

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

4th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
March 17, 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. Mlotha (Acting Chair), H. Abu Karky, B. Hill, and B. Madigan; A. Pascual (Committee Clerk)

ABSENT: M. Buzzelli, C. DuHasky and W. Khouri

ALSO PRESENT: Councillor J. Morgan; A. Husain, R. Morris, and Z. Zabian

The meeting was called to order at 12:04 PM; it being noted that the following members were in remote attendance: H. Abu Karky, 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 M. Mlotha.

2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

3. Consent

3.1 3rd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 3rd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on February 17, 2022, was received.

4. Sub-Committees and Working Groups

4.1 Awards and Recognition Sub-Committee

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

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 it BE NOTED that no report was received from the Policy and Planning Sub-Committee.

4.4 Community Diversity and Inclusion Strategy

That it BE NOTED that a verbal update from R. Morris, Director, Anti-Racism and Anti-Oppression, with respect to the Community Diversity and Inclusion Strategy Leadership Table, was received.

5. Items for Discussion

5.1 Anti-Racism and Anti-Oppression Unit Update - R. Morris, Director, ARAO

That it BE NOTED that the verbal presentation from R. Morris, Director, Anti-Racism and Anti-Oppression (ARAO), with respect to the ARAO Unit Update, was received.

5.2 Ban on Hate Symbols

That the following actions be taken with respect to a ban on hate symbols:

a) the Municipal Council BE ADVISED that the Diversity, Inclusion and Anti-Oppression Advisory Committee supports the attached Federation of Canadian Municipalities' resolution entitled, "Strengthening Canada's Hate Speech Laws", a call to strengthen federal laws to address hate speech including symbols of hate; and,

b) the verbal presentation from Deputy Mayor J. Morgan, with respect to this matter, BE RECEIVED.

6. Additional Business

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee had a discussion with respect to the All Are Welcome Here Event, in recognition of the UN International Day for the Elimination of Racial Discrimination.

7. Adjournment

The meeting adjourned at 12:36 PM.

Shekoli/Aanii/ Koolamalsi/Greetings

I would like to start our meeting in a good way by acknowledging the Indigenous peoples whose traditional territory we have gathered on today.

We/I acknowledge that this land is located on the traditional lands of the Anishinaabek (Ah-nish-in-a-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ahpay- wuk) and Attawandaron (Add-a-won-da-run) peoples, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum. This land continues to be home to diverse Indigenous peoples (First Nations, Métis and Inuit) whom we recognize as contemporary stewards of the land and vital contributors of our society.

The three longstanding Indigenous groups of this region are:

- The Anishinaabe Three Fires Nations including the Ojibwe, Odawa, and Pottawatami Nations;
- The Haudenosaunee Confederacy Nations including: the Mohawk, Oneida, Cayuga, Onondaga, Seneca, and Tuscarora Nations; AND,
- The Leni-Lunaape (Lenay Lenappe) peoples (also referred to as the Delaware or Munsee).

I'd also like to recognize the three First Nations communities neighboring the City of London:

- Chippewas of the Thames First Nation;
- Oneida Nation of the Thames; AND,
- Munsee-Delaware Nation.

I would also like to acknowledge the many longstanding treaty relationships between Indigenous Nations and Canada. We recognize that all levels of government in Canada have a responsibility to honour the Nation-to-Nation relationship, and that individually, we all have a role to play in honouring the treaties and contributing to reconciliation.

Miigwetch, Yaw^ko, Anishiik, (Ana-Shik).

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

3rd Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
February 17, 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), H. Abu Karky, B. Hill, B. Madigan, and M. Mlotha; A. Pascual (Committee Clerk)

ABSENT: C. DuHasky and W. Khouri

ALSO PRESENT: K. Arnold, A. George-Antone, A. Husain, A. Hussain, K. Koltun, I. Silver, J. Tansley, and Z. Zabian

The meeting was called to order at 12:04 PM; it being noted that the following members were in remote attendance: H. Abu Karky, M. Buzzelli, 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 M. Buzzelli.

2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

3. Scheduled Items

3.1 Letters of Remembrance for the Afzaal Family

That it BE NOTED that a verbal presentation from A. Hussain, with respect to an introduction of an opportunity to write Letters of Remembrance for the Afzaal Family on digital platform <https://islamophobia.io/>, was received

4. Consent

4.1 2nd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 2nd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on January 20, 2022, 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 the Governance Working Group BE REQUESTED to consider continued membership or in the appointment process, the re-appointment of existing members to ensure the continuity of Advisory Committee membership.

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 Truth and Reconciliation Calls to Action Update

That it BE NOTED that a verbal presentation from A. George-Antone, Indigenous Community Liaison Advisor, with respect to the Truth and Reconciliation Calls to Action Update, was received.

6.2 UN International Day for the Elimination of Racial Discrimination - DIAAC Participation

That it BE NOTED that a verbal update from J. Tansley, Manager, Strategic Programs and Partnerships, with respect to the All Are Welcome event in recognition of the UN International Day for the Elimination of Racial Discrimination, was received.

6.3 Additional Business

That it BE NOTED that no additional business items were received at the meeting.

7. (ADDED) Deferred Matters/Additional Business

7.1 (ADDED) Black History Month

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee held a general discussion with respect to Black History Month.

8. Adjournment

The meeting adjourned at 1:12 PM.

FCM Resolutions

| Resolution Title | Meeting | Resolution Status |
|--|---|-------------------------|
| Strengthening Canada’s Hate Speech Laws | Annual Conference - June 2021 - Virtual / Virtuelle | Adopted |
| Resolution | | Sponsor(s) |
| <p>WHEREAS Canadians generally recognize of the strength of community that is derived from embracing and appreciating all community members regardless of ethnic origin, gender and sexual orientation, socioeconomic status, or faith – and in accordance with statements made by the Federal Government, individual Provinces, and The United Nations, that hate speech has no place in an inclusive society that seeks to empower its constituents; and</p> <p>WHEREAS it is widely recognized that symbols can have a powerful and profound effect on the psychology and well-being of community members; therefore be it</p> <p>RESOLVED that FCM petition the Canadian Government to build on Parliament’s 2019 Report Taking Action to End Online Hate and engage in the development of legislation that would clarify and strengthen the definition of hate speech, including explicit recognition of the psychological harm that can be caused by hateful symbols, and work with all levels of government in addressing the root causes of hate speech.</p> | | Town of Collingwood, ON |