

Community and Protective Services Committee

Report

9th Meeting of the Community and Protective Services Committee
May 29, 2018

PRESENT: Councillors M. Cassidy, V. Ridley, B. Armstrong, M. Salih, Mayor M. Brown
ABSENT: P. Squire
ALSO PRESENT: Councillors J. Helmer and M. van Holst; J. Bunn, H. Chapman, P. D'Hollander, S. Datars Bere, P. Foto, T. Gaffney, C. Killip, G. Kotsifas, L. Livingstone, L. Loubert, A. Macpherson, L. Marshall, J.P. McGonigle, D. O'Brien, C. Smith, S. Spring, S. Stafford and B. Westlake-Power

The meeting was called to order at 4:03 PM.

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

2. Consent

Moved by: Mayor M. Brown

Seconded by: M. Salih

That Items 2.1 to 2.6 BE APPROVED.

Yeas: (5): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, and Mayor M. Brown

Motion Passed (5 to 0)

- 2.1 2017-2018 Multi-Sector Service Accountability Agreement - Dearness Home Adult Day Program and the South West Local Health Integration Network Declaration of Compliance - April 1, 2017 - March 31, 2018

Moved by: Mayor M. Brown

Seconded by: M. Salih

That, on the recommendation of the Managing Director, Housing, Social Services and Dearness Home, with respect to compliance with the terms of the 2017-2018 Multi-Sector Service Accountability Agreement for the Dearness Home Adult Day Program, the Managing Director, Housing, Social Services and Dearness Home BE AUTHORIZED to execute the Declaration of Compliance, as appended to the staff report dated May 29, 2018, for the reporting period April 1, 2017 to March 31, 2018. (2018-S04/S08)

Motion Passed

- 2.2 Status Update for the Naming of a Permanent Site for Vimy Ridge Park

Moved by: Mayor M. Brown

Seconded by: M. Salih

That, on the recommendation of the Managing Director, Planning and City Planner, the staff report dated May 29, 2018, with respect to a status update related to the naming of a permanent site for Vimy Ridge Park, BE RECEIVED.(2018-R04)

Motion Passed

2.3 Pet Boarding and Pet Sitting Services

Moved by: Mayor M. Brown
Seconded by: M. Salih

That, on the recommendation of the Managing Director, Development and Compliance Services and Chief Building Official, the following actions be taken with respect to pet boarding and pet sitting services:

- a) the staff report dated May 29, 2018 BE RECEIVED; and,
- b) the Civic Administration BE DIRECTED to hold a public participation meeting before the Planning and Environment Committee on a by-law amendment to the Zoning By-law to permit pet boarding and/or sitting business as a Home Occupation. (2018-P01)

Motion Passed

2.4 Licensed Child Care Affordability Pilot

Moved by: Mayor M. Brown
Seconded by: M. Salih

That, on the recommendation of the Managing Director, Neighbourhood, Children and Fire Services, the staff report dated May 29, 2018, with respect to the Licensed Child Care Affordability Pilot for London and Middlesex County, BE RECEIVED. (2018-S01)

Motion Passed

2.5 Amendment to By-law No. A.-7100-150 - Day Nurseries Act to Child Care and Early Years Act, 2014

Moved by: Mayor M. Brown
Seconded by: M. Salih

That, on the recommendation of the Managing Director of Neighbourhood, Children and Fire Services, the following actions be taken with respect to service system management of child care and early years, in London and Middlesex:

- a) the proposed by-law, as appended to the staff report dated May 29, 2018, BE INTRODUCED at the Municipal Council Meeting to be held on June 12, 2018 to amend By-law No. A.-7100-150 to update the legislative reference from the repealed Day Nurseries Act to the Child Care and Early Years Act, 2014; and,
- b) the proposed by-law, as appended to the staff report dated May 29, 2018, BE INTRODUCED at the Municipal Council Meeting to be held on June 12, 2018 to delegate new administrative processes associated with the EarlyON Child and Family Centre Program to the Managing Director, Neighbourhood, Children and Fire Services, or their written designate. (2018-S01)

Motion Passed

2.6 Naming of the New Southwest Community Centre - 501 Southdale Road West

Moved by: Mayor M. Brown
Seconded by: M. Salih

That, on the recommendation of the City Clerk with the concurrence of the Managing Director, Parks and Recreation and the Managing Director, Neighbourhood, Children and Fire Services, the following actions be taken with respect to the request of the Joint Venture Management Committee for the naming of the new southwest London community centre and the rooms contained within the building:

a) the name “Bostwick Community Centre, YMCA and Library”, BE APPROVED for the building; and,

b) the following names BE APPROVED for the rooms contained in the building:

Room	Name or Sponsor Name
Name of Facility	No sponsor yet
Atrium (1st floor)	Longo Family
Welcome Desk	Mowbray Sifton Welcome Centre
Arena	Nella Soufan Arena
Pool	No sponsor yet
Gymnasium – West Court	No sponsor yet
Gymnasium – East Court	BMO
Community Kitchen	No sponsor yet
Lg. Multipurpose Room 1 (2nd FI)	London Life
Lg. Multipurpose Room 2 (2nd FI)	TD
Lg. Multipurpose Room 3 (2nd FI)	No sponsor yet
Walking Loop (2nd FI)	No sponsor yet

it being noted that the proposed names are in compliance with Council-approved naming preferences. (2018-R05B)

Motion Passed

3. Scheduled Items

3.1 4th Report of the Accessibility Advisory Committee

Moved by: V. Ridley
Seconded by: M. Salih

That the following actions be taken with respect to the delegation of members of the Accessibility Advisory Committee:

a) the Mayor BE REQUESTED to organize an initial meeting with representatives from the Accessibility Advisory Committee (ACCAC) and members of council to discuss the concerns raised and develop recommendations and next steps;

it being noted that the Mayor and representatives from ACCAC will report back to the Community and Protective Services Committee within 30 days;

b) the following actions be taken with respect to the 4th Report of the Accessibility Advisory Committee, from its meeting held on April 26, 2018:

i) the "Top Asks" in each of the three key identified areas (transportation, employment, infrastructure), contained in the Education and Awareness Sub-Committee Report, as appended to the agenda, BE ENDORSED and referred to the discussion noted in the previous motion for work on implementation by Municipal Council; it being noted that five community open house events identified these three key areas of deficiency as barriers to accessibility;

ii) that the following actions be taken with respect to the communication dated March 24, 2018, from S. Connors, with respect to improving accessibility:

A) the Civic Administration BE ENCOURAGED to include designated scooter/wheelchair charging stations in any new municipal buildings, or significant renovations to municipal buildings, as well as including this concept in the next revision to the Facility Accessibility Design Standards (FADS); and,

B) the City of London Accessible Customer Service Training BE AMENDED to include a process for accommodating requests for charging scooters/wheelchairs at existing municipal facilities;

iii) the Manager, Special Events, Community Rentals, or designate, BE REQUESTED to provide an update regarding the status of the Outdoor Event Guide; and,

iv) clauses 1.1, 3.1 to 3.6, 5.1 and 5.2, BE RECEIVED;

it being noted that the attached presentation from J. Madden, M. Dawthorne, M. Cairns, A. Forrest, J. Menard, P. Moore, N. Judges, L. Chappell and K. Husain was received with respect to this matter.

Yeas: (5): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, and Mayor M. Brown

Motion Passed (5 to 0)

3.2 5th Report of the Animal Welfare Advisory Committee

Moved by: V. Ridley

Seconded by: M. Salih

That the following actions be taken with respect to the 5th Report of the Animal Welfare Advisory Committee, from its meeting held on May 3, 2018:

a) the Municipal Council BE ADVISED that the Animal Welfare Advisory Committee (AWAC) supports the proposed amendments to the Park and Recreation By-law; it being noted that the AWAC heard a verbal presentation from L. Loubert, Division Manager, Aquatics, Arenas and Park Operations, with respect to this matter;

b) the attached proposed amendments to the Animal Control By-law PH-3, drafted by the AWAC, BE REFERRED to the Managing Director, Development and Compliance Services for review and a report back to the Community and Protective Services Committee; and,

c) clauses 1.1, 2.2, 3.1 to 3.3 and 5.1, BE RECEIVED;

it being noted that the attached presentation, from P. Lystar, Animal Welfare Advisory Committee, was received with respect to this matter;

it being further noted that the requests for delegation status from R. Laidlaw, Zoocheck and V. Van Linden, Friends of Captive Animals, were referred to the public process.

Yeas: (5): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, and Mayor M. Brown

Motion Passed (5 to 0)

3.3 Naloxone Kits at City-owned AED Machines

Moved by: M. Salih

Seconded by: Mayor M. Brown

That the following actions be taken with respect to incorporation of Naloxone Kits at Automated External Defibrillator (AED) machine locations in the City of London:

a) the delegation and attached presentation from T. Nault and R. Barnfield of the Schulich Political Advocacy Committee BE RECEIVED, with thanks, with respect to the above-noted matter; and,

b) the Civic Administration BE DIRECTED to report back by the Fall of 2018, with a proposed implementation plan and associated costs related to:

i) installation of two naloxone kits at every Automated External Defibrillator (AED) location in City-owned and operated facilities;

ii) training of staff with respect to the naloxone kits;

iii) placement of appropriate signage at the locations;

iv) outreach with community partners for the provision of the collection of data related to the usage of the kits; and,

v) undertaking the necessary arrangements and the holding of public "town hall" meetings to inform and educate regarding the proposed initiative;

it being noted that a communication from Councillor P. Squire was received, with respect to this matter.

Yeas: (5): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, and Mayor M. Brown

Motion Passed (5 to 0)

3.4 London For All - A Roadmap to End Poverty Update

Moved by: Mayor M. Brown

Seconded by: M. Cassidy

That the following actions be taken with respect to the London for All - A Roadmap to End Poverty update:

- a) the Mayor BE REQUESTED to send a letter of appreciation to the parties involved for the work done with respect to the London for All – A Roadmap to End Poverty project, on behalf of Municipal Council; and,
- b) the attached presentation and handouts from R. Riddell and L. Nicholas, with respect to this matter, BE RECEIVED.

Yeas: (5): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, and Mayor M. Brown

Motion Passed (5 to 0)

3.5 Parks & Recreation Area By-law PR-2 Amendments - Feeding of Wildlife in Parks and Other Administrative Revisions

Moved by: M. Salih
Seconded by: Mayor M. Brown

That, on the recommendation of the Managing Director, Parks and Recreation, the following actions be taken with respect to the Parks and Recreation Area By-law PR-2:

- a) the proposed By-law, as appended to the staff report dated May 29, 2018, BE INTRODUCED at the Municipal Council meeting on June 12, 2018, to amend the Parks & Recreation Area By-Law PR-2 to address the feeding of wildlife in city parks and other administrative amendments; and,
- b) the attached communication from Councillor P. Hubert BE REFERRED to the Civic Administration for review and a report back to the appropriate standing committee on the matter;

it being noted that no individuals spoke at the public participation meeting associated with this matter. (2018-P01/P14)

Yeas: (5): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, and Mayor M. Brown

Motion Passed (5 to 0)

Voting Record:

Moved by: B. Armstrong
Seconded by: M. Salih

Motion to open the public participation meeting.

Yeas: (5): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, and Mayor M. Brown

Motion Passed (5 to 0)

Moved by: B. Armstrong
Seconded by: M. Salih

Motion to close the public participation meeting.

Yeas: (4): M. Cassidy, V. Ridley, B. Armstrong, and M. Salih

Motion Passed (4 to 0)

4. Items for Direction

4.1 6th Report of the Diversity, Inclusion & Anti-Oppression Advisory Committee

Moved by: M. Salih
Seconded by: B. Armstrong

That the following actions be taken with respect to the 6th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee from its meeting held on May 17, 2018:

- a) the following actions be taken with respect to the Planning and Policy Sub-Committee meeting held on April 26, 2018:
 - i) the ~~attached~~ Education & Awareness Sub-Committee minutes from its meeting held on April 26, 2018 BE RECEIVED;
 - ii) the following actions be taken with respect to the revised attached proposed Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) brochure; it being noted that the term for the existing DIAAC ends in February, 2019 and the DIAAC has a degree of urgency to reach out to community organizations and individuals in London about the DIAAC's existence prior to the next Advisory Committee appointment cycle to ensure diverse recruitment and future collaboration opportunities:
 - A) the City Clerk BE REQUESTED to create an e-mail account for the DIAAC, DIAAC@london.ca, directed to the DIAAC Secretary and the DIAAC Chair's e-mail addresses, respectively; and,
 - B) the City Clerk BE REQUESTED to create a "smart" URL for the DIAAC page on London.ca, created here: <http://www.london.ca/city-hall/committees/advisory-committees/Pages/LDRRAC.aspx>;
 - iii) the expenditure of \$55 US BE APPROVED for the purchase of the diversity tree licence from www.123rf.com for the proposed DIAAC brochure and for future use on promotional materials and community outreach, keeping in alignment with established past practices; it being noted that the DIAAC has sufficient funds in its 2018 budget for this expenditure;
 - iv) the Municipal Council BE REQUESTED to approve the revised attached proposed DIAAC information brochure; and,
 - v) the proposed Education & Awareness Sub-Committee Work Plan BE REFERRED back to the Education & Awareness Sub-Committee to reduce the proposed budget;
- b) a representative(s) from the London Police Service Board BE INVITED to attend a future Diversity, Inclusion and Anti-Oppression Advisory Committee meeting to discuss and advise of the next steps that may be taken with respect to the May, 2018 The London Free Press article relating to reported racial incidents in London in 2017; and,
- c) clauses 1.1, 2.1, 2.2, 3.1, 3.2, 4.1 to 4.3, 5.1 to 5.3, 7.1 and 7.2 BE RECEIVED.

Yeas: (5): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, and Mayor M. Brown

Motion Passed (5 to 0)

4.2 5th Report of the London Housing Advisory Committee

Moved by: Mayor M. Brown
Seconded by: M. Salih

That the following actions be taken with respect to the 5th Report of the London Housing Advisory Committee from its meeting held on May 9, 2018:

- a) C. Parker, Senior Planner, BE REQUESTED to attend a future London Housing Advisory Committee meeting to provide information on

the Old East Village Dundas Street Corridor Secondary Plan; it being noted that the Notice of Application to Amend the Official Plan, dated March 12, 2018, relating to this matter, was received;

b) a representative from Age Friendly London BE INVITED to attend a future London Housing Advisory Committee (LHAC) meeting to report on their housing initiatives; it being noted that LHAC heard a verbal presentation from B. Oedgaard with respect to this matter;

c) a representative from Sifton Properties Limited BE INVITED to attend a future London Housing Advisory Committee (LHAC) meeting to advise the LHAC of the green initiatives and energy saving projects that were implemented in the West Five subdivision, as it relates to market trends and emerging housing needs in the community;

d) S. MacDonald, Facilities, BE REQUESTED to attend a future meeting of the London Housing Advisory Committee to discuss energy efficiency measures being implemented in City facilities as it relates to new initiatives;

e) J. Binder, Canada Mortgage and Housing Corporation (CMHC) BE REQUESTED to discuss the CMHC Rental Housing Report and the status of the current rental housing market; and,

f) clauses 1.1, 3.1, 3.2, 6.1 and 6.2 BE RECEIVED.

Yeas: (5): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, and Mayor M. Brown

Motion Passed (5 to 0)

4.3 London Chamber of Commerce - Allocation of Revenue - Legalization of Cannabis

Moved by: Mayor M. Brown
Seconded by: B. Armstrong

That the communication, dated February 23, 2018, from G. Macartney, London Chamber of Commerce, with respect to a strategic approach to the allocation of revenues resulting from the legalization of cannabis, BE RECEIVED. (2018-S08)

Yeas: (5): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, and Mayor M. Brown

Motion Passed (5 to 0)

4.4 Public Messaging in the Community - Nuisances

Moved by: Mayor M. Brown
Seconded by: B. Armstrong

That, on the recommendation of the Managing Director, Development and Compliance Services and Chief Building Official, the following actions be taken with respect to public messaging in public spaces:

a) the staff report dated May 29, 2018 BE RECEIVED;

b) the Civic Administration BE DIRECTED to draft by-law amendments, for consideration, as soon as possible, by the Community and Protective Services Committee, to:

i) amend the Public Nuisance By-law to regulate abusive or insulting language that unnecessarily interferes with the use and enjoyment of public space by other persons; and,

ii) amend the Sound By-law to regulate amplified live speech; and,

c) the City Solicitor BE REQUESTED to provide a companion legal report for the proposed amendments noted in the above, including Charter challenges, as appropriate;

it being noted that a verbal delegation from P. Moore was received with respect to this matter. (2018-P01)

Yeas: (5): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, and Mayor M. Brown

Motion Passed (5 to 0)

5. Deferred Matters/Additional Business

5.1 Deferred Matters List

Moved by: M. Salih

Seconded by: B. Armstrong

That the Deferred Matters List for the Community and Protective Services Committee, as at May 11, 2018, BE RECEIVED.

Yeas: (5): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, and Mayor M. Brown

Motion Passed (5 to 0)

6. Adjournment

The meeting adjourned at 7:12 PM.

ACCAC Presentation to CPSC

Tuesday, May 29, 2018

Happy National AccessAbility Week

This is a time for Canadians to promote inclusion and accessibility in our communities and workplaces, as well as to celebrate the contributions of Canadians with disabilities.



How feedback was collected

- Five open houses, from Oct. 3, 2017-Oct. 14, 2017 (thank you to Mayor Brown and councillors Cassidy, Hopkins, and Van Holst for attending at least one event)
- Post-event survey
- Targetted feedback acquisition
- Anecdotal and community feedback from years of community involvement

Our Asks -- Transit

TRANSIT

The City of London, in order to provide an equitable accessible transit service, will commit to the following improvements:

- Reduction of wait time from three days to a maximum of one day
- Improvement of service call times to match call/wait/response times of that of the larger transit system
- Improve booking system to meet today's standards
- Increase of availability of accessible spaces on LTC busing or increasing paratransit rides
- Appropriate training and education of transit providers to assist in the respectful and appropriate interaction with people with disabilities, both visible and invisible.

Our Asks - Employment

EMPLOYMENT

City of London to be a leader in removing barriers currently preventing people with disabilities from becoming employed, by committing to the following:

- Removing artificial, non-job-essential requirements from all postings (CPR, driver's license, vehicle)
- Improving transit to ensure that people are able to get to interviews or jobs throughout the city
- Providing examples to the community of successfully employed PWD to provide visual representation for youth career aspirational goals
- Work with unions to remove systemic barriers to hiring people with disabilities (flexible hours, work from home, ergonomic issues, breaking up a full-time job into two part-time jobs)
- Working with community partners to improve awareness of accessible hiring best practices and tangible improvements to employment issues, including that the application process is fully accessible

Our Asks - Infrastructure

To promote a safe environment and foster equitable access to the community for all Londoners, ACCAC requests that the city:

- Improves notification of construction projects, blocked passages, and road work, bus route changes, and review the timing of pedestrian crossovers to ensure adequate opportunity for people of all ages and abilities to safely navigate through the city;
- Work with heritage departments to find a human-focused solution to promote accessibility in heritage-designated buildings
- Change snow removal minimums and prioritize pedestrian pathways and bus access points when it comes to snow removal.
- Commit to ensuring that all community gathering areas and parks under the City's mandate be fully accessible
- Ensure that City-funded housing programs live up to AODA-compliance metrics and that accessibility is a key component in the approval of development projects, both residential and commercial.
- Commit to a review and, if required, an update of the 2007 FADS report by the end of 2018.

Our Fears - History Repeating

- Council has consistently disregarded, ignored, and dismissed ACCAC recommendations and deprioritized the needs of the accessibility community.
- Even when things are approved, they often fail to be implemented
- ACCAC has been treated as a box to be checked to meet standards
- Consultation is not enough; action is. And our efforts have historically been met with inaction.

Our Fears - A History of Indifference

- Failure to begin council with a notification of available accessible supports, as approved by council;
- Continued failure to mandate and enforce temporary paths of travel during road/sidewalk construction;
- Repeated ignoring of requests for accessible taxi data, which have followed council protocols;
- The significant -- and embarrassing -- closed captioning issue, which perpetuates a lack of inclusion for a significant portion of the community;
- Ignoring our subsidized bus pass recommendation, maintaining inequitable access for one segment of the population

Our Fears - A History of Indifference

- The comprehensive disregard for process and AODA compliance in the politicized debate over the Medway valley region. Despite overwhelming support from environmentalists and copious amounts of negotiation to develop the accessible plan for the region, due process was cast aside in favour of politicking and our community was a casualty of that debate;
- The failure to reinstate "temporary" cuts to accessibility funding
- The cavalier implementation of accessible community gardens, which required three appearances at CPSC to gain any traction, and only now shows promise for some progress
- A lack of support and attendance (largely) in the open houses

Our Fears - A History of Indifference

- An initial lack of ACCAC representation on the poverty panel;
- No inclusion of ACCAC's input regarding FADS, resulting in no effective change;
- Last-minute removal of support on the accessible playground survey;
- Requiring three appearances at CPSC to get Mayor's award name changed relating to disabilities and still no evidence of change;
- Continued deferral of issues relating to paratransit.

Next Steps -- ACCAC Resignations

We have prepared letters of resignation from the committee.

Who you are losing:

- One recipient of the David C. Onley Award for Leadership in Accessibility (the province's highest honour)
- Two recipients of the AODA 10th Anniversary Champions Award
- One member of Ontario's Employers' Partnership Table for accessible employment
- Multiple members with lived experience
- Multiple members who have children with disabilities
- Multiple members who work in industries supporting people with disabilities, or in industries that have actively hired people with disabilities

But it has been shown that this level of expertise and advocacy is clearly not valued. We are prepared to continue our advocacy efforts, but it is clear that our time and efforts are better received outside of council chambers.

3.2

RECOMMENDATION:

Animal control By-law PH-3 prohibits the keeping of specified animals and regulates the keeping of other animals within the City of London.

The Animal Welfare Advisory Committee (AWAC) recommends amending the Animal Control By-law PH-3 as indicated in the draft By-law provided.

changes to be inserted:

4 new definitions in Section 1.1

Animal-use Entertainment Show - defined

"Animal-use entertainment show" means any entertainment show where live animals are physically present as an intended part of aspect of the conduct or presentation of the entertainment show, whether interaction between animals and admittees is allowed or not.

Entertainment show - defined

"Entertainment show" means any show, performance, presentation, circus, concert or similar event where admission is allowed to persons by admission fee or otherwise, the primary purpose of which is entertainment of the admittees by performers.

Mobile Live Animal Program - defined

"Mobile live animal program" means a mobile operation, facility or place where live animals are brought to a location on a temporary basis and, whether segregated from persons by fixed barriers or not, are made available for exhibit, observation, recreation, entertainment, any degree of physical or other interaction with such persons, other than those persons charged with the custody of the animals or any other purpose.

Zoo- defined

"Zoo" means a place where live animals in captivity are kept for display to persons for conservation, educational, scientific or recreational purposes, and where the animals and such persons are physically segregated from each other by fixed barriers.

New exemption wording in Section 3.6

Existing wording 3.6 Public park-zoo-fair-exhibition-circus-licensed, This bylaw shall not apply to animals maintained in a public park, zoo, fair, exhibition or circus operated or licensed by a municipal or other governmental authority.

3.2

Replace with

This by-law shall not apply to:

- a) animals maintained in a public park or zoo owned or operated by the City of London,
- b) a zoo licensed in accordance with the Fish and Wildlife Conservation Act, 1997 and any successor legislation thereto,
- c) pet shows, with respect to Class 4, 5 and 6 animals except where prohibited elsewhere in this by-law,
- d) agricultural fairs, shows and exhibitions, with respect to Class 1, 2 and 3 animals.

New prohibition in Section 4.17

Animal-use Entertainment Show, Zoo, Mobile Live Animal Program

No person shall conduct or present any animal-use entertainment show or operate any mobile live animal program involving Class 7 animals or any other animals prohibited in the City of London.

ANALYSIS:

The Animal Control By-law ranks animals in seven classes, and prohibits the keeping of some of them:

Class 1 animals are cow, donkey, goat, horse, mule, pig (swine) of all species including hybrids, pony and sheep. Class 1 animals are prohibited within municipal boundaries. There are regulations that apply to the keeping of these animals that were held prior to the passage of the by-law.

Class 2 animals are chicken, goose, turkey, duck and any domestic fowl. Class 2 animals are prohibited within municipal boundaries. There are regulations that apply to the keeping of these animals that were held prior to the passage of the by-law.

Class 3 animals are homing, pouter, racing or tumbler pigeons. No more than 40 banded Class 3 animals may be kept during winter, and no more than 60 banded Class 3 animals may be kept during summer. There are regulations that apply to the keeping and flight times of these animals.

Class 4 animals are domestic cat, guinea pig, gerbil, hamster, mouse, rat, rabbit, chinchilla, ferret and turtle. A maximum of two of these animals may be kept, with the exception of domestic cats. The

3.2

number of cats that may be kept varies depending on the number of dogs kept and the type of dwelling unit.

Class 5 animals are non-venomous snakes, non-venomous lizards and non-venomous spiders. No more than two Class 5 animals are permitted in any dwelling unit or on any premises. Non-venomous snakes over 60.9 cm (24 inches), and non-venomous lizards over 30.48 cm (12 inches), are prohibited.

Class 6 animals are domestic cardinals, finches, budgies, bulbuls, canaries, tanagers, amazons, cockatoos, conures, macaws, parakeets, cockatiels, lorikeets, touracos, toucans, orioles, mynahs, magpies, barbets, arcaris, pied hornbells and cock-of-the-rocks. A maximum of two Class 6 animals may be kept.

Class 7 animals are defined to mean “any animal of a type that is normally found in a wild and natural state, whether or not it has been bred and/or raised in captivity and includes but is not limited to bear, wolf, coyote, crocodile, alligator, bobcat, lynx, mountain lion, cougar, tiger, lion, monkey, fox, skunk, kangaroo, eagle, hawk, elephant, weasel, racoon, venomous lizard, venomous snake, venomous spider, all birds the keeping of which is prohibited in the Migratory Birds Convention Act, S.C. 1985, C.M-7, and regulations thereto and all animals the keeping of which is prohibited in the Fish and Wildlife Conservation Act, 1997 and regulations thereto.” The keeping of Class 7 animals within the municipal boundaries is prohibited.

Part 3 of the By-law provides specific exemptions for the following:

London Animal Care Centre

London Humane Society

Public pound

Animal hospital – clinic - kennel

Pet shop

Public park - zoo - fair - exhibition - circus - licensed

Research facility - registered

Agricultural - land - premises

Feral Cat Colony

City of London Cat Adoption Centre

3.2

Section 3.6 provides an exemption for Class 7 animals, and other animals that are currently prohibited from the City of London.

AWAC recommends replacing this current exemption for " animals maintained in a public park, zoo, fair, exhibition or circus operated or licensed by a municipal or other governmental authority" with:

This by-law shall not apply to:

- a) animals maintained in a public park or zoo owned or operated by the City of London
- b) a zoo licensed in accordance with the Fish and Wildlife Conservation Act, 1997 and any successor legislation thereto
- c) pet shows, with respect to Class 4, 5, and 6 animals except where prohibited elsewhere in this by-law
- d) agricultural fairs, shows and exhibitions with respect to Class 1, 2 and 3 animals

REASONS FOR THE RECOMMENDATION:

Exemption Makes No Sense Today: The exemption as it is currently written provides a blanket exemption to a broad range of both small and large animal enterprises which allows them to conduct their activities with prohibited animals in the City of London unfettered by oversight or control. For example, anyone, regardless of expertise, experience or financial wherewithal can start a zoo or zoo-type display in the City. In addition, Mobile Live Animal Programs (MLAPs), which are exploding in number, can operate with impunity. Even the holding of a simple City of London business license could trigger exemption 3.6 as it is presently written, and under the present by-law there is a decent defence (to a prosecution for a Bylaw violation) argument that the holding of *any municipal license*, of *any description*, from *anywhere* (ie. from any other municipality anywhere), by an animal enterprise would also trigger 3.6. That does not make sense from either a policy or jurisdictional perspective.

No Provincial Oversight: In Ontario, there are no comprehensive laws governing the keeping of exotic wild animals in captivity. No provincial permit is required to operate a zoo, zoo-type facility, mobile animal operation or to keep exotic wild animals and there are no requirements for experience, expertise, training and finances, no comprehensive standards for animal housing and husbandry or standards for human health and safety, no Ontario government inspection regime and no convenient way for anyone to close down an animal enterprise. This dearth of laws, regulations and rules at the provincial level means the onus to provide oversight and to deal with problems lies with individual municipalities who are ill-equipped to deal with exotic wild animals.

3.2

Lack of Municipal Expertise and Resources: At the present time, City staff are responsible for providing oversight of, and responding to issues associated with the keeping and/or presence of, exotic wild animals within City boundaries. However, City staff are not properly trained in how to assess exotic wild animal situations including, but not limited to, human health and safety features and practices and/or animal welfare, or in how to restrain and house exotic wild animals, nor are there the resources to do so. With a growth in the number of animal enterprises in Ontario, especially Mobile Live Animal Programs (MLAPs), it is not reasonable to expect City staff to provide appropriate levels of oversight. They do not have the expertise or capacity.

Changing Times: Over the past decade the City has made steady progress toward becoming a more enlightened and compassionate city for animals. Regulations concerning the keeping of domestic cats have been updated, the treatment of feral cats has become more humane, and humane protocols for handling human-wildlife conflicts have been adopted.

The controversial Lickety Split Zoo is gone and, in 2012, City Council and staff recognized that the accommodation provided for many of the animals at Storybook Gardens was not sufficient to meet the animals' needs, and took the responsible step of closing the zoo and re-homing the animals to sanctuaries and other appropriate facilities elsewhere. There are currently no public or private zoos operating within municipal boundaries. This is in keeping with a shift in societal attitudes toward animals.

Animal Welfare: Across the province, more than 45 unregulated zoos and more than 70 Mobile Live Animal Programs are in business, while hundreds of private citizens keep a broad range of exotic wild animals for personal amusement purposes. With no comprehensive laws in place governing exotic wild animal housing, husbandry, care and safety, many animals are subjected to conditions in which their biological, behavioural and social needs are not met. Undersized cages and enclosures, barren living spaces, lack of appropriate environmental conditions, such as temperature, humidity and light, lack of shelter and privacy, poor quality food and unsafe housing are not uncommon in Ontario. That has led to many animals enduring physical health issues, as well as psychological issues, such as boredom, anxiety, frustration and other negative emotional states, which lead to animal suffering.

Claims have been made that the Ontario SPCA can deal with any problems but they lack the internal expertise and resources to do so. In fact, the OSPCA recently called on the Ontario government to pass new legislation to deal with this issue. Canada's Accredited Zoos and Aquariums has also been suggested as a potential vehicle for dealing with this issue but they are a private, industry group and not a regulatory body. They operate without transparency and, with just two staff members, do not have the capacity to properly monitor the daily activities of their members. Their accreditation inspections occur once every five years.

3.2

Human Health and Safety: There are two primary kinds of dangers posed by exotic wild animals: 1) physical attack and, 2) zoonoses (disease).

Many animals are large, powerful and are equipped with features, such as sharp teeth, claws or venom that make them potentially dangerous to humans. Many of these animals, including exotic cats, primates and large reptiles, are found in Ontario animal facilities where they are poorly housed and secured. Mobile Live Animal Programs also utilize some of these animals and bring them to daycares, schools, senior's homes and other events. For example, one accredited zoo conducting offsite programs brought large constricting snakes to birthday parties and wrapped them around the waists of young children so photos could be taken.

Most exotic wild animals also harbour diseases that can be transferred to humans (called zoonoses). Particular animals, such as reptiles, amphibians, birds and young ruminants, have long been known to shed proportionately more potentially pathogenic organisms than other animals. The best known is Salmonella. Some zoos and most Mobile Live Animal Programs feature contact with wild exotic animals as a key selling point for obtaining bookings. They allow the public, including at-risk groups such as young children, pregnant women, immunocompromised individuals and the elderly to contact these animals, even though most public health agencies advise against it, or recommend very stringent disease mitigation measures be in place.

Dubious Education and Rescue: All too often, children, after seeing the animals being displayed and possibly hearing a presentation from the staff, do not develop empathy toward animals. The peer-reviewed literature is populated by papers that show the educational claims of animal enterprise businesses are questionable, at best. Rather, they learn that animals are objects for their pleasure and amusement, and they ask their parent to purchase such an animal for them as a pet. Some zoos even sell cages, tanks and other equipment, reinforcing the idea that wild exotic animals make suitable pets. Most wild exotic animals die long before reaching the upper limits of their potential lifespans. More than 75% of reptiles die within 24 months after being purchased. For some, when the novelty wears off, the animal might be disposed of by releasing into the wild, or perhaps given to a rescue group to find another home. In some cases the former pet is dropped off at London Animal Care Centre, where the cost of handling the animal is paid by the City. Some animal enterprises claim to be rescue and to serve a useful function by assisting municipalities, but the numbers of animals dealt with tend to be small.

For the abovementioned reasons, and after careful study and deliberation, the AWAC recommends that the City Animal control By-law PH-3 be revised to include the 4 new definitions in Section 1.1, the new

prohibition in Section 4.17 and new wording in Section 3.6 as provided in the accompanying draft PH-3 By-law.



3.2

Public Health & Safety:

Exotic animals which are often featured as part of a Mobile Live Animal Program headline, harbour diseases that can be spread to humans. The Ontario Ministry of Health & Long Term Care recommends children under the age of five should not visit facilities with Exotic animals. Aside from the risk of disease, there are also risks of personal injury due to bites (with or without poisonous venom), claws and constriction from large snakes. There is no oversight nor standards set by the province regarding health and safety practices or permits requiring regular inspection leaving the burden of managing any health and safety related issues entirely at the municipal level.

Animal Welfare:

Many animals are subjected to conditions where their biological, behavioural and social needs are not met. All animals require space to engage in normal movements and behaviours, appropriate environmental conditions. For most Mobile Live animal Programs, these exotic species are transported from the time they leave their home base until return in extremely minimalist conditions. Mammals and birds may be confined and moved in cages or crates while reptiles and amphibians are routinely moved in plastic tubs and containers, often so with so little space that they are unable to move normally or even turn around. Additionally they are subjected to environmental concerns; vibrations, sounds, light or lack thereof, during the transportation process and while at a venue. Most exotic animals die long before reaching what would be considered a natural lifespan. More than 75% of reptiles die within 24 months of being purchased.

Enforcement/Resources:

As there is no current oversight, anyone (yourself or myself even) could open and operate a mobile live animal program using class seven animals within the city under the present by-law exemptions. Municipal staff do not have the expertise or capacity to provide oversight to the issues that come with the keeping of exotic wild animals or husbandry. After careful study and deliberation, the Animal Welfare Advisory committee asks that you support this important by-law amendment recommendation with the knowledge that it only applies to species the city has already deemed dangerous for health or safety reasons and business are still welcome to come with animals who are allowed in London

Naloxone Kits at AED Machines

Harm Reduction in The Opioid Crisis

Prepared by the
Schulich School of Medicine & Dentistry
Political Advocacy Committee

The Opioid Crisis in London, ON

- 2017: 30.4 per 100,000 hospitalizations due to opioid poisoning in London
 - Higher than Toronto and Ottawa, Ontario average and *second-highest in Canada*¹
- From 2011 to 2016, increases in:
 - Opioid-related hospitalization
 - Emergency room visit
 - Death rates in London from 2011 - 2016²
- Fentanyl and carfentanil found in street drugs in London in 2017
- 23 drug seizures by police were found to have fentanyl and
- 2 with drug seizures with carfentanil
 - 2 mg of carfentanil can be lethal³

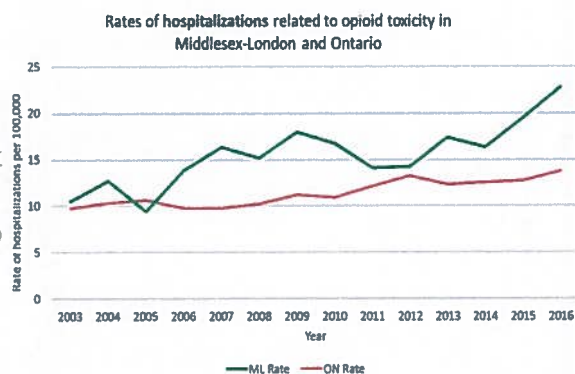


Figure source: <https://www.healthunit.com/opioids-middlesex-london>

What is Naloxone?

- Reverses the effects of an opioid overdose
- Binds to opioid receptors and displaces the opioid causing overdose
- Stops inhibition of respiratory centre and returns patient to consciousness
- **NO negative effect when used in the absence of opioids⁴**
- Injection and inhalable formulations available
 - Inhaler: Easier to use



POWER

Image source: narcan.com

Recommendations For London

- Install 2 naloxone kits at each currently existing AED in city-owned and operated facilities in London.
 - \$107 per kit x two kits at each of the 53 AEDs in City owned and operated buildings in London
 - Will cost the city approximately \$11,400
- Provide naloxone administration training to staff at these locations.
- Ensure appropriate signage
- Organize Town Hall sessions prior to implementation to engage and inform members of London community.
- Ensure longitudinal quantitative measurement of naloxone kit use at these sites.

Support from:

- City councillors:
 - Michael Van Holst
 - Anna Hopkins
 - Tanya Park
- Community And Protective Services Committee members:
 - Phil Squire
 - Mohamed Salih
 - Bill Armstrong
- Middlesex London Health Unit
- London Public Library Board
- London Youth Advisory Committee



City of London
CAPS Committee
May 29, 2018




LONDON FOR ALL

A ROADMAP TO END POVERTY



London For All – A Roadmap to End Poverty

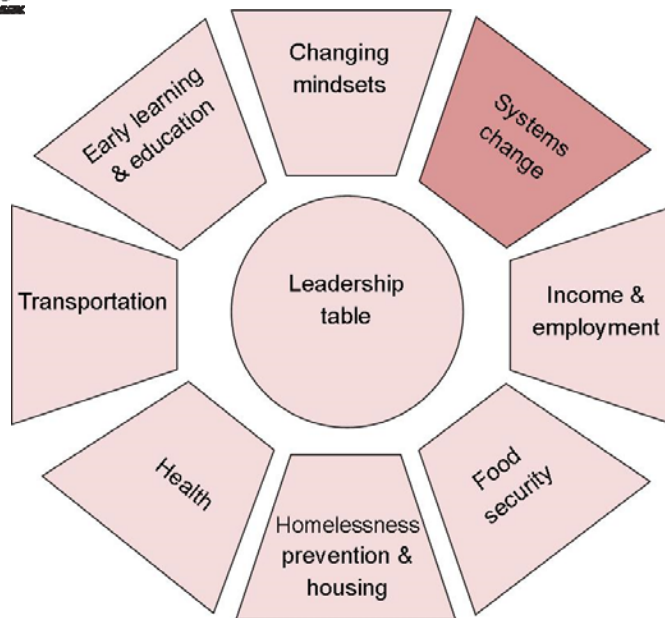
Goal: Londoners working together to end poverty
in one generation





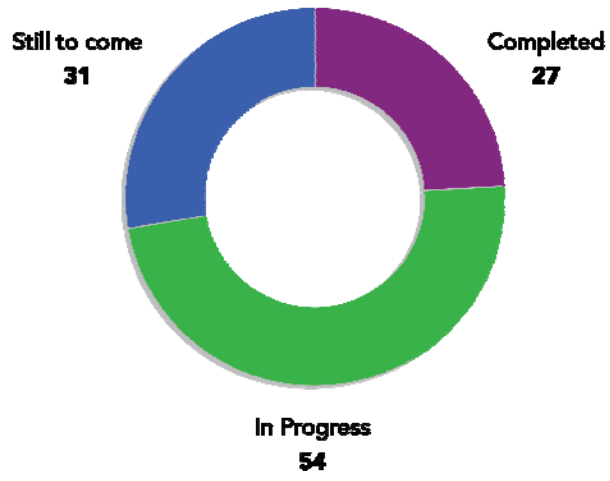
As lead agency, United Way is convening and facilitating the work of:

- 60 stakeholder organizations coming together to ignite change
- 38 individuals identifying with lived / living experience who are involved as key decision-makers
- 160+ volunteers from diverse backgrounds



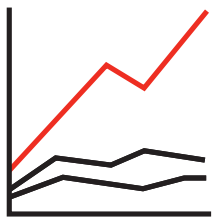


Status of the 112 recommendations as of May 2018



WHY

London urgently needs to address poverty. Our poverty rates are higher than provincial and national averages.



More than 62,000 Londoners live in poverty. That's 1 in 7 of us.

WHAT WE DO

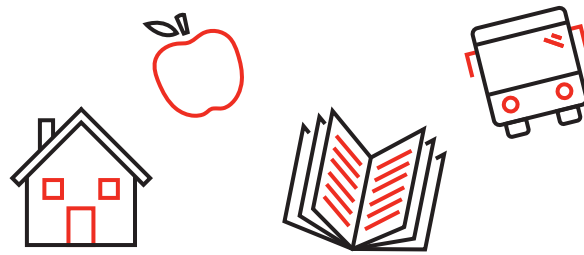
London for All is **about long-term solutions and systems change.**

As lead agency, United Way is convening and facilitating the work of:

60 stakeholder organizations coming together to ignite change

38 individuals identifying with lived experience who are involved as key decision-makers

160+ volunteers from diverse backgrounds



HOW **Community-based strategy**

Creating pathways out of poverty by ensuring that everyone has the supports they need to live with dignity

Poverty is a community issue

A community experiences poverty and can't reach its potential when people lack or are denied the economic, social, or cultural resources to participate.

112 Recommendations addressing:

- Income & Employment
- Food Security
- Health
- Transportation
- Early Learning & Education
- Changing Mindsets
- Systems Change
- Homelessness Prevention & Housing

WHO



In London ...

17% of individuals are living in poverty

24% of children are living in poverty

41% of Indigenous peoples are living in poverty

LONDON FOR ALL IN ACTION

Establish a Living Wage for London

When determining a Living Wage for a specific community, it is necessary to consider a wide range of local factors and conditions that can affect how earners are able to meet their basic needs.

Factors include:

- Housing and utilities
- Nutritious food
- Clothing and footwear
- Transportation
- Child care and school-associated fees
- Leisure time, including sports fees, entertainment and outings
- Health, dental and vision care
- Other personal costs

London's Living Wage is \$15.53/hour (\$14.57/hour where the employer provides a medical insurance plan)

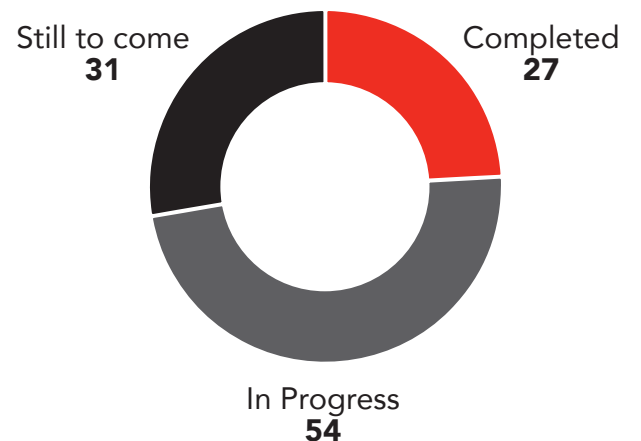
Reduce transit-related costs for people with low income through consideration of pricing and subsidy models

A new income-related bus pass was implemented on January 1, 2018. The monthly pass costs \$52 and is available for individuals whose income is at or below the low income cut-off (after tax).

Increase the number of licensed childcare spaces

534 additional spaces were made available in 2017 plus 176 more spaces in 2018/2019.

Status of the 112 recommendations as of May 2018



unitedwayem.ca/london-for-all



United Way
Elgin Middlesex

LONDON FOR ALL





A ROADMAP TO END POVERTY













London
CANADA


Summary Report

London for All: A Roadmap to End Poverty




Objective	Initiative	Target End Date	Accomplishments	Variance
 Changing Mindsets	 1.1 Develop a campaign to educate and engage the community on poverty that	5/31/18	In collaboration with the City of London and Circles to enhance the Poverty Over campaign.	
	 1.2 Grow existing awareness and engagement initiatives	5/31/18	Inventory of existing initiatives - work underway with the BOOP and Circles Guiding Coalition.	
	 1.3 Increase the number of organizations providing Indigenous Cultural Safety training	5/31/18	<p>In June 2017, the Ontario Indigenous Cultural Safety (ICS) Program celebrated its growth into a province wide initiative and revealed a new brand. This training program was developed for Ontario in partnership with San'yas ICS training – a program of the Provincial Health Services Authority of British Columbia. It is led and administered through the Southwest Ontario Aboriginal Health Access Centre (SOAHAC) with financial support from the South West LHIN and Ontario's Ministry of Health and Long Term Care (MOHLTC).</p> <p>SOAHAC has reported a substantial increase in participation in the online training program and the full-day training events which they continue to host. A final report on participation will be made available in Fall 2018.</p>	

Objective	Initiative	Target End Date	Accomplishments	Variance
	 1.4 Increase the number of organizations providing Cultural Competency training	5/31/18	<p>London Cross Cultural Learners Centre (CCLC) resumed its provision of Intercultural Education Services in January 2017, focused on Cultural Competency training.</p> <p>A variety of training modules have been developed to meet the needs of the community. Intensive training is available for specialized audiences: workshops focusing on practical implications in specific areas of competence are available, and Train-the-Trainer courses are available for those who want to become certified trainers and provide training to their organization(s) and/or clientele.</p>	
	 1.5 Collaborate with school boards to build on existing resources that help students understand the impacts of poverty and to reduce stigma.	5/31/18	Ongoing work with the TVDSB, LDCSB, and French school boards	
	 1.6 Strengthen relationships and increase partnerships between municipal leaders, Indigenous peoples and community partners to create an Indigenous poverty strategy	5/31/20		
	 1.7 Create a "Made in London" campaign that encourages residents to think and buy local in order to support the local economy and increase local employment	5/31/20	Connected to work on 1.1 along with work with Pillar Nonprofit.	
	 1.8 Publicly acknowledge support for the Truth and Reconciliation Commission of Canada: Calls to Action's recommendations and use the findings to educate Londoners and address systemic racism and discrimination	5/31/20		
	 1.9 Strengthen programs to counteract violence against women and support National Inquiry into Missing and Murdered Indigenous Women and Girls	5/31/20		





Objective	Initiative	Target End Date	Accomplishments	Variance
Income & Employment	 2.1 Use London's Community Economic Roadmap to accelerate skills training programs that meet local labour market needs	5/31/18	<p>OSAP changes in effect in Summer 2018 for individuals on Social Assistance.</p> <p>LEPC provide an understanding of labour market needs and profile skills needed for the future. With this information, plans to provide a skills training information session to OW staff and potentially input into Fanshawe College course offerings.</p>	
	 2.2 Become a Basic Income Guarantee pilot site	5/31/18	The Ontario Basic Income pilot project was launched in 2017. The City of London was not successful as a host City.	
	 2.3 Develop and implement hiring practices aimed at increased diversity	5/31/18	Workforce Planning Summit held May 2018. Discussions regarding hiring practices aimed at increased diversity. Ongoing discussions with ESC, LEPC, Workforce Planning and Development Board and Labour.	
	 2.4 Implement social procurement policies at public institutions	5/31/18	Kings University College will be hosting a Procurement Symposium in Fall 2018.	

Objective	Initiative	Target End Date	Accomplishments	Variance
	 2.5 Establish the Living Wage figure for London	5/31/18	<p>Great work by the London Poverty Research Centre at King's University College and the Middlesex London Health Unit.</p> <p>When determining a Living Wage for a given community, it is necessary to consider a wide range of local factors and conditions that can affect how earners are able to meet their basic needs. A Living Wage is specific to the community for which it is calculated.</p> <p>The methodology used to guide the research for a Living Wage in London, Ontario was based on the Canadian Living Wage Framework; the calculations themselves were made using the Canadian Centre for Policy Alternatives' (CCPA) 2014 <i>Living Wage Calculator</i>.</p> <p>London's Living Wage = \$15.53 / hour</p> <p>A wide range of factors that impact the costs facing wage earners and their families, were considered for the calculation, including:</p> <ul style="list-style-type: none"> ● housing and utilities; ● nutritious food; ● clothing and footwear; ● transportation; ● child care and school-associated fees; ● leisure time, including sports fees, entertainment and outings; ● health, dental and vision care; ● and, other personal costs. <p>Once they reviewed the data, researchers were able to determine that the Living Wage for London, Ontario is \$15.53 per hour; however, where the employer provides an employee medical insurance plan, the Living Wage drops to \$14.57 per hour.</p>	

Objective	Initiative	Target End Date	Accomplishments	Variance
	<p>✓ 2.6 Support the implementation of the Brighter Prospects: Transforming Social Assistance in Ontario recommendations, including linking social assistance rates to inflation and allowing individuals to retain more of their assets before accessing social assistance</p>	5/31/20	<p>Effective September 2017 changes were implemented through Brighter Prospects: Transforming Social Assistance in Ontario. Increased limits for assets for recipients of ODSP and Ontario Works so that individuals and families can build financial resilience and better weather daily cost pressures and unexpected financial needs.</p>	
	<p>✓ 2.7 Advocate for adequate, liveable rates for people accessing Ontario Works and Ontario Disability Support Program</p>	5/31/20	<p>Along with a submission on the Income Security roadmap from the Ontario Municipal Social Services Association (OMSSA) for which the City of London is one of the 47 Representatives, a proposal was prepared by the London Community Advocates Network and sent on behalf of LFA to the Honourable Charles Sousa, Minister of Finance.</p> <p>Additionally the Income Security roadmap was attached to the submission. The <i>Roadmap for Change</i> is a comprehensive plan that will help break the cycle of poverty in Ontario. The recommendations contained in the report will significantly improve the income security system in Ontario.</p>	

Objective	Initiative	Target End Date	Accomplishments	Variance
	 <p>2.8 Advocate for adequate, liveable rates for older adults accessing social assistance and pension programs, including: • Canadian Pension Plan • Guaranteed Income Supplement • Old Age Security • Guaranteed Annual Income System</p>	5/31/20	<p>Along with a submission on the Income Security roadmap from the Ontario Municipal Social Services Association (OMSSA) for which the City of London is one of the 47 Representatives, a proposal was prepared by the London Community Advocates Network and sent on behalf of LFA to the Honourable Charles Sousa, Minister of Finance.</p> <p>Additionally the Income Security roadmap was attached to the submission. The <i>Roadmap for Change</i> is a comprehensive plan that will help break the cycle of poverty in Ontario. The recommendations contained in the report will significantly improve the income security system in Ontario.</p>	
	 <p>2.9 Evaluate provincial minimum wage levels in the context of the Low Income Measure and use as a tool to address poverty where appropriate</p>	5/31/20	London Poverty Research Centre - research near completion.	
	 <p>2.10 Promote the business case for employers to pay a Living Wage and acknowledge those who are already doing so</p>	5/31/20	LivingWageLondon.ca	












Objective	Initiative	Target End Date	Accomplishments	Variance
	<p>✓ 2.11 Urge Federal and Provincial partners to create more employment training programs using an equity lens to target specific demographics with increased barriers to work (e.g. persons with disabilities, persons with mental health or addictions challenges, etc.)</p>	5/31/20	<p>Along with a submission on the Income Security roadmap from the Ontario Municipal Social Services Association (OMSSA) for which the City of London is one of the 47 Representatives, a proposal was prepared by City of London staff and sent on behalf of the CYN to the Honourable Jean-Yves Duclos, Minister of Families, Children and Social Development.</p> <p>Additionally the Income Security roadmap was attached to the submission, specifically pages 117-123 focus on employment, and pages 103-123 covers supporting persons with disabilities. The <i>Roadmap for Change</i> is a comprehensive plan that will help break the cycle of poverty in Ontario. The recommendations contained in the report will significantly improve the income security system in Ontario.</p>	
	<p>✓ 2.12 Support provincial efforts to enhance legislation to support workers in maintaining employment, such as provincial Bill 177, which provides survivors of sexual or domestic violence with up to 10 days of paid leave to deal with the harm they experienced</p>	5/31/20	<p>DOMESTIC OR SEXUAL VIOLENCE LEAVE - rolled into Bill 148 - came into effect January 1, 2018</p> <p>Domestic or Sexual Violence Leave provides a new stand-alone leave specifically for victims of domestic or sexual violence. The leave entitles an employee who has been employed for at least 13 consecutive weeks to a leave of absence when that employee, or the employee's child, is the victim of domestic or sexual violence or experiences the threat of sexual or domestic violence. Employees are entitled to claim 10 days of Domestic or Sexual Violence Leave and/or up to a potential maximum of 15 weeks of leave.</p>	










Objective	Initiative	Target End Date	Accomplishments	Variance
	 <p>2.13 Encourage employers to consider skills and knowledge in the absence of credentials (e.g. diplomas and degrees)</p>	5/31/20	<p>Working in partnership with LEDC - creation of a toolkit with several tips to get top talent in your workforce in a challenging labour market.</p> <p>Ex. Knighthunter - need to provide more option fields for companies submitting a job posting - to demonstrate skills.</p>	
	 <p>2.14 Work with employers to increase flexibility in workplace for those with family responsibilities including basic benefits and sick time</p>	5/31/20	<p>Bill 148: <i>Fair Workplaces, Better Jobs Act</i>: 10 days of personal emergency leave days will be extended to all workers and 2 of those days will be paid, as of January 1, 2018 - a first in Canada. No doctor's note will be required to access any of these days.</p> <p>The new leave protections came into effect January 1, 2018, and represent an important step forward to ensure that workers are better able to take care of their health and that of their families.</p>	
	 <p>2.15 Collaborate with employers to close the wage gap for Indigenous peoples, women, LGBTQ, differently abled, and racialized communities</p>	5/31/20	<p>Great work underway by Linda Davis and the Ontario Gender Wage Gap Strategy Steering Committee.</p>	
	 <p>2.16 Support initiatives aimed at increasing employment opportunities for newcomers in London, such as:</p>	5/31/20	<p>Great work being done in this area: City of London Immigration Strategy; WiL Employment Services; CCLC; LMLIP; SLNRC; College Boreal.</p>	









Objective	Initiative	Target End Date	Accomplishments	Variance
	<p>✓ 2.17 Advocate for the elimination of the cost of applying to have a criminal record expunged to remove a financial barrier for people looking to find work</p>	5/31/20	<p>In partnership with the OW/ODSP Advocates Network, letters were sent on behalf of London For All to The Honorable Ralph Goodale, Minister of Public Safety Canada; and the Honorable Jody Wilson-Raybould, Minister of Justice and Attorney General of Canada regarding eliminating fees to obtain pardons and having a criminal record expunged.</p> <p>We also prepared a memorandum outlining the step by step process to have a criminal record expunged and shared this document with the LFA Income & Employment group, Ontario Works, and Bridges Out of Poverty / Circles groups.</p>	
	<p>↑ 2.18 Promote and invest in opportunities for entrepreneurs living with low income, such as microloans</p>	5/31/20	City of London - Community Economic Roadmap; Goodwill; Pillar; London Community Foundation.	
	<p>↑ 2.19 Create more supports for Londoners looking to develop new social enterprises</p>	5/31/20	Pillar - Verge Fund; Small Business Centre; Rise Asset Development.	
	<p>▬ 2.20 Provide supports to address bad credit by collaborating with the financial sector to provide banking alternatives and credit counseling, eliminating the need for predatory lending</p>	5/31/20		
	<p>▬ 2.21 Reorganize individual social assistance funds, subsidies and vouchers to make it easier for people to access resources</p>	5/31/20		

Objective	Initiative	Target End Date	Accomplishments	Variance
	 2.22 Reduce clawbacks for people moving from social assistance to paid employment	5/31/20	<p>Effective January 2017, child support payments are fully exempt from social assistance benefit calculations, thereby increasing incomes for families receiving both social assistance and child support. Prior to this change, child support payments were treated as income and deducted dollar-for-dollar from benefits. Clients are no longer required to pursue child support as a condition of eligibility for social assistance.</p> <p>The provincial basic income pilot will evaluate the impact of a 50% clawback rate for employment income earned - currently employment income is clawed back from social assistance amount dollar-for-dollar.</p>	
	 2.23 Bring service providers together to develop a plan that coordinates supports for people transitioning from social assistance to work or school	5/31/20	Checklist being created for OW/ODSP internal training to educate workers on what is available for individuals off-boarding from OW/ODSP.	
	 2.24 Review job creation strategies in all sectors to ensure a focus on full-time, permanent work with adequate pay	5/31/20		
	 2.25 Advocate for increased enforcement of child support payments	5/31/20	Advocacy letter being drafted by Mike Laliberte and Rob Spencer for LFA review.	








Objective	Initiative	Target End Date	Accomplishments	Variance
<p>■ Health</p>	<p>✓ 3.1 Develop and implement a coordinated local mental health and addictions strategy, collaborating with Southwest Local Health Integration Network and other key stakeholders.</p>	<p>5/31/18</p>	<p><u>City of London</u></p> <p>The City of London 2015-2019 Strategic Plan called for the development of a Community Mental Health and Addiction Strategy as part of the Plan's key focus on <i>Strengthening our Community; caring and compassionate services</i> and the elimination of "barriers for individuals facing poverty, mental health and addictions and help them find pathways to be successful."</p> <p>An Advisory Council, consisting of representatives of key local service providers and agencies was formed in July 2017.</p> <p><u>SW-LHIN</u> (South West Local Health Integration Network)</p> <p>The SW-LHIN has been working with its mental health and addictions partners to increase capacity as well as to standardize and coordinate mental health and addiction services across London. This work has been driven by and continues to align to Ontario's Comprehensive Mental Health and Addictions Strategy: Open Minds, Healthy Minds.</p> <p>The strategy also recognizes the need for a dedicated response to the mental health and addictions needs and crisis within Aboriginal communities.</p>	
	<p>■ 3.2 Reduce the stigma associated with mental illness and addiction and create a campaign to support connecting people with appropriate services.</p>	<p>6/1/20</p>		













Objective	Initiative	Target End Date	Accomplishments	Variance
	 3.3 Advocate for extended health and dental benefit programs, including Ontario Drug Benefit and Non-Insured Health Benefit, for a longer period of time for those transitioning off social assistance	5/31/20		
	 3.4 Expand local no-cost dental programs for Londoners living with low income	5/31/20		
	 3.5 Connect primary care providers accepting patients with Londoners who need care and live with low income including primary care	5/31/20		
	 3.6 Working with the South West Local Health Integration Network, use health equity lens to increase access to care for vulnerable people	5/31/20		
	 3.7 Advocate for the expansion of Community Health Centres15	5/31/20		
	 3.8 Support implementation of proven outreach-based family support program	5/31/20		
 Homelessness Prevention & Housing	 4.1 Build a culture of practice around effective implementation of the Housing First approach	5/31/18		
	 4.2 Engage landlords in keeping more people housed	5/31/18		
	 4.3 Invest in housing allowances to support flexible, permanent housing stability for individuals and families	5/31/18	Significant progress has been made in this area and an inventory is being created of the various allowances available.	
	 4.4 Implement strategies that assist in housing women at risk of or experiencing homelessness	5/31/18		
	 4.5 Implement strategies that support housing youth at risk of or experiencing homelessness	5/31/18	Ongoing work with Youth Opportunities Unlimited and Project Home. Will continue to provide updates	












Objective	Initiative	Target End Date	Accomplishments	Variance
	 4.6 Leverage funding and invest in the regeneration of existing London and Middlesex Housing Corporation properties	5/31/18	<p>London City Council enhanced investments to support the regeneration of social housing (total of \$750K approved in the 2016-2019 multi-year budget).</p> <p>LMHC internal plan going to London City Council by end of June 2018 and full plan by December 2018 with an ongoing strategy for re-energizing stock with a focus on community.</p>	
	 4.7 Continue to implement London's Homeless Prevention and Housing Plan ¹⁶ which includes increasing the stock of affordable housing and supportive housing	5/31/20		
	 4.8 Increase physical accessibility in affordable housing	5/31/20		
	 4.9 Support mixed income and intensification housing development policies to avoid creating large areas with low-income housing	5/31/20		
	 4.10 Enhance community safety in social housing	5/31/20		
	 4.11 Create a coordinated response with supports and protections for vulnerable people living in the community	5/31/20		
	 4.12 Continue to support the evolution of emergency shelters to improve diversion, rapid housing, and specialization	5/31/20		
	 4.13 Expand the capacity of the Housing Stability Bank, which provides emergency rental and utility assistance	5/31/20		
	 4.14 Expand supportive housing approaches for people with disabilities	5/31/20		








Objective	Initiative	Target End Date	Accomplishments	Variance
	<p> 4.15 Connect with healthcare to work with older adults with complex needs to develop attainable housing strategies responsive to their needs, creating spaces for those who are residing in hospital or do not qualify for long term care</p>	5/31/20	<p>Age Friendly London Network housing group is working in collaboration with Cheshire Community Support Services on a grant application to support research on innovative supportive housing models for seniors in London; looking to develop made-in-London solutions to house older adults with complex needs.</p> <p>In addition, AFLN community support & health services group is a community partner on a grant application led by London & Middlesex EMS. If funded, this project will use technology to provide in-home patient monitoring and support to vulnerable older adults.</p>	
	<p> 4.16 Partner with Indigenous community to create housing plan</p>	5/31/20		
	<p> 4.17 Coordinate available supports for people transitioning between housing options</p>	5/31/20		
	<p> 4.18 Implement strategies to assist with start-up costs of housing (furniture, moving, household items)</p>	5/31/20		
	<p> 4.19 Encourage organizations (e.g. faith organizations, social entrepreneurs) to invest in attainable housing to increase housing supply</p>	5/31/20		
	<p> 4.20 Clear the social housing waitlist and reinvest resources in housing that keep the waitlist clear</p>	5/31/20		
	<p> 4.21 Encourage private sector to increase supply of attainable rental housing</p>	5/31/20		
	<p> 4.22 Streamline the process by which affordable housing is accessed to help people get housed more quickly</p>	5/31/20		




Objective	Initiative	Target End Date	Accomplishments	Variance
<p>■ Transportation</p>	<p>✓ 5.1 Reduce transit-related costs for people with low income through consideration of pricing and subsidy models</p>	<p>5/31/18</p>	<p>Effective January 1, 2018, a new income related transit program was launched. This program is for Londoners, 18 and over whose income is at or below the low income cut-off (after tax). This is a 2 year pilot project. The cost of a subsidized bus pass for eligible Londoners is \$52.00/month.</p>	
	<p>✓ 5.2 Engage all stakeholders, including businesses and London Transit Commission, regarding timing, routes, and accessibility to help connect people to services, supports, and employment opportunities</p>	<p>5/31/18</p>		
	<p>✓ 5.3 Allow children under 12 to ride public transit free to help families with transit costs and encourage ridership</p>	<p>5/31/18</p>	<p>This was implemented on January 1, 2017</p>	
	<p>✓ 5.4 Increase accessibility of transit for persons with disabilities</p>	<p>5/31/20</p>	<p>Great move forward for accessibility - every LTC bus is accessible. All new LTC buses have variant seating provided at the front of the bus. Some buses have 2 variant seating sections and newer buses have 3 sections - and these sections indicate that they are for persons with disabilities.</p> <p>Attendants and support workers ride for free on LTC and paratransit - as long as the individual is registered. This is already in place but not widely advertised. It is included in the Disabilities Act which is coming in the spring of 2019. LTC updated their communication on this and the information is located on the LTC website; and was released through their connections to regular paratransit riders.</p>	
	<p>↑ 5.5 Increase safe, affordable transportation options, such as improved cycling lanes and cycling infrastructure, that serve people who live, work, or seek services in London" at end of sentence</p>	<p>5/31/20</p>		

Objective	Initiative	Target End Date	Accomplishments	Variance
	 5.6 Explore innovative approaches to transportation, such as rideshare programs	5/31/20		
	 5.7 Introduce discounted bus pass for youth (13 to 18 years old)	5/31/20	<p>A resolution was passed on October 17, 2017 to review / propose this discounted pass. A business case exploring options will be presented to City Council during budget deliberations on November 27, 2017. A budget public participation meeting was held on November 22, 2017.</p> <p>This new program will roll out September 1, 2018 for all youth 13 to 17 years of age. As part of the 2018 budget update, Council endorsed a 22 month pilot identifying the following model/option: Bulk purchase of passes and re-sale to youth (ages 13-17) at \$52/month.</p>	
 Early Learning & Education	 6.1 Increase the number of licensed childcare spaces	5/31/18	The City of London - Children's Services provided an additional 534 licensed childcare spaces (for ages 0 - 4 years) in 2017 and 176 additional spaces will be provided in 2018/2019.	
	 6.2 Reduce the wait time to receive childcare subsidy	5/31/18	There is no wait list for childcare subsidy. Applications are processed immediately upon receipt.	
	 6.3 Demonstrate active use of an equity lens in childcare quality strategies	5/31/18	<p>Strive (formerly Quality Child Care Coordinating Committee) is a collaborative group of Child Care and Early Years Practitioners who support learning and development in order to enhance quality practice.</p> <p>STRIVE incorporates an equity lens and is available to all Child Care providers.</p>	
	 6.4 Increase capacity of childcare sector to address mental health issues	5/31/20		

Objective	Initiative	Target End Date	Accomplishments	Variance
	 6.5 Advocate for increased investment by all levels of government in early years education and literacy programming	5/31/20		
	 6.6 Support development of national childcare strategy	5/31/20		
	 6.7 Advocate for increases to childcare fee subsidy for low income families	5/31/20		
	 6.8 Expand elementary school initiatives that increase awareness of all post-secondary options	5/31/20		
	 6.9 Advocate for improved quality of parental leave benefits, including exploration of flexible leave times	5/31/20	Bill 148 - latest Federal budget provides parental leave up to 18 months.	
	 6.10 Expand mentorship and support programs for new parents	5/31/20	Summer 2018 - Community-wide planning led by the City of London to ensure cohesive approach to evidence-informed parenting programs.	
	 6.11 Expand matched savings programs to help families save for education	5/31/20		
	 6.12 Create flexible childcare spaces outside of daytime working hours	5/31/20		
	 6.13 Develop a community strategy to eliminate financial barriers for school-based extra-curricular activities	5/31/20		
	 6.14 Implement coordinated approach to education, building on proven projects in London and other communities, to increase high school graduation rates	5/31/20		
	 6.15 Develop a community strategy to eliminate financial barriers to achieving GED (General Educational Development)	5/31/20		
	 6.16 Collaborate with post-secondary institutions to identify ways to support students living in poverty	5/31/20		

Objective	Initiative	Target End Date	Accomplishments	Variance
	 6.17 Increase availability of financial literacy and “basic life skills” training for all Londoners, including children and youth	5/31/20		
 Food Security	 7.1 Support development of the London & Middlesex Food Policy Council	5/31/18	The collaborative team of London Community Foundation, Middlesex-London Health Unit, City of London and Middlesex County, announced the development of the Middlesex-London Food Policy Council in June 2016.	
	 7.2 Support campaigns that promote healthy, local food	5/31/20	Great work through HEHPA - promoted through CYN and MLFPC.	
	 7.3 Until emergency food sources are no longer required, ensure fresh, high quality food is easily available (convenient locations and hours) to those who need it	5/31/20	Great progress though MLFPC; London Food Bank; London Food Coalition; big chain Grocers; Harvest Bucks Committee; London Good Food Box Advisory Group.	
	 7.4 Expand programs that support residents shopping and cooking together to save money, such as collective kitchens	5/31/20	CYN Food Families, Growing Chefs	
	 7.5 Expand local food literacy programs for all ages to increase knowledge of affordable, healthy food options	5/31/20	Working on better communication of existing programs compiled in 7.4	
	 7.6 Support local policies and strategies that encourage more community gardens and urban farms on public and private land to provide space for residents to come together, volunteer, and grow their own food	5/31/20		
	 7.7 Work with farmers to provide more fresh food to people who need it most	5/31/20		
	 7.8 Reclaim quality, usable food from grocery stores and restaurants in a cost-effective way	5/31/20	Hosting Second Harvest Food Rescue symposium in May 2018.	
	 7.9 Increase availability of gift cards, food cards, coupons, price-matching, and fresh food vouchers that provide healthy, culturally appropriate food	5/31/20		

Objective	Initiative	Target End Date	Accomplishments	Variance
	 <p>7.10 Work with local growers and service providers to distribute seeds and soil during growing season, paired with education on growing food</p>	5/31/20		
	 <p>7.11 Build on research on “food deserts” (areas of the city with little or no access to grocery stores) and support business models that address them (e.g. markets, fresh food in convenience stores, etc.)</p>	5/31/20		
 System Change	 <p>8.1 Review supports and services to understand which to scale up and which to stop</p>	5/31/18	In process and agenda item of LFA Leadership Table meeting June 2018.	
	 <p>8.2 Bring poverty-focused planning tables together to coordinate, collaborate, and streamline efforts</p>	5/31/18	London for All is about long-term solutions and systems change. United Way has convened 60 stakeholder organizations and over 160 volunteers from diverse backgrounds to come together to ignite change.	
	 <p>8.3 Engage people with lived experience in democratic processes and institutions</p>	5/31/18	<p>More than 160 volunteers from diverse backgrounds are engaged in the work of London For All.</p> <p>At present, 38 individuals have identified with lived/living experience in poverty and are involved as key decision-makers in the work of London For All.</p> <p>All individuals with lived experience are eligible for compensation of their time, travel, expenses to participate in our work.</p> <p>We are engaged with the MSW program at King's University College and the University of Toronto. With the assistance of two MSW students, a group of individuals with lived/living experience in poverty are working on the development of a City of London - Lived Experience Advisory Council.</p>	
	 <p>8.4 Use these recommendations as London's mandate to advocate for policy change from provincial and federal governments</p>	5/31/20		

Objective	Initiative	Target End Date	Accomplishments	Variance
	 8.5 Build strong, engaged, community-driven neighbourhoods by continuing to implement the London Strengthening Neighbourhoods Strategy ¹⁷	5/31/20		
	 8.6 Promote London's "community hubs" (such as Family Centres, resources centres and libraries) and online resources to help families connect to supports	5/31/20		
	 8.7 Develop strategies and services to address unmet needs identified through the review of supports and services	5/31/20		
	 8.8 Identify ways to streamline and simplify access to support	5/31/20		
	 8.9 Strengthen the culture of collaboration across all organizations and sectors	5/31/20		
	 8.10 Research the viability of Neighbourhood Economic Development Corporations that provide community-driven opportunities to access resources that strengthen neighbourhoods and encourage community participation	5/31/20		
	 8.11 Promote charitable gift-giving toward programs with sustained, transformative impacts on poverty	5/31/20		
	 8.12 Build more public gathering spaces (e.g. recreation centres, parks) to increase access to space for unstructured recreation and space for community to come together	5/31/20		
	 8.13 Recognize Londoners' commitment to volunteerism and a caring community and build upon these efforts	5/31/20		



P.O. Box 5035
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Tuesday May 29, 2018

Chair and Members
Community and Protective Services Committee

RE: Feeding of Wildlife in Parks and Other Administrative Revisions

While I believe the new feeding wildlife by law is a good step forward, it does not address people bulk feeding animals on their own property.

Over the years I have had several constituents who misguidedly feel the need to feed wildlife. This attracts skunks, raccoons, and groundhogs to their property and to neighbouring properties. They then proceed to cause property damage as they seek to house themselves close to food sources or become aggressively territorial. This leaves residents unable to use their backyards, fearful for their children and cleaning up constant messes. Our by law enforcement officers do not have the tools to deal with these residents.

Please refer the by law back for additional safeguards and protections for wildlife and residents.

Paul Hubert

Initiatives

Public Awareness Forums: wide ranging in topics, DIAAC has collaborated with local organizations and brought forth to the community an array of topics and issues surrounding diversity, anti-oppression and inclusion. In recent years, DIAAC organized the Anti-racism forum to explore the affect racism has on London.

Hands Against Racism campaign: DIAAC launched a local social media initiative to send the message of unity and a stand against racial intolerance.



How can you participate?

Present your idea, project or suggestions to the committee.

Come forward with your lived experiences or present your expertise pertaining to oppression or discrimination.

We are looking for:

Individuals from the community to join DIAAC.

Representatives from local non-profit and other community agencies.

Volunteers.

We need any and all Londoners looking to provide feedback on initiatives that will make London a more inclusive place.

We encourage you to email:
DIAAC @London.ca

Diversity, Inclusion & Anti-Oppression Advisory Committee



[London.ca/DIAAC](https://london.ca/DIAAC)

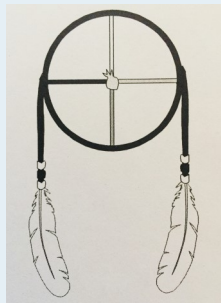


London
CANADA

Who we are

DIAAC (formerly known as LDRRAC) is an advisory committee with the City of London. It is made up of volunteer Londoners from different walks of life coming together to form an integral part of local government.

DIAAC serves as a resource to City Council. Our committee provides insight and recommendations that address concerns, enhance access and opportunity for Londoners regardless of abilities, culture, ethnicity, gender identity and expression, faith perspective, and sexual orientation.



Our mandate also includes raising public awareness and gathering input on issues pertaining to racism, inequality and various forms of oppression.



How does DIAAC help the community?

- offers a safe space for many voices to be heard.
- Provides a forum for Londoners to present their experiences and take part in discussions to suggest ideas, bring forward initiatives and impact municipal policies and practices.
- works collaboratively with agencies in the community on applicable events and issues of interest to affect change in London.



Initiatives

DIAAC has been involved in a number of programs, initiatives and changes impacting Londoners and the City of London. Below are just a few examples:

The City of London Diversity, Race Relations and Inclusivity Award: **DIAAC** coordinates an annual awards ceremony recognizing Londoners and local organizations, large and small, that champion best practices and initiatives which fosters positive race relations, promotes diversity and inclusivity to advance London towards being a more welcoming and inclusive city for all.

To nominate a person or organization contact:

DIAAC@London.ca

Nomination period is from January to September 30th each year.

Street checks: working with other stakeholders across the City, **DIAAC** helped London Polices Services to review this practice.

Through community consultation, worked with the City of London to devise the city wide initiative of the **Community Diversity Inclusion Strategy (CDIS)** as well as the City of London's **Diversity Work Place** internal policy.