

Agenda Including Addeds
Diversity, Inclusion and Anti-Oppression
Community Advisory Committee

2nd Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee
July 14, 2022, 4:00 PM
Advisory Committee Virtual Meeting
Please check the City website for current details

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

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(Note: The attached Land Acknowledgement was provided by the Anti-Racism and Anti-Oppression Division.)	
2.2. Traditional Opening	
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3.1. 4:00 PM - "We Are Still Here" Residential School Survivor Legacy Group - Project Updates	
3.2. 4:25 PM - M. Stone, Accessibility and Inclusion Advisor - Anti-Racism and Anti-Oppression Framework and Equity Tool	
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7. *Additional Business*

8. Adjournment

Next Meeting Date: August 11, 2022

Appendix B
City of London
Land Acknowledgement

Version #1:

We acknowledge that we are gathered today on the traditional lands of the Anishinaabek (AUh-nish-in-ah-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ah-pay-wuk) and Attawandaron (Add-a-won-da-run).

We acknowledge all the treaties that are specific to this area: the Two Row Wampum Belt Treaty of the Haudenosaunee Confederacy/Silver Covenant Chain; the Beaver Hunting Grounds of the Haudenosaunee NANFAN Treaty of 1701; the McKee Treaty of 1790, the London Township Treaty of 1796, the Huron Tract Treaty of 1827, with the Anishinaabeg, and the Dish with One Spoon Covenant Wampum of the Anishnaabek and Haudenosaunee.

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 to society. We hold all that is in the natural world in our highest esteem and give honor to the wonderment of all things within Creation. We bring our minds together as one to share good words, thoughts, feelings and sincerely send them out to each other and to all parts of creation. We are grateful for the natural gifts in our world, and we encourage everyone to be faithful to the natural laws of Creation.

The three Indigenous Nations that are neighbours to London are the Chippewas of the Thames First Nation; Oneida Nation of the Thames; and the Munsee-Delaware Nation who all continue to live as sovereign Nations with individual and unique languages, cultures and customs.

This Land Acknowledgement is a first step towards reconciliation. It is the work of all citizens to steps towards decolonizing practices and bringing our awareness into action. We encourage everyone to be informed about the traditional lands, Treaties, history, and cultures of the Indigenous people local to their region.

Version #2:

We acknowledge that we are gathered today on the traditional lands of the Anishinaabek (AUh-nish-in-ah-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ah-pay-wuk) and Attawandaron (Add-a-won-da-run) peoples. We honour and respect the history, languages and culture of the diverse Indigenous people who call this territory home.

We acknowledge all the treaties that are specific to this area: the Two Row Wampum Belt Treaty of the Haudenosaunee Confederacy/Silver Covenant Chain; the Beaver Hunting Grounds of the Haudenosaunee NANFAN Treaty of 1701; the McKee Treaty of 1790, the London Township Treaty of 1796, the Huron Tract Treaty of 1827, with the Anishinaabeg, and the Dish with One Spoon Covenant Wampum of the Anishnaabek and Haudenosaunee.

The three Indigenous Nations that are neighbours to London are the Chippewas of the Thames First Nation; Oneida Nation of the Thames; and the Munsee-Delaware Nation who all continue to live as sovereign Nations with individual and unique languages, cultures, and customs.

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City of London's Anti-Racism and Anti-Oppression Framework



Presented by:
Anti-Racism & Anti-Oppression Division

Background

- Since 2017, the City of London has had two tools available to staff to integrate equity into their work.
- Although the tools have been available to staff, the application of them has not been consistent and the expectation to apply them has been optional.
- Training on how to use the tools was also optional and to date, there has been minimal take up.

Background continued

- The Gender Equity Lens was introduced in 2017 and was developed to help staff understand and respond to the changing composition and unique needs of diverse women who work for the Corporation and who live and work in the City.
- The Equity and Inclusion Lens was introduced in May 2019 and was based on the City of Ottawa's Equity and Inclusion Lens, with content adapted and adopted for use at the City of London and input provided by the DIACAC and ACAC

Background continued

- In 2020, Municipal Council affirmed its commitment to eradicating racism and oppression in all its forms.
- Civic Administration was directed to create a single Anti-Racism and Anti-Oppression tool that encompasses all aspects of intersectionality and the social practices that accompany its use, including the systems and supports in place to ensure active and meaningful use of the tool in all aspects of our work.
- Other recommendations included gathering metrics on workforce census to demonstrate progress with hiring to reflect the diversity of the community and the creation of the Anti-Racism and Anti-Oppression Division.



Anti-Racism and Anti-Oppression Division Mandate

Our mandate is to create and sustain action-focused, positive, and lasting systemic change in the City of London so that race or membership in an equity-deserving group does not predict one's access to opportunities or ability to engage whole heartedly in the London community. We will do this through relationship building, research, community engagement, best practices, education, critical self-reflection and shared leadership.

Research

- Our team conducted extensive research into equity frameworks and tools across the globe with a particular focus on municipal/local governments
- We explored best and emerging practices in the application of equity tools with a focus on ensuring an intersectional approach as we looked to merge the Gender Equity lens within a broader Equity Tool.
- We also assessed the types of questions and inquiries that we receive from other areas of the Corporation. We asked ourselves:
 - How can our tool help our colleagues embed equity in their work?
 - What kind of a tool would lead to improved outcomes for equity-deserving communities?

Training

- To support the application of the Framework and Equity Tool, our team developed an Anti-Racism and Anti-Oppression Foundations training course which will be required for all staff to complete. The training consists of two online modules as well as a live session to integrate the learning into specific service areas.
- An additional module has been created for staff who will be responsible for applying the Equity Tool. This virtual module reviews how to use the tool and offers the option of coaching sessions with members of our team to support the integration and application.

Anti-Racism and Anti- Oppression Framework

The Anti-Racism and Anti-Oppression Framework has been designed to support the Corporation by embedding the principles of equity and inclusion in all aspects of our work, from design to implementation of corporate policies, procedures, programs, projects, plans, services, and decisions.

Framework Overview

- Our Commitments
- Our Mandate
- Purpose of Framework
- Guiding Principles
- A Shared Understanding
- Equity Tool
- Reflection Tool

Guiding Principles

- Commitment to Truth and Reconciliation
- Intersectionality
- Trauma and violence-informed approach
- Curiosity
- Humility and grace
- Discomfort
- Accountability

Equity Tool Questions

- Which equity-deserving groups may be impacted by your proposal?
- What do you know/need to know about those who are impacted?
- How will you engage and elicit input from those groups?
- What will you do differently and how will you achieve that change?
- How will you measure the equity impacts?

Pilot Projects

To test the efficacy of the tool and to assess our training modules, we worked with our Senior Leadership Team to choose 4 pilot projects which included:

- Updating a physical space
- Reviewing our recruitment procedure
- Planning for Community Engagement sessions
- Assessing service delivery in non-official languages



Pilot Projects - Impact and Feedback

The pilot projects were able to share ways they modified their projects after using the Equity Tool

An example is when staff were designing a front desk area, they were able to identify and address several key areas of inclusion by reimagining the physical space beyond accessibility and considering things like artwork, signage, and improved communication

Reflection Tool

The Framework includes a Reflection Tool designed to be completed after the application of the Equity Tool. This Reflection Tool encourages staff to apply critical thinking about lessons learned through applying the tool, planning for future projects and advocating for further systemic changes.

Next Steps

- **September 2022**
 - Report to Strategic Priorities and Policy Committee and Council
 - Introduce Framework to Enterprise Leadership Team
 - Work with Senior Leadership Team to identify key priority projects to begin application of the Equity Tool
- **September 2022- September 2023**
 - Broader rollout of the Framework and Equity Tool including ongoing availability of coaching sessions to ensure support to those using it
 - Elicit ongoing feedback on the tool from those who are applying it
 - Share regular updates and obtain feedback with DIACAC and ACAC
- **September 2023**
 - Conduct a review of feedback and update tool as required
 - Continue rollout to remaining staff

Questions for DIACAC

1. Do you have any questions for us about the process we took to develop the Framework or Equity Tool?
2. As we finalize the Framework and Equity Tool, is there anything else that you think we need to include?
3. How would you like us to share regular updates on the use of and impact of the tool?

Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report

The 1st Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee
June 9, 2022
Advisory Committee Virtual Meeting

Attendance PRESENT: M. Mlotha (Chair), N. Fahd, K. Burke, M. Castillo, N. Fragis, H. Abu Karky, R. O'Hagan, L. Ochoa, J. Pineda, and A. Stonefish; A. Pascual (Committee Clerk)

ABSENT: P. Gill, R. Gill, and B. Hill

ALSO PRESENT: K. Arnold, A. George-Antone, R. Kapoor, K. Koltun, L. Lee, R. Morris, M. Stone, and J. Tansley

The meeting was called to order at 12:05 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

That the following actions be taken with respect to the Election of Chair and Vice Chair:

- a) M. Mlotha BE ELECTED as Chair for the meeting held on June 9, 2022; and,
- b) the election of Chair and Vice Chair BE POSTPONED to the next meeting.

2. Opening Ceremonies

2.1 Acknowledgement of Indigenous Lands

That it BE NOTED that the Acknowledgement of Indigenous Lands was read by M. Mlotha.

2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

3. Scheduled Items

3.1 Service Area Overview

That it BE NOTED that the ~~attached~~ presentation from R. Morris, Director, Anti-Racism and Anti-Oppression Unit, with respect to the Service Area Overview, was received.

4. Consent

None.

5. Sub-Committees and Working Groups

That it BE NOTED that M. Mlotha provided a brief overview of the different sub-committees.

6. Items for Discussion

6.1 Future Meeting Dates and Times

That the following actions be taken with respect to future meeting dates and times:

- a) the second Thursday of each month BE ESTABLISHED as the Diversity, Inclusion and Anti-Oppression Community Advisory Committee meeting day; and,
- b) A. Pascual BE DIRECTED to circulate a poll to the committee members to assist in scheduling the meeting time.

7. Adjournment

The meeting adjourned at 1:03 PM.



Diversity, Race Relations and Inclusivity Award Policy

Policy Name: Diversity, Race Relations and Inclusivity Award Policy

Legislative History: Adopted June 13, 2017 (By-law No. CPOL.-20-216); Amended July 24, 2018 (By-law No. CPOL.-20(a)-392)

Last Review Date: August 10, 2021

Service Area Lead: City Clerk

1. Policy Statement

- 1.1 This policy establishes a City Council award to promote public awareness of and encourage ongoing initiatives on diversity, race relations, inclusivity, anti-oppression and human rights and to promote/advance London as a welcoming city through the recognition and encouragement of efforts in certain categories within the community.

2. Definitions

- 2.1 Not applicable.

3. Applicability

- 3.1 This Council policy applies to both eligible nominators and eligible nominees, as provided for in the eligibility criteria.

4. The Policy

Eligibility Requirements

- 4.1 Nominators can be any individual who works or resides in the City of London and is familiar with the activities of the nominee. The nominator may be called upon for an interview by the Awards and Recognition Sub-Committee of the Diversity Inclusion and Anti-Oppression Advisory Committee for the purpose of seeking additional information regarding a nomination.
- 4.2 Nominees must:
- a) represent one of the following categories:
 - small businesses/small labour (49 or fewer employees/members);
 - large businesses/large labour (50 or greater employees/members);
 - social/community service not-for-profits (49 or fewer employees/members);
 - social/community service not-for-profits (50 or greater employees/members);
 - youth and young adult (less than 26 years of age) groups or organizations;
 - b) have been operating in London continuously during the past 12 months, at a minimum;
 - c) have made their qualifying contribution in the City of London within the past 12 months;
 - d) consent to the nomination;

- e) in the case of previous years' recipients, be nominated for a different achievement or initiative than what they have already received an Award or for which they have been nominated.

Award Process

- 4.3 a) All Londoners are invited to submit their nominations using the Nomination Form available on the City's website or obtained through the City Clerk's Office, 3rd Floor, City Hall, 300 Dufferin Avenue.
- b) September 30 is the deadline for sending award nominations to the Committee Secretary of the Diversity, Inclusion and Anti-Oppression Advisory Committee.
- c) Nominations will be received for each of the following categories:
 - small businesses/small labour (49 or fewer employees/members);
 - large businesses/large labour (50 or greater employees/members);
 - social/community service not-for-profits (49 or fewer employees/members);
 - social/community service not-for-profits (50 or greater employees/members);
 - youth and young adult (less than 26 years of age) groups or organizations.
- d) Nomination submissions must include:
 - category of nomination
 - profile of nominee
 - consent of nominee
 - information about the nominator (i.e., name, address, etc.)
 - brief description of the nominee and initiative, including the reasons for nomination
 - responses to the following four questions:
 - i) How has the initiative contributed to the promotion of diversity, race relations, inclusivity, anti-oppression and human rights in London and promoting London as a welcoming city?
 - ii) What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity, anti-oppression and human rights in London and promoting London as a welcoming city?
 - iii) What is the potential for expansion and/or inspiration for replication of the initiative?
 - iv) How can receiving this Award be used to further promote diversity, race relations, inclusivity, anti-oppression and human rights in London and to further promote London as a welcoming city?
- e) The Diversity, Inclusion and Anti-Oppression Advisory Committee will review the nominations and, in turn, select which nominations shall proceed to City Council, via the appropriate Standing Committee, for its consideration and approval.
- f) There will be a maximum of five Awards presented in any one year, with no more than one Award being awarded in each of the five categories noted in part 4.3c), above.
- g) The nominators and nominees will be advised of the status of their nomination.

- h) Successful nominees will be presented with the Award by the Mayor, on behalf of the City Council, at the closest possible meeting date to December 10 – Human Rights Day.
- i) The Award shall be comprised of an appropriately worded plaque provided by the Diversity, Inclusion and Anti-Oppression Advisory Committee.



P.O. Box 5035
300 Dufferin Avenue
London, ON
N6A 4L9

July 6, 2022

To: Nominating Committees and Organizations

Re: **2023 Mayor's New Year's Honour List – Call for Nominations**

Each year London City Council enlists your assistance to nominate citizens for the Mayor's New Year's Honour List, which recognizes long-standing contributions to the London community.

Please consider nominating a London citizen who is worthy of this honour in the category for which your organization is responsible, as follows:

Reports to Community and Protective Services Committee (cpssc@london.ca)

NOMINATING BODY	CATEGORY
Accessibility Community Advisory Committee	Accessibility
Age Friendly London Network	Age Friendly
Community and Protective Services Committee	Safety and Crime Prevention
Community and Protective Services Committee	Housing
London Arts Council	The Arts
London Sports Council	Sports

Reports to Strategic Priorities and Policy Committee (sppc@london.ca)

NOMINATING BODY	CATEGORY
Diversity, Inclusion and Anti-Oppression Community Advisory Committee	Humanitarianism
Diversity, Inclusion and Anti-Oppression Community Advisory Committee	Diversity and Race Relations

Reports to Planning and Environment Committee (pec@london.ca)

NOMINATING BODY	CATEGORY
Community Advisory Committee on Planning	Heritage

Reports to Civic Works Committee (cwc@london.ca)

NOMINATING BODY	CATEGORY
Environmental Stewardship and Action Community Advisory Committee	Environment

2023 Mayor's New Year's Honour List – Call for Nominations
July 6, 2022

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You may make your recommendation in confidence through the appropriate Standing Committee.

All nominations must be received at the email indicated **no later than 9 a.m. Monday, September 26, 2022**, to be included on the agenda for recommendation to Council on October 17, 2022. This timetable ensures that the slate of honourees is finalized for the traditional New Year's Day announcement.

For your information and assistance, we have enclosed a fillable pdf of the nomination form, a list of the previous recipients (no individual can be recognized more than once in their lifetime), together with a copy of the Council Policy which details the criteria and process to be followed.

Thank you very much for your expert assistance in this nomination process, and for your cooperation in meeting the submission deadline.

Sincerely,



Michael Schulthess
City Clerk

Attachments (3)

cc: Mayor Ed Holder



Barb Westlake-Power
Deputy City Clerk



Mayor's New Year's Honour List Nomination Form

Note: Please refer to City Council's *Mayor's New Year's Honour List Policy*, for the criteria governing the nomination of individuals.

NOTICE OF COLLECTION OF PERSONAL INFORMATION

The personal information collected on this form is collected under the authority of the *Municipal Act 2001 as amended*, and will be used to administer the Mayor's New Year's Honour List program. Questions about this collection should be addressed to the City Clerk at 300 Dufferin Avenue, London, Ontario, N6A 4L9. Tel: (519) 661-CITY (2489) ext. 4937.

A. Nominee information

Name				
Street address		City	Province	Postal code
Daytime telephone number	/ extension	Home telephone number	E-mail address	

B. Nominator information

Name			Date	
Street address		City	Province	Postal code
Daytime telephone number	/ extension	Home telephone number	E-mail address	

C. Nomination category (check one):

- ☐ **Accessibility** (i.e. contributions to foster an environment of inclusion that embraces citizens of all abilities)
- ☐ **Age Friendly** (i.e. contributions to empowering older adults and advancing an age friendly community)
- ☐ **Arts** (i.e. contributions to fostering and/or the production of human creativity)
- ☐ **Distinguished Londoner** (to be selected by the Mayor)
- ☐ **Diversity and Race Relations** (i.e. contributions to the elimination of hate and discrimination)
- ☐ **Environment** (i.e. contributions to the awareness, preservation and protection of the environment)
- ☐ **Heritage** (i.e. contributions to the awareness, preservation and protection of heritage resources)
- ☐ **Housing** (i.e. contributions to the provision of safe and accessible housing for all members of the community)
- ☐ **Humanitarianism** (i.e. contributions to human welfare through philanthropic and other efforts)
- ☐ **Safety and Crime Prevention** (i.e. contributions to a safe and secure community)
- ☐ **Sports** (i.e. contributions to the awareness of and participation in sports activity and/or demonstrated excellence within a particular sports activity)

D. Reason for nomination

Please provide a summary of the nominee's contributions as related to the applicable criteria. (May continue to next page)

Please provide a summary of the nominee's contributions as related to the applicable criteria. (*continued*)



MAYOR’S NEW YEAR’S HONOUR LIST (1976 – 2022)

1976 (Arts)

Catharine Kezia Brickenden
Lenore Crawford
Heinar Piller
Ray Sealey
Bruce Sharpe
Ruth Sharpe

1977 (Arts)

Martin Boundy
A. Elizabeth Murray
James Reaney
Margaret Skinner
Earle Terry

1978 (Arts)

Robin Dearing
Donald Fleckser
Angela Labatt
Dorothy Scuton
Pegi Walden

1979 (Arts)

Paul Eck
Edward Escaf
Clifford Evans
Arnim Walter

1980 (Arts)

Jane E. Bigelow
Barbara Ivey
Richard M. Ivey
Beryl Ivey

1981 (Arts)

Herbert J. Ariss
Dorothy Carter
Noreen DeShane
John H. Moore
S. Elizabeth Moore

1982 (Arts)

Wesanne McKellar
Edward R. Procnier
J. Allyn Taylor

1983 (Arts)

Robert L. (Bob) Turnbull
Frank L. Hallett
Kathleen M. Hallett
Ivor Brake
Phyllis J. Brake
Carol Johnston
Thomas F. Lawson

1984 (Arts)

Minnette Church
Betty Duffield

1985 (Arts)

Nancy Poole
Paddy Gunn O'Brien
Thomas F. Siess

1986 (Arts)

Sasha McInnis Hayman
Gregory R. Curnoe
Thomas J. Hannigan

1987 (Arts)

Caroline L. Conron
Stephen Joy
Gerald Fagan
Millard P. McBain

1988 (Arts)

Maurice A. Coghlin
Arthur Ender
Bernice Harper
Ian Turnbull

1989

Mervin Carter (Safety)
Robert Loveless (Physically Challenged)
Gordon Jorgenson (Crime Prevention)
Orlo Miller (Architectural Conservation)
Nancy Postian (Arts)
Thomas Purdy (Environment)

1990

Julia Beck (Architectural Conservation)
Ruth Clarke (Safety)
Sam Katz (Environment)
Helena Kline (Crime Prevention)
Nellie Porter (Housing)
Nancy Skinner (Physically Disabled)
Maurice Stubbs (Arts)

1991

Paul Ball (Crime Prevention)
Ian Chappell (Crime Prevention)
Silvia Clarke (Architectural Conservation)
Norman Davis (Crime Prevention)
Norma Dinniwell (Arts)
Jay Mayos (Environment)
Marilyn Neufeld (Physically Challenged)
Margaret Sharpe (Crime Prevention)
Glen Sifton (Safety)

1992

Kenneth Bovey (Environment)
Susan Eagle (Housing)
George Mottram (Safety)
Laverne Shipley (Crime Prevention)
Richard Verrette (Arts)
Debbie Willows (Physically Challenged)



MAYOR'S NEW YEAR'S HONOUR LIST (1976 – 2022)

1993

Alan Benninger (Housing)
William Fyfe (Environment)
Wil Harlock (Architectural Conservation)
David Long (Housing)
Margaret MacGee (Safety)
Nancy McNee (Arts)
Craig Stainton (Housing)
Peter Valiquet (Crime Prevention)
Shirley Van Hoof (Physically Disabled)

1994

Michael Baker (Architectural Conservation)
Caroline Bolter (Environment)
Richard Izzard (Crime Prevention)
David Kirk (Safety)
John Moran (Physically Disabled)
John Schunk (Housing)
Katharine Smith (Arts)

1995

Ruth Drake (Architectural Conservation)
Martha Henry (Arts)
Jeff Henderson (Environment)
Sandra McNee (Housing)
Ron Newnes (Crime Prevention)
Tanys Quesnel (Physically Challenged)
Bill Woolford (Safety)

1996

Robert Baumbach and the Dixie Flyers (Arts)
Jess Davidson (Physically Challenged)
Rosemary Dickinson (Environment)
Gertrude Roes (Safety)
Mowbray Sifton (Housing)
Nancy Zwart Tausky (Architectural Conservation)

1997

Karen Burch (Environment)
Gretta Grant (Humanitarianism)
Marion Obeda (Safety and Crime Prevention)
Kim Pratt (Architectural Conservation)
Cesar Santander (Arts)
W. (Bill) Willcock (Housing)

1998

Paterson Ewen (Arts)
Tim Dupee (posthumously) (Physically Challenged)
Sargon Gabriel (Humanitarianism)
Mary Huffman (Safety and Crime Prevention)
Ann McKillop (Heritage Conservation)
Henry and Maria Stam (Environment)

1999

Dan Brock (Heritage Conservation)
Tom Crerar (Environment)
John Davidson (Physically Challenged)
O. Veronica Dryden (posthumously) (Humanitarianism)
Michael Edward Howe (Housing)
Phil Murphy (Arts)
Shelly Siskind (Safety and Crime Prevention)

2000

Lottie Brown (Heritage Conservation)
Hume Cronyn (Arts)
Paul Duerden (Sports)
John Falls (posthumously) (Physically Challenged)
Gwen Barton Jenkins (posthumously) (Humanitarianism)
Judy Potter (Housing)
Paul van der Werf (Environment)

2001

Douglas Bocking (Heritage Conservation)
Connie Cunningham (posthumously) (Housing)
Keith Cartwright (Physically Challenged)
Art Fidler (Arts)
Dan and Mary Lou Smoke (Humanitarianism)
Lesley Thompson (Sports)
Gosse VanOosten (Environment)
Audrey Warner (Safety and Crime Prevention)

2002

Eric Atkinson (Arts)
Bill Brock (Safety and Crime Prevention)
Debbie Dawtrey (Physically Challenged)
Susan Epstein (Environment)
Janet Hunten (Heritage)
Gail Irmier (Housing)
Carolyn Rundle (Humanitarianism)
Darwin Semotiuk (Sports)

2003

Ralph Aldrich (Arts)
Mary Kerr (Heritage)
Michael Lewis (Physically Challenged)
Laila Norman (Safety and Crime Prevention)
Elaine Pensa (Humanitarianism)
Joseph Rea and the Archangelo Rea Foundation (Environment)
Jan Richardson (Housing)
Clarke Singer (Sports)

2004

Alan Cohen (Arts)
Ayshi Hassan (Humanitarianism)
Dr. Bill Judd (Heritage)
Carol Kish (Safety and Crime Prevention)
Rick Odegaard (Housing)
Jennifer Smith Ogg (Sports)
Cathy Vincent-Linderoos (Physically Challenged)
Dave and Winifred Wake (Environment)

2005

Bernice Brooks (Environment)
Eugene DiTrollo (Safety and Crime Prevention)
Genet Hodder (Heritage)
Prof. Donald McKellar (Arts)
Patrick Murphy (Persons with Disabilities)
Barry Parker (Housing)
Shanti Radcliffe (Humanitarianism)
Jude St. John (Sports)



MAYOR'S NEW YEAR'S HONOUR LIST (1976 – 2022)

2006

Jane Antoniak (Diversity and Race Relations)
John Barron (Arts)
Dale and Mark Hunter (Sports)
Jim Mahon (Environment)
Lorin MacDonald (Persons with Disabilities)
Darlene Ritchie (Housing)
Clare Robinson (Safety and Crime Prevention)
Sister Teresa Ryan (Humanitarianism)
Barry Wells (Heritage)

2007

Eleanor Bradley (Safety and Crime Prevention)
Peter Brennan (Arts)
Chris Doty (posthumously) (Heritage)
Peter Inch (Sports)
Sandy Levin (Environment)
Raul Llobet (posthumously) (Diversity and Race Relations)
Susie Matthias (Persons with Disabilities)
Glen Pearson and Jane Roy (Humanitarianism)

2008

Henri Boyi (Humanitarianism)
Dr. Cathy Chovaz (Persons with Disabilities)
Michelle Edwards (Diversity and Race Relations)
Stephen Harding (Heritage)
Thom McClenaghan (Environment)
Todd Sargeant (Sports)
Jeffrey Paul Schlemmer (Housing)
Dr. Margaret Whitby (Arts)

2009

Mohamed Al-Adeimi (Diversity and Race Relations)
Teresa Anglin (Humanitarianism)
Diana Anstead (Safety and Crime Prevention)
Margaret Capes (Housing)
Mike Circelli (Sports)
Nancy Finlayson (Environment)
Jeff Preston (Persons with Disabilities)
Theresa Regnier (Heritage)
Jim Scott (Arts)

2010

Alison Farough (Safety and Crime Prevention)
Jennifer Grainger (Heritage)
Charlene Lazenby (Housing)
Kathy Lewis (Persons with Disabilities)
Maryanne MacDonald (Environment)
Joyce Mitchell (Diversity and Race Relations)
Darlene Pratt (Arts)
Sister Margo Ritchie (Humanitarianism)
Ray Takahashi (Sports)

2011

Sister Joan Atkinson (Housing)
Major Archie Cairns (Arts)
Bill De Young (Environment)
Mike Lindsay (Sports)
Marlyn Loft (Heritage)
Christina Lord (Humanitarianism)
Dr. Gaston N.K. Mabaya (Diversity and Race Relations)
Marg Rooke (Safety and Crime Prevention)
Cheryl Stewart (Persons with Disabilities)

2012

Maryse Leitch (Arts)
Catherine McEwen (Heritage)
Josip Mrkoci (Sports)
Perpétue Nitunga (Humanitarianism)
Greg Playford (Housing)
Anne Robertson (Persons with Disabilities)
Evelina Silveira (Diversity and Race Relations)
Maureen Temme (Environment)

2013

Meredith Fraser (Diversity and Race Relations)
Bramwell Gregson (Arts)
Bruce Huff (Sports)
Suzanne Huot (Humanitarianism)
David Nelms (Housing)
Joe O'Neil (Heritage)
Shane O'Neill (Environment)
Lou Rivard (Safety and Crime Prevention)
Carmen Sprovieri (Persons with Disabilities)

2014

Barry Fay (Sports)
Talia Goldberg (Persons with Disabilities)
Rebecca Howse (Diversity and Race Relations)
John Nicholson (Arts)
Gary Smith (The Environment)
Lloyd Stevenson (Housing)
Kenneth Wright (Humanitarianism)

2015

Hilary Bates Neary (Heritage)
Alfredo Caxaj (Diversity and Race Relations)
Roger Khouri (Persons with Disabilities)
Michael Lynk (Humanitarianism)
Patrick Mahon (The Arts)
Corina Morrison (Safety and Crime Prevention)
Bob Porter (Environment)
Martha Powell (Housing)
Damian Warner (Sports)

2016

Gary Brown (Environment)
Glen Curnoe (Heritage)
Charles and Carolyn Innis – Humanitarianism
Holly Painter (Arts)
Bonnie Quesnel – Persons with Disabilities
Paul Seale – Safety and Crime Prevention
Jens Stickling (Housing)
Reta Van Every (Diversity and Race Relations)
Tessa Virtue and Scott Moir – Sports



MAYOR'S NEW YEAR'S HONOUR LIST (1976 – 2022)

2017

Dale Yoshida – Arts
Mojdeh Cox – Diversity and Race Relations
Dr. Joseph Cummins – Environment
Sandra Miller – Heritage
Susan Grindrod – Housing
Andrew Rosser – Humanitarianism
Brenda Ryan – Persons with Disabilities
Danielle Mooder – Safety and Crime Prevention
Therese Quigley – Sports

2018

Karen Schuessler – Arts
Dharshi Lacey – Diversity and Race Relations
George Sinclair – Environment
Susan Bentley – Heritage
Sister Delores Brisson – Housing
Lina Bowden – Humanitarianism
Todd Sargeant and Sigmund Bernat – Persons
with a Disability
Émilie Crakondji – Safety and Crime Prevention
Tom Partalas – Sports

2019

Rachel Braden and Merel (Facility Dog) -
Accessibility
Ernest Maiorana - Age Friendly
Victoria Carter - Arts
Gabor Sass - Environment
Steven Liggett - Heritage
Melissa Hardy-Trevenna - Housing
Jacqueline Thompson - Humanitarianism
Mike Lumley - Sports

2020

Gary Doerr – Accessibility
Patrick Fleming – Age Friendly
Renée Silberman – Arts
Don Campbell – Distinguished Londoner
Hayden Foulon (Posthumously) – Distinguished
Londoner
Leroy Hibbert – Distinguished Londoner
Brian Hill – Distinguished Londoner
Rob McQueen – Environment
Arthur McClelland – Heritage
Carla Garagozzo – Housing
Alexander Kopacz – Sports

2021

Gerald (Gerry) LaHay – Accessibility
Jean Knight – Age Friendly
Betty Anne Younker – Arts
Joey Hollingsworth – Distinguished Londoner
Jim Campbell – Distinguished Londoner
Mitchell A. Baran, posthumously – Distinguished
Londoner
Wayne Dunn – Distinguished Londoner
Mary Alikakos – Diversity and Race Relations
Marianne Griffith – Environment
Sylvia Chodas – Heritage
Dr. Abe Oudshoorn – Housing
Jeremy McCall – Humanitarianism
Murray Howard – Sports

2022

Hayley Gardiner – Accessibility
Patrician Hoffer – Arts
Joyce E. Larsh – Distinguished Londoner
Mario Circelli – Distinguished Londoner
Mike Evans – Distinguished Londoner
Mandi Fields – Distinguished Londoner
Mary Anne Hodge – Environment
Dorothy Palmer – Heritage
Robert Sexsmith – Housing
Kait Symonds – Safety and Crime Prevention
Maggie MacNeil – Sports



Mayor’s New Year’s Honour List Policy

Policy Name: Mayor’s New Year’s Honour List Policy

Legislative History: Adopted June 13, 2017 (By-law No. CPOL.-18-214); Amended April 24, 2018 (By-law No. CPOL.-18(a)-144); Amended July 24, 2018 (By-law No. CPOL.-18(b)-390); Amended October 15, 2019 (By-law No. CPOL.-18(c)-288); Amended August 10, 2021 (By-law No. CPOL.-18(d)-231); Amended July 5, 2022 (By-law No. CPOL.-18(e)-204)

Last Review Date: July 5, 2022

Service Area Lead: City Clerk

1. Policy Statement

- 1.1 This policy establishes the Mayor’s New Year’s Honour List for the recognition of persons who have contributed in an outstanding manner to the community of London in one of the categories of Accessibility, Age Friendly, Arts, Distinguished Londoner, Diversity and Race Relations, Environment, Heritage, Housing, Humanitarianism, Safety & Crime Prevention, and Sports.

2. Definitions

- 2.1 Not applicable.

3. Applicability

- 3.1 This Council policy applies to all persons who have contributed in an outstanding manner to the community of London in prescribed categories.

4. The Policy

4.1 Categories

Persons may be recognized in any of the following categories:

- a) Accessibility (i.e. contributions to foster an environment of inclusion that embraces citizens of all abilities);
- b) Age Friendly (i.e. contributions to empowering older adults and advancing an age friendly community);
- c) Arts (i.e. contributions to fostering and/or the production of human creativity);
- d) Diversity and Race Relations (i.e. contributions to the elimination of hate and discrimination).
- e) Environment (i.e. contributions to the awareness, preservation and protection of the environment);
- f) Heritage (i.e. contributions to the awareness, preservation and protection of heritage resources);
- g) Housing (i.e. contributions to the provision of safe and accessible housing for all members of the community);
- h) Humanitarianism (i.e. contributions to human welfare through philanthropic and other efforts);

- i) Safety & Crime Prevention (i.e. contributions to a safe and secure community);
- j) Sports (i.e. contributions to the awareness of and participation in sports activity and/or demonstrated excellence within a particular sports activity); or
- k) Distinguished Londoner (i.e., outstanding contribution to community collaboration or acts of good will by giving back to our City).

4.2 Nominating Committees/Organizations

The following Committees/Organizations shall nominate individuals in the respective categories:

- a) Accessibility – Accessibility Community Advisory Committee
- b) Age Friendly – Age Friendly London Network
- c) Arts – London Arts Council
- d) Diversity and Race Relations – Diversity, Inclusion and Anti-Oppression Community Advisory Committee
- e) Environment – Environmental Stewardship and Action Community Advisory Committee
- f) Heritage – Community Advisory Committee on Planning
- g) Housing – Community and Protective Services Committee
- h) Humanitarianism – Diversity, Inclusion and Anti-Oppression Community Advisory Committee
- i) Safety & Crime Prevention – Community and Protective Services Committee
- j) Sports – London Sports Council
- k) Distinguished Londoner – Each Council Member may submit one (1) name to the Mayor for consideration. The Mayor may select up to six (6) individuals for recommendation to Municipal Council.”

4.3 Conditions

The following conditions shall apply to the nomination of individuals:

- a) no more than one person in each category shall be named in any one year, except for the category of Distinguished Londoner, subject to:
 - i) a person may not necessarily be named in each category each year;
 - ii) City Council may, at its sole discretion and on an exception basis, choose to recognize two individuals in any one category in a given year should the City Council determine that two individuals have inseparably partnered in contributing to their respective category, thereby increasing the aggregate amount of nominees beyond the usual maximum of ten persons to be named in any one year;
- b) the recipients shall be chosen for long standing contributions in their respective categories;
- c) the name of any one individual shall be included on the Honour List only once in their lifetime;

- d) any person currently serving as a member of any one of the Advisory Committees, City Council, Civic Administration or organizations referred to in 4.2 shall not be eligible for naming to the list during their term of appointment or employment with the City;
- e) nominees being recommended by the Advisory Committees or organizations referred to in 4.2 shall receive at least seventy-five percent of the total eligible votes on the respective Advisory Committee or organization.

4.4 Form of Recognition

- a) The recipients shall be honoured at the first meeting of City Council in January, with a reception for themselves and one guest, and presentation of an appropriately-worded certificate.
- b) A plaque shall be displayed in a prominent public area of City Hall honouring those persons named each year to the Mayor's New Year's Honour List and shall be updated annually by the City Clerk.