

# Agenda

## Diversity, Inclusion and Anti-Oppression Advisory Committee

The 8th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee  
November 21, 2019, 12:00 PM  
Committee Room #3

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  - 6.1 2020/2021 Work Plan
  - 6.2 Upcoming Events/Meetings/Celebrations
  
- 7. Adjournment**

Next Meeting Date: December 19, 2019

Hi Dan,

My name is Piper Kearney I would love to meet with diversity, inclusion and Anti-oppression advisory committee to discuss how to make connections.

I am a founder of Intersex London a grassroots organization. We are trying to educate and provide support to intersex individuals and their families.

We are trying to explain biological sex is a spectrum.

Intersex people are born with sex characteristics (including anatomy, hormones and chromosomal patterns) that do not fit typical binary notions of male or female bodies. Intersex individuals have been around since forever.

According to experts 2% of the population is intersex. In London Ontario alone there is an estimate of 8000 individuals that are a part of the Intersex community

The Intersex community in London so invisible and isolated. The intersex community is part of the 2qlgbt+ community.

Due to human rights violations many intersex individuals experience, there is an overlap within the intersex community, with homelessness, substance use, lack of support in the workplace and government assistance (drug costs, HRT and financial support).

Piper

# **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  
CANADA

P.O. Box 5035  
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N6A 4L9

November 13, 2019

R. Wilcox  
Director, Service, Innovation and Performance

I hereby certify that the Municipal Council, at its meeting held on November 12, 2019 resolved:

That the following actions be taken with respect to the 7th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on October 17, 2019:

- a) 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;
- b) the following actions be taken with respect to the 2019 Diversity, Race Relations and Inclusivity Award:
  - i) Top Event Productions BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Small Business/Labour (under 50 members) category;
  - ii) 3M Employee Resource Group BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Large Business/Labour (50+ members) category;
  - iii) 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;
  - iv) 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,
  - v) Western Muslim Students Association BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Youth/Young Adult Groups or Organizations category;
- c) the following actions be taken with respect to the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) work plan:
  - i) the revised ~~attached~~ 2019 DIAAC work plan BE APPROVED; and,
  - ii) a draft 2020/2021 DIAAC work plan BE DEVELOPED for presentation to the committee by their January 2020 meeting date; and,

d) clauses 1.1, 2.1, 2.2, 4.1 and 6.1 BE APPROVED. (2.3/12/CPSC)



C. Saunders  
City Clerk  
/jb

cc: K. Koltun, Supervisor, Policy & Strategic Issues  
Chair and Members, Diversity, Inclusion and Anti-Oppression Advisory  
Committee

Joint Meeting Notes  
Education & Awareness Subcommittee and  
Policy & Planning Subcommittee  
Wednesday November 6, 2019

Attendees: Ashfaq H., Mphatso M., Michael B, Saleha K, Corri H, Rifat H, Mathew S.  
Regrets: Cynthia K.

1. Orientation Package.

Meeting Notes: Mphatso M, Interim Chair of the E&A sub-committee made a presentation outlining the contents of the proposed orientation package. It was agreed by all attendees that the orientation package is an important document to have as a resource for new DIAAC members, in addition to the oral presentation made by City Staff.

This package has been worked on for the past three years and it is now time to officially adopt it and also keep in mind the time and effort that past DIAAC members have put forth in forming this document. It was discussed that Mphatso M, would send a copy to Michael B, to have a final look before submitting it to Dan Turner, DIAAC committee secretary. The goal is to have the package contents approved while the sub-committee members polish up the aesthetics of the document.

2. Black History Month Participation.

Mphatso M, gave a brief overview of last year's BHM event. A great success taking into account the variety of entertainment and a slight increase in attendance, including the increase in interest to join the organizing body of the BHM events.

Saleha K. gave an update about the Black History Month's Coordinating Committee's (BHMCC) activities in relation to the February/March 2020 events. BHMCC members urged the City to get involved in BHM activities and, therefore, resulting in the City of London covering the cost of the guest speaker for the BHM opening or closing gala with a remuneration amount of \$500.

3. March 21st Planning.

It was discussed that we would invite the Saidat show to perform and include the hands against racism banner used in past events. We would have a bedsheet and get kids/adults to print their hands with paint on to the sheet and bring it back to City hall for a photo-op with Council.

Rifat H.,DIAAC chair, was tasked to reach out to Saidat from the Saidat show and make arrangements to meet and start the event planning process.

#### 4. HR Day Workshop

Saleha provided an update of the planned workshop for Tuesday December 10. She has reached out to the OHRC and they will provide 2 speakers. The workshop is expected to run from 1:00 pm – 3:00 pm. This schedule will not conflict with the DRIA Awards which will start at 3:30 pm.

#### 5. Proclamation Policy Review.

Kash updated the group on a meeting he had with Councilor Helmer with regard to the request made by Councilor Kayabaga for a review of the City's policy on Proclamations. The request was made in relation to the issuing of a proclamation for Black History Month. During the discussion, Kash requested the City also consider issuing proclamations on other important dates such as: March 21, National Access Awareness Week and December 3 and December 10. Coun. Helmer indicated that this could not be done at this time as there is a haste to have the policy reviewed in time for BHM. Other dates could be considered during the next review. We will track the review of this policy and look for an opportunity to have other dates considered.

#### 6. 2020 Workplan – What Activities/Initiatives do we want to undertake?

We agreed to discuss the 2020 Workplan at the next subcommittee meeting.

#### 7. Any Other Business.

##### a. DIAAC Committee Agenda.

Rifat was asked to work with Dan to have our Subcommittees Reports placed as a “Standing” item on DIAACs Agenda.



Also, include an item at the end of the Agenda to allow committee members to provide information on upcoming events/meetings/celebrations and other important exigent events.

8. Next Meeting Date – December 4, 2019.