

Agenda

Diversity, Inclusion and Anti-Oppression Advisory Committee

5th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
August 15, 2019, 12:00 PM
Committee Room #3

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 12:15PM J. Turner, Emancipation Day, 7th Annual Emancipation Celebration	2
3.2 12:30PM K. Koltun, Coordinator, Government and External Relations - Community Diversity and Inclusion Strategy (CDIS) Update	4
4. Consent	
4.1 4th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee	22
5. Sub-Committees and Working Groups	
5.1 Policy and Planning Sub-Committee	
5.2 Awards and Recognition Sub-Committee - December 10, 2019 Awards Night	24
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7. Adjournment	

Next Meeting Date: September 19, 2019



**INFORMATION PACKAGE FOR THE 7TH
ANNUAL EMANCIPATION DAY
CELEBRATION!**

**A DAY TO CELEBRATE THE FREEDOM
FROM SLAVERY.**

**Held at Westminster Ponds behind Parkwood
Institute (550 Wellington Road, South). Best
entrance is off of Commissioners Road. Please look
for the “Meeting Tree” signs. Look for the school bus
that will take everyone from the tent to the trail that
leads to the Meeting Tree.**

Held on Sunday, September 22, 2019.

Launch of National Forest Week.

1:45 p.m. to 4:30 p.m

- Special performance from gospel singer Josline Steele-Manguen.
- Guitarist Mike Trudgen.
- With Singer Jenna Goldsack performing The National Anthem.
- Historians, Joe O’Neil.
- Prayer conducted by Rev. David Norton.
- Many more guests to help celebrate Emancipation Day!
- Justine Turner; historian and organizer will lead the program with historical notes throughout.



Free tree give-away’s by (donations are kindly accepted.)

- Enjoy food, fun and socialize after.



Photo taken from the 6th Annual Emancipation Day Celebration. This is the ceremony around the Meeting Tree.

Organized by Justine Turner. If you have any questions you can email: Justine@emancipationdaycelebration.com. Or you can call 519-697-3430.

London's Community Diversity and Inclusion Strategy 2017

August 15, 2019



#CDIS

Our Direction

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.*”

Based on Council direction and stakeholder input, the CDIS will be a document which articulates:

- **A Vision**
- **A Statement of Commitment**
- **A list of Strategies**



#CDIS

Open Call

Are you passionate about diversity & inclusion?



We are looking for residents to develop London's Community Diversity & Inclusion Strategy.

Learn more and apply at london.ca/CDIS

Applications due December 16, 2016

Questions?
Contact: Kinga Koltun | 519-661-2500 x5638



In November 2016 the City of London issued call for volunteers 'Diversity and Inclusion Champions'.

200 Londoners, reflecting a range of backgrounds and perspectives, stepped forward to be a part of the process.

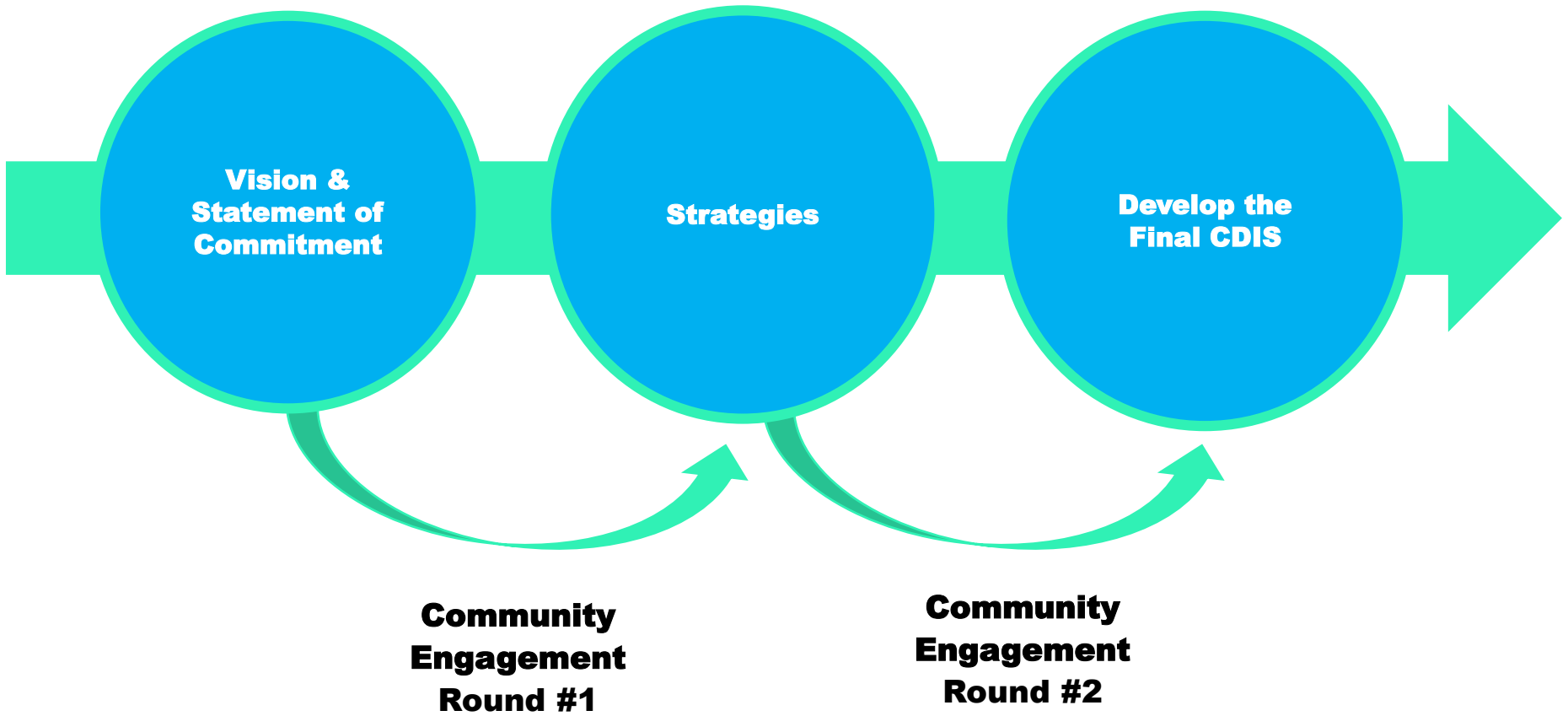
Roles and Responsibilities

Champions

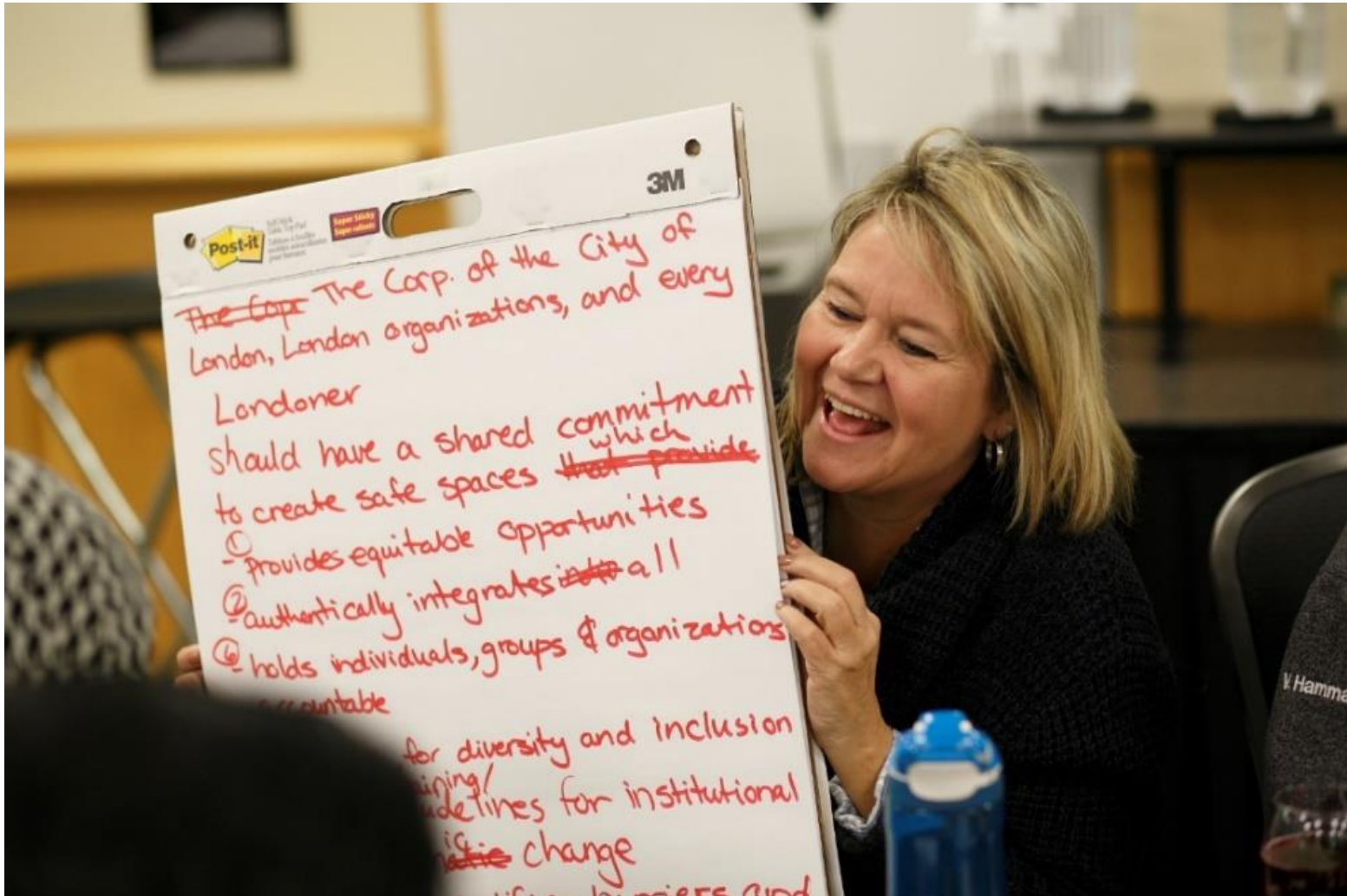


Steering Committee

Our Process (January – March)



First Champions Meeting



Second Champions Meeting



Third Champions Meeting



Our Process (April & Onward)

**Review
Strategies
with
Stakeholder
Groups**

April & May

**Finalize the
Community
Diversity &
Inclusion
Strategy**

June

**Present to
Committee &
Council for
Endorsement**

August 1, 2017

**Public
Launch**

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.

#CDIS

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. **#CDIS**

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, Molef. 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. (Tri-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)

Early 2019

January 28th – March 25th the City held an open call for those interested in volunteering to work on the implementation of the CDIS.

The volunteers will be part of five working groups aligned with the CDIS priorities.

The implementation work commenced in May 2019.

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Are you passionate about diversity & inclusion?

We are looking for **volunteers** to implement London's Community Diversity & Inclusion Strategy.

Learn more and apply at getinvolved.london.ca/CDIS
Applications due March 25, 2019



Questions?
Kinga Koltun 519-661-CITY (2489) x5638



May & June

MAY



JUNE



Next Steps

- **Currently finalizing the method for selection of Working Group Chairs**
- **In September all five Working Groups will meet individually to appoint their Chairs and set a meeting schedule**
- **September updates to DIAAC and Accessibility Advisory Committee and discussion re: representatives for Leadership Table**

Thank You

For More Information & Questions:

Kinga Koltun

City of London

kkoltun@London.ca

London.ca/CDIS

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

4th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
July 18, 2019

Attendance PRESENT: R. Hussain (Chair), M. Buzzelli, F. Cassar, C. DuHasky, B. Hill, D. Jama, M. Mlotha; and P. Shack (Secretary)

REGRETS: J. Braithwaite, Z. Hashmi and C. Szturm

ALSO PRESENT: S. Khan, T. Mooney, M. Schulthess, M. Stone and B. Westlake-Power

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

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

1.2 Orientation

That it BE NOTED that the Diversity, Inclusion, and Anti-Oppression Advisory Committee heard verbal presentations from M. Schulthess, Deputy City Clerk and B. Westlake-Power, Deputy City Clerk, with respect to an Advisory Committee orientation.

1.3 Election of Chair and Vice Chair for the term ending November 30, 2019

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee elected R. Hussain and F. Cassar as Chair and Vice Chair, respectively, for the term ending November 30, 2019.

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 Introductions

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard introductions from S. Khan, Specialist II, Diversity and Inclusion and M. Stone, Accessibility Specialist.

4. Consent

- 4.1 3rd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 3rd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on March 21, 2019, was received.

- 4.2 Municipal Council resolution adopted at its meeting held on March 26, 2019 with respect to the 2019 appointments to the City of London Advisory Committees (ACs)

That it BE NOTED that the Municipal Council resolution adopted at its meeting held on March 26, 2019, with respect to the 2019 appointments to the City of London Advisory Committees (ACs), was received.

- 4.3 Municipal Council resolution adopted at its meeting held on April 9, 2019 with respect to the 3rd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the Municipal Council resolution adopted at its meeting held on April 9, 2019, with respect to the 3rd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, was received.

5. Sub-Committees and Working Groups

- 5.1 Policy and Planning Sub-Committee

That it BE NOTED that no report was given, with respect to the Policy and Planning Sub-Committee.

- 5.2 Awards and Recognition Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the Awards and Recognition Sub-Committee Meeting minutes from its meetings held on May 9, 2019 and June 5, 2019.

6. Items for Discussion

- 6.1 2020 Mayor's New Year's Honour List - Call for Nominations

That it BE NOTED that a communication from the City Clerk, dated July 2, 2019, with respect to the 2020 Mayor's New Year's Honour List, was received; it being noted that the members of the Diversity, Inclusion and Anti-Oppression Advisory Committee are encouraged to submit nominations to its Committee Secretary by September 6, 2019.

7. Adjournment

The meeting adjourned at 1:45 PM.

2019 City of London Diversity, Race Relations and Inclusivity Award – Fact Sheet –

Quick facts:

- Recognizes initiatives which promote public awareness of diversity, race relations, inclusivity and human rights, which help advance London as a welcoming city
- Nominations are received in the following categories:
 - Small business/small labour (49 or fewer employees/members)
 - Corporations/large business/large labour (50 or more employees/members)
 - Social/Community services Not-For-Profits (49 or fewer/members)
 - Social/Community Services Not-for-Profits, (50 or more employees/members)
 - Youth/young adults groups or organizations
- Nominations are reviewed by DIAAC, who provides recommendations of nominees to Council for consideration
- Awards are received from the Mayor on behalf of Municipal Council at the closest possible meeting date to December 10 – International Human Rights Day
- DIAAC hosts a celebratory reception for recipients just prior to the Council presentation

Key dates:

- September 30: Nominations due
- November 5: Community and Protective Services Committee (CPSC) receive DIAAC recommendations of nominees
- November 12: Municipal Council considers the recommendation from CPSC
- December 10: Presentation of Awards and preliminary celebratory reception

You can help:

- Promote and encourage nominations for the Award verbally and through your social media outlets (posts on the City's Facebook account and tweets from the City's Twitter account are scheduled)
- Create awareness of the Award in the community and share information on initiatives that are in keeping with the Award purpose

More info:

- For additional detail on the Award, including the eligibility criteria, nomination form and previous recipients, visit the [LDRRI Award page on London.ca](#).
- For questions, contact:
 - DIAAC Committee Secretary: Pat Shack (Pshack@london.ca)
 - DIAAC Chairperson: Rifat Hussain: (rhussain@lccl.org)
 - Awards & Recognition Sub-Committee Chair: Flo Cassar (Florence.Cassar@lhsc.on.ca)

Attachment: 2016 - 2018 DRIA Award Recipients.

Diversity, Race Relations & Inclusivity Award Past Recipients

2018

Emancipation Day

Social/Community Services Not-For Profits (< 49 members):

M.I. Understanding

Small Business/Labour (under 49)

My Sisters Place

Social/Community Services Not-for-Profits, (50 or more)

N'Amerind Friendship Centre

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

Police Ethnic and Cultural Exchange (PEACE Team)

Corporations, Large Business and Labour

2017

PH Spa and Salon

Small Business/Labour (under 49)

LUSO Social Community Services

Not for Profit (over 50)

Sanctuary London

Social Community Services Not for Profit (under 49)

Hoops for Hope

Youth/Young Adult Groups

2016

King's University College

Youth/Young Adult Groups

Northeast Community Conversations Group

Social/Community Services (Small)

Pride London

Social/Community Services (Large)

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

	<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.^[SEP] -list of commonly used operational definitions within CofL context. Eg. recommendation verbiage.^[SEP] -provide document outlining pre-approved list of budget item.^[SEP] -write up of sub-committee mandates.^[SEP] -list of common staff contacts. -suggestions/guidelines of AC initiatives. -policy on speakers/delegates.^[SEP] -flow chart from DIAAC recommendation to staff implementation.^[SEP] -member attendance policy suggestions -budget submission process.^[SEP] 	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	Complete	Policy & Planning	
	<p>3.2 Facilitate the development of annual work plans for DIAAC; monitor and measure subsequent activities</p>		<ul style="list-style-type: none"> - Finalized and sent to Pat. 		
	<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		
<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	Ongoing	Education and Policy & Planning subcommittee	
			Ongoing	All subcommittees	

	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