

TERMS OF REFERENCE
LONDON DIVERSITY & RACE RELATIONS ADVISORY COMMITTEE

Role

While it is the legislative mandate of the Municipal Council to make the final decision on all matters that affect the Municipality, the role of an advisory committee is to provide recommendations, advice and information to the Municipal Council on those specialized matters which relate to the purpose of the advisory committee, to facilitate public input to City Council on programs and ideas and to assist in enhancing the quality of life of the community, in keeping with the Municipal Council's Strategic Plan principles. Advisory committees shall conduct themselves in keeping with the policies set by the Municipal Council pertaining to advisory committees, and also in keeping with the Council Procedure By-law.

Mandate

The London Diversity & Race Relations Advisory Committee reports to the Municipal Council, through the Investment and Economic Prosperity Committee. The London Diversity & Race Relations Advisory Committee is to provide leadership on matters related to diversity, inclusivity, equity and the elimination of discrimination in the City of London.

The London Diversity & Race Relations Advisory Committee (LDRRAC) shall be responsible for the following:

- To provide consultation, advice, report findings and make recommendations to City Council as necessary or at such times as Council may deem desirable, on matters of discrimination as defined by the Ontario Human Rights Code and matters related to diversity, inclusivity and equity in the City of London;
- To work actively with police services, education, community groups, municipal organizations, social services, business, labour and government agencies in order to facilitate a stronger understanding of the needs of the city's (London's) diverse populations;
- To advise the City in the development, maintenance and refinement of policies and practices that facilitates an inclusive and supportive work environment. This includes, but is not limited to, human resource policies related to recruitment, hiring, training, and promotion that provide equal <change to "equitable">opportunity for members of London's diverse populations;
- To initiate and participate in the development of new policies and programs or the refinement of existing ones, related to matters of discrimination, diversity, inclusivity and equity in the City of London; and
- To be a source of information on community resources available to assist those who have enquiries regarding issues of discrimination. This includes but is not limited to complaints of acts of prejudice, racism and hate.

Composition

Voting Members

- Ten members-at-large
- One representative of French Committee Services, AFCCO de London-Sarnia <change to "the Francophone community">

Non-Voting Resource Group

~~One representative of each of the following will be available to attend advisory committee meetings when necessary:~~ <change to "Representatives of organizations within the following societal sectors will serve in the capacity of non-voting resource members">:

- ~~London Police~~
- ~~Thames Valley District School Board~~
- ~~London District Catholic School Board~~
- ~~University of Western Ontario~~
- ~~Fanshawe College of Applied Arts & Technology~~
- ~~London Cross Cultural Learner Centre~~
- ~~Association for the Elimination of Hate~~

- ~~Council for London Seniors~~
- ~~Ministry of Citizenship & Immigration of Ontario~~
- ~~City's Human Resources Division~~
- ~~Ethnocultural Council of London~~
- ~~London Urban Services Organization~~
- ~~Homophile Association of London Ontario~~
- ~~London & Middlesex Housing Corporation~~
- ~~Ontarians with Disabilities Committee~~
- ~~Department of Canadian Heritage~~
- ~~Oneida Nation Administration~~
- ~~London Bahai'i Community~~
- ~~N'Amerind (London) Friendship Centre~~
- ~~United Way~~

<replace with:>

- Ethno-cultural and linguistic community organizations
- Police, justice and legal services
- Age based organizations/services
- Health care services
- Educational institutions/organizations/services
- Immigrant settlement services
- Income support organizations/services
- Employment related agencies/organizations
- Faith based community groups
- LGBT groups
- Gender based groups
- Aboriginal community groups/agencies
- Persons with disabilities groups/agencies
- Race, anti-racism or anti-hate groups/organizations

Sub-committees and Working Groups

The Advisory Committee may form sub-committees and working groups as may be necessary to address specific issues; it being noted that the City Clerk's office does not provide secretariat support to these sub-committees or groups. These sub-committees and working groups shall draw upon members from the Advisory Committee as well as outside resource members as deemed necessary. ~~The Chair of a sub-committee and/or working group shall be a voting member of the Advisory Committee.~~ <remove>

Term of Office

Concurrent with the term of the Municipal Council making the appointment.

Appointment Policies

Appointments <add "for voting and resource members"> shall be in keeping with Council Policy.

Qualifications

~~Any citizen interested in race relations and/or employment equity is eligible for appointment to the Advisory Committee. Members shall be chosen for their special expertise, experience, dedication and commitment to the mandate of the Committee. Non-voting representatives from local resource groups shall be members or employees of the organization they represent.~~

<replace with" Any London resident who brings understanding, expertise and experience of the principles of diversity and inclusion and human rights may be eligible for appointment to the Advisory Committee as a voting member. Organizations which fall within the stipulated societal sectors may request membership and representation in the capacity as a non-voting resource member to the Committee.">

Conduct

The conduct of Advisory Committee members shall be in keeping with Council Policy.

Meetings

Meetings shall be once monthly at a date and time set by the City Clerk in consultation with the advisory committee. Length of meetings shall vary depending on the agenda. Meetings of working groups that have been formed by the Advisory Committee may meet at any time and at any location and are in addition to the regular meetings of the Advisory Committee.

Remuneration

Advisory committee members shall serve without remuneration.

Heart and Stroke Foundation

LDRRAC Presentation

Presenters: Christine Hurtado, Rob Haile
September 19, 2013

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**MAKE
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About Us



HEART &
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FOUNDATION

**MAKE
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- ▶ The Heart and Stroke Foundation is a national organization led and supported by a force of about 140,000 volunteers.
- ▶ The Heart and Stroke Foundation is one of Canada's largest and most effective health charities
- ▶ Over the last 60 years we have invested more than \$1.35 billion in heart and stroke research, making us the largest contributor in Canada after the federal government.
- ▶ In 2012, the Foundation invested more than **\$107 million** in research, health promotion and community programs. \$ 4.3 million in research in London alone (UWO, Robarts, LHSC)

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Vision & Mission



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► **Our vision:**

- Healthy lives free of heart disease and stroke. Together we will make it happen.

► **Our mission:**

- **Prevent disease**
 - Give children and youth the best start for a long, healthy life
 - Empower Canadians to live healthy lives
- **Save lives**
 - Enable faster, better cardiac emergency response and treatment
 - Enable faster, better stroke response and treatment
- **Promote recovery**
 - Enhance support for survivors, families and caregivers

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Diversity Statement



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- *The Heart and Stroke Foundation is committed to creating a welcoming and supportive environment that embraces difference. We are an inclusive organization that values, respects and empowers its employees, volunteers and the people that it serves, and responds to the needs of Ontario's diverse communities through all its mission activities.*

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Health Inequalities



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- ▶ Research has shown that ethnic groups are oftentimes at a disadvantage when it comes to health care
 - Example:
 - Blacks and South Asians are roughly three times more likely to be hypertensive than the general population in Ontario (Leenen et al., 2008)

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On a Greater Level...



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- ▶ The HSF is dedicated to becoming a leader in championing diversity and inclusion in cardio/cerebrovascular health
- ▶ The HSF's diversity mission includes both Knowledge Generation and Knowledge Integration components

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Knowledge Generation



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- ▶ Activities included funding for ethno-cultural pilot project grants
 - Investigators were based in Toronto, London, Ottawa and Hamilton areas
 - Included Aboriginal, Black, Chinese and South Asian communities

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Knowledge Integration



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- ▶ Activities include improving the capacity and effectiveness of our health information business in raising awareness of the warning signs and risk factors as they uniquely impact different ethno-cultural communities
 - Examples
 - Simplify language in our English resources
 - Ensure print resources are adapted to priority languages
 - Target dissemination through appropriate community settings

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Next Steps



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- ▶ We ask for this committee to help with:
 - Recognizing the importance of health within London's diverse communities
 - Keeping the communication lines open between the HSF and the LDRRAC (i.e., report findings, making recommendations)
 - Collaborating on future initiatives either *directly* with the LDRRAC or *indirectly* with its members

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For more information...



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www.heartandstroke.ca/diversity

www.makehealthlast.ca

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