

# 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.

## **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](http://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 areas 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	
<p>Note: By submitting this form you are hereby confirming that the Nominee has consented to the nomination.</p>	

**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](mailto: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

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# 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**

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# 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: <i>N'Amerind Friendship Centre (London)</i>	
Business Address: <i>260 Colborne St</i>	
City: <i>London Ont</i>	Postal code: <i>N6B 2S6</i>
Name(s) of contact people (including position titles): <i>Rochelle Cornelius - Wasa Nabin Coordinator</i> <i>Sandy Albert - Urban Aboriginal Healthy Living Coordinator</i>	
Business Telephone: <i>519-673-0131</i>	Business Fax:
Business E-mail: <i>rcornelius@namerind.on.ca</i>	
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? <i>Youth First Cultural Exchange</i>
When did the initiative take place? eg. Spring 2018 <i>July 23, 24 + 25 2018</i>
Do you know who the key department(s) or committees involved were? Please name: <i>Wasa Nabin Coordinator - Rochelle Cornelius + Sandy Albert</i>
Key people involved: <i>Rochelle Cornelius</i> <i>Sandy Albert</i>
Brief description of initiative: <i>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</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>- worked on strengthening relationships between First Responders + Indig. youth</i> <i>- exchange of culture + knowledge sharing</i> <i>- provided info on poss careers in first response to indig. youth</i> <i>- showed collaboration + partnerships between the many organizations involved</i>

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: diversity.officer@londonpolice.ca	Signature: T Allott
Date: 2018-04-21	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](mailto:pshack@london.ca)

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