

# Diversity, Inclusion and Anti-Oppression Advisory Committee

## Report

2nd Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee  
January 20, 2022  
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), B. Hill, W. Khouri, B. Madigan,  
and M. Mlotha; A. Pascual (Committee Clerk)

ABSENT: H. Abu Karky and C. DuHasky

ALSO PRESENT: F. Andrighetti, K. Arnold, Y. Asare-Bediako,  
M. Fontaine, S. Grady, A. Husain, K. Koltun, R. Morris, 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: M. Buzzelli,  
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 Civic Administration BE REQUESTED to include a template for the  
Acknowledgement of Indigenous Lands on all future Diversity, Inclusion  
and Anti-Oppression Advisory Committee Agendas;

it being noted that the meeting was opened with an Acknowledgement of  
Indigenous Lands by M. Buzzelli.

#### 2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

### 3. Scheduled Items

#### 3.1 Mobility Master Plan

That it BE NOTED that the presentation, as appended to the agenda, from  
M. Fontaine, Public Engagement and S. Grady, Traffic and Transportation  
Engineer, with respect to the Mobility Master Plan, was received.

### 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 16,  
2021, was received.

## **5. Sub-Committees and Working Groups**

### **5.1 Awards and Recognition Sub-Committee**

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

### **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 no report was received from the Policy and Planning Sub-Committee.

### **5.4 Community Diversity and Inclusion Strategy**

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

## **6. Items for Discussion**

### **6.1 Anti-Racism and Anti-Oppression Unit Update**

That it BE NOTED that a verbal update from R. Morris, Director, Anti-Racism and Anti-Oppression Unit, with respect to the Anti-Racism and Anti-Oppression Unit, was received.

### **6.2 Islamophobia Working Group Update**

That it BE NOTED that the attached presentation from R. Morris, Director, Anti-Racism and Anti-Oppression Unit, with respect to the Islamophobia Working Group, was received.

### **6.3 Truth and Reconciliation Calls to Action Update**

That the Truth and Reconciliation Calls to Action Update BE DEFERRED to the next Diversity, Inclusion and Anti-Oppression Advisory Committee meeting.

## **7. Additional Business**

### **7.1 (ADDED) Black History Month – City of London Activities**

That it BE NOTED that a verbal update from Y. Asare-Bediako, Black Community Liaison Advisor, with respect to the Black History Month - City of London Activities, was received.

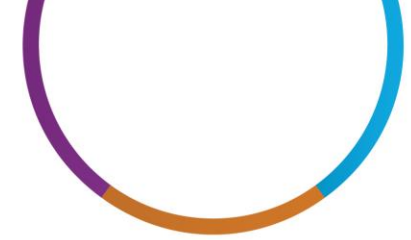
### **7.2 (ADDED) UN International Day for the Elimination of Racial Discrimination – DIAAC Participation**

That it BE NOTED the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) held a general discussion with respect to the UN International Day for the Elimination of Racial Discrimination;

it being noted that K. Arnold, Equity and Inclusion Advisor, provided a verbal update with respect to this matter.

## **8. Adjournment**

The meeting adjourned at 1:28 PM.



# Mobility Master Plan

Diversity, Inclusion and Anti-  
Oppression Advisory Committee  
January 20, 2022



# Presentation Overview

- Scope
- Schedule
- Engagement
- Draft Vision and Guiding Principles





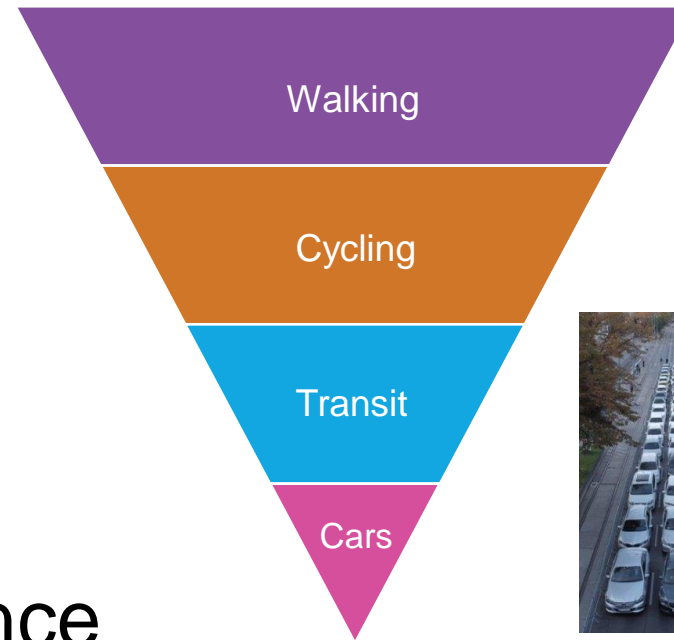
“Mobility is the movement of people and goods through, and beyond, the city from one location to another in a safe, accessible, convenient, and affordable manner”

-The London Plan (2016)

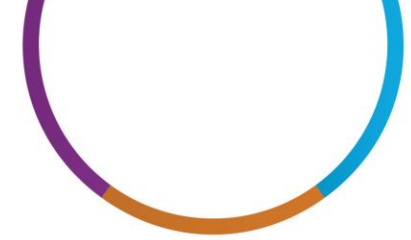


# Scope Considerations

- Moving people
- Multi-modal level of service
- Climate lens
- Equity and inclusion
- Land use
- Reducing auto-dependency
- Public health
- Operations & winter maintenance



# Schedule



## Phase 1: Establish shared vision & understand needs

**Fall 2021 – Spring 2022**

- Establish community connections
- Provide education opportunities
- Consult on vision and guiding principles
- Learn about mobility experiences, goals, and barriers

## Phase 2: Explore solutions & make connections

**Summer 2022 – Winter 2023**

- Identify opportunities and challenges
- Link feedback to existing policies, plans and programs and identify gaps
- Collect people-trip information
- Develop options for future mobility networks
- Identify opportunities for community empowerment

## Phase 3: Confirm & refine path forward

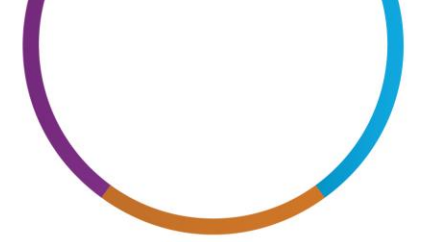
**Spring 2023 – Winter 2024**

- Begin drafting Mobility Master Plan
- Forecast budgets needed to carry out the plan
- Revisit recommendations with most impacted groups
- Present & publish final plan



# Engagement Framework

- Follow equitable engagement best practices
- Use IAP2 Spectrum of Public Participation
- Leverage existing networks (e.g., Advisory Committees)
- Form a Community Engagement Panel
- Recruit Community Connectors
- Complete a demographics data analysis
- Ensure representation from Indigenous people, Black people, people of colour and other equity-deserving groups
- Identify and address engagement barriers
- Establish clear feedback loops





# Pilot Project: Community Engagement Panel

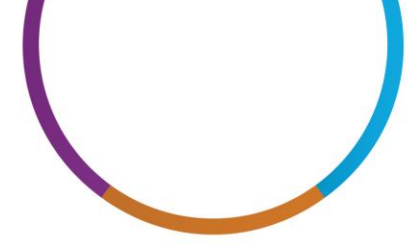
- Identify key issues that are important to equity-deserving groups
- Identify engagement barriers facing equity-deserving groups and propose solutions
- Review and provide input on engagement plans and MMP deliverables from each members' unique lived experiences
- Assist in evaluating and coordinating and/or conducting outreach and engagement activities
- Consult with staff on how to analyse, understand and respond to community's needs and concerns
- Identify additional feedback loops necessary to keep equity-deserving groups informed/engaged



# Draft Vision Statement

“In 2050, Londoners of all identities, abilities and means will have viable mobility options to allow them to move throughout the city safely and efficiently. The movement of people and goods will be environmentally sustainable, affordable, and supportive of economic growth and development.”





## **Environmentally sustainable:**

Take bold action to address climate change and design and move in ways that protect and enhance the natural environment.

## **Integrated, connected and efficient:**

Strengthen community and the economy with better access to people, places, goods and services as London grows.

# **Mobility Master Plan Guiding Principles**

## **Financially sustainable:**

Ensure mobility and its infrastructure is affordable for current and future generations.

## **Equitable:**

Recognize diverse mobility needs and embed equity into decision making to enable everyone to move through the city.

## **Healthy and safe:**

Promote and protect the physical, mental and social wellbeing of all and encourage active living.



**London**  
CANADA

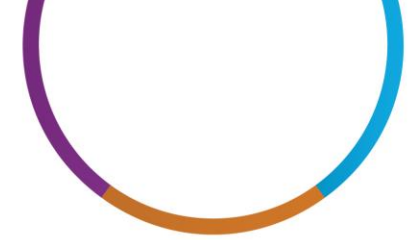
# Staying Connected

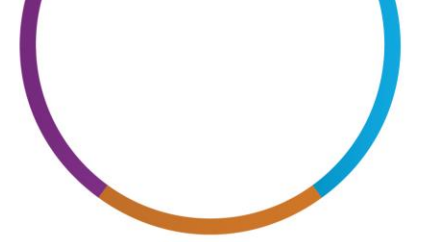
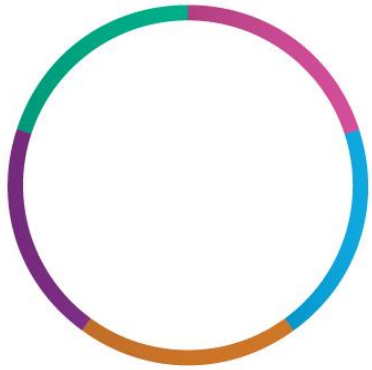
For project information:

- Subscribe to email list
- Visit web page:  
[getinvolved.london.ca/mobility-master-plan](http://getinvolved.london.ca/mobility-master-plan)

To contact the team:

- [mmp@london.ca](mailto:mmp@london.ca)
- 519-661-4580





# A Better London For All

Mobility Master Plan



London  
CANADA

# Diversity, Inclusion and Anti-Oppression Advisory Committee

## Report

1st Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee  
December 16, 2021

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

ABSENT: H. Abu Karky and W. Khouri

ALSO PRESENT: Councillors J. Morgan and E. Peloza; Y. Asare-Bediako, A. George-Antone, A. Husain, A. Hussain, K. Koltun, R. Morris, B. Westlake-Power, and Z. Zabian

The meeting was called to order at 12:03 PM; it being noted that the following members were in remote attendance: M. Buzzelli, C. DuHasky, B. Hill, 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 Michael Buzzelli.

#### 2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

### 3. Scheduled Items

#### 3.1 Introducing Islamophobia.io and The Champion for Life™ Mural

That it BE NOTED that the presentation, as appended to the Added Agenda, from A. Hussain with respect to Islamophobia.io and The Champion for Life™ Mural, was received;

it being noted that the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) has invited A. Hussain to attend a future meeting of DIAAC to present his initiative for the one year anniversary of the death of the Afzal Family.

### 4. Consent

#### 4.1 9th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 9th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on November 18, 2021, was received.

#### 4.2 Letter of Resignation

That the Letter of Resignation, as appended to the agenda, from K. Arnold BE RECEIVED;

it being noted that the Committee Clerk was also advised of the resignation received from N. Farawi.

### 5. Sub-Committees and Working Groups

#### 5.1 Awards and Recognition Sub-Committee

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

#### 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 no report was received from the Policy and Planning Sub-Committee.

#### 5.4 Community Diversity and Inclusion Strategy

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

### 6. Items for Discussion

#### 6.1 Advisory Committee Review Update

That it BE NOTED that the verbal update from Deputy Mayor J. Morgan with respect to the Advisory Committee Review, was received.

#### 6.2 Canadian Brewhouse Inukshuk

That the communication from L. Poeta with respect to the Canadian Brewhouse Inukshuk BE REFERRED to Civic Administration for their consideration.

#### 6.3 (ADDED) Quebec's Bill 21

That a Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) BE SCHEDULED prior to the next Strategic Priorities and Policy Committee in order for DIAAC to consider potential recommendations to Council regarding opposing Quebec's Bill 21.

### 7. Adjournment

The meeting adjourned at 1:25 PM.



# A London for All: An Action Plan to Disrupt Islamophobia

Diversity, Inclusion, and Anti-Oppression Advisory Committee

January 20, 2022





# June 15 Council Direction

- Council gave us 3 distinct directions:
  1. Work with local Muslim community, CDIS and key stakeholders to develop and report back on a plan to end Islamophobia locally.
  2. Seek input from the local Muslim community to determine a means which the City can remember and honour Our London Family
  3. Work with the local Muslim community and report back how the City can highlight and honour their contributions.



# Who was involved?

- In response to the Emergent Motion, an Anti-Islamophobia Working Group was created
- Approximately 80 members of the diverse Muslim community were engaged and invited to participate
- Approximately 30 community-based and public sector organizations were also engaged and invited to participate
- Local media representatives were invited to participate in separate but parallel process
- There was an overwhelming response and desire to be involved from both groups.



# What did we do?

- Oct 14 - Met with members of the London Muslim community
- Oct 27 – Met with community-based and public sector organization representatives
- Nov 8 – Held a joint session with both groups
- Nov 24 – Held a separate session for local media representatives
- Dec 1 – Met with members of the London Muslim community to discuss how to commemorate Our London Family and the contributions of local Muslim community members
- Nov-Dec – More than 20 one on one conversations held with community partners and individual Muslim community members
- Jan 20 – Held a feedback session to review draft recommendations



# What did we hear?

- The Muslim community is hurt, frightened, angry, frustrated and desperate for all levels of government to stand by their commitments made following the terror attack
- The voice of Muslim youth was overlooked in the aftermath of the terror attack and any initiatives that emerge must include their input
- Islamophobia is often gendered and targeted towards Muslim-identifying women
- Community partners are invested and eager to disrupt Islamophobia within their spaces
- Educational institutions have an increased responsibility to direct resources and attention towards dismantling Islamophobia



# Who are the recommendations for?

- **The Corporation of the City of London:** Many of these recommendations align with the policy recommendations submitted by the National Canadian Council of Muslims in advance of the National Summit on Islamophobia held in July 2021
- **Community based and public sector organizations:** These recommendations acknowledge that community partners also have a responsibility to further their efforts and collaborate with others to dismantle Islamophobia



# What did they recommend?

- Advocacy, Legislation & Public Policy
- Education & Awareness
- Programs & Services
- Accountability & Implementation
- Internal Policies & Practices



# What's Next?

- There are number of initiatives derived from the recommendations that are already underway
- Civic Administration now needs to develop an implementation plan that outlines how the applicable recommendations will be actioned
- The Anti-Islamophobia working group needs to continue to meet regularly to discuss progress on implementation activities and accountability