

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

The 7th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
October 17, 2019

Attendance PRESENT: R. Hussain (Chair), J. Braithwaite, F. Cassar, C. DuHasky, B. Hill, M. Mlotha and D. Turner (Clerk)

ABSENT: M. Buzzelli, Z. Hashmi, and D. Jama

ALSO PRESENT: F. Andrighetti, K. Husain, S. Khan, M. Sereda, and B. Sreng

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 Update

That J. Braithwaite BE APPROVED as the representative member from the Diversity, Inclusion and Anti-Oppression Advisory Committee to sit on the Community Diversity and Inclusion Strategy Leadership Table.

4. Consent

4.1 5th and 6th Reports of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 5th and 6th Reports of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meetings held on August 15, 2019, and September 19, 2019, respectively, were received.

5. Sub-Committees and Working Groups

5.1 Awards and Recognition Sub-Committee Report - DRRIA Evaluations 2019

That the following actions be taken with respect to the 2019 Diversity, Race Relations and Inclusivity Award:

- a) Top Event Productions BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Small Business/Labour (under 50 members) category;

- b) 3M Employee Resource Group BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Large Business/Labour (50+ members) category;
- c) Big Bike Giveaway BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Social/Community Services/Not for Profit (under 50 members) category;
- d) Community Living London BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Social/Community Services/Not for Profit (50+ members) category; and,
- e) Western Muslim Students Association BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Youth/Young Adult Groups or Organizations category.

6. Items for Discussion

6.1 Music Movement Motivation - The Saidat Show Live "Feel Good Tour"

That it BE NOTED that the promotional materials from The Saidat Show Live "Feel Good Tour", as appended to the agenda, were received.

6.2 2019 DIAAC Work Plan

That the following actions be taken with respect to the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) work plan:

- a) the attached revised 2019 DIAAC work plan BE FORWARDED to Municipal Council for approval; and,
- b) a draft 2020/2021 DIAAC work plan BE DEVELOPED for presentation to the committee by their January 2020 meeting date.

7. Adjournment

The meeting adjourned at 1:10 PM.

London's Community Diversity and Inclusion Strategy

October 17, 2019

Implementation

- 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.
- All five Working Groups have met in September and appointed their Chairs.
- Currently working on finalizing the meeting schedule for all Working Groups.
- On November 6th, the CDIS Leadership Table will hold their initial meeting and will set a schedule for future meetings.

CDIS Implementation

1. CDIS Leadership Table
2. Five Working Groups
 - 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
 - V. Remove barriers to employment
3. City of London Backbone Support

CDIS Leadership Table

Composition:

- Three (3) City of London Staff
- One (1) Chair from each of the five (5) Working Groups
- One (1) representative from the Diversity, Inclusion, and Anti-Oppression Advisory Committee
- One (1) representative from the Accessibility Advisory Committee (AAC)

CDIS Leadership Table

Roles and Responsibilities:

- Ensure that regular meetings are held;
- Review work plans and reports from Working Groups and provide endorsement and direction;
- Focus on deliverables within assigned timeframes;
- Communicate with Working Groups on a regular basis to ensure connectivity; and,
- Provide assessment and collaboration for the implementation process

CDIS Leadership Table

Tentative meeting schedule:

- October
 - December (AGM/celebration of work)
 - February
 - April
 - June
-
- Working Groups meet in September, November, January, March, April

Role of the Advisory Committee Representative

- The CDIS Working Group Terms of Reference encourages for the CDIS Leadership Table to have a representative from the Diversity, Inclusion and Anti-Oppression Advisory Committee and the Accessibility Committee.
- The representative will commit to attending bi-monthly meetings of the CDIS Leadership Table beginning in October.
- The position is intended to be a link between the CDIS Leadership Table and the Diversity, Inclusion and Anti-Oppression Advisory Committee in order to avoid duplication of work and to make sure both groups are working together on common goals.

Next Steps

- Diversity, Inclusion and Anti-Oppression Advisory Committee to select member to participate as part of CDIS Leadership Table.
- First CDIS Leadership Table meeting will be on Wednesday, November 6th, 6:30pm – 8:30pm @ South London Community Centre.
- Continue to provide regular updates on the process and progress to DIAAC.

Thank You!

For More Information & Questions:

Kinga Koltun

City of London

kkoltun@London.ca

519-661-2489 x.5638

London.ca/CDIS

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

5th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
August 15, 2019

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

REGRETS: D. Jama, R. Nasser and C. Szturm

ALSO PRESENT: K. Husain, K. Koltun, T. Mooney and J. Turner

The meeting was called to order at 12:03 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 Emancipation Day, 7th Annual Emancipation Celebration

That it BE NOTED that the ~~attached~~ and verbal presentation from J. Turner, Organizer, Emancipation Day, with respect to Emancipation Day Celebrations to be held on September 22, 2019, was received.

3.2 Community Diversity and Inclusion Strategy (CDIS) Update

That it BE NOTED that the ~~attached~~ and verbal presentation from K. Koltun, Coordinator, Government and External Relations, with respect to the Community Diversity and Inclusion Strategy (CDIS) update, was received.

4. Consent

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

That it BE NOTED that the 4th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on July 18, 2019, was received.

5. Sub-Committees and Working Groups

5.1 Policy and Planning Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from R. Hussain, with respect to the Policy and Education Sub-Committee.

5.2 Awards and Recognition Sub-Committee - December 10, 2019 Awards Night

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from F. Cassar, with respect to the Award and Recognitions Sub-Committee; it being further noted that F. Cassar will attend the Community and Protective Services (CPSC) meeting on August 13, 2019, to inform the CPSC of the 2019 London Diversity, Race Relations and Inclusivity Awards to be presented on December 10, 2019.

6. Items for Discussion

6.1 2019 Work Plan

That consideration of the 2019 Work Plan of the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) BE DEFERRED to the next meeting of DIAAC, it being noted that the 2018 Work Plan and any updates will serve as the basis for the 2019 Work Plan for approval at next meeting.

7. Adjournment

The meeting adjourned at 1:32 PM.

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

6th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
September 19, 2019

Attendance PRESENT: F. Cassar (Acting Chair), J. Braithwaite, M. Buzzelli,
Z. Hashmi and M. Mlotha and J. Bunn (Acting Secretary)

ABSENT: C. DuHasky, B. Hill, R. Hussain, D. James, R.
Nasser and C. Szturm

ALSO PRESENT: K. Husain, S. Khan, M. Sereda, B. Sreng and
D. Turner

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

October 8, 2019

Diversity, Inclusivity and Anti-Oppression Advisory Committee (DIAAC)

2019 Recommendations of the City of London's Diversity, Race Relations and Inclusivity Award (DRIA)

The Awards and Recognition Sub-Committee of DIAAC have completed their evaluation of the 2019 nominees of the DRIA program and are pleased to report the following:

- Double the number of nominations was received in 2019 over 2018. 14 submissions were received:

Category	Number of Nominations Received
Small Business/Labour (< 49 members)	4
Large Business/Labour (> 50 members)	2
Social/Community Services/Not for Profits (< 49 members)	4*
Social/Community Services/Not for Profits (> 50 members)	2
Youth/Young Adult (< 26 years of age), Groups or Organizations	2

*The nomination of Brasileiras of London was moved into this category from Social/Community Services/Not for Profits (> 50 members) by the Sub-Committee

- With the exception of one nomination, the nominees were new to the City of London's DRIA program

The recommended selections of each category are:

Category	Recommended Selections
Small Business/Labour (< 49 members)	Top Event Productions
Large Business/Labour (> 50 members)	3M Employee Resource Group
Social/Community Services/Not for Profits (< 49 members)	Big Bike Giveaway
Social/Community Services/Not for Profits (> 50 members)	Community Living London
Youth/Young Adult (< 26 years of age), Groups or Organizations	Western Muslim Students Association

Following is a summary of:

1. the evaluation and ranking criteria
2. each nominee
3. individual and average group ranking
4. the By-Law B2017-284 regarding the award

Thank you for your consideration of these nominees and the recommended selections.

DIAAC's Award and Recognition Sub-Committee

LDRRAC – Diversity, Race Relations and Inclusivity Award

2019 Committee Member Evaluation

Ranking: Based on the information provided in the nomination form, each member of the Awards and Recognition Sub-Committee will evaluate each nominee using the following rating system:

4 – excellent 3 - very good 2 – good 1 – fair 0 - not appropriate

1. 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?
2. Have been operating in London continuously during the past 12 months, at a minimum; Have made their qualifying contribution in the City of London within the past 12 months
3. 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?
4. What are the potential for expansion and/or inspiration for replication of the initiative?
5. 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?

Number	Name of Organization And Initiative(s)	#1:	#2	#3:	#4:	#5	Total Rank	Comments
Small Business/Labour (<49 members)								
1.	INVORG	2	3.5	3.25	3	3.5	3.05	<ul style="list-style-type: none"> - London based business that assists small, mid-sized government, (i.e. SW LHIN and its 52 agencies), not-for-profit organizations (CCLC) and other businesses with innovation by closing the gap between IT, strategic planning and the organization’s goals & objectives. Strives to maximize the productiveness of our clients by reducing the operational cost (paperwork) and increasing the optimal use of resources (reduced duplication of effort) - Client Relationship Management (CRM) like software that allows intake of newcomers, etc. and gathers all information on the newcomer, i.e.

								<ul style="list-style-type: none"> credentials, employment goals, medical, etc. - Secure system, cloud storage; hierarchical access dependent on need; translation feature - 10,000 registered in the system; 3 years in existence. The platform assists thousands of newcomers to London on a daily basis ensuring their care is at the core of the organization.
2.	Villager Publications	2	3	2.5	2	2	2.30	<ul style="list-style-type: none"> - Produces a series of quality magazines with the goal of building community by supporting local events, arts and entrepreneurs, business and service organizations. - Pride Villager was developed to serve the LGBT2Q+ community in London and area to promote appreciation and understanding within that community as well as a liaison to reach the friends and family of the community as well as resources available in the area. - Started in Spring 2018; Working on 3rd issue; Will be distributed at 40 different public libraries in London and region - More time needed to evaluate value and sustainability - Would like to see broader diversity, race relations and inclusivity
3.	London Multicultural Festival	3	3.5	3.25	4	3.25	3.45	<ul style="list-style-type: none"> - Ethnic groups participate in the festival; arrange displays, performers and sell ethnic food. The festival is an inclusive event that provides ethnic communities in London with the opportunity to showcase their culture and heritage and build bridges with the broader community. It helps them become equal components of London's social fabric, and provide opportunities for Londoners from the ethnic groups and the broader community to learn about each other and remove cultural barriers. - Good show of ethnic diversity and participation increases year-over-year - Eight member board involved in a number of initiatives - Spreading these annual events, i.e. Halifax, Winnipeg, Regina
4.	Top Event Productions (TEP)	3.5	3.25	3.5	4	3.75	3.60	<ul style="list-style-type: none"> - Every week TEP produces shows of the Muslims, Hispanic and African communities. Shows represent the voice of many cultures. They are a window for the London community and from London to the rest of the world. - The shows showcase what is happening in London; how London is a great inclusive and vibrant City opens to all. A welcoming City. There are more than 40,000 people per month watching the videos over TV and social media channels - Operating for 12 years - Worked with: Hispanic, Muslim, African, French-Canadian, Canadian Writers, Black History month in bringing cultures to the screen

Large Business/Labour (> 50 members)								
5.	3M Employee Resource Group	3	3.4	3.25	2	4	3.13	<ul style="list-style-type: none"> - In spring 2018, 3M Canada created an Inclusion and Diversity Council, along with a Pride Employee Resource Group. The Council believes inclusion leads to engagement, engagement fosters creativity, creativity sparks innovation and innovation manifests as growth. - 3M Canada's initiatives have opened the doors constructive conversations related to inclusion and diverse lived experiences. A testament to this is the fact is in 2019, they saw the largest number of employees put their hands up for volunteering during Pride London Festival, in the parade and at the 3M< booth in Victoria Park. - This year: <ul style="list-style-type: none"> o Created an inclusion & diversity council o Created a Pride employee resource group o Have raised awareness & sensitivities on gender pronouns, sexual orientation & preferences o 3M Pride day o Safe space training at many 3M locations - Good model for other organizations to leverage; 3M expressed interest in seeing uptake by local organizations
12.	Paystone Inc. (formerly Zomaron Inc.)	3	2.6	2	4	3	2.92	<ul style="list-style-type: none"> - The company has various initiatives: 1) Spiritual space for various beliefs, 2) accommodation for women to keep certain perks while on maternity (Phone, other communication) as well as other flexibilities (flex-hours), and regular awareness - Excellent employee video (confidential) that was shared with DRIA sub-committee promoting diversity and inclusivity - Younger group of men who form this business; very charitable and open to new ideas - Impacted number of employees is app. 23 - Good start to newer initiative; consider outreach opportunities
Social/Community Services Not-for-Profits, (<50)								
6.	Al Taqwa Academy	3	2.75	3	3.50	3	3.05	<ul style="list-style-type: none"> - Fosters academic and social learning in a faith-based environment. Offers quality education to Muslim children from diverse backgrounds and ethnicities - An employer of more than 20 individuals from various religious and cultural backgrounds providing job security and a steady income - Created room for long-term social integration and cohesion amongst immigrants from Muslim countries and others who practice Islam - Collaborates with parents to raise healthy and balanced children who are aware of the responsibilities and rights, respectful of the rights of others,

								<ul style="list-style-type: none"> - and who will grow to contribute positively to the Canadian society - Started with 4 students in 2000 and has grown to over 200 students; serving some orphan students - Good internal population; pursue outreach potential
9.	Chocolate Covered Coaching	2.5	2.5	2.5	2.5	2.5	2.5	<ul style="list-style-type: none"> - Anne and her husband Ed Wheatley have coached students in wrestling at the South Secondary School and as part of this program; Anne has additionally provided Life Coaching Services to teens from adverse backgrounds (i.e. teens in foster homes or from impoverished conditions) to help them overcome their adverse circumstances and help them enter society as functional adults and contributing citizens (2007-2010) - While Anne has not been involved with this initiative in the past 12 months, she is presently attempting to restart this initiative as part of a Community Care Program at the Western Wrestling Club in London. - Good integrative effort - Gap in services; very new - Eligible nominee for Mayor's Award?
13.	Brasileiras de London	2	2.5	2	3	3	2.50	<ul style="list-style-type: none"> - Reaches out/helps Brazilian women who are new immigrants to London - Small group who provide a wide range of support, i.e. developing new business, addressing insecurities of starting a new life, employment workshops, employment and volunteer opportunities - Started in 2002; helped 160 women and their families to date - Broader scope of newcomers would be ideal; - Consider sharing model with other ethnic groups
14.	Big Bike Giveaway	3	4	3.5	4	4	3.70	<ul style="list-style-type: none"> - Monica and Shayne Hodgson have been organizing the collection and repair of bicycles, and then give them away for free to community residents for 6 years - Engage and serve many organizations, i.e. Middlesex-London Health Unit; Helmets on Kids; London Cycle Link; London Transit Commission; London Police Association; MEC; Squeaky Wheel Bike Co-op; London Celebrates Cycling; Argyle Community Association; Forest City Velodrome; London Insurance Brokers Assoc.; London Public Library; LHSC; Fanshawe Police Foundations; Fanshawe Paramedics; CanBike; Goodwill, McDonald's; Old South Community Organization; Two Small Men with Big Hearts Moving; KGK Science - App. 1,500 bikes have been given away to community members from very diverse ethnic, religious, and socio-economic backgrounds. These individuals use the bike as primary means of transportation, i.e. see testimonials from individuals who have received bikes on the program's website.

								<ul style="list-style-type: none"> - The events foster inclusion and welcome all people. While waiting in line-ups, people from all backgrounds converse, and share stories of what the event means to them. - Program also encourages a healthier lifestyle as they attempt to get as many people on bikes as possible - Nominated in a previous year - App. 10 nominations received for this social service in 2019
Social/Community Services Not-for-Profits, (>50)								
7.	Community Living London	4	3	3.75	3.75	3.9	3.68	<ul style="list-style-type: none"> - Operating since 1952. New Vision Advocates started in 2000, advocating for equal citizenship, acceptance and belonging - The New Vision Advocates is made up of people who have developmental disabilities, advocating for equal citizenship, acceptance and belonging in the community. They work to build a voice and presence in the community for people who have developmental disabilities, as they should have the same rights as everyone else; a strong community is an inclusive community. - Org supports over 1000 people with a developmental disability - Speaking engagements, including outside of province - Attended multiple city council meetings, i.e. advocating, i.e. discounted bus pass - Empowering young people to speak; assists with breaking their barriers - Limited scope of diverse population currently being served
8.	Pride Man's Chorus	3.2	3	3.5	3	3	3.14	<ul style="list-style-type: none"> - Pride Men's Chorus London is part of a movement of LGBTQ2 Choirs in the world. Pride Men's Chorus London made its unexpected debut at the Vigil for The Orlando Massacre hosted at Aeolian Hall on June 14, 2016. - Sing to enlighten and help those with closed minds and hearts to open up and celebrate diversity and love. Pride Men's Chorus London creates experiences through choral music that promote community, inclusiveness and excellence. With the goal of combating stereotypes and perceptions, we challenge the heteronormative worldview by inspiring our audience, the LGBTQ2 community and our broader community through advocacy and music. - Started 4 years ago; 12 concerts to date. Last 2 years, joined Pride Celebration Chorus at Pride Festival - More than 40 men sing in the chorus, and those with all levels of musical knowledge are invited to join; good diversity - Continue to broaden scope/outreach of initiative

Youth/Young Adult (<26 years of age) Groups or Org.								
10.	Western Muslim Students Association (MSA)	3.7	3	3.5	3.5	3.7	3.48	<ul style="list-style-type: none"> - Promotes inclusivity and religious diversity on campus and within the London community through initiatives such as Islam Awareness Month or community events such as Paint to Prosper welcoming the newcomers to Canada. - Raises awareness about social issues and fundraises for various causes. The MSA is playing a role in creating the leaders and social visionaries of tomorrow; active on and off campus - Open to all sectors & backgrounds; broad range of projects; structured & organized - Offers prayer space; student resources; excellent website - Interacts with various social clubs on campus; excellent website - +200 members - Continue to broaden scope and interactions/events with diverse groups
11.	Western Black Students Association (BSA)	3.5	3	3.5	3.5	3.25	3.35	<ul style="list-style-type: none"> - Student-run club dedicated to supporting the Black community at Western and enhancing their student experience! - Aim to keep members informed about political/social issues that affect Black people within UWO, London and ultimately the world - Run a lot of activities, i.e. fashion show, Future Black Physicians meeting; sports, etc. - Key event was SOUL – celebrates BSA’s contribution to the black community and reflects upon the year. Includes poets, rappers and dancers to highlight talent; attendees from Ontario - Primary focus is racial issues. Broaden scope and outreach

Additional Eligibility Criteria:

- 1. Are nominations in appropriate category?**
- 2. Have been operating in London continuously during the past 12 months, at a minimum;**
- 3. Have made their qualifying contribution in the City of London within the past 12 months; and**
- 4. Consent to the nomination; noting that previous years' recipients would remain eligible for nomination in future years on the condition that any subsequent nomination is not based upon the same achievement or initiative for which they have already received an award. This includes submissions from previous years if applicable.**

Diversity, Race Relations and Inclusivity Award By-Law B2017-284

1, The City of London Diversity, Race Relations and Inclusivity Award* recognizes achievements that:

1.1 Promote public awareness of and encourage ongoing initiatives on diversity, race relations, inclusivity and human rights and to promote/advance London as a welcoming city.

2.1 Encourage youth from all walks of life to represent the future aspirations of this Committee and recognize small, as well as large business and social/community service not for profits who promote awareness of diversity, race relations inclusivity and human rights and promoting/advancing London as a welcoming city.

Recipients will be presented with the Award by the Mayor, on behalf of the Municipal Council, at the closest possible meeting date to December 10 - Human Rights Day. There will be a maximum of five Awards presented in any one year, with no more than one Award being awarded in each of the five categories noted in section 3.2. The deadline for submissions is September 30th of each year. Your nominations are invited!

Achievements you think deserve recognition!

Londoners are invited to submit their nominations using the form available on the City's website or obtained through the City Clerk's Office, 3rd Floor, City Hall, 300 Dufferin Avenue.

September 30 is the deadline for sending award nominations to the Committee Secretary of the London Diversity & Race Relations Advisory Committee. Below is the criterion for award eligibility and award nomination as well as information on the selection process.

2. Eligibility Criteria

To be eligible, a nominee must:

- 2.1. represent one of the following categories: small business and small labour; corporations, large business and large labour; social/community services (not-for-profits), or youth/young adult groups or organizations;
- 2.2. have been operating in London continuously during the past 12 months, at a minimum;
- 2.3. have made their qualifying contribution in the City of London within the past 12 months; and
- 2.4. consent to the nomination; noting that previous years' recipients would remain eligible for nomination in future years on the condition that any subsequent nomination is not based upon the same achievement or initiative for which they have already received an award. This includes submissions from previous years if applicable.

3. Nomination Criteria

- 3.1 Nominations can be made by any individual who works or resides in the City of London. The nominators must be familiar with the activities of the nominee, and may be called upon for an interview by the Awards and Recognition Sub-Committee of the London Diversity and Race Relations Advisory Committee.
- 3.2. Nominations will be received from within the following categories, but awards may
 - 3.2.1 Small Business and Small Labour (49 or fewer employees/members);
 - 3.2.2 Large Business/Corporations and Large Labour (50 or more employees/members);

3.2.3 Social/Community Services Not-for-Profits, (49 or fewer employees/members);

3.2.4 Social/Community Services Not-For-Profits, (50 or more employees/members)

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

3.3. Nomination submissions must include:

- Category
- Profile of nominee
- Consent of nominee
- Information about the nominator (i.e., name, address, etc.)
- Brief description of the nominee and initiative, including the reasons for nomination
- Responses to the following four questions:

- 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?
- ii) 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?
- iii) What is the potential for expansion and/or inspiration for replication of the initiative?
- iv) 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?

All nominators and nominees will be advised of the status of their nomination prior to the presentation of the Award.

4. Selection Process

The Awards selection process will be as follows:

4.1. Nominees will be evaluated by the Awards and Recognition Sub-Committee of the London Diversity and Race Relations Advisory Committee. The Sub-Committee will ensure the nomination is assessed in the appropriate category.

4.2. Based on the information provided in the nomination form, each member of the Awards and Recognition Sub-Committee will evaluate each nominee using the following rating system:

4 – excellent 3 - very good 2 – good 1 – fair 0 - not appropriate

4.3. The nominee with the highest rating in each category will be recommended for an Award. The Award recommendations will be presented to the London Diversity and Race Relations Advisory Committee for approval and recommendation to the Community and Protective Services Committee, for consideration and subsequent recommendation to the Municipal Council.

* The Award which came into effect August 27, 2013 (By-law A.-7012-284) replaces Council Policy 1(10) titled Race Relations Recognition Award. It is now called Diversity, Race Relations and Inclusivity Award.

Hello Saleha and Jerri-Joanne,

I want to present our organization Music Movement Motivation that teaches youth how to be successful in the everyday world by boosting their confidence, fostering their well-being, and encouraging good mental health.

We have a pilot project planned for March 21st, 2020 - The Saidat Show Live, "Feel Good Tour." London's first interactive family concert with catchy sing-along songs and fun dance moves that children and their families can enjoy in or out of their seats. Our primary messaging will focus on kindness, helping others, and bringing people together.

Allow the families that can not afford to entertain their children and educate them ethical values to do it for free.

Nothing brings the community together than celebrating individuality and diversity through the art of music and messages of kindness.

The success of this pilot project would mean that The Saidat Show Live would tour this production in cities throughout Ontario in 2020 and Canada in 2021.

Together we can change the world!

Looking forward to hearing from you.

Warm regards,

Kristina

Kristina Z.

Chief Executive Officer

Music Movement Motivation

MUSIC MOVEMENT MOTIVATION

is an organization that teaches youth how to be successful in the every day world by boosting their confidence, fostering their well-being, and encouraging good mental health. We promote both physically and mentally healthy lifestyle.

Music Movement Motivation encourages youth to build a community of compassion, understanding, and acceptance.

OUR IMPACT

Music Movement Motivation has now reached over 500,000 students across Canada, by hosting over 150 events annually.

OUR REACH



150 + Annual Events



3,000,000 + Reach



90 + Cities



100,000 + Students Annually

OUR MARKET

- Anglophone East S.D.
- Bluewater D.S.B.
- Chignecto-Central Regional S.B.
- Dufferin Peel D.S.B.
- Grand Erie D.S.B.
- Greater Essex D.S.B.
- Halifax Regional Centre for Education
- Halton Catholic D.S.B.
- Halton D.S.B.
- Kawartha - Pine Ridge D.S.B.
- London Catholic S.B.
- Lambton Kent D.S.B.
- Ottawa Carleton D.S.B.
- Ottawa Catholic S.B.
- Peel D.S.B.
- Peterborough Victoria N.C.D. S.B.
- Simcoe County D.S.B.
- Strait Regional S.B.
- Thames Valley D.S.B.
- Toronto Catholic D.S.B.
- Toronto D.S.B.
- York Catholic D.S.B.

COMMUNITY INVOLVEMENT

- Presented & Hosted "Be a Champ" at Budweiser Gardens - 8,000 + students (2015, 2016)
- Hosted "School Game Day" at Meridian Centre - 5,000 + students (2016, 2017)
- Hosted "School Game Day" at Kitchener Memorial Auditorium - 4,000 + students (2018, 2019)
- Pride London (2017, 2018, 2019)
- TSN STIHL Timbersports Canadian Championship (2016, 2017, 2018, 2019)
- The Sudan Concert - Fundraiser for Southern Sudan
- Broadway with a Twist - Fundraiser for Arts4AllKids
- Relay For Life - Canadian Cancer Society
- McHappy Day
- London Children's Connection
- Black History Month
- London Public Library
- Pan Am Games 2018
- Canada Day Celebration
- Hosted Start2Finish Fundraiser
- London's Got Talent - Fundraiser for S.W.I.M.
- Atlohsa Family Healing Services
- Rogers TV Show for Kids
- Boys & Girlc Club

Kristina Zakharyan
Chief Executive Officer
519-709-8701



THE SAIDAT SHOW LIVE

WHO IS SAIDAT?

- Community Influencer
- Feel Good Host
- Queen Elizabeth Jubilee Award Recipient
- National Role Models - Black Canadian Award Recipient
- Recognized by: Justin Bieber, Scooter Braun, Shawn Mendes, Nick Cannon, Sony Music Canada and etc.

Saidat is the "Happiness Infuser" who teaches youth how to be successful in the everyday world by boosting their confidence, fostering their well-being, and encouraging good mental health. Saidat celebrates diversity and inclusion through music, dance, and drama. Saidat promotes both physically and mentally healthy lifestyles. Saidat helps youth to build a community of compassion, understanding, and acceptance.

The Saidat Show Live is a 60-minute interactive family concert with catchy sing-along songs and fun dance moves that children and their families can enjoy in or out of their seats! The celebratory show that has been enjoyed by thousands of schools and community events in hundreds of cities in North America transforms into a full stage of dancers, a mascot and special guests. The show will almost feel like your favourite childhood television show merged with a block party!

Celebrating individuality and diversity is what Saidat does best and what better way to bring the community together than through the arts! The Saidat Show Lives' music and messaging will focus on kindness, helping others, and bringing people together! There are many Canadian children's performers that do an incredible job of bringing beautiful music and memories to families. Saidat's goal is to leave her audience with a good feeling about their uniqueness and their ability to do good in their community. The Saidat Show Live is a pilot project, and the success of it would mean The Saidat Show Live would tour this production in cities throughout Ontario in 2020 and Canada in 2021.

Music
Movement
Motivation

DIAAC Sub-committee Work Plans 2019

DRIA Award and Recognition (A & R) Sub-Committee Work Plan 2019				
Goal	Activities	Budget	Status	Responsibility
1. Plan and Execute an Annual Awards and Recognition Event in collaboration with the City	<p>1.1 Maintain the Project Plan and complete tasks on scheduled dates</p> <p>1.2 Develop budget for approval by DIAAC and keep costs within budget.</p>	<p>\$1,600</p>	<p>1.1 Ongoing</p> <p>1.2 Budget approved</p>	<p>F. Cassar with assistance by Awards Sub-Committee members and support from CoL: Administration and Communication</p>
2. Increase awareness and participation of the Annual Rewards and Recognition program	<p>2.1 Maintain an inventory of all nominators/nominees including contact information and invite participation of the annual event</p> <p>2.2 Assess the benefits and nature of incentives to increase nominee participation</p> <p>2.3 Scheduled information session with Rogers Cable</p> <p>2.4 Update and distribute template to provide Councilors with information relative to events to assist with promotion and recognition. Present to CPSC.</p> <p>2.5 Work with CoL Communications to increase awareness and engagement in annual nominations process via social media</p> <p>2.6 Leverage International Human Rights Day which could potentially be same date as Awards celebration</p>	<p>2.1 Ongoing;</p> <p>2.2 Will assess CoL swag</p> <p>2.3 CoL Communications to coordinate Rogers Community News update;</p> <p>2.4 Ongoing;</p> <p>2.5 Ongoing as required;</p> <p>2.6 Ian Silver to follow-up with United Nations contact.</p>	<p>All Sub-Committee members</p> <p>CoL Communications And Administration</p>	

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 (2019). 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 2019

Goal	Implementation	Budget	Status	Responsibility
1. Develop & facilitate educational opportunities	1.1 Facilitate a community awareness event 1.1.1 Theme: Gender & Intersectionality	\$1500	October	Education

	<p>1.1.2 Identify partnerships in the community for collaborative events.</p> <p>1.1.3 Plan for International Day for the Elimination of Racial Discrimination/Black History Month.</p> <p>1.1.4 Identify promotional opportunities and strategies for community events.</p>	<p>\$200</p>	<p>Ongoing</p> <p>January</p> <p>Ongoing</p>	<p>subcommittee</p> <p>Ed'n subcommittee & DIAAC</p> <p>Ed'n subcommittee</p> <p>Ed'n subcommittee Communication</p>
<p>2. Educate new members of DIAAC</p>	<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 	<p>Nil</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Education and Policy & Planning subcommittee</p> <p>Education subcommittee</p>

	<p>to staff implementation.</p> <ul style="list-style-type: none"> -member attendance policy suggestions -budget submission process -City Councillor Contact List <p>2.2 Assist P&P in revision of TOR for DIAAC.</p>	Nil	Ongoing	Education and Policy & Planning subcommittee
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	Education subcommittee and Policy & Planning subcommittee
	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 & DIAAC
	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
	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
4. Raise profile of DIAAC in	4.1 Provide to P&P subcommittee suggestions	Nil	Ongoing	Education and Policy & Planning

<p>community</p>	<p>regarding DIAAC's web page on London.ca</p> <p>4.2 Propose name tags for interested DIAAC members for use at city-wide DIAAC events & related events.</p> <p>4.2.1 Provide to Chair, Vice-Chair and Subcommittee Chairs as minimum</p> <p>4.3 Collaborate/piggyback on smaller 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>	<p>\$200</p> <p>TBD</p> <p>Nil</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>subcommittee</p> <p>Cross Cultural Learner Centre, London Immigration Partnership, LUSO, NECC</p>
<p>5. Share in role of research, knowledge attainment and providing recommendations to achieve mandate</p>	<p>5.1 Combined efforts of keeping apprised of best practices in other geographic areas and identifying issues happening within the CoL.</p>	<p>Nil</p>	<p>Education, Policy & Planning and Awareness subcommittee</p>	<p>Ongoing</p>

DIAAC – Policy & Planning Sub-committee Work Plan 2019

Goal	Implementation	Budget	Status	Responsibility
<p>1. Review of policies at CoL related to Diversity and Inclusion</p>	<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</p>	<p>Nil</p>	<p>September</p> <p>- Aden has requested Rosanna</p>	<p>Policy & Planning</p>

	<p>Council following their research program. DIAAC has requested to be updated as recommendations are implemented/finalized by Staff.</p> <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> <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 CoL policies will be assigned to be reviewed on biannual basis. We will request to be notified when policies</p>	<p>Nil</p> <p>Nil</p> <p>Nil</p>	<p>Wilcox and City Clerk attend September Policy & Planning subcommittee meeting for update.</p> <p>Ongoing</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> <p>Policy & Planning</p>
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	specifically relating to Diversity & Inclusion, Accommodations and Indigenous affairs, the P&P committee be earmarked to also review.			
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. 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.	TBD	Ongoing - Discuss opportunities with City Clerk at September meeting.	Policy & Planning
3. Support the development of DIAAC's structure	3.1 Review Terms of Reference and membership structure of DIAAC	Nil	Complete - Finalized and sent to Pat.	Policy & Planning
	3.2 Facilitate the development of annual work plans for DIAAC; monitor and measure subsequent activities			
	3.2.1. Review draft sub- committee work plans	Nil	July 2018	DIAAC
	3.2.2. Consolidate into an aligned document		August 2018	Policy & Planning
3.2.3. Develop monitoring and measurement protocols		Ongoing	Policy & Planning	
3.3. Provide recommendations and supplemental materials to enhance the DIAAC new member orientation				

	<p>3.3.1.Collaborate with Clerk's Office on recommendations submitted via proposed new member orientation checklist.</p> <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. - Consider diverse ways of distributing orientation materials <p>3.3.3.Develop the following documents: Established meeting practices, Roles and Responsibilities & Acronym List</p>	<p>Nil</p> <p>Nil</p>	<p>Summer 2017 – Completed. Discussed w/ Saleha Khan re: incorporating Gender & Equity Lens into new members orientation</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Policy & Planning</p> <p>Education and Policy & Planning subcommittee</p> <p>All subcommittees</p>
<p>4. Developing relationships with City of London</p>	<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</p>	<p>Nil</p> <p>Nil</p>	<p>Ongoing</p> <ul style="list-style-type: none"> - Review once Equity & Inclusion lens is complete (Fall 2018) <p>May 2018-2019</p>	<p>Policy & Planning</p> <p>Policy & Planning</p>

	<p>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>		To be discussed at September DIAAC meeting	
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 materials and provide recommendations/feedback as requested by Education subcommittee.</p>	Nil	Ongoing – to be completed prior to start of new term	Policy & Planning and 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

DIAAC Sub-committee Work Plans 2019

DRIA Award and Recognition (A & R) Sub-Committee Work Plan 2019 (1 st Monday of the month, late afternoon)				
Goal	Activities	Budget	Status	Responsibility
1. Plan and Execute an Annual Awards and Recognition Event in collaboration with the City	<p>1.1 Maintain the Project Plan and complete tasks on scheduled dates</p> <p>1.2 Develop budget for approval by DIAAC and keep costs within budget.</p>	\$1,600	<p>1.1 Ongoing</p> <p>1.2 Budget approved</p>	F. Cassar with assistance by Awards Sub-Committee members and support from CoL: Administration and Communication
2. Increase awareness and participation of the Annual Rewards and Recognition program	<p>2.1 Maintain an inventory of all nominators/nominees including contact information and invite participation of the annual event</p> <p>2.2 Assess the benefits and nature of incentives to increase nominee participation</p> <p>2.3 Scheduled information session with Rogers Cable</p> <p>2.4 Update and distribute template to provide Councilors with information relative to events to assist with promotion and recognition. Present to CPSC.</p> <p>2.5 Work with CoL Communications to increase awareness and engagement in annual nominations process via social media</p> <p>2.6 Leverage International Human Rights Day which could potentially be same date as Awards celebration</p>	<p>2.1 Ongoing;</p> <p>2.2 Will assess CoL swag</p> <p>2.3 CoL Communications to coordinate Rogers Community News update;</p> <p>2.4 Ongoing;</p> <p>2.5 Ongoing as required;</p> <p>2.6 Ian Silver to follow-up with United Nations contact.</p>	<p>All Sub-Committee members</p> <p>CoL Communications And Administration</p>	

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 (2019). 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 2019
(1st Wednesday of the month, ~ 12PM)

Goal	Implementation	Budget	Status	Responsibility
1. Develop & facilitate educational	1.1 Facilitate a community awareness event	\$1500		Education

<p>opportunities</p>	<p>1.1.1 Theme: Gender & Intersectionality</p> <p>1.1.2 Identify partnerships in the community for collaborative events.</p> <p>1.1.3 Plan for International Day for the Elimination of Racial Discrimination/Black History Month.</p> <p>1.1.4 Identify promotional opportunities and strategies for community events.</p>	<p>\$200</p>	<p>October</p> <p>Ongoing</p> <p>March 2020</p> <p>Ongoing</p>	<p>subcommittee</p> <p>Ed'n subcommittee & DIAAC</p> <p>Ed'n subcommittee</p> <p>Ed'n subcommittee Communication</p>
<p>2. Educate new members of DIAAC</p>	<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. 	<p>Nil</p>	<p>November</p> <p>November</p>	<p>Education and Policy & Planning subcommittee</p> <p>Education subcommittee</p>

	<ul style="list-style-type: none"> -policy on speakers/delegates -flow chart from DIAAC recommendation to staff implementation. -member attendance policy suggestions -budget submission process -City Councillor Contact List <p>2.2 Assist P&P in revision of TOR for DIAAC.</p>	Nil	Ongoing	Education and Policy & Planning subcommittee
3. Educate committee members	3.1 Invite speakers to present to DIAAC.	\$200	Ongoing	Education subcommittee
	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	Civic Administration
	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.			
	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. 4.2.1 Provide to Chair, Vice-Chair and Subcommittee Chairs as minimum	\$200	Ongoing	
	4.3 Collaborate/piggyback on smaller projects/events with other organizations that overlap DIAAC's mandate.	TBD	Ongoing	Cross Cultural Learner Centre, London Immigration Partnership, LUSO, NECC
	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. 4.4.1 Connect with Civic Administration for access to current database	Nil	Ongoing	
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 CoL.	Nil	Education, Policy & Planning and Awareness subcommittee	Ongoing

DIAAC – Policy & Planning Sub-committee Work Plan 2019
(1st Wednesday of the month, ~ 12PM)

Goal	Implementation	Budget	Status	Responsibility
1. Review of policies at CoL related to Diversity and	1.1 Monitor development and implementation of the Diverse Voices 4 Change recommendations. Including voluntary disclosure for all appointments	Nil	September	Policy & Planning

<p>Inclusion</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> <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> <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 CoL policies will be assigned to be</p>	<p>Nil</p> <p>Nil</p> <p>Nil</p>	<p>- Aden has requested Rosanna Wilcox and City Clerk attend September Policy & Planning subcommittee meeting for update.</p> <p>Ongoing</p> <p>September</p> <p>- Aden has requested Rosanna Wilcox to present re: progress of TRC recommendations</p> <p>Ongoing</p> <p>- Once submitted, the final copy will be sent to P&P prior to going to Council</p>	<p>Policy & Planning</p> <p>Policy & Planning</p> <p>Policy & Planning</p>
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	<p>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>2. Encourage greater diversity in all advisory committees</p>	<p>2.1 Develop standard statements that encourage greater diversity for the Terms of Reference of other City advisory committees</p>	Nil	Ongoing	Policy & Planning
	<p>2.2 Promote appointments process to diverse communities in city of London.</p> <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>	TBD	<p>Ongoing</p> <ul style="list-style-type: none"> - Discuss opportunities with City Clerk at September meeting. 	Policy & Planning
<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</p>				

	<p>supplemental materials to enhance the DIAAC new member orientation</p> <p>3.3.1.Collaborate with Clerk's Office on recommendations submitted via proposed new member orientation checklist.</p> <p>3.3.2.Facilitate development of DIAAC document to be completed by Education sub-committee - Put together materials to be reviewed by Policy & Planning, contribute to creation of DIAAC specific orientation. - Consider diverse ways of distributing orientation materials</p> <p>3.3.3.Develop the following documents: Established meeting practices, Roles and Responsibilities & Acronym List</p>	<p>Nil</p> <p>Nil</p>	<p>Summer 2017 – Completed. Discussed w/ Saleha Khan re: incorporating Gender & Equity Lens into new members orientation</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Policy & Planning</p> <p>Education and Policy & Planning subcommittee</p> <p>All subcommittees</p>
<p>4. Developing relationships with City of London</p>	<p>4.1 Establish positive relationships with Council</p> <p>4.1.1. Explore opportunities to work with Council members 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</p>	<p>Nil</p> <p>Nil</p>	<p>Ongoing - Review once Equity &Inclusion lens is complete (Fall 2018)</p> <p>May 2018-2019</p>	<p>Policy & Planning</p> <p>Policy & Planning</p>

	<p>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>		To be discussed at September DIAAC meeting	
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 materials and provide recommendations/feedback as requested by Education subcommittee.</p>	Nil	Ongoing – to be completed prior to start of new term	Policy & Planning and 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