

# Agenda Including Addeds

## Diversity, Inclusion and Anti-Oppression

### Community Advisory Committee

The 2nd Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee  
February 9, 2023, 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. **Organizational Matters**
  - 3.1 Election of Vice-Chair
4. **Scheduled Items**
  - 4.1 4:00 PM - Rumina Morris - Introduction of the City of London's Muslim Community Liason Advisor
  - 4.2 4:05 PM - Rosanna Wilcox, Director, Strategy and Innovation - 2023-2027 Strategic Plan
    - a. *(ADDED) Staff Presentation* 3
5. **Consent**
  - 5.1 1st Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee 24
6. **Sub-Committees and Working Groups**
7. **Items for Discussion**
  - 7.1 Celebration for Trans Day of Visibility 26

7.2 Flag Proclamation Request

7.3 Change the Use of the Term "Stakeholder"

**8. Adjournment**

# Council's Strategic Plan 2023-2027

Diversity, Inclusion and Anti-Oppression  
Community Advisory Committee

February 9, 2023



# Outline

1. Council's Strategic Plan – Introduction
2. Progress Update
3. Review Current Draft
4. Engagement on Council's Strategic Plan
5. Discussion
6. Next Steps



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# Council's Strategic Plan Introduction



# Council's Strategic Plan

- Identifies a **shared vision, mission, and strategic areas of focus** to guide the work of Council and Administration.
- Is **deliberately connected** with the 2024-2027 Multi-Year Budget and Technology Investment Strategy.

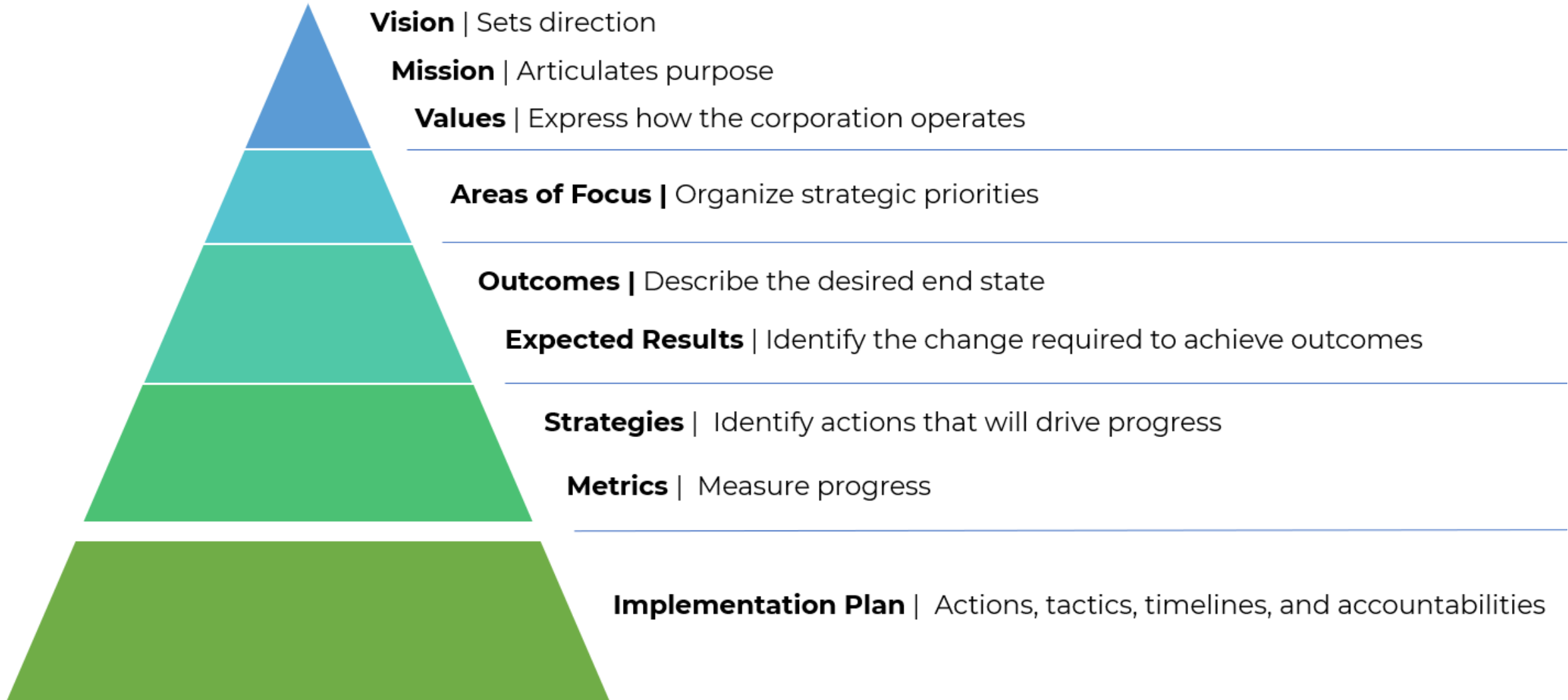


# Guiding Principles

- Build from the existing Strategic Plan, with a continuous improvement mindset.
- Reflect all the services the City provides, but specifically identify strategic direction, focus, and priorities for the next four years.
- Uphold commitments to equity and inclusion, fiscal stewardship and sustainability, and evidence informed decision-making.
- Drive decision-making through the Multi-Year Budget and the Technology Investment Strategy.



# Strategic Plan Structure







# Strategic Plan Development Timeline

Municipal Election

Open Public Engagement

Direct Engagement – ABCs / Community Partners / Service Areas



Finalize 2023-2027 Strategic Plan

Multi-Year Budget Process Begins

Implementation Plan



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# 2023-2027 Strategic Plan Progress Update



# Strategic Plan Development Timeline

## Open Public Engagement

Open Public Engagement			
Vision, Mission, Values, Strategic Areas of Focus, Outcomes, Expected Results	Strategies, Metrics	Revisit Plan, PPM	Approval of 2023-2027 Strategic Plan
January	February	March	April
<b>January 11</b> <b>SPPC</b> Begin setting Vision, Mission, Values	<b>February 7</b> <b>SPPC</b> Set vision, mission, values, areas of focus; Revisit outcomes, expected results; Table Draft Strategies	<b>March 8</b> <b>SPPC</b> Public Participation Meeting Finalize direction on Plan	<b>April 4</b> <b>Council</b> 2023-2027 Strategic Plan Approval
<b>January 23</b> <b>SPPC</b> Begin setting Strategic Areas of Focus, Outcomes, Expected Results	<b>February 28</b> <b>SPPC</b> Review order of magnitude costing, draft metrics  Further direction re: Strategies	<b>March 28</b> <b>SPPC</b> Final Draft Plan	



# Strategic Plan Engagement Timeline

Open Public Engagement			
2019-2023 Vision, Mission, Values; Priorities; Context	Vision, Mission, Values, Strategic Areas of Focus, Outcomes, Expected Results	Strategies, Metrics	Revisit Plan, PPM

December	January	February	March
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Phase 1: Dec 14 – Jan 4	Phase 2: Jan 4 - Feb 7	Phase 3: Feb 8 - Mar 8
<p>GetInvolved launches; stakeholder meetings continue.</p> <p><u>Feedback focus:</u></p> <ul style="list-style-type: none"> <li>Existing vision, mission, and values.</li> </ul>	<p>GetInvolved site updated; stakeholder meetings continue.</p> <p><u>Feedback focus:</u></p> <ul style="list-style-type: none"> <li>Draft version(s) of 2023-2027 vision, mission, and values (updated following Jan. 11 SPPC meeting).</li> <li>Draft strategic areas of focus, outcomes and expected results.</li> </ul>	<p>GetInvolved site updated; stakeholder meetings continue; Ward meetings; Public Participation Meeting.</p> <p><u>Feedback focus:</u></p> <ul style="list-style-type: none"> <li>All strategic plan elements (vision, mission, values, areas of focus, outcomes, expected results), including strategies.</li> <li>Drafts updated following SPPC meetings.</li> </ul>



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# Current Draft SPPC Agenda – February 7



# Strategic Plan Components

- **Strategic Areas of Focus** articulate where we will focus over the next four years and organize the functional elements of the plan.
- **Outcomes** describe the desired end state (change in the lives of individuals, families, organizations, or community to be accomplished through the implementation of the Strategic Plan).
- **Expected Results** identify the change required to achieve the outcomes.
- **Strategies** identify the actions that will drive progress toward achieving the outcomes and expected results identified in the 2023-2027 Strategic Plan.



# SPPC Agenda

**Developing the 2023-2027 Strategic Plan – Items 4.2-4.4**  
Strategic Priorities and Policy Committee (SPPC) Agenda for February 7, 2023

<https://pub-london.escribemeetings.com/Meeting.aspx?Id=1537869a-d117-4281-830b-acd0dcb2a6c3>



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# Engagement on Council's Strategic Plan





# How Community Feedback Will Be Used

- As part of the third phase of engagement, from February 8 to March 3 feedback on the draft Strategic Plan will be collected.
- All feedback gathered will be compiled, themed, and shared with Council at the February 28 and March 8 Strategic Priorities and Policy Committee Meetings to support Council's deliberation on the various components of the Strategic Plan.



# Share Your Feedback

- Visit the City's engagement platform and complete a survey ([www.getinvolved.london.ca/strategicplan](http://www.getinvolved.london.ca/strategicplan)).
- Complete a hardcopy of the survey and submit to the Strategic Plan team (to be provided).
- Host or participate in a discussion using the Community Conversation Toolkit and submit your results (to be provided).
- Email your feedback to [stratplan@london.ca](mailto:stratplan@london.ca).
- Community Advisory Committees Open House (February 16)



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# Discussion



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# Next Steps



# Strategic Plan Development Timeline

## Open Public Engagement

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# Get Involved



<https://getinvolved.london.ca/strategicplan>



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# Thank You

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

The 1st Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory  
Committee  
December 8, 2022

Attendance                      PRESENT: R. O'Hagan (Chair), P. Gill, R. Gill, B. Hill; H.  
Lysynski and K. Mason (Committee Clerks)

ABSENT: K. Burke, M. Castillo, S. Evoy, N. Fahd, N. Fragis, H.  
Karky, L. Ochoa, J. Pineda

ALSO PRESENT: K. Koltun, R. Morris, J. Tansley, B. Westlake-  
Power

The meeting was called to order at 4:13 PM.

## **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 is 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. Organizational Matters**

### 3.1 Election of Vice-Chair

That the election of Vice-Chair BE DEFERRED to the next meeting.

## **4. Scheduled Items**

### 4.1 Community Diversity and Inclusion Overview

That it BE NOTED that the presentation, as appended to the Agenda, from  
K. Koltun, Senior Coordinator, Community Engagement - Equity and  
Inclusion, Anti-Racism and Anti-Oppression Division, with respect to the  
Community Diversity and Inclusion Strategy Overview, was received.

### 4.2 Newcomer Day and Anti-Racism and Anti-Oppression Foundations Training

That it BE NOTED that the presentation from R. Morris, Director, Anti-  
Racism and Anti-Oppression, with respect to Newcomer Day and Anti-  
Racism and Anti-Oppression Foundations Training, was received.

## **5. Consent**

### 5.1 5th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee



That it BE NOTED that the 5th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee, from its meeting held on September 26, 2022, was received.

5.2 6th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

That it BE NOTED that the 6th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee, from its meeting held on October 6, 2022, was received.

5.3 7th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

That it BE NOTED that the 7th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee, from its meeting held on October 17, 2022, was received.

5.4 8th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

That it BE NOTED that the 8th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee, from its meeting held on November 10, 2022, was received.

5.5 Resignation of M. Mlotha

That it BE NOTED that the letter of resignation, dated November 10, 2022, from M. Mlotha, was received with regret.

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

None.

**7. Items for Discussion**

None.

**8. Adjournment**

The meeting adjourned at 4:47 PM.

Trans Day of  
Visibility - March  
31st



# Trans Day of Visibility

- Trans Day of Visibility is celebrated on March 31st
- Unlike Trans Day of Remembrance in November, Trans Day of Visibility (#TDOV) is meant to be a celebration of Trans lives and voices
  
- I'm proposing the following:
  - A Flag Request
  - A Trans Day of Visibility Celebration (Preferably at City Hall)
  - A proclamation request

# Why?

- There has been no (or limited) research into hate crimes against Trans folks since the 2018 "Survey of Safety in Public and Private Spaces (SSPPS)"
- The research that came out of the SSPPS in 2018 showed victimization and sexual abuse among the Trans Community was higher than the average
- Trans people deserve to be their authentic self without fear of discrimination or harassment
  - In fact, these folks deserve the opportunity to celebrate their identities
- The Trans community faces more discrimination than other minority groups (according to the above SSPPS survey)

## (Some) SSPPS Study Findings:

### **Transgender Canadians are more likely than non-transgender Canadians to experience violent victimization and unwanted sexual behaviours**

Similar to the experiences of sexual minority Canadians when compared with their heterosexual peers, transgender Canadians were more likely than non-transgender (cisgender) Canadians to report experiencing violent victimization since the age of 15. They were also more likely to report experiencing inappropriate sexual behaviours in all settings covered by the survey—in public, online and at work—than their non-transgender peers.

While transgender and non-transgender Canadians were equally likely to have engaged in binge drinking, transgender victims were more likely than non-transgender victims to report using drugs or alcohol to cope with their lifetime experiences of abuse or violence. Transgender Canadians were also more likely to report poor or fair mental health and suicidal thoughts than non-transgender Canadians.

# Some Questions

1. Can DIACAC be listed as the “organization” on the Flag/Proclamation requests?
2. What issues do we have to consider with bringing a celebration to City Hall?
3. Is it even feasible to plan this in the amount of time we have left? We’ll have one more DIACAC meeting before #TDOV but I would assume everything needs to go through Council (in terms of an event?)