

# **Diversity, Inclusion and Anti-Oppression Advisory Committee**

## **Report**

13th Diversity, Inclusion and Anti-Oppression Advisory Committee  
November 15, 2018

### **Attendance**

**PRESENT:** R. Hussain (Chair), F. Cassar, A. Hamza, Z. Hashmi, L. Osbourne, I. Silver and P. Shack (Secretary)

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

**REGRETS:** S. Lewkowitz, M. Prefontaine, A. Sanchez and S. Sharma

The meeting was called to order at 12:07 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 Community Diversity and Inclusion Strategy Report Update**

That it BE NOTED that the Community Diversity and Inclusion Strategy Report Update presentation by R. Wilcox, Director Community and Economic Innovation was not heard, as R. Wilcox was unable to attend the meeting.

##### **a. Municipal Council Resolution with respect to an update on the Community Diversity and Inclusion Strategy (CDIS)**

That it BE NOTED that the Municipal Council Resolution adopted at its meeting held on October 16, 2018, with respect to an update on the Community Diversity and Inclusion Strategy, was received.

### **4. Consent**

#### **4.1 8th, 9th, 10th, 11th and 12th Reports of the Diversity, Inclusion and Anti-Oppression Advisory Committee**

That it BE NOTED that the 8th, 9th, 10, 11th, and 12th Reports of the Diversity Inclusion and Anti-Oppression Advisory Committee, from its meetings held on July 19, 2018, September 20, 2018, October 3, 2018, October 18, 2018 and November 1, 2018, respectively, were received.

#### 4.2 ReThink Zoning Draft Terms of Reference

That it BE NOTED that the Diversity, Inclusion, Anti-Oppression Advisory Committee reviewed the ReThink Zoning Draft Terms of Reference and provided comments as indicated below:

- a) at what stage will the engagement process take place?;
- b) does not identify diverse groups;
- c) language needs to be more simplified;
- d) social equity inclusions lens, would it be part of this by-law?

#### 4.3 Municipal Council Resolution with respect to the 9th and 10th Reports of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the Municipal Council resolution from its meeting held on October 16, 2018, with respect to the 9th and 10th Reports of the Diversity, Inclusion and Anti-Oppression Advisory Committee, was received.

### 5. Sub-Committees and Working Groups

#### 5.1 Education & Awareness Sub-Committee

That it BE NOTED that no report was received from the Education and Awareness Sub Committee.

#### 5.2 Policy & Planning Sub-Committee

That, the following actions be taken with respect to the Policy and Planning Sub-Committee:

- a) that the City Clerk BE REQUESTED to amend the Terms of Reference to add an Indigenous Relations Officer to the Diversity, Inclusion and Anti-Oppression Advisory Committee as a non-voting resource member; and,
- b) compensation regarding child-minding for advisory committees BE DEFERRED to a future meeting.

#### 5.3 Award & Recognitions Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from F. Cassar, Chair, Awards & Recognitions Sub-Committee, with respect to the upcoming London Diversity, Race Relations and Inclusivity Awards on November 20, 2018.

### 6. Items for Discussion

#### 6.1 2018 Work Plan

That the revised attached 2018 Work Plan for the Diversity, Inclusion and Anti-Oppression Advisory Committee BE FORWARDED to Municipal Council for consideration.

6.2 Terms of Reference

That the City Clerk BE REQUESTED to amend the Terms of Reference to add an Indigenous member to the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) as a voting member.

**7. Deferred Matters/Additional Business**

7.1 New Diversity Officer

That it BE NOTED that Bory Sreng, Diversity Officer, London Police Services will be replacing Theresa Allott effective January 5, 2019.

7.2 Committee Term

That it BE NOTED that the Committee Secretary provided a verbal update with respect to the Committee term.

7.3 December Meeting

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee set December 13th, 2018 at 12:00 PM as its next meeting.

**8. Adjournment**

The meeting adjourned at 1:05 PM.