resource members as deemed necessary. The Chair of a sub-committee and/or working group shall be a voting member of the Advisory Committee.

Term of Office

Appointments to Advisory Committees shall, in all but one case, be for a four-year term, commencing March 1 of the first year of a Council term and ending on February 28 or, in the case of a leap year, February 29 of the first year of the following Council term. In the case of the Non-Voting Post-Secondary Student Member, the term shall be for one year, commencing March 1 of each year and ending on February 28 or, in the case of a leap year, February 29 of the following year.

Appointment Policies

Appointments for voting members shall be in keeping with Council Policy. Non-voting Post-Secondary Student Members shall be cooperatively nominated by the Fanshawe Student Union and the University Students' Council, Western University. Other non-voting members shall be appointed in keeping with Council Policy.

Qualifications

Any London resident who brings understanding, expertise and experience of the principles of diversity, inclusion and human rights may be eligible for appointment to the Advisory Committee as a voting member. Organizations who fall within the stipulated sectors may submit the name of an individual for appointment as a non-voting member of the Advisory Committee.

Non-voting Post-Secondary Students shall be current students at either Fanshawe College, Western University, Brescia University College, Huron University College or King's University College.

Conduct

The conduct of Advisory Committee members shall be in keeping with Council Policy.

Meetings

Meetings shall be once monthly at a date and time set by the City Clerk in consultation with the Advisory Committee. Length of meetings shall vary depending on the agenda. Meetings of subcommittees or working groups that have been formed by the Advisory Committee may meet at any time and at any location and are in addition to the regular meetings of the Advisory Committee.

Remuneration

Advisory Committee members shall serve without remuneration.

Absenteeism:

As per the general advisory committee manual, members are considered resigned if they have missed 25% of the meetings in a calendar year. At the third absence, the Chair will connect with the member-at-large to see if they need to step down from the advisory committee. Resource members are asked to attend as many meetings as they can.

Vacancy

In the event a member-at-large needs to step down, a replacement will be found within sixty days of the member's resignation. There will also be a formal outreach within the community for individuals to submit new applications.