

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

The 2nd Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
January 16, 2020
Committee Room #3

Attendance PRESENT: R. Hussain (Chair), J. Braithwaite, M. Buzzelli, F. Cassar,
M. Mlotha and D. Turner (Committee Clerk)

NOT PRESENT: C. DuHasky, Z. Hashmi, and B. Hill

ALSO PRESENT: F. Andrighetti, A. Fordyce, K. Husain, S. Khan, M.
Sereda, S. South, and T. Tomchick-Condon

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

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

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

None.

4. Consent

4.1 1st Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 1st Report of the Diversity, Inclusion and Anti-
Oppression Advisory Committee, from its meeting held on December 19,
2019, was received.

5. Sub-Committees and Working Groups

5.1 Awards and Recognition Sub-Committee

That it BE NOTED that the committee held a general discussion with
respect to the Awards and Recognition Sub-Committee; it being further
noted that the sub-committee meeting minutes, as appended to the
agenda, were received.

5.2 Education and Awareness Sub-Committee

That the following actions be taken with respect to the joint Education and Awareness - Policy and Planning sub-committee update:

a) the following expenditures from the 2020 DIAAC budget BE APPROVED:

i) \$300.00 contribution towards 2020 Black History Month events, including but not limited to the February 15th Family Day Celebration and associated children's' services, as reflected in the 2020 DIAAC work plan;

ii) up to \$500.00 to recover costs born by DIAAC in the co-ordination and co-hosting of the March 21st 'Hands Against Racism' event; and,

b) Council BE REQUESTED to consider issuing a proclamation for March 21st as the International Day for the Elimination of Racial Discrimination;

it being noted that the attached joint sub-committee minutes and attached Black History Month promotional materials were received.

5.3 Policy and Planning Sub-Committee

That it BE NOTED that the 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 related sub-committee meeting minutes, as appended to report item 5.2, were received.

5.4 Community Diversity and Inclusion Strategy

That a Community Diversity and Inclusion Strategy update BE DEFERRED until the next meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee.

6. Items for Discussion

6.1 2020 Work Plan

That City of London communications staff BE INVITED to a future meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee to discuss compliance requirements for future promotional materials created by DIAAC.

6.2 Upcoming/Exigent Events, Meetings and 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 1:30 PM.

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

The 1st Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
December 19, 2019
Committee Room #3

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

NOT PRESENT: Z. Hashmi

ALSO PRESENT: K. Husain, S. Khan, M. Schulthess, I. Silver, and B.
Westlake-Power

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.

1.2 Election of Chair and Vice-Chair for the term ending in November 30, 2020

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression
Advisory Committee elected R. Hussain and F. Cassar as Chair and Vice
Chair, respectively, for the term ending November 30, 2020.

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

None.

4. Consent

4.1 8th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 8th Report of the Diversity, Inclusion and Anti-
Oppression Advisory Committee, from its meeting held on November 21,
2019, was received.

5. Sub-Committees and Working Groups

5.1 Awards and Recognition Sub-Committee

That it BE NOTED that the committee held a general discussion with respect to the Awards and Recognition Sub-Committee's recent activities, including a debrief on the 2019 London Diversity, Race Relations and Inclusivity Award; it being further noted that the sub-committee meeting minutes, as appended to the agenda, were received.

5.2 Education and Awareness Sub-Committee

That it BE NOTED that the committee has approved, in principle, the contents of the Education and Awareness Sub-Committee's orientation package, noting that further revisions may be necessary to ensure compliance with existing City policy/guidelines; it being further noted that the 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.

5.3 Policy and Planning Sub-Committee

That it BE NOTED that the 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 5.2 on the agenda, were received.

5.4 Community Diversity and Inclusion Strategy

That it BE NOTED that the committee held a general discussion with respect to members' involvement in the Community Diversity and Inclusion Strategy.

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/Exigent Events, Meetings and 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 1:40 PM.

London Diversity and Race Relations Committee

Awards and Recognition Sub-Committee Meeting

January 9, 2020

Time: 3:30 pm – 4:30 pm

Attendees: Zeba Hasmi, Fae Andrighetti, Flo Cassar, Kash Hussain, Ian Silver, Dan Turner

1. Debrief of 2019 DRIA Award Celebration:

What Went Well:

- New process for plaque presentation was well received (i.e. negated waiting in hallways and enabled participation by DIAAC Sub-Committee)
- Highest number of nominees received than in previous years and 13/14 were new nominations
- Leveraging CDIS forum to create awareness generated nominations
- Event was well attended (i.e. 50 people)
- Everyone spoke – either at Council or at reception
- All winners were present and opportunity to speak. Four of nine nominees attended the event and presented at reception.
- Strongest public coverage, i.e. London Free Press, local news, CBC productions. Covered presentations and interviewed guests
- No complaints received regarding notification
- Gifts were well received by nominees and winners
- Cost below plan: app. \$1,050.
- Strong engagement by Councilors; meeting 1:1 beforehand with new Councilors was beneficial
- Cafeteria location was optimal: Cafeteria staff also appreciated the closer location
- Dan was very helpful in addressing last minute gaps, i.e. bringing coats up, mics
- Great food!

How Can We Improve Next Year's Event:

- Improve room location or logistics of where Mayor speaks prior to Council, i.e. ensure Mayor and Councilors also have seats and Mayor can be heard
- Reach out to Mayor's Office (i.e. Executive Assistant or Director Communications) prior to the celebration to ensure alignment, i.e. participation by DIAAC Sub-Committee in presenting awards
- Ensure presentations from recipients at Council presentation are concise

Action:

D. Turner:

- Update DIAAC website with new recipients and photos if possible
- Update inventory list of DIAAC nominations

K. Hussain and Z. Hasmi: Develop a template that outlines the series of events on the day of celebration (i.e. schedule, speech content, what happens in Chamber, etc.)

2. 2020 Work Plan:



DIAAC Work Plan
2020 010820.docx

Action:

F. Cassar to discuss extent of engagement possible with Mayor's award with D. Turner.

K. Hussain to provide Accessibility booklet for use as a template for DRIA booklet

Next Meeting: Wed. February 5th @ 3:30pm

DIAAC Awards and Recognition Sub-Committee Work Plan 2020

Goal	Activities	Budget	Status	Responsibility
1. Plan and Execute an Annual Awards and Recognition Event in collaboration with the City	1.1 Maintain the Project Plan and complete tasks on scheduled dates 1.2 Develop budget for approval by DIAAC and keep costs within budget.	\$1,600 (reflects entire Awards and Recognition budget)	1.1 Ongoing 1.2 Budget approved	Awards Sub-Committee members and support from CoL Administration and Communication
2. Submit nominations to the City Awards: a) Mayor's Awards b) Distinguished Londoner Award	2.1 Pursue nominations towards these awards through the organizations we are engaged with 2.2 Increase awareness of the City's Awards to DIAAC network	Within existing budget of \$1,600, if required	Broadened initiative in progress	Awards and Recognition Sub-Committee
3. Increase awareness and participation of the Annual Rewards and Recognition program	3.1 Maintain an inventory of all nominators/ nominees including contact information and invite participation of the annual event 3.2 Update and distribute template to provide Councilors with information relative to events to assist with promotion and recognition. Present to CPSC. 3.3 Work with CoL Communications to increase awareness and engagement in annual nominations process via social media 3.4 Leverage International Human Rights Day which could potentially be same date as Awards celebration 3.5 Continue to leverage CDIS network	Within existing budget of \$1,600, if required	3.1-3.5 Ongoing 3.6 New initiative In progress	3.1-3.3 Awards Sub-Committee and support from CoL Administration and Communication 3.4 I. Silver will lead 3.5 Sub-Committee members of CDIS to lead (F. Cassar, K. Hussain) 3.6 Z. Hasmi and K. Hussain to lead.

	3.6	Create DRIA Information pamphlet and distribute to City sites (i.e. library sites)			
4. Promote Award and Recognition Winners and Nominees	4.1 4.2 4.3 4.4 4.5	Provide Councillors with information of winners within their areas and encourage recognition Leverage social media platforms Optimize DRIA/City Website Include nominees in promotion where possible Request CoL issue media release to promote nominations (i.e. September)	Within existing budget of \$1,600, if required	4.1 Ongoing 4.2-4.4 Broadened focus in progress 4.5 New initiative in progress	Awards Sub-Committee and CoL Administration and Communication
5. Educate and Engage DIAAC Committee members and Councillors	5.1 5.2 5.3	Invite DIAAC Committee members to participate in site visits of nominees to learn about the organization and support a potential nomination of the annual award nominations process. Provide education at DIAAC Committee meetings or other forums as available. Identify and promote provincial awards and distribute to those on DRIA inventory (i.e. June Collwood Award, Lincoln Alexander, J. Allyn Taylor, Peggy Sadler award).	Within existing budget of \$1,600, if required	5.1-5.2 Ongoing 5.3 New initiative in progress	Awards Sub-Committee and CoL Administration 5.3 Z. Hasmi and K. Hussain to lead
6. Maintain Awards and Recognition By-Laws and Policy	6.1 6.2	Annually review DRIA policy and Bylaw A.7012-284 to ensure it is up to date. Review By-Law related to Mayor's New Year's Honours List with keen focus on reserves and eligibility criteria (i.e. Advisory members).	Within existing budget of \$1,600, if required	6.1 Ongoing 6.2 Broadened focus in progress.	Awards Sub-Committee members in partnership with DIAAC

Joint Meeting – Education & Awareness
Subcommittee and Policy & Planning Subcommittee

Thursday January 9, 2020 Meeting Room, Lower Level, City Hall

Attendance: Mphatso M. (Interim Chair of E&A), Ashfaq H. (Chair of P&P), Rifat H, Saleha K, Michael B, Ian S.

1. Orientation Package

We are currently waiting for a meeting with Clerks, to further discuss any feedback or comments.

2. Black History Month Participation

An invitation was sent out to Silence Genti - an active member of the BHMCC (Black History Month Coordination Committee)- to present at the February Subcommittee or DIAAC meeting. Silence would present updates on the BHM activities and provide any guidance as to how DIAAC can be of assistance.

The BHM calendar of activities and events is already out for circulation. DIAAC should identify which events to attend and send representation and show support.

3. March 21 Planning – Update.

Communication with Saidat from, *The Saidat Show* is still in progress. Currently waiting for a meeting date. The free event will be held at the Central Public Library downtown. There is an ask for up to \$500 to help cover e.g setup of the event, costumes, stage props etc.

4. 2020 Workplan – What Activities/Initiatives do we want to undertake?

E&A: We discussed reviving the gender and Intersectionality workshop as an event goal for the fall.

Policy & Planning: We discussed items the Subcommittee would like to undertake this year. A few are actions that were not completed in 2019. Key initiatives we reviewed included{

- Review City of London Policies with respect to Diversity and Inclusion, such as : Diverse Voiced for Change, Gender and EquityLens, Workplace Audit, CDIS, Implementation of the TRP, etc.

- Encourage greater diversity amongs Advisor Committees.
- Develop and strengthen relationships with City Council members as well as city staff in other areas where Diversity is encouraged.
- Proclamation Policy: Review new Policy and develop lists of important dates for which the City should be encouraged to issue a proclamation. Also, Prepare another list of important dates from which the City could consider issuing a proclamation.,
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- The subcommittee will finalise their work plan at their next meeting in February and bring forward the consolidated DIAAC 2020 Work Plan for approval.

5. Any Other Business.

6. Next Meeting Date – February 6 2020.



BLACK HISTORY MONTH



www.lbhcc.ca

EVENTS 2020

OUR COMMUNITY IS OUR STRENGTH

OPENING CELEBRATION

**FEB 1
FREE**

Saturday February 1
12:45 – 4 pm
Museum London
421 Ridout Street North

Cultural groups and services present their art, crafts, entertainment, music and delicious food. Special Guest Speaker: Christopher Taylor, Professor at the University of Waterloo. He currently teaches in the Department of History and the Arts First program and is an accomplished author of *Flying Fish in the Great White North: The Autonomous Migration of Black Barbadians*.

Contact: Museum London 519-661-0333
Leroy: leroy@lusocentre.org

MOVIE NIGHT - THE BUTLER

**FEB 19
FREE**

Wednesday February 19 | 6-9 pm
Central Library
Wolf Performance Hall, 251 Dundas St

Lee Daniels' film tells the story of Cecil Gaines, a White House butler who served eight American presidents over three decades. The film traces the dramatic changes that swept American society during this time, from the civil rights movement to Vietnam and beyond, and how those changes affected this man's life and family. This program was prepared in partnership with Congress of Black Women of Canada, London Chapter. Contact: info@lpl.ca

2020 BLACK COMMUNITY ACHIEVEMENT AWARD - CALL FOR NOMINEES

The London Black History Coordinating Committee will recognize two deserving members of our community (one male and one female) based on their past and or present service and contribution to the community, both in the Black community and the community at large.

Forms available online -lbhcc.ca/awards
Contact: info@lbhcc.ca

BLACK HISTORY MONTH FILMS AT THE LIBRARY

**FEB 1-22
FREE**

Beacock - 2 pm, February 1 East London, - 6:30 pm, February 6 Landon - 2 pm, February 12 Bostwick - 2 pm, February 15 Cherryhill - 6:30 pm, February 20 Stoney Creek - 12 pm, February 22
Contact: info@lpl.ca

AFRICAN FOOD FESTIVAL

**FEB 21
\$5/Person
\$10/family
RSVP FEB 18**

Friday February 21
5:30 - 9 pm
Trinity United Church,
76 Doulton St.

We will serve food from different African countries and culture
Contact: fanny.newport@ccflondon.ca
RSVP by Feb. 18th at 4 pm

CLOSING CELEBRATION

**FEB 29
PURCHASE TICKETS**

Saturday February 29
2-5pm
Central Library
Wolf Performance Hall, 251 Dundas St.

Join us for an entertaining line-up of dance, song, spoken word, history and more. Reception, including food and drinks, to follow. Presented by the London Black History Coordinating Committee in partnership with London Public Library. Tickets can be purchased online at Eventbrite Music, in person, or by phone at Wolf Performance Hall and Meeting Services, Central Library, 519-661-5120 (Monday-Friday, 9am-5pm).

Contact: info@lpl.ca

FAMILY DAY CELEBRATION

**FEB 15
FREE**

Saturday February 15
10 am - 2 pm
Central Library, 251 Dundas St.

Join us as we celebrate Black History Month with activities for the whole family! Enjoy performances, Limbo dancing, music, crafts, games and more. Presented by the London Black History Coordinating Committee in partnership with London Public Library and the London Children's Museum. Refreshments and snacks for sale.

LEWIS CORAY TRAILBLAZER AWARD FOR YOUTH

**FEB 27
FREE**

Friday February 27
6:00 pm
London Police Service, 601 Dundas St.

In honour of Retired Sgt. Lewis Coray, this award recognizes high school applicants from African, Caribbean & Black Canadian Communities. Limited seating.

THERE'S SO MUCH MORE!

Would you like to promote your Black History month event?

To include your events on our website, email: info@lbhcc.ca

Visit our website www.lbhcc.ca or check us out on Facebook or twitter for more information.



MUSEUM | LONDON



COLLÈGE BORÉAL
éducation - innovation - recherche



Black History Month Employee Event Presented by ABC Employee Resource Group

Enjoy refreshments and Canadian black history through two short films

Black Mother,
Black Daughter

~ Sylvia Hamilton &
Clair Prieto



Deeply Rooted: A
black family's
history as 7th-
generation
Canadians

~Cazhmere



City Hall - Committee Rooms 1&2

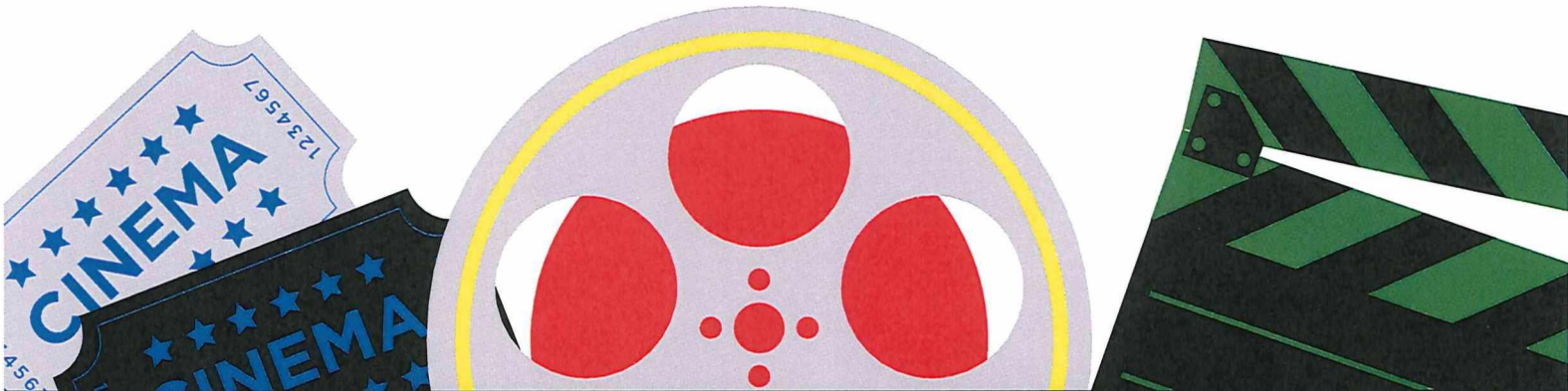
12 February 2020 | 1:30 PM - 3:00 PM

Dearness Home

21 February 2020 | 2:30 PM - 4:00 PM



WORKPLACE
Diversity & Inclusion



**RSVP TO
SADIE: [SSOUTH@LONDON.CA](mailto:ssouth@london.ca)**