

# Agenda

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

The 4th Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee  
April 13, 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, Métis and Inuit 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).

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<b>1. Call to Order</b>	
1.1 Disclosures of Pecuniary Interest	
<b>2. Opening Ceremonies</b>	
2.1 Acknowledgement of Indigenous Lands	
2.2 Traditional Opening	
<b>3. Scheduled Items</b>	
3.1 4:00 PM - Feedback on Committee Recruitment Process and Policies Update - J. Raycroft, Manager, Elections, Strategic Integration and Policy	2
3.2 4:15 - Flags at City Hall Policy Review Update - W. Roberts, Chair, PRISM	
<b>4. Consent</b>	
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4.2 H. Karky Resignation	5
<b>5. Sub-Committees and Working Groups</b>	
<b>6. Items for Discussion</b>	
6.1 Request to Create a Sub-Committee - Recommendations for Council Appointment Process	
<b>7. Adjournment</b>	



**London**  
CANADA

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# **Survey Questions to Publicly Appointed Committees, Agencies, task forces and boards**

- 1. What are some things you like about the current recruitment process?**
- 2. Do you think the recruitment and outreach process could be improved?**
  - a. No**
  - b. If yes, let us know your thoughts:**
- 3. Do you think anything is missing from the current recruitment process?**
  - a. No**
  - b. If yes, let us know:**
- 4. Do you have an idea that would support a diverse and inclusive recruitment process for the City of London's boards, commissions, and committees?**
  - a. No**
  - b. If yes, let us know:**

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

The 3rd Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory  
Committee  
March 9, 2023

Attendance                      PRESENT: R. O'Hagan (Chair), K. Burke, B. Hill, J. Pineda and  
K. Mason (Committee Clerk)

ABSENT: S. Evoy, N. Fahd, M. Castillo, N. Fragis, P. Gill, R.  
Gill, H. Karky, L. Ochoa

ALSO PRESENT: R. Morris, W. Roberts, B. Westlake-Power

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.

## 2. Opening Ceremonies

### 2.1 Acknowledgement of Indigenous Lands

That it BE NOTED that the Acknowledgement of Indigenous Lands were  
read by R. O'Hagan.

### 2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

## 3. Scheduled Items

### 3.1 ARAO Division Update

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

### 3.2 Flag Proclamation Request for Intersex Awareness Day

That the following actions be taken with respect to the Flags at City Hall  
Policy:

- a) a sub-committee BE CREATED to review and provide feedback with  
respect to the current policy; and,
- b) that this matter BE DEFFERED to the next meeting of the Diversity,  
Inclusion and Anti-Oppression, for additional discussion;

it being noted that the Diversity, Inclusion and Anti-Oppression Community  
Advisory Committee (DIACAC) is in agreement with the flag proclamation  
request from, W. Roberts, Chair, PRISM; it being further noted that the  
DIACAC held a general discussion with respect to this matter.

## 4. Consent

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

That it BE NOTED that the 2nd Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee, from its meeting held on February 9, 2023, was received.

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

None.

**6. Items for Discussion**

6.1 (ADDED) Celebration of Trans Day of Visibility Update

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee, heard a verbal update from R. O'Hagan with respect to the cancellation of the Celebration for Trans Day of Visibility, was received.

**7. Adjournment**

The meeting adjourned at 4:57 PM.

**From:** [Hetham Karky](#)  
**To:** [Mason, Kiersten](#)  
**Subject:** [EXTERNAL] Resigning from DIACAC committee  
**Date:** Monday, December 12, 2022 8:33:28 AM  
**Attachments:** [image001.png](#)  
[image002.png](#)

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Dear Kiersten,

I hope this email finds you well, I am hereby resigning from the DIACAC committee.

Please accepts this as an official note of my resignation.

Since April 2021, I am going through a very hard time that requires my full attention and effort to pass it, so many things come together making me unable to dedicate the required effort and attention to my membership DIACAC responsibilities.

I was honored to serve on DIACAC committee since 2021, I have learned a lot from that experience and I had the chance to meet and work with wonderful people, this positive experience will be always a shining example in my career.

I wish the best to you and to the DIACAC members.

Respectfully

Hetham Karky



**Hetham Karky, PhD.**

Executive Director

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