

Agenda Including Addeds

Diversity, Inclusion and Anti-Oppression

Advisory Committee

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

December 16, 2021, 12:00 PM

Advisory Committee Virtual Meeting - during the COVID-19 Emergency

Please check the City website for current details of COVID-19 service impacts.

The City of London is committed to making every effort to provide alternate formats and communication supports for Council, Standing or Advisory Committee meetings and information, upon request. To make a request related to this meeting, please contact

advisorycommittee@london.ca

Pages

1. **Call to Order**
 - 1.1. Disclosures of Pecuniary Interest
2. **Opening Ceremonies**
 - 2.1. Acknowledgement of Indigenous Lands
 - 2.2. Traditional Opening
3. **Scheduled Items**
 - 3.1. 12:00PM – Asim Hussain, @studentAsim – Introducing Islamophobia.io and The Champion for Life™ Mural
 - a. *(ADDED) Presentation* 2
4. **Consent**
 - 4.1. 9th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee 34
 - 4.2. Letter of Resignation - K. Arnold 36
5. **Sub-Committees and Working Groups**
 - 5.1. Awards and Recognition Sub-Committee
 - 5.2. Education and Awareness Sub-Committee
 - 5.3. Policy and Planning Sub-Committee
 - 5.4. Community Diversity and Inclusion Strategy
6. **Items for Discussion**
 - 6.1. Advisory Committee Review Update
 - 6.2. Canadian Brewhouse Inukshuk – L. September Poeta 37
7. **Adjournment**



CRIME SCENE DO NOT CROSS

Islamophobia.io

“Tell a Story. Save a Life.”

An Emergency Response Tool



An Emergency Response Tool

Because Islamophobia is an emergency, new ways to tackle it are crucial. Enter: Islamophobia.io. A digital platform designed for “instant” outreach, driven by Muslims and allies who literally tell “stories” about Muslim communities. Said stories foster understanding and rapidly help the public learn about Muslims and dispel misinformation.

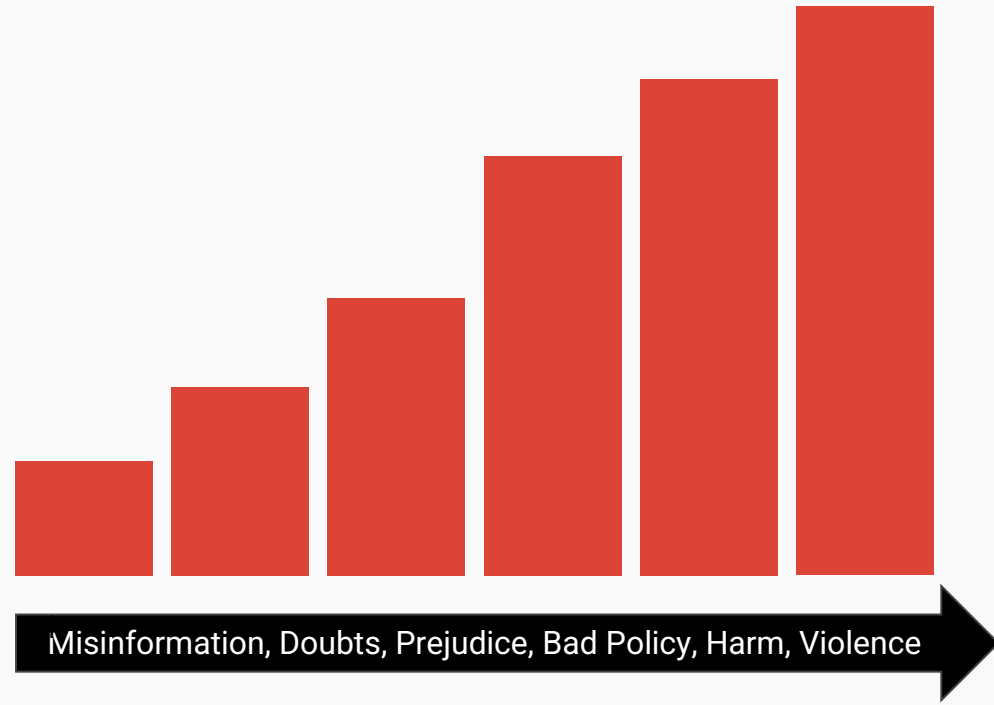
The problem - Misinformation & Little Context



The general public has “surface level” knowledge of Muslims.

Media, politics of division, and harmful narratives have shaped negative public opinions of Muslims.

Othering of Muslims has led to unfavourable policies and harm against Muslim communities and those taken as Muslim.





A New Solution

Islamophobia.io

Islamophobia.io busts
misinformation and
disinformation by providing:

- a creative way to convey information & personal truth from stories
- rapid *context* as a learning opportunity (with fresh new stories all the time)
- an avenue for Muslims and allies to make change proactively, not necessarily when something “bad” happens
- stories (context) will save lives
- Perpetual change! Digital stories make change NOW & TOMORROW



A New Solution (continued) **Islamophobia.io**

Islamophobia.io is designed
with ZERO barriers to use:

- simple to use. Just ONE form!
- simple to make change. Anyone can tell a story.
- simple to access. It's online!
- simple to share. Each story has its own link.
- the public doesn't have to just *listen* about Islamophobia, *they can instantly tell a story and counter it!*



Many Londoners expressed solidarity after the London terror attack in June 2021. Now there is a fresh way to show solidarity through digital stories:

<https://islamophobia.io>



Londoners Have A New Opportunity for Solidarity

By sharing a digital story or letter of solidarity with the Muslim community, Londoners have a new exciting opportunity for allyship to help counter Islamophobia. “Seeing” solidarity in text, is vital. It amplifies solidarity and can be referenced anytime. There is no limit to solidarity. Stories will foster understanding.

Londoners learns about

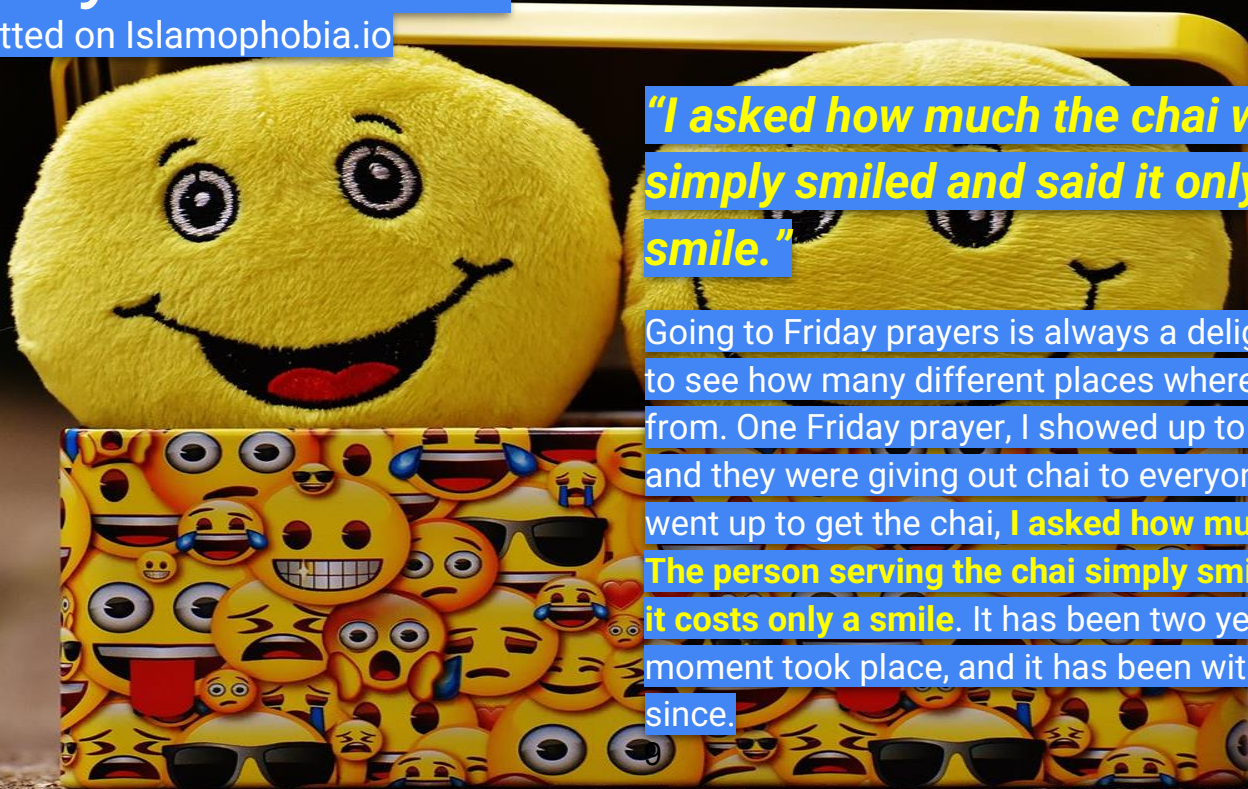
Londoners have a new opportunity for allyship by telling stories of solidarity.

The more stories, the more understanding, the more change, *the more lives saved.*

Story Sample 1

Category: Kindness

Submitted on Islamophobia.io



"I asked how much the chai was? They simply smiled and said it only costs a smile."

Going to Friday prayers is always a delight for me just to see how many different places where everyone is from. One Friday prayer, I showed up to the mosque and they were giving out chai to everyone. When I went up to get the chai, **I asked how much it was? The person serving the chai simply smiled and said it costs only a smile.** It has been two years since this moment took place, and it has been with me ever since.



"Now it's happened to us, to one of our own, my own student and her family."

As a teacher at an Islamic school, my classes have had many discussions about what's happened in Quebec, Chapel Hill, Christchurch, and other places. We've even had Farris Barakat, brother of Deah Barakat, speak to us in person. Since these events, my guard has always been up when my classes are outside, whether just going for a walk or on larger field trips. At school, I sometimes elect to pray before or after my students do, especially on Fridays, to keep an eye on the doors while they pray. I never explained this to them. Now it's happened to us, to one of our own, my own student and her family. Sometimes I felt like maybe I was playing too much defence, but when I came to know the terrorist was stopped just a minute away from our school, I don't regret my caution. #OurLondonFamily (submitted by one of Yumna Afzaal's teacher's from London, ON.)

Story Sample 2

Category:

#OurLondonFamily

Submitted on Islamophobia.io

Story Sample 3

Category: Allies

Submitted on Islamophobia.io



“By focusing on the things that unite us, we can come to a greater understanding of each other.”

I have many Muslim friends, but the story I want to tell is about someone that I only knew very briefly. In University I was part of a Rotaract Club and we were taking a bus to New York City for a conference at the UN. I was sitting with a good friend of mine and, during this long bus ride, the conversation turned to religion. He was an atheist and I, as a Christian, was arguing for why we can believe in God. Another student sitting across from us also joined in the conversation. He sided with me and also talked about why we can believe in God. The things he said were all very familiar to me; so familiar in fact that I thought he was Christian. However, I came to find out that he was actually Muslim. **This experience taught me that our two faiths have more elements in common than elements that diverge. By focusing on the things that unite us, we can come to a greater understanding of each other.**



Milestones

Islamophobia.io - "Tell a Story. Save a Life."

June 2021

Initial launch. First stories were from London, ON. after terror attack

Dec 2021

Continuing to outreach to different communities

Early 2022

Events planned with orgs & universities

Jun Jul Aug Sep Oct Nov Dec Jan Feb Mar Apr May

Jun

June 2022

Solidarity initiative proposal with the city of London, ON.

Jan 2022

[Solidarity initiative](#) for Quebec City Mosque Shooting



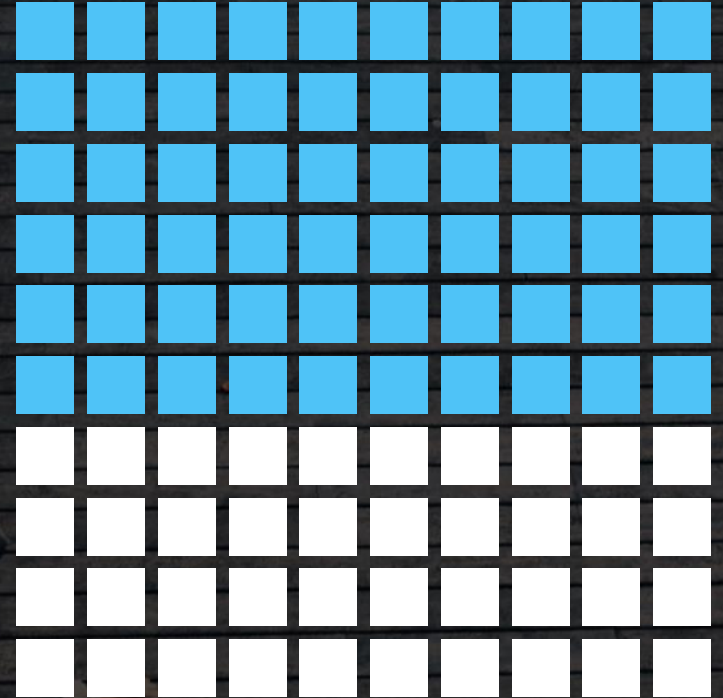
A Practical Introduction:

Londoners can write “digital letters of solidarity” for the 1st anniversary of the London Terror Attack



How to make perpetual change, now, and tomorrow - A fresh way to stand with the Muslim community:

1. Go to <https://islamophobia.io>
2. Click [Tell](#)
3. Choose a *Story Category* best reflecting your story/sentiments (for the London terror attack, you may choose #OurLondonFamily)
4. Fill in the form & tell your story





Impact

Tell Your Story

Initial opportunity.
Congratulations! You have just made change by simply sharing a story!

Tell

Immediate Future

People will read your story. Your story will add context, and provide fresh perspectives. It will build understanding & counter prejudice.

People read & learn.

Distant Future

Your story is digital & will encounter new readers, making change again and again in the future.

That same story from the past will *continue to help* people learn!



Who can use Islamophobia.io?

Islamophobia.io is a public portal. It's available to anyone who would like to participate in solidarity with the Muslim community. The following, are some examples:



Schools

No more classroom discussions about Muslims/Islamophobia *only*. Make your discussions “stories” and make change instantly!



Organizations

Various organizations, departments, HR, NGOs, etc. can use this portal to understand context, provide training, and tell their own stories.



Government/Law Enforcement

The Authorities can use this portal to understand who they serve better. It can be used for training, and the like.



The Public

Many Canadians have expressed that they stand with Muslims against Islamophobia. Now, by way of this portal, that solidarity can be documented.



Contact & Links

Producer of Islamophobia.io: Asim Hussain, known professionally as @studentAsim.

Email: info@studentasim.com

Web link: <https://islamophobia.io>

Mission: <https://islamophobia.io/mission>

FAQ: <https://islamophobia.io/faq>

Press: <https://islamophobia.io/press>



The Champion for Life™

A vortex into Possibilities...

A @studentAsim concept



In a word: *Possibilities*

With **400 cultural icons**, The Champion for Life™ mural experience provides opportunities to see the world in new ways.

→ **Affirm**

See an identity you know. You are part of the experience.

→ **Discover**

Look at another symbol. Make meaning.

→ **Learn**

Benefit from social learning. Encounter something new.

→ **Diversity Reframed**

400 cultures in one place? That's new!

Official Concept Definition

The Champion for Life™ experience is a declaration of Giving. Each symbol is an opportunity to explore The World(s) within and beyond you. These opportunities represent endless Possibilities to be. Practiced Ideas, that is, a reciprocal relationship of Theory and Practice, make Giving endless...

**Give back to yourself AND Give back to the world,
that's who a Champion for Life™ is.**

—

The Champion for Life™
explores the world through
languages & symbols.
How many languages?
More than 300...

Languages & Icons

of the most diverse kind take you into the Impossible.
They show you people, places, societies, and ideas...



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lèggiri

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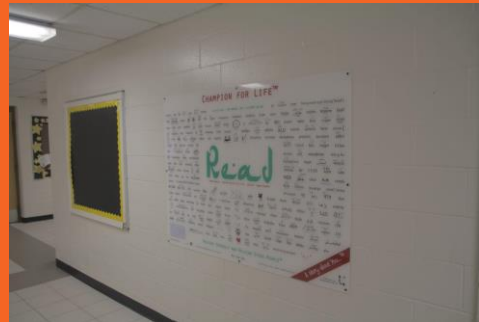


In a climate of hate,
othering, racism, or just
difference, **SEEING**
MORE DIVERSITY
IS IMPERATIVE.

The Champion for Life™
shows that.



Mural In Pictures



The mural is in learning centres in the Toronto area.

שלום

Peace!

سلام



A New Opportunity for the City of London

Seeing this MUCH DIVERSITY is unique.

The mural will help students, educators, community workers, and the wider public understand the world we live in better.

Lily

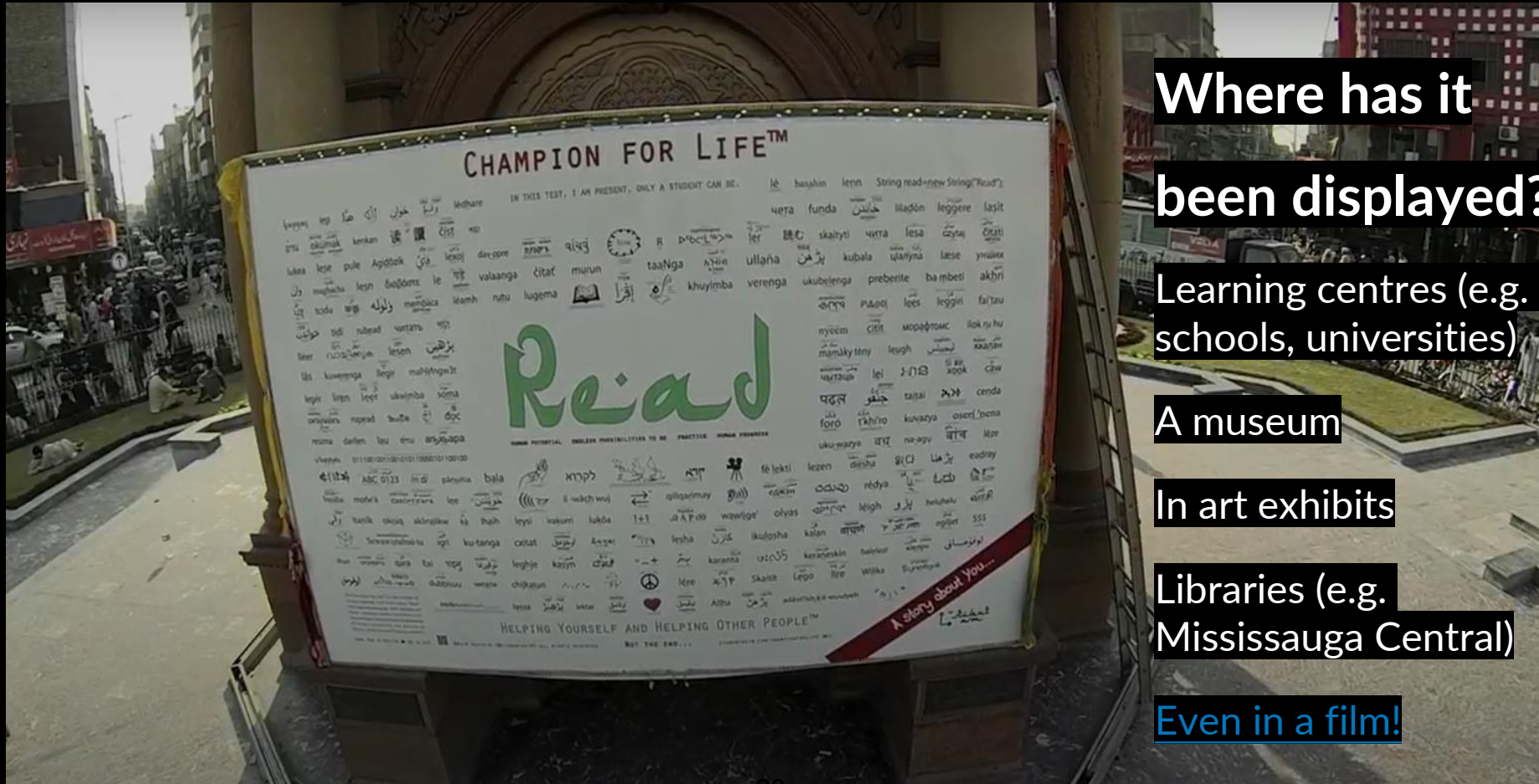
I remember showing Lily, a neighbour, the very first version of The Champion for Life™. It yet wasn't official, it was just a print out.

When she saw Tigrinya, her eyes lit up. She had never seen her mother tongue on a public project. She was instantly empowered and I'll never forget it.

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In your learning centres and places of gathering, *the mural will reflect the actual way your city looks like.*





Where has it
been displayed?

Learning centres (e.g.
schools, universities)

A museum

In art exhibits

Libraries (e.g.
Mississauga Central)

Even in a film!



Benefits for London, ON.

- Reflects the way your city looks like
- Seeing is believing. The mural is a statement that diversity is strength.
- Student/public identities affirmed
- Post-colonial/anti-racist idea
- Uncovers so many invisible realities
- Builds understanding and empathy
- Easily learn about other lived experiences
- An endless journey of discovery
- *Seeing the world in multiple new ways*
- *Seeing yourself in new ways...*

From @studentAsim

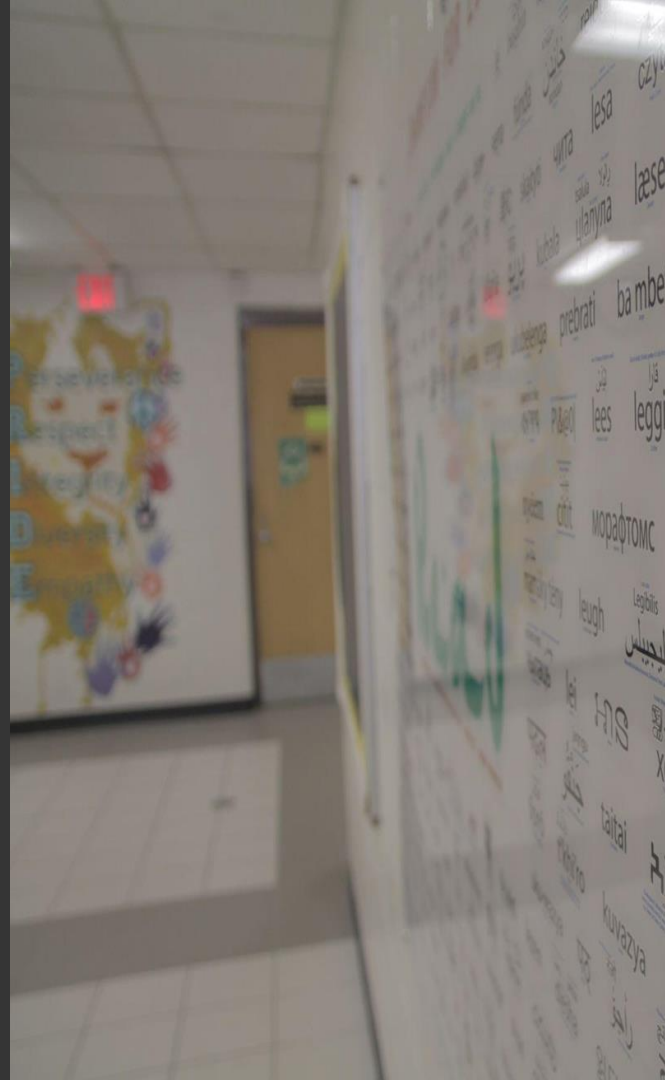
This project is over 10 years old. In that time, I simply can't do justice to the conversations, stories, and learnings I have seen as people of diverse backgrounds have made meaning from *The Champion for Life™*. It is truly an honour to be part of something that continuously creates empowerment.

@studentAsim is the producer of *The Champion for Life™*.

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**Dimensions: 4 feet
high x 5 feet wide
(standard size).**

**Custom sizes may
be ordered as well.**



Learn More

Web/order:

championforlife.info

Email:

info@studentasim.com

Film:

<https://youtu.be/GK86YwNgvnc>

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

9th Meeting of Diversity, Inclusion and Anti-Oppression Advisory Committee
November 18, 2021

Advisory Committee Virtual Meeting - during the COVID-19 Emergency

Please check the City website for current details of COVID-19 service impacts.

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

ABSENT: N. Al-Farawi

ALSO PRESENT: Y. Asare-Bediako, A. George-Antone, K. Koltun, L. Livingstone, R. Morris, C. Saunders, and M. Stone.

The meeting was called to order at 12:01 PM; it being noted that the following members were in remote attendance: H. Abu Karky, K. Arnold, M. Buzzelli, C. DuHasky, B. Hill, W. Khouri, 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 the meeting was opened with a Traditional Opening in the Oneida Language by A. George-Antone.

3. Consent

3.1 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 October 21, 2021, was received.

4. Sub-Committees and Working Groups

4.1 Awards and Recognition Sub-Committee

That it BE NOTED that the verbal update from A. Husain, with respect to the Awards and Recognition Sub-Committee report, was 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 following actions be taken with respect to the Policy and Planning Sub-Committee:

a) the ~~attached~~ final DIAAC 2021 Year End Report BE FORWARDED to the Strategic Priorities and Policy Committee and the Civic Administration for their consideration; and,

b) the verbal update from K. Arnold, with respect to the Policy and Planning Sub-Committee report, BE RECEIVED;

it being noted that the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) held a general discussion with respect to the following Council Policies: Flags at City Hall, Illumination of City of London Buildings and Amenities, and Issuance of Proclamations Policy;

it being further noted that the Policy and Planning Sub-Committee will report back to DIAAC with potential recommendations for amendments with respect to the above-noted policies.

4.4 Community Diversity and Inclusion Strategy

That it BE NOTED that the verbal update from K. Koltun, Supervisor, Policy and Strategic Issues, with respect to the Community Diversity and Inclusion Strategy, was received.

5. Additional Business

5.1 (ADDED) Anti-Islamophobia and Anti-Racism Platforms - REQUEST FOR DELEGATION STATUS

That the request for delegation status from A. Hussain BE APPROVED to be heard at the Diversity, Inclusion and Anti-Oppression Advisory Committee meeting to be held on December 16, 2021.

5.2 (ADDED) River Road Golf Course Arson Incident

That the following actions be taken with respect to the River Road Golf Course Arson Incident:

a) B. Hill, member of the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC), BE AUTHORIZED to speak on behalf of DIAAC with respect to this matter, at the Strategic Priorities and Policy Committee (SPPC) meeting to be held on November 30, 2021; and,

b) a Sub-Committee BE ESTABLISHED to prepare a communication, with respect to this matter, to be presented at the above-noted SPPC meeting.

6. Adjournment

The meeting adjourned at 1:25 PM.

Subject: [EXTERNAL] Resignation

Dear DIAAC members,

Due to some upcoming changes I will no longer be able to participate in the work of this committee. Please accept my formal resignation. I am saddened to leave, but hope to stay connected in some capacity going forward. Thank you to each of you for your enduring commitment to working for social change in London. I have learned a lot from my time with this team. I wish you all perseverance with your work and success in your future endeavors as a committee.

With gratitude,
Krista Arnold (she/her)

Subject: [EXTERNAL] Canadian Brewhouse Inukshuk

To the Diversity, Inclusion, and Anti-Oppression Advisory Committee,

I want to thank you for your leadership at this time. It's been quite a year in all regards, especially for Indigenous Peoples across what we now call Canada. I do not want to add to your workload, but I do want to share my concern and disheartenment over the past few days as an Indigenous person living in London.

My concern began with the torching of Atloh's Indigenous shelter for unhoused people and hearing the City employee charged has been put on leave from work with full pay. For a community struggling so immensely with an unhoused and housing precarious population, surely these allegations should result in a stronger penalty than that while the investigation continues? Now with the hypocritical slash of funding that was to support the unhoused population of London, I am greatly upset. Personally, I had a white man screaming at me in downtown London this past Saturday night over the issue of Indigenous people in London always receiving "special treatment," how Indigenous spaces are only "racial segregation," and that we don't deserve to have such safe places. I can only assume that this downtown incident was based on the same ideology that led to the Atloh shelter being burned down. While I wanted to share this horrible experience I had for simply saying "I'm Indigenous" when asked about a tattoo on my arm, this is not the main reason for my email.

Just yesterday I went to the North London Loblaws for groceries and was confronted by the massive Inukshuk now standing outside the Westdell Development in Calamity Corners. It appears to be used as a "mascot" for the Canadian Brewhouse going in, a **non-Indigenous** franchise.

Inuksuit are sacred to Arctic Indigenous cultures, but are commonly misappropriated as cute landscaping "design features" without anyone batting an eye. Inuksuit are meant to represent sacred locations of the land, traditional hunting grounds, Inuit settlements, spiritual trails, and many more aspects which are foundational to Inuit cultures. Inuksuit are not meant to be co-opted by non-Indigenous, white Canadians to identify where cheap beer and sports bars are found – it is incredibly disrespectful. Fake Inuksuit are commodifying Indigenous culture as symbols of Canadian nationalistic pride, when in reality the nation of Canada tried to eradicate Indigenous Peoples from this land through multiple forms of genocide. The Canadian Brewhouse even goes so far on their website to claim that before them, no bar/pub "truly honoured the rich heritage of Canada." The only heritage Indigenous Peoples will see when looking at this knock-off Inukshuk is the genocide faced by our families and the everyday racism we are faced with as individuals, especially in the City of London. I am upset that this was approved to stand so blatantly in our city. If it was created by an Indigenous craftsman with credit openly given to them and sharing the contextualized history of Inuksuit of "Canadian" land, then it would be of a different story. I have to only assume that this is not the case – as I see no sign of such.

If the City is truly looking to make moves towards Truth and Reconciliation, this Inukshuk must be taken down or replaced with an Indigenous-made and honoured replacement. All it represents is the racist legacy of Canada and projects this poor reality onto the City of London.

Lauren September Poeta