

# Agenda

## Diversity, Inclusion and Anti-Oppression Community Advisory Committee

The 4th Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee  
September 8, 2022, 4:00 PM

Advisory Committee Virtual Meeting - Please check the City website for current details

The City of London is situated 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 honour and respect the history, languages and culture of the diverse Indigenous people who call this territory home. The City of London is currently home to many First Nations, Metis and Inuit people today.

As representatives of the people of the City of London, we are grateful to have the opportunity to work and live in this territory.

The City of London is committed to making every effort to provide alternate formats and communication supports for meetings upon request. To make a request specific to this meeting, please contact [advisorycommittee@london.ca](mailto: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**
4. **Consent**
  - 4.1. 2nd Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee 2
  - 4.2. 3rd Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee 4
  - 4.3. Letter of Resignation - A. Stonefish 5
5. **Sub-Committees and Working Groups**
  - 5.1. Awards and Recognition Sub-Committee 6
  - 5.2. Education and Awareness Sub-Committee
  - 5.3. Policy and Planning Sub-Committee
6. **Items for Discussion**
7. **Adjournment**

# Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report

2nd Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory  
Committee

July 14, 2022

Advisory Committee Virtual Meeting

Please check the City website for current details

Attendance                      PRESENT: R. O'Hagan (Chair), M. Castillo, N. Fahd, N. Fragis,  
P. Gill, R. Gill, B. Hill, M. Mlotha, L. Ochoa; A. Pascual  
(Committee Clerk)

ABSENT: H. Abu Karky, K. Burke, S. Evoy, J. Pineda, and A.  
Stonefish

ALSO PRESENT: Councillor M. Hamou; V. Antipolo, R.  
Armistead, K. Arnold, Y. Asare-Bediako, A. George-Antone, K.  
Koltun, L. Livingstone, D. Mills, M. Stone, J. Tansley, B.  
Westlake-Power, T. Whiteye, and E. Yi

The meeting was called to order at 4:03 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) R. O'Hagan BE ELECTED Chair for the term ending November 30,  
2022; and,
- b) the election of Vice-Chair BE DEFERRED 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 R. O'Hagan.

### 2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

## 3. Scheduled Items

### 3.1 "We Are Still Here" Residential School Survivor Legacy Group - Project Updates

That it BE NOTED that the verbal presentation from R. Armistead, E. Yi,  
T. Whiteye, D. Mills, and V. Antipolo of the "We Are Still Here" Residential  
School Survivor Legacy Group, with respect to project updates, was  
received.

3.2 Anti-Racism and Anti-Oppression Framework and Equity Tool

That it BE NOTED that the presentation, as appended to the Added Agenda, from M. Stone, Accessibility and Inclusion Advisor, with respect to the Anti-Racism and Anti-Oppression Framework and Equity Tool, was received.

**4. Consent**

4.1 1st Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

That it BE NOTED that the 1st Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee, from its meeting held on June 9, 2022, was received.

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

5.1 Awards and Recognition Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee held a general discussion with respect to the membership and work of the Awards and Recognition Sub-Committee.

5.2 Education and Awareness Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee held a general discussion with respect to the membership and work of the Education and Awareness Sub-Committee.

5.3 Policy and Planning Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee held a general discussion with respect to the membership and work of the Policy and Planning Sub-Committee.

**6. Items for Discussion**

6.1 Future Meeting Date and Time

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee established a general meeting day and time of the second Thursday of each month at 4:00 PM.

6.2 Diversity, Race Relations and Inclusivity Award Policy

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee held a general discussion with respect to the Diversity, Race Relations and Inclusivity Award Policy.

6.3 2023 Mayor's New Year's Honour List - Call for Nominations

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee held a general discussion with respect to the 2023 Mayor's New Year's Honour List - Call for Nominations.

**7. Additional Business**

None.

**8. Adjournment**

The meeting adjourned at 5:13 PM.

# **Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report**

The 3rd Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory  
Committee  
August 11, 2022

Attendance                      PRESENT: R. O'Hagan (Chair), K. Burke, P. Gill, R. Gill, B. Hill,  
L. Ochoa and J. Pineda; J. Bunn (Acting Committee Clerk)

ABSENT: S. Evoy, N. Fahd, M. Castillo, N. Fragis, H. Karky, M.  
Mlotha and A. Stonefish

ALSO PRESENT: R. Morris, M. Schulthess and B. Westlake-  
Power

The meeting stood adjourned at 4:30 PM due to lack of quorum.

**From:** A Stonefish  
**Sent:** Thursday, August 11, 2022 2:10 PM  
**To:** Pascual, Audrey <apascual@london.ca>  
**Subject:** [EXTERNAL] Re: DIACAC

Good Afternoon Audrey,

Due to unforeseen circumstances, and personal obligations I need to tend ongoing. I regretfully will need to step down from this Equity, Diversity and Anti-oppression committee. I was looking forward to and hoping that I could fit in my schedule with current obligations, but I am just in a space where I will not be able to fulfill those commitments as things stand. Sorry for any inconvenience and to have wasted anyone's time along the way. I hope that one day in the future I will be able to still apply to and rejoin this committee as I see it as being so very important for the City of London.

Sincerely,

Audra Stonefish

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

August 4, 2022

Attendees: Prabh Gill, Ryan O'Hagan, Audrey Pascual, Glynis Tucker

1. Chair of Awards and Recognition Sub-Committee – Prabh Gill
2. Diversity, Race Relations and Inclusivity Award
  - Call for Nominations:
    - Deadline for nominations is set for October 3rd at 9:00AM
    - Glynis – Posters and note cards to be prepared for circulation to community groups and City facilities
    - DIACAC Members – Request to circulate the call for nominations to the community groups of which they are members of
  - Advertising:
    - Glynis – Place advertisements via social media including paid ads on Facebook (to be included in the budget)
    - Glynis – Place ads on billboards and e-newsletters currently being used by the City
    - Prabh – To share potential contact info of community groups for Glynis to reach out to
    - Sub-committee will explore the possibility of either hosting booths at community events or request Community Connector booths to circulate posters or note cards regarding the awards
  - Reception:
    - Reception to be hosted by DIACAC for the award recipients
    - Reception potentially to be held at City Hall so that it will be convenient for award recipients to attend Council Chambers for the recognition
    - Audrey – Check availability of City Hall 12th Floor or committee room for the reception venue
    - Audrey – Check catering availability for the reception
  - Budget Request to DIACAC:
    - Budget request for \$2,000.00 to cover ads, giveaways, plaques, programs, and the cost of catering and venue for the reception
  - Nomination Form
    - Awards and Recognition Sub-Committee will work on changing the questions on the nomination form for future awards to make it easier for nominators to fill out
    - The change will require changing the Diversity, Race Relations and Inclusivity Award Policy
3. Next Meeting Date
  - Audrey – Will check in with the members regarding a potential meeting date and time for September 2022