

Agenda

Diversity, Inclusion and Anti-Oppression Community Advisory Committee

The 5th Meeting of the Diversity, Inclusion and Anti-Oppressions Community Advisory Committee
May 29, 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.

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 4th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee 2
 - 4.2 Municipal Council Resolution - 4th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee 4
5. **Sub-Committees and Working Groups**
6. **Items for Discussion**
 - 6.1 Review of the Diversity, Race Relation and Inclusivity Award Council Policy 5
7. **Adjournment**

Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report

The 4th Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory
Committee
April 13, 2023

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

ABSENT: S. Evoy, N. Fahd, M. Castillo, P. Gill,

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

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 Acknowledgment 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 Feedback on Committee Recruitment Process and Policies Update

That it BE NOTED that a verbal presentation, from J. Raycroft, Manager,
Elections, Strategic Integration and Policy, with respect to the committee
recruitment process and policies update including the survey as appended
to the agenda, was received; it being further noted that the Diversity,
Inclusion and Anti-Oppression Community Advisory Committee held a
general discussion with respect to this matter. C06-2023

3.2 Flags at City Hall Policy Review Update

That it BE NOTED that the verbal update from W. Roberts, Chair, PRISM,
in regard to the Flags at City Hall Policy Review and Flag and
Proclamation Request for Intersex Awareness Day, was received; it being
noted that the Diversity, Inclusion and Anti-Oppression Community
Advisory Committee held a general discussion regarding these matters.

4. Consent

4.1 3rd Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

That it BE NOTED that the 3rd Report of the Diversity, Inclusion and Anti-
Oppression Community Advisory Committee, from its meeting held on
March 9, 2023, was received.

4.2 H. Karky Resignation

That the resignation of H. Karky BE RECEIVED with regret.

5. Sub-Committees and Working Groups

None.

6. Items for Discussion

6.1 Request to Create a Sub-Committee - Recommendations for Council Appointment Process

That the creation of a sub-committee of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee (DIACAC) to review the Municipal Council's appointment process, BE APPROVED; it being noted that the intention of the sub-committee work would be to make recommendations to the Municipal Council for potential improvements to the processes of recruitment and appointments to the City's Agencies, Boards, Commissions and/or Community Advisory Committees; it being further noted that the DIACAC is committed to offering advice to the Municipal Council in relation to improving equitable and diverse representation.

7. Adjournment

The meeting adjourned at 5:25 PM.



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

April 26, 2023

Chair and Members
Diversity, Inclusion and Anti-Oppression Community Advisory Committee

I hereby certify that the Municipal Council, at its meeting held on April 25, 2023 resolved:

That the following actions be taken with respect to the 4th Report of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee from its meeting held on April 13, 2023:

- a) the creation of a sub-committee of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee (DIACAC) to review the Municipal Council's appointment process, BE APPROVED; it being noted that the intention of the sub-committee work would be to make recommendations to the Municipal Council for potential improvements to the processes of recruitment and appointments to the City's Agencies, Boards, Commissions and/or Community Advisory Committees; it being further noted that the DIACAC is committed to offering advice to the Municipal Council in relation to improving equitable and diverse representation; and,
- b) clauses 1.1, 2.1, 2.2, 3.1, 3.2, 4.1 and 4.2 of the 4th Report of the Diversity, Inclusion and anti-Oppression Community Advisory Committee BE RECEIVED for information. (5.3/14/SPPC)

M. Schulthess
City Clerk
/hw



London
CANADA

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); or,
 - 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; and,

- 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); and,
 - 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; and,
 - 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 (5) 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.