

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

The 8th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
October 21, 2021

Attendance PRESENT: M. Buzzelli (Chair), H. Abu Karky, K. Arnold, C. DuHasky, B. Hill, C. Maciel, B. Madigan, and M. Mlotha; A. Pascual (Committee Clerk).

ABSENT: N. Al-Farawi and W. Khouri.

ALSO PRESENT: F. Andrighetti, A. Husain, H. Knight, M. Stone, and B. Westlake-Power.

The meeting was called to order at 12:04 PM; it being noted that the following Members were in remote attendance: H. Abu Karky, K. Arnold, M. Buzzelli, C. DuHasky, B. Hill, C. Maciel, B. Madigan, and M. Mlotha.

1. Call to Order

1.1 Disclosures of Pecuniary Interest

H. Abu Karky discloses a pecuniary interest with respect to Item 4.1, having to do with the Awards and Recognition Sub-Committee report by indicating that he is affiliated to one of the recipients of the Diversity, Race Relations and Inclusivity Award.

M. Buzzelli discloses a pecuniary interest with respect to Item 4.1, having to do with the Awards and Recognition Sub-Committee report by indicating that he is affiliated to one of the recipients of the Diversity, Race Relations and Inclusivity Award.

1.2 Election of Vice-Chair for the remainder of the current term

That M. Mlotha BE APPOINTED as Vice-Chair for the remainder of the current term.

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 B. Madigan.

2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

3. Consent

3.1 6th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 6th Report of Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on September 24, 2021, was received.

3.2 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 1, 2021, was received.

4. Sub-Committees and Working Groups

4.1 Awards and Recognition Sub-Committee

That the following actions be taken with respect to the 2021 Diversity, Race Relations and Inclusivity Award (DRRIA):

- a) the Rights and Responsibilities Awareness Initiative (RRAI) BE AWARDED the 2021 Diversity, Race Relations and Inclusivity Award, in the Social/Community Services/Not for Profit (under 50 members) category;
- b) the Network for Economic and Social Trends (NEST) BE AWARDED the 2021 Diversity, Race Relations and Inclusivity Award, in the Social/Community Services/Not for Profit (50+ members) category; and,
- c) the Awards and Recognition Sub-Committee report with respect to the 2021 DRRIA Recommendations BE RECEIVED.

4.2 Education and Awareness Sub-Committee

That it BE NOTED that no report was received from the Education and Awareness Sub-Committee.

4.3 Policy and Planning Sub-Committee

That the Policy and Planning Sub-Committee BE REQUESTED to compile a final report on behalf of the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC), in collaboration with the Awards and Recognition and the Education and Awareness Sub-Committees; it being noted that the Policy and Planning Sub-Committee will report back to DIAAC to present the final report.

4.4 Community Diversity and Inclusion Strategy

That it BE NOTED that B. Madigan and A. Hussain provided verbal updates with respect to the Community Diversity and Inclusion Strategy Leadership Table meeting that was held on October 7, 2021.

5. Additional Business

5.1 (ADDED) Letter of Resignation

That the Letter of Resignation from M. Allder BE RECEIVED.

6. Adjournment

The meeting adjourned at 1:09 PM.

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

The 6th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
September 24, 2021

Advisory Committee Virtual Meeting – during the COVID-19 Emergency

Attendance PRESENT: M. Buzzelli (Chair), H. Abu Karky, M. Alder, C. DuHasky, W. Khouri, C. Maciel, B. Madigan, and M. Mlotha; A. Pascual (Committee Clerk).

ABSENT: N. Al-Farawi, K Arnold, and B. Hill.

ALSO PRESENT: F. Andrighetti, S. Bressette, A. Husain, K. Koltun, R. Morris, I. Silver, B. Westlake-Power, and E. Yi.

The meeting was called to order at 12:02 PM; it being noted that the following Members were in remote attendance: H. Abu Kakry, M. Alder, M. Buzzelli, C. DuHasky, W. Khouri, C. Maciel, B. Madigan, and M. Mlotha

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

1.2 Election of Vice-Chair for the remainder of the current term

That it BE NOTED that the Election of Vice-Chair for the remainder of the current term was postponed to next Diversity, Inclusion and Anti-Oppression Advisory Committee meeting.

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 C. DuHasky.

2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

3. Scheduled Items

3.1 London Arts Council Initiatives

That it BE NOTED that the presentation, as appended to the agenda, from E. Yi and S. Bressette, London Arts Council, was received.

3.2 Black Community Liaison Advisor Introduction

That it BE NOTED that R. Morris, Director, Anti Racism and Anti-Oppression Unit, provided a verbal update with respect to the introduction of the new Black Community Liaison Advisor; it being noted that Y. Asare-Bediako was unable to be in attendance at this meeting.

4. Consent

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

That it BE NOTED that the 5th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on August 19, 2021, was received.

4.2 Discrimination Experienced by Immigrants, Visible Minorities and Indigenous Peoples in London and Middlesex, An Empirical Study by the London and Middlesex Local Immigration Partnership

That it BE NOTED that the staff report dated September 21, 2021, from K. Dickins, Deputy City Manager, Social and Health Development, entitled "Discrimination Experienced by Immigrants, Visible Minorities and Indigenous Peoples in London and Middlesex, An Empirical Study by the London and Middlesex Local Immigration Partnership", was received.

5. Sub-Committees and Working Groups

5.1 Awards and Recognition Sub-Committee

That it BE NOTED that A. Hussain provided a verbal update with respect to the Awards and Recognition Sub-Committee; it being noted that the Diversity, Inclusion and Anti-Oppression Advisory Committee also held a general discussion with respect to the 2022 Mayor's New Year's Honour List.

5.2 Education and Awareness Sub-Committee

That it BE NOTED that no report was received from the Education and Awareness Sub-Committee.

5.3 Policy and Planning Sub-Committee

That it BE NOTED that M. Buzzelli provided a verbal update with respect to the Policy and Planning Sub-Committee; it being noted that the Diversity, Inclusion and Anti-Oppression Advisory Committee held a general discussion with respect to the Policy and Planning Sub-Committee Final Report.

5.4 Community Diversity and Inclusion Strategy

That it BE NOTED that no report was received from the Community Diversity and Inclusion Strategy.

7. Adjournment

The meeting stood adjourned at 1:04 PM due to lack of quorum.

Diversity, Inclusion and Anti-Oppression Advisory Committee Report

The 7th Special Meeting of the Diversity, Inclusion and Anti-Oppression Advisory
Committee
October 1, 2021
Advisory Committee Virtual Meeting – during the COVID-19 Emergency

Attendance PRESENT: M. Buzzelli (Chair), M. Alder, K. Arnold, C.
DuHasky, C. Maciel, B. Madigan, and M. Mlotha; A. Pascual
(Committee Clerk).

ABSENT: H. Abu Karky, N. Al-Farawi, B. Hill, and W. Khouri.

ALSO PRESENT: J. Bunn

The meeting was called to order at 12:04 PM; it being noted that
the following Members were in remote attendance: M. Alder, K.
Arnold, M. Buzzelli, C. DuHasky, C. Maciel, B. Madigan, and M.
Mlotha.

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 C. DuHasky.

2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

3. Confidential

3.1 Personal Matters/Identifiable Individual

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression
Advisory Committee did not convene In Closed Session.

4. (ADDED) Additional Business

4.1 (ADDED) DIAAC Representative to the Community Diversity and Inclusion Strategy Leadership Table

That R. Morris, Director, Anti Racism and Anti-Oppressions Unit, BE
ADVISED that Beverley Madigan was assigned as the Diversity, Inclusion
and Anti-Oppression Advisory Committee Representative to attend the
Community Diversity and Inclusion Strategy (CDIS) Leadership Table
meeting to be held on October 7, 2021.

5. Adjournment

The meeting adjourned at 12:17 PM.

Diversity Inclusion Anti-Oppression Advisory Committee
2021 Diversity, Race Relations and Inclusivity Award

To: DIAAC Members
From: Awards & Recognition Subcommittee
Subject: 2021 DRRIA Recommendations
Date: October 13, 2021

The Awards & Recognition Subcommittee met on October 7th, 2021 to review and evaluate the nominations received for the city of London 2021 Diversity, Race Relations and Inclusivity Awards. There were a total of 9 nominations submitted. Contained herein are our recommendations.

The recommended selections for each category are:

Category 1 - Small Business/Small Labour (<49 members)

No recipient

Category 2 - Corporations/Large Business/Large Labour (>50 members)

No recipient

Category 3 - Social/Community Services Not-for-Profits, (<50 members)

Rights and Responsibilities Awareness Initiative

Category 4 - Social/Community Services Not-for-Profits, (>50 members)

NEST (Network for Economic and Social Trends)

Category 5 - Youth/Young Adult (<26 years of age) Groups or Organization

No recipient

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

Evaluation Process:

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 potentials 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?

No.	Name of Organization And Initiative(s)	#1	#2	#3	#4	Total	Rank
Small Business/Small Labour (<49 members)							
6	Student Asim	Not eligible due to duration of initiative.					
7	Shifting Perspectives	2.5	3	3	2.5	11	
Corporations/Large Business/Large Labour (>50 members) – No nominations received.							
Social/Community Services Not-for-Profits, (<50 members)							
1	Rights and Responsibilities Awareness Initiative	3.5	3.5	3	4	14	1
3	London Chamber of Commerce	Not eligible due to duration of initiative.					
4	London Baha'i Women's Group	Not eligible due to duration of initiative.					
8	Gender Equality Coalition of Ontario	Not eligible due to duration of initiative.					
9	Type Diabeat-it	2	2	2.5	1	7.5	2
Social/Community Services Not-for-Profits, (>50 members)							
2	NEST (Network for Economic and Social Trends)	3.5	4	3.5	4	15	1
5	New Vision Advocates	Not eligible. Initiative submitted in 2019.					
Youth/Young Adult (<26 years of age) Groups or Organization – No nominations received.							

Comments from Sub-Committee members:

1. Rights and Responsibilities Awareness Initiative

- Provides supports to newcomers to London, including new immigrants and refugees, through webinars where RRAI offers education sessions pertaining to legal, financial and cultural matters.
- Initiative provides vital information to new immigrants to make them aware of how the justice and legal systems work here in Canada, especially for those who may have difficulties with accessing information.
- RRAI has organized a total of 19 seminars since June of 2020 indicating that they are a motivated group.
- RRAI is a registered charity so it is very likely that their work will continue for a long time.

2. NEST – Network for Economic and Social Trends

- Operates under Western University and aims to foster community and university partnerships to enrich their research work on various topics including social inequality, migration and ethnic relations, transitional justice, and post-conflict resolution.
- Partnership with the community will help raise awareness about these topics.
- Collaboration with community partners is key in successful application of any policy development and NEST has done great work with collaborating with other groups in London.
- NEST is part of the organizing group for the annual All Are Welcome (March 2021) and Life as a Refugee (June 2021) events in London.

3. London Chamber of Commerce – **INELIGIBLE**

- LCC represents many businesses in London so their initiative can inspire its members to adopt similar initiatives in their respective workplaces.
- However, the initiative is still fairly new even though the LCC has existed for a long time and it will take a while to see what the results of the initiative will be.
- Nomination does not fit the eligibility requirement of the initiative having taken place in the last 12 months. Nominator can be asked to re-submit for next year's awards.

4. Baha'i Women's Group – **INELIGIBLE**

- Nomination does not fit the eligibility requirement of the initiative having taken place in the last 12 months. Nominator can be asked to re-submit for next year's awards.

5. New Vision Advocates at CLL – **INELIGIBLE**

- CLL provides support to people with developmental disabilities.
- New Vision Advocates have mobilized their community partners to create a voice for persons with disabilities to advocate for services they need during the pandemic.
- Through their advocacy work, the Federal Government pledged their support by providing \$300 for each eligible person with a disability.
- Their advocacy work also includes collaborating with groups inside and outside of Canada. In celebration of the International Day of Persons with Disabilities, the group collaborated with other advocacy groups in Australia and Whitehorse to host a virtual event for people with disabilities and their families.
- However, this initiative has been deemed ineligible as the new vision advocates were recognized in 2019 with a DRRIA award.

6. Student Asim – **INELIGIBLE**

- Digital Platform is a new way of spreading awareness and can be used as a tool to educate people, especially young people who are using social media.
- The platform is being used to educate people about other people's culture as well as being a platform where people can feel safe to share their experiences of racism.
- Helps in eradicating Islamophobia.
- The concept has a lot of potential and can definitely flourish however the time when the platform has launched does not meet the requirement of having operated in London in the past 12 months. Nominator will be asked to re-submit for next year's awards.

7. Shifting Perspectives

- Great initiative to educate and raise awareness by providing anti-racism training.
- It would be great if the group also offered the training to other institutions and if they held more sessions since the work that they do is very relevant especially with that's happening in London and all over the world to combat systemic racism.
- This type of training is essential to every workplace so it would be great if other businesses also had the chance to receive it.
- It would also be great to hear some additional feedback from the participants to learn more about how the training has helped them in their daily lives and how it has changed their actions.

8. Gender Coalition of Ontario – **INELIGIBLE**

- Nomination does not fit the eligibility requirement of the initiative having taken place in the last 12 months. Nominator can be asked to re-submit for next year's awards.

9. Type Diabeat-it

- Great initiative which has been going on for a long time. Has received media coverage for the work that they do.
- It would have been great if the nominator had additional documentation about the initiative since it has been going on for a long time.
- Perhaps the nominator can be asked to re-submit with additional context to allow for a more substantial evaluation.
- Submission seems inadequate.

Comments About the Nomination Form:

- For next year's form, the Sub-Committee will have to re-evaluate the box indicating when the initiative started. Must clearly indicate that initiative has been in operation for the last 12 months. Instead of using "Spring 2021" as an example, provide a date. This might have caused some confusion with some of the nominations received this year.
- Ask nominators to provide context and additional information about the initiative so that a thorough evaluation can be done.

Diversity, Inclusion and Anti-oppression Advisory Committee (DIAAC)

Policy and Planning Subcommittee 2021 Year End Report

28 August 2021

DIAAC Policy and Planning Subcommittee 2021 Year End Report

Preamble

The Policy and Planning (P&P) subcommittee of the Diversity, Inclusion and Anti-oppression Advisory Committee (DIAAC) wishes to submit its 2021 year-end report to London City Council.

At this moment, two factors motivate the submission of a year-end report in lieu of the normal committee workplan for the 2021-22 period/cycle. First, as with virtually all of the work of the City's advisory committees, DIAAC's activities were effectively halted by the COVID-19 pandemic from March 2020 to February May 2021 (and contributed to the cancellation of meetings in March and April 2021). Our work recommenced in full in May 2021. A second factor is the City's current review of advisory committees scheduled to be completed by November 2021. Uncertainty about if and whether advisory committees will continue to operate beyond 2021 necessitates a year-end report rather than a workplan at this stage.

Perhaps a paragraph dedicated to the impact of the review, citing the review terms here. Can signal here the impact of local (Afzaal family) and national events (Kamloops) to highlight importance of the nature of our work in light of the review and potential reconfiguration of Council-dedicated advisory work.

In this context, overarching goal of this report is to advise City Council of the importance of maintaining a neutral, non-partisan and community-based voice that can advise Council on matters of diversity, inclusion and anti-oppression.

Work to date

Prior to the pandemic shutdown in Spring of 2021, P&P was working on a number of priorities as indicated in its workplan. It should be noted that the workplan appended to this report (see Appendix A) is essentially the same as last year's plan (i.e. the plan for the 2019-2020 period) and was carried forward given in the pause in activity due to the pandemic. An example of our priorities was a new initiative started in early 2020 to examine gender-based policies (e.g. pay equity) that affect employment equity within the City.

DIAAC is composed of a number of subcommittees (Awards and Recognition, Education and Awareness) along with P&P. The subcommittees are independently chaired and staffed by Council-appointed

members or community members-at-large. All members are volunteers who give of their time, expertise and energy to help build a better community. Expertise on the P&P committee includes:

- Examples of experiences and expertise, perhaps pointing to the criteria for appointment
- Community, both verbal and written
- Policy analysis and social planning

Notwithstanding this expertise and commitment, there is nevertheless a need for members to ‘on-board’ and become familiar with advisory/sub-committee policies and procedures as well as other aspects of municipal administration such as the Clerk’s office. In light of this, one of our long-standing members - - Mphatso Mlotha - - led the development of an onboarding document (see Appendix B) to aid the integration of new members.

In whatever form future advisory committees take within the City, we urge Council to use the example of this document (i.e. Appendix B) as an indication of the need for intentional integration of new citizen volunteers.

Next Steps

- Brief overview of the workplan here.
 - Noted that 2.0 and 3.0 are in suspended animation
- Note that one of the ‘frustrations’ of DIAAC and P&P is perceived limits on setting our agenda. E.g. inviting guests to make presentations.
- A positive development recently, however, is wider attendance and participation at our meetings. We support and celebrate the development of the City’s new ARAO Division who have participated in DIAAC’s meetings of late. Similarly, we invite continued cross-fertilisation with CDIS. DIAAC shares several themes of mutual interest and support such as TRC, anti-Islamophobia and inclusion of citizens with disabilities. Thus, while we invite mutual support and development, we wish to stress the unique and important position of DIAAC as an arm’s length and independent entity service Council. This independence mutually frees DIAAC from encumbrances in working with municipal administration, for example, while also limiting conflict administration may feel as DIAAC undertakes its work to advise Council.

From: Melissa Alder
Sent: Wednesday, October 20, 2021 9:48 AM
To: Pascual, Audrey <apascual@london.ca>
Subject: [EXTERNAL] Resignation Letter

Dear DIAAC,

Please accept this letter as formal notification that I am resigning from my position as voting member.

Respectfully,

Melissa Alder