

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

The 8th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
November 21, 2019

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

NOT PRESENT: None

ALSO PRESENT: K. Husain

The meeting was called to order at 12:02 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 Intersex London - Education and Community Outreach

That it BE NOTED that a verbal presentation from P. Kearney, Founder, Intersex London, with respect to the organization's education/awareness campaigns and community outreach initiatives, was received.

4. Consent

4.1 7th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 7th report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on October 17, 2019, was received.

4.2 Municipal Council Resolution - 7th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the Municipal Council resolution, from its meeting held on November 12, 2019, with respect to the 7th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, was received.

5. Sub-Committees and Working Groups

5.1 Awards and Recognition Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from F. Cassar, with respect to the Awards and Recognition Sub-Committee; it being further noted that the attached sub-committee meeting minutes were received.

5.2 Education and Awareness Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from M. Mlotha and K. Husain, with respect to the recent joint Education and Awareness Sub-Committee and Policy and Planning Sub-Committee meeting; it being further noted that the joint sub-committee meeting minutes, as appended to Item 5.3 on the agenda, were received.

5.3 Policy and Planning Sub-Committee

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

- a) that F. Cassar BE APPROVED as the secondary representative member from the Diversity, Inclusion and Anti-Oppression Advisory Committee to sit on the Community Diversity and Inclusion Strategy Leadership Table; and,
- b) that it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from M. Mlotha and K. Husain, with respect to the recent joint Education and Awareness Sub-Committee and Policy and Planning Sub-Committee meeting; it being further noted that the joint sub-committee meeting minutes, as appended to the agenda, were received.

6. **Items for Discussion**

6.1 2020/2021 Work Plan

That it BE NOTED that the committee held a general discussion with respect to the 2020/2021 work plan.

6.2 Upcoming Events/Meetings/Celebrations

That it BE NOTED that the committee held a general discussion with respect to upcoming/exigent events, meetings and celebrations.

7. **Adjournment**

The meeting adjourned at 1:22 PM.

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
300 Dufferin Avenue
London, ON
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

London Diversity and Race Relations Committee
Awards and Recognition Sub-Committee Meeting

Monday, November 4 2019

Time: 3:30 pm – 4:30 pm

Attendees: Zeba Hasmi, Fae Andrighetti, Flo Cassar, Kash Hussain Dan Turner, Dana Wachter

Regrets: Ian Silver

DRIA Award Planning

D. Turner advised Committee Room #5 is the preferred location for the event, noting size is comparable and Facilities has advised they are able to move furniture and equipment.

D. Turner sent a letter to all nominees, inviting them to participate in celebration. Letters to request response by Nov. 29 and follow-up will take place on Dec. 3.

Action: I. Silver to order plaques and send invoice to D. Turner.

Action: D. Turner to provide samples of potential gifts for unsuccessful nominees and ask if they can be wrapped.

Action: D. Turner to submit order form to cafeteria once final count is known

Action: D. Turner to provide the following on the day of the event:

- Consent form for attendees to grant permission to be videotaped or pictures taken
- name tags
- secured podium and microphone
- Coat hanger

Action: D. Wachter to:

- Send media invitation
- Print 100 programs
- Populate previous pictures of DRIA on website
- Issue media release (on day of event) and follow with pictures on website, i.e. link to newsroom and then to social media

Action: F. Cassar to provide last year's program

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.