

Bill No. 232
2023

By-law No. CPOL.-_____

A by-law to enact a new Council policy entitled
“Anti-Racism and Anti-Oppression Policy”.

WHEREAS section 5(3) of the *Municipal Act, 2001*, S.O. 2001, C.25, as amended, provides that a municipal power shall be exercised by by-law;

AND WHEREAS section 9 of the *Municipal Act, 2001*, S.O. 2001, C.25, as amended, provides a municipality with the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority;

AND WHEREAS the Council of The Corporation of the City of London wishes to enact a new Council Policy entitled “Anti-Racism and Anti-Oppression Policy”;

NOW THEREFORE the Municipal Council of The Corporation of the City of London enacts as follows:

1. The policy entitled “Anti-Racism and Anti-Oppression Policy”, attached hereto as Schedule “A” is hereby adopted.
2. This by-law comes into force and effect on the day it is passed subject to the provisions of PART VI.1 of the *Municipal Act, 2001*.

PASSED in Open Council on July 25, 2023 subject to the provisions of PART VI.1 of the *Municipal Act, 2001*.

Josh Morgan
Mayor

Michael Schulthess
City Clerk

First Reading – July 25, 2023
Second Reading – July 25, 2023
Third Reading – July 25, 2023

Schedule “A”

Anti-Racism and Anti-Oppression Policy

Policy Name: Anti-Racism and Anti-Oppression Policy

Legislative History: Enacted **[date]** (By-law No. CPOL.-_____) to replace Diversity and Inclusion Policy for the City of London and City of London Race Relations/Anti-Racism Policy

Last Review Date: July 25, 2023

Service Area Lead: Director, Anti-Racism and Anti-Oppression

1. Policy Statement

The City of London acknowledges that systemic racism and oppression exist within our Corporation, and our community. To advance efforts related to Anti-Racism and Anti-Oppression, City Council and the Corporation have adopted an Anti-Racism and Anti-Oppression Framework & Equity Tool for use in all corporate policies, procedures, programs, projects, plans, services, and budget decisions. The Anti-Racism and Anti-Oppression division is committed to providing leadership, tools and resources that support our Council and Civic Administration at all levels and Services Areas of the Corporation to collectively take proactive steps towards addressing systemic changes.

Civic Administration will use the Equity Tool to provide information and recommendations to Council to assist them in their decision-making regarding policies, programs and services, practices, bylaws, and budgets that impact all Londoners including those not represented on Council.

2. Definitions

2.1. Corporation – refers to The Corporation of the City of London

2.2 Anti-Racism – Anti-racism is “the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably” (NAC International Perspectives, Women and Global Solidarity)

2.3 Anti-Oppression – Anti-oppression means to actively identify and eliminate systemic barriers that exclude people from all equity-deserving groups, including but not limited to racialized groups. Anti-oppression also recognizes that membership in more than one group is a reality for many.

2.4 Equity-Denied Groups – Equity Denied groups are communities of people who are excluded from fully participating in society because of systemic barriers.

2.5 Anti-Racism and Anti-Oppression Framework and Equity Tool – a corporate document, approved by Council which acts as a guide to making anti-racist and anti-oppressive change.

3. Applicability

This Policy applies to The Corporation of the City of London (“Corporation”), including its Advisory Committees, Agencies, Boards and Commissions. The Anti-Racism and Anti-Oppression Framework and Equity Tool provides structured guidelines to enable the Corporation and community to work toward the elimination of racism and oppression.

4. The Anti-Racism and Anti-Oppression Framework and Equity Tool

The Anti-Racism and Anti-Oppression Framework and Equity Tool is one strategic way to dismantle systemic racism and oppression. Through a series of questions, it prompts us to proactively examine the potential unintentional consequences of our decisions on equity-denied groups. It asks us to consider how to engage those impacted and provides a process that can create concrete strategies to address those inequities. It is also a way for us to evaluate and measure the impact we are making.

Our colonial history means that all systems, including our government, have been founded on systems of racism and oppression. As a result of this legacy, individuals hold biases which favour some groups over others. Using an Equity Tool minimizes the likelihood of continued oppressive practices and ensures we strategically identify and remove barriers to inclusion and intentionally advance equity. The Equity Tool supports our ability to demonstrate accountability towards improving equity to our staff and our community.

4.1 Who should use the Equity Tool?

Council and Councillors – City Councillors have a unique opportunity to demonstrate their commitment to eradicating systemic racism and oppression and to model this through their decision-making. By ensuring that an Equity Tool has been used by staff for City projects and recommendations to Council to guide their values and inform their decisions, we can anticipate an increased alignment between those commitments and action. By reviewing staff reports about the use of the Equity Tool, individual Councillors and Council may better consider the impact of their decisions on all Londoners including those who are not represented amongst themselves.

Civic Administration – As an organization committed to dismantling systemic racism and oppression, applying an Equity Tool is a way to document a tangible process and demonstrate improved outcomes. It will ensure that we remain responsible to and accountable for demonstrating a commitment to making sustainable changes towards equity and inclusion. Staff and people leaders will be expected to use the Equity Tool if they are responsible for developing, implementing, revising, or evaluating City of London policies, procedures, practices, programs, services, and events. The responsibility to apply an Equity Tool extends to volunteers, consultants, and external vendors.

4.2 Where can I find the Anti-Racism and Anti-Oppression Framework and Equity Tool?

The Anti-Racism and Anti-Oppression Framework and Equity Tool is updated regularly. The most up to date version can be located on our [City of London website](#) or by emailing arao@london.ca to request a copy.

4.3 Training and Implementation of the Anti-Racism and Anti-Oppression Framework & Equity Tool

The Anti-Racism and Anti-Oppression division is committed to providing leadership, tools, and resources that support our Council and Civic Administration at all levels and Service Areas of the Corporation to collectively take proactive steps towards addressing systemic changes.

To ensure a common understanding of Anti-Racism and Anti-Oppression, the following training modules have been developed for all staff.

ARAO Foundations Training

- Part I: Systemic Racism
- Part II: Systemic Oppression
- Part III: Individual Racism and Oppression
- Part IV: Anti-Racism and Anti-Oppression in Action
- Part V: Service Area Integration
- Part IV: Equity Tool Training

Equity Tool training will be given to those staff who will be applying the tool directly to City of London policies, procedures, practices, programs, services, and events.