

Community and Protective Services Committee Report

10th Meeting of the Community and Protective Services Committee
June 18, 2018

PRESENT: Councillors M. Cassidy, V. Ridley, B. Armstrong, M. Salih, P. Squire, Mayor M. Brown
ALSO PRESENT: Councillors J. Helmer, T. Park, H. Usher and M. van Holst; J. Bunn, G. Bridge, J. Bruin, B. Card, H. Chapman, C. Da Silva, S. Datars Bere, P. D'Hollander, G. Kotsifas, L. Livingstone, E. Low, P. McKague, J. Millson, K. Murray, M. Ribera, C. Saunders, K. Scherr, P. Shack, C. Smith, S. Stafford, J. Stanford, J. Tansley and B. Westlake-Power

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

2. Consent

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

That Items 2.2 to 2.13 BE APPROVED.

Yeas: (5): M. Cassidy, B. Armstrong, M. Salih, P. Squire, and Mayor M. Brown

Absent: (1): V. Ridley

Motion Passed (5 to 0)

2.2 RFP18-11 - Consulting Services - Kilally Fields

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

That, on the recommendation of the Managing Director, Planning and City Planner, the following actions be taken with respect to the award of consulting services for the new sports fields complex at the Kilally Fields:

- a) the proposal submitted by Landscape Planning Limited for the provision of Consulting Services for the Kilally Fields, in accordance with RFP 18-11, at a total estimated cost of \$241,000.00 (HST extra), BE ACCEPTED;
- b) the financing for this project BE APPROVED in accordance with the Source of Financing Report, as appended to the staff report dated June 18, 2018;
- c) the Civic Administration BE AUTHORIZED to undertake all the administrative acts that are necessary in connection with this purchase;
- d) the approvals given, herein, BE CONDITIONAL upon the Corporation entering into a formal contract for this purchase; and,
- e) the Mayor and the City Clerk BE AUTHORIZED to execute any contract, statement of work, or other documents, if required, to give effect to these recommendations. (2018-A05/F18)

Motion Passed

2.3 Promissory Note Between the City of London and The London Public Library

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

That, on the recommendation of the Managing Director, Corporate Services and City Treasurer, Chief Financial Officer, the proposed by-law, as appended to the staff report dated June 18, 2018, BE INTRODUCED at the Municipal Council meeting to be held on June 26, 2018 to:

- a) approve an agreement between The Corporation of the City of London (the City) and the London Public Library (the Library) regarding the \$1, 917, 507.00 promissory note; and,
- b) authorize the Mayor and the City Clerk to execute the above-noted agreement. (2018-S12)

Motion Passed

2.4 Subsidized Bus Pass for Youth 13-17 Years of Age - Council By-law and Agreement

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

That, on the recommendation of the Managing Director, Neighbourhood, Children and Fire Services, the proposed by-law, as appended to the staff report dated June 18, 2018, BE INTRODUCED at the Municipal Council meeting on June 26, 2018 to:

- a) authorize and approve an Agreement between The Corporation of the City of London and the London Transit Commission to provide a subsidized monthly bus pass for individuals 13 up to and including 17 years of age, commencing September 1, 2018 and authorize a grant to the London Transit Commission for such purpose; and,
- b) authorize the Mayor and the City Clerk to execute the above-noted Agreement. (2018-T03)

Motion Passed

2.5 Agreement - The Optimist Club of Fanshawe, London Fanshawe Optimist Park - Children & Youth Facilities

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

That, on the recommendation of the Managing Director, Neighbourhood, Children and Fire Services, the proposed by-law, as appended to the staff report dated June 18, 2018, BE INTRODUCED at the Municipal Council of June 26, 2018 to:

- a) approve the Agreement between The Corporation of the City of London and The Optimist Club of Fanshawe, London regarding the construction of children and youth facilities at Fanshawe Optimist Park; and,
- b) authorize the Mayor and the City Clerk to execute the above-noted Agreement. (2018-L04A)

Motion Passed

2.6 Community Policing Partnership Program

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

That, on the recommendation of the Chief of Police, the proposed by-law, as appended to the staff report dated June 18, 2018, BE INTRODUCED at the Municipal Council meeting on June 26, 2018 to:

- a) approve the Agreement between Her Majesty The Queen in Right of Ontario, as represented by the Minister of the Ministry of Community Safety and Correctional Services, The Corporation of the City of London and the London Police Services Board as it relates to the provision of funding under the Community Policing Partnerships Program to maintain a front-line presence; and,
- b) the Mayor and the City Clerk be authorized to execute the above-noted Agreement on behalf of The Corporation of the City of London. (2018-P15)

Motion Passed

2.7 Safer Communities – 1,000 Officers Partnerships Program

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

That, on the recommendation of the Chief of Police, the proposed by-law, as appended to the staff report dated June 18, 2018, BE INTRODUCED at the Municipal Council meeting on June 26, 2018 to:

- a) approve the Agreement between Her Majesty The Queen in Right of Ontario, as represented by the Minister of the Ministry of Community Safety and Correctional Services, The Corporation of the City of London and the London Police Services Board, as it relates to the provision of funding under the Safer Communities - 1,000 Officers Partnership Program; and,
- b) the Mayor and the City Clerk be authorized to execute the above-noted Agreement on behalf of The Corporation of the City of London. (2018-P15)

Motion Passed

2.8 GreenON Social Housing Program

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

That, on the recommendation of the Managing Director, Housing, Social Services and Dearness Home, the proposed by-law, as appended to the staff report dated June 18, 2018, BE INTRODUCED at the Municipal Council meeting to be held on June 26, 2018 to:

- a) authorize and approve a Transfer Payment Agreement, substantially in the form appended to the above-noted by-law and satisfactory to the City Solicitor, between The Corporation of the City of London and the Housing Services Corporation for the GreenON Social Housing Program;
- b) authorize the Mayor and the City Clerk to execute the above-noted Agreement;

- c) authorize the Managing Director of Housing, Social Services and Dearness Home, or designate, to execute any documents and reports in furtherance of this Agreement, as required;
- d) authorize and approve a Housing Provider Contribution Agreement, in a form satisfactory to the City Solicitor, between The Corporation of the City of London and the Housing Provider; and
- e) authorize the Managing Director of Housing, Social Services and Dearness Home, or designate, to execute the above-noted Housing Provider Contribution Agreement. (2018-S11)

Motion Passed

2.9 Ontario Renovates Home Repair

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

That, on the recommendation of the Managing Director, Housing, Social Services and Dearness Home, the proposed by-law, as appended to the staff report dated June 18, 2018, with respect to the Ontario Renovates Program, BE INTRODUCED at the Municipal Council meeting to be held on June 26, 2018, to:

- a) authorize and approve the Home Repair Loan Agreement for the Ontario Renovates Program, substantially in the form appended to the above-noted by-law and satisfactory to the City Solicitor, for the Ontario Renovates Program between The Corporation of the City of London and eligible applicants; and,
- b) authorize the Managing Director, Housing, Social Services and Dearness Home, or delegate, to execute the above-noted Agreement. (2018-S11/F11)

Motion Passed

2.10 Request for Proposal 18-05 Social Housing Building Inventory – Building Condition Assessment and Reserve Fund Studies

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

That, on the recommendation of the Managing Director, Housing, Social Services and Dearness Home, the following actions be taken with respect to the Social Housing Building Inventory – Building Condition Assessment and Reserve Fund Studies Request for Proposal (RFP 18-05):

- a) the proposal submitted by Edison Engineers Inc. to conduct a Social Housing Building Inventory and Reserve Fund Studies, at a cost of \$115,225 (excluding HST), BE ACCEPTED;
- b) the financing for this project BE APPROVED as set out in the Sources of Financing Report appended to the staff report dated June 18, 2018;
- c) the Civic Administration BE AUTHORIZED to undertake all administrative acts that are necessary in connection with this service contract;
- d) the approvals given herein BE CONDITIONAL upon the Corporation entering into a formal contract for the work to be done relating to this project; and,

e) the Mayor and the City Clerk BE AUTHORIZED to execute any contract or other documents, if required, to give effect to these recommendations. (2018-S11)

Motion Passed

2.11 Portable Housing Benefit – Special Priority Policy (PHB-SPP) Program

Moved by: B. Armstrong

Seconded by: Mayor M. Brown

That, on the recommendation of the Managing Director, Housing, Social Services and Dearness Home, the proposed by-law, as appended to the staff report dated June 18, 2018, BE INTRODUCED at the Municipal Council meeting to be held on June 26th, 2018 to:

a) authorize and approve an Agreement, substantially in the form appended to the above-noted by-law and satisfactory to the City Solicitor, between The Corporation of the City of London and Her Majesty the Queen in right of Ontario, as represented by the Ministry of Housing and the Ministry of Finance, for the purpose of approving a Transfer Payment Agreement for the Portable Housing Benefit – Special Priority Policy (PHB-SPP) Program;

b) authorize the Mayor and the City Clerk to execute the above-noted Agreement; and,

c) authorize the Managing Director, Housing, Social Services and Dearness Home, or delegate, to execute any documents and reports in furtherance of this Agreement as required. (2018-S11)

Motion Passed

2.12 Requested Amendments to the Terms of Reference for the Accessibility Advisory Committee

Moved by: B. Armstrong

Seconded by: Mayor M. Brown

That, on the recommendation of the City Clerk, with the concurrence of the Specialist I, Municipal Policy (AODA), the proposed, revised Terms of Reference for the Accessibility Advisory Committee, as appended to the staff report dated June 18, 2018, BE APPROVED. (2018-A22/C12)

Motion Passed

2.13 Source of Financing for the Simcoe School WWI Memorial Restoration

Moved by: B. Armstrong

Seconded by: Mayor M. Brown

That, on the recommendation of the Director, Community and Economic Innovation, the financing for the Simcoe School WWI Memorial Restoration Project BE APPROVED as set out in the Sources of Financing Report appended to the staff report dated June 18, 2018. (2018-R07)

Motion Passed

2.1 Odour Monitoring Pilot Program

Moved by: V. Ridley

Seconded by: Mayor M. Brown

That, on the recommendation of the Managing Director, Development and Compliance Services and Chief Building Official, the staff report dated June 18, 2018, with respect to an update on the odour monitoring pilot program, BE RECEIVED; it being noted that the Civic Administration will report back on the outcome of the above-noted program upon its completion in the fourth quarter of 2018. (2018-E07)

Yeas: (6): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, P. Squire, and Mayor M. Brown

Motion Passed (6 to 0)

3. Scheduled Items

3.1 4th Report of the Community Safety & Crime Prevention Advisory Committee

Moved by: V. Ridley

Seconded by: Mayor M. Brown

That the following actions be taken with respect to the 4th Report of the Community Safety and Crime Prevention Advisory Committee from its meeting held on May 24, 2018:

a) the verbal presentation from the Executive Director, Neighbourhood Watch London, BE RECEIVED with respect to how Neighbourhood Watch London can work collaboratively and be a leader in building London's community safety network in order to support Bill 175, Safer Ontario Act, which requires implementation in 2018 and will align with the Community Plans and Council's Strategic Priorities;

b) that the following actions be taken with respect to automated speed enforcement:

i) a representative from the Municipal Law Enforcement BE REQUESTED to attend the next Community Safety and Crime Prevention Advisory Committee (CSCP) to advise what actions have been undertaken with respect to speed enforcement in school areas and the number of tickets that have been issued; and,

ii) the CSCP BE INCLUDED in the Civic Administration's review of the automated speed enforcement in community safety zones and school zones;

c) clauses 1.1, 2.1, 3.1, 3.2, 5.1 to 5.3, 6.1 and 6.4 BE RECEIVED; it being noted that members of the TAC and/or CAC will be invited to the presentation on bicycle helmet safety; and,

d) that the London Police Service (LPS) BE REQUESTED to consider the provision of an LPS member to be a resource to the Community Safety and Crime Prevention Advisory Committee;

it being noted that a verbal delegation from M. Sherritt, Member, Community Safety and Crime Prevention Advisory Committee, with respect to this matter, was received.

Yeas: (6): M. Cassidy, V. Ridley, B. Armstrong, M. Salih, P. Squire, and Mayor M. Brown

Motion Passed (6 to 0)

3.2 Choose London – Innovative, Vibrant and Global - London’s Newcomer Strategy

Moved by: Mayor M. Brown

Seconded by: P. Squire

That, on the recommendation of the Managing Director, Housing, Social Services and Dearness Home, the Strategy Report, as appended to the staff report dated June 18, 2018, with respect to Choose London – Innovative, Vibrant and Global: London’s Newcomer Strategy, BE ENDORSED; it being noted that the attached presentation from J. Tansley, Manager, Strategic Programs and Partnerships, E. Low, Specialist, Immigration, J. Ballès, Trudell Medical Limited and D. Sainani, London-Middlesex Local Immigration Partnership with respect to this matter, was received. (2018-S15)

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

Absent: (1): M. Salih

Motion Passed (5 to 0)

4. Items for Direction

4.1 5th Report of the Accessibility Advisory Committee

That the following actions be taken with respect to the 5th Report of the Accessibility Advisory Committee from its meeting held on May 24, 2018:

a) the Civic Administration BE ADVISED that the Accessibility Advisory Committee recommends that additional on-street parking on Main Street in Lambeth be installed between South Routledge Road and Bainard Street (Site 2); it being noted that the attached presentation from M. Davenport, Engineer-in-Training, was received with respect to this matter;

b) that the following actions be taken with respect to the 2018 Parking Lot Rehabilitation program:

i) the Manager, Municipal Law Enforcement Services – Parking and Licensing, or designate, BE REQUESTED to attend a future meeting of the Accessibility Advisory Committee (ACCAC) to discuss accessible pay parking meters; and,

ii) the Civic Administration BE ADVISED that the ACCAC recommends that one additional accessible parking spot be installed in Lot 3E at Piccadilly east of Richmond Street, just south of the pay station;

it being noted that the attached presentation from M. Davenport, Engineer-in-Training, was received with respect to this matter;

c) clauses 1.1, 2.3, 2.4, 3.1, 3.3, 3.5 and 3.6 BE RECEIVED;

d) the following recommendation of the Accessibility Advisory Committee (ACCAC) BE REFERRED to the next meeting of the Community and Protective Services Committee (CPSC) for consideration:

"Municipal Council BE REQUESTED to take no action with respect to the proposed "Green Standards for Light Pollution and Bird-Friendly Development" document submitted by the Environmental and Ecological Planning Advisory Committee, pending the completion of a review and report back to the Accessibility Advisory Committee (ACCAC) by Civic Administration with respect to how the proposal relates to accessibility and the ACCAC has been able to provide input on the draft proposal; it being

noted that the ACCAC received the draft proposal for review the May 24, 2018 meeting of the committee;" and,

e) the following recommendation of the ACCAC BE REFERRED to the next meeting of the CPSC for consideration:

"the Managing Director, Corporate Services and City Solicitor BE REQUESTED to seek a legal opinion, from an expert in Accessibility and Human Rights legislation, with respect to the following matters, as they relate to the Conservation Master Plan for the Medway Valley Heritage Forest Environmentally Significant Area and the related, attached Council resolution:

i) clarification and direction on parts a) iv) and a) vi) and the application of section 80.15 of the Accessibility for Ontarians with Disabilities Act (AODA), Regulation 191/11 Integrated Accessibility Standard, as it applies to the Municipal Council's decision to reject portions of the recommended Master Plan;

it being noted that clause a) iv) calls for further consultations, however clauses a) i), a) ii), a) v) and a) vii) all serve to limit the scope of what the community (including the Accessibility Advisory Committee [ACCAC]) can discuss, comment on, or recommend and this is of particular concern as several members of Municipal Council cited ineffective or insufficient consultation as a major factor in their rejection of the CMP Phase 2 put forth by the Civic Administration;

it being further noted that, with respect to clause a) vi), the direction to limit hardscaped surfaces may be deemed to be in direct conflict with the Municipal Council endorsed Trail Guidelines and the provincial legislation, more specifically the AODA, Regulation 191/11 Integrated Accessibility Standard, which noted in section 80.9 (1), subsection 3, that "the surface of a recreational trail must be firm and stable", and section 80.14 (b) further clarifies that "where an exception is permitted to a requirement that applies to a recreational trail..., the exception applies solely to the portion of the recreational trail...for which it is claimed and not to the recreational trail...in its entirety";

ii) to further clarify the much discussed and cited exemption, under section 80.15 of the standard, as the ACCAC believes it does not apply and cannot be used to justify limited accessibility in the Valley;

it being noted that the exemption requires the municipality to demonstrate a significant risk to the environment exists;

it being further noted that the Conservation Master Plan Phase 1, to which the ACCAC had no involvement or undue influence, delineated between areas of high and low sensitivity and risk to the environment and all proposed accessibility enhancements were contained within the Natural Environment Zones, as opposed to the sensitive Nature Reserve Zones; and,

iii) to address the application of the Ontario Human Rights Code, as well as the Universal Declaration of Human Rights, as proclaimed by the United Nations, cited in the preamble of the Code, as it relates to the above-noted Municipal Council resolution, most notably the application of sections 1, 2, 13 and 17 of the Code;

it being noted that all discussions at committee level and Municipal Council level addressed only the AODA when discussing accessibility legal requirements."

Motion Passed

Voting Record:

Moved by: Mayor M. Brown

Seconded by: M. Salih

Motion to refer parts 3.2 and 3.4 of the 5th Report of the Accessibility Advisory Committee to a future meeting of the Community and Protective Services Committee for consideration.

Yeas: (4): M. Cassidy, B. Armstrong, M. Salih, and Mayor M. Brown

Nays: (1): P. Squire

Absent: (1): V. Ridley

Motion Passed (4 to 1)

Moved by: B. Armstrong

Seconded by: Mayor M. Brown

Motion to approve the remainder of the 5th Report of the Accessibility Advisory Committee.

Yeas: (5): M. Cassidy, B. Armstrong, M. Salih, P. Squire, and Mayor M. Brown

Absent: (1): V. Ridley

Motion Passed (5 to 0)

4.2 Middlesex-London Health Unit Office Space Fit-up Funding Request

Moved by: B. Armstrong

Seconded by: P. Squire

That the communication, dated June 18, 2018, from Dr. C. Mackie, Medical Officer of Health/CEO from the Middlesex-London Health Unit, with respect to the Middlesex-London Health Unit office space fit-up funding request, BE REFERRED to the next meeting of the Community and Protective Services Committee for consideration.

Yeas: (5): M. Cassidy, B. Armstrong, M. Salih, P. Squire, and Mayor M. Brown

Absent: (1): V. Ridley

Motion Passed (5 to 0)

5. Deferred Matters/Additional Business

5.1 Deferred Matters List

Moved by: B. Armstrong

Seconded by: M. Salih

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

Yeas: (5): M. Cassidy, B. Armstrong, M. Salih, P. Squire, and Mayor M. Brown

Absent: (1): V. Ridley

Motion Passed (5 to 0)

5.2 (ADDED) 6th Report of the Animal Welfare Advisory Committee

Moved by: M. Salih

Seconded by: B. Armstrong

That the following actions be taken with respect to the 6th Report of the Animal Welfare Advisory Committee from its meeting held on June 7, 2018:

- a) the Civic Administration BE REQUESTED to advise the Animal Welfare Advisory Committee of the recommendations being implemented relating to the Green Standards for Light Pollution and Bird Friendly Development; it being noted that the Municipal Council resolution adopted at its meeting held on April 10, 2018 with respect to the 4th Report of the Environmental and Ecological Planning Advisory Committee from its meeting held on March 15, 2018, was received;
- b) representatives from the Newmarket OSPCA and London Police Services Board BE INVITED to attend a future meeting of the Animal Welfare Advisory Committee (AWAC) to advise the AWAC of the following:
 - i) whose responsibility it is to remove animals from hot cars; and,
 - ii) how to increase public awareness of which organization to contact; and,
- c) clauses 1.1, 2.1, 3.2, 4.1, 5.1, 5.2, 5.4, 5.5, 6.1 to 6.3 BE RECEIVED.

Yeas: (5): M. Cassidy, B. Armstrong, M. Salih, P. Squire, and Mayor M. Brown

Absent: (1): V. Ridley

Motion Passed (5 to 0)

5.3 (ADDED) 6th Report of the London Housing Advisory Committee

Moved by: B. Armstrong

Seconded by: Mayor M. Brown

That the following actions be taken with respect to the 6th Report of the London Housing Advisory Committee from its meeting held on June 13, 2018:

- a) K. Killen, Senior Planner, BE REQUESTED to attend a future London Housing Advisory Committee meeting to provide an update with respect to the Old East Village Dundas Street Corridor Secondary Plan; and,
- b) clauses 1.1, 2.1, 2.2, 3.1, 4.2 to 4.8, 5.1 and 5.2, BE RECEIVED.

Yeas: (5): M. Cassidy, B. Armstrong, M. Salih, P. Squire, and Mayor M. Brown

Absent: (1): V. Ridley

Motion Passed (5 to 0)

5.4 (ADDED) Richard B. Harrison Park Fire

That it BE NOTED that Councillor T. Park enquired about the status of replacing playground equipment damaged in a recent fire at Richard B. Harrison Park; the Managing Director, Parks and Recreation, provided a verbal update on the progress of replacement equipment.

5.5 (ADDED) Injured Firefighters

That it BE NOTED that Councillor M. Salih enquired as to the well-being of the two firefighters injured in a water rescue training exercise on Fanshawe Lake; the Managing Director, Neighbourhood, Children and Fire Services provided a brief verbal update.

6. Adjournment


The meeting adjourned at 2:31 PM.



Choose London - Innovative, Vibrant and Global: London's Newcomer Strategy



June 16th 2016
Community and Protective Services Committee




City of London 2015-19 Strategic Plan

City Council's 2015-2019 Strategic Plan established "Growing Our Economy" as a strategic area of focus.

Under this Strategic area of focus, subsection 5. Diverse employment opportunities, item D. speaks to the development of an Immigration Strategy.


2



Where does London sit?

- London CMA received a lower number of Newcomers between 2011 and 2016 compared to the Hamilton and Kitchener-Cambridge-Waterloo CMAs.
- Between 2011-2016, Refugees represented the second largest percentage of Newcomers coming to the London CMA at **34%**, after economic immigrants at **44%**.
- Currently, the London CMA has a total of 94,690 Newcomers. This remains higher than both the Windsor and St. Catharines-Niagara CMAs, but the Kitchener-Cambridge-Waterloo CMA remains higher with 118,615.

3



Need to move from "Why" to "How"

- Over the period of 2009-2010 to 2015-2016, 31% decrease in net population growth.
- Gradual decline in the labour force participation rates over the first half of the forecast period (2016 to 2031) from 60% to 57%.
- A 1% population growth is needed to maintain and support economic growth.
- Newcomer talent is needed to help fill the approximately 5,000 jobs that are posted monthly.

4



Steering Committee and Internal Supports

- Led by co-chairs
- 16 members, including external stakeholders and newcomers with lived experience
- Internal City of London staff support team
- Process and execution supported by Civic Administration

5



The Process

- Data Review
- Literature Review
- Community Feedback

6



Data Review and Guiding Principles

Four Guiding principles

1. Common Understanding
2. Common Voice to Create Change
3. Leadership
4. Include our Neighbouring Municipalities

7




Mission and Vision

Vision: “**Newcomers choose London as Canada’s leading community to live, learn and work.**”

Mission: “**To successfully attract, integrate and retain Newcomers, in particular international students, skilled workers and entrepreneurs, to and into the local economy and society.**”

8



Defined Key Terms

- “Newcomers” means individuals who are Immigrants or are Prospective Newcomers.
- “Immigrants” means individuals, including their accompanying family member(s), who when they arrived to Canada from another country were not citizens.
- “Prospective Newcomers” means individuals: who are not living in or citizens of Canada:
 - (i)...have skills that would be of benefit to London’s economic and social development, or
 - (ii)...have the requisite academic and/or other credentials to gain admission to a University, College or high school in London.

9



3 Strategic Priorities

1. Enhance Awareness
2. Facilitate Access
3. Active Engagement

10



Recommended Activities

Enhance Awareness:

- City Welcome Message
- Digital Strategies
- Welcome Centre for Newcomers
- City’s Internal Education, Coordination, and Initiatives
- Improve Awareness for Local Employers and Newcomers

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Recommended Activities

Facilitate Access:

- Welcome and engage international students
- Increase Community building
- Program funding and Procurement
- Strengthen London’s workforce through workplace connections

12




Recommended Activities

Active Engagement:

- Data Collection Development, and Coordinated Advocacy
- Strengthen existing and create new partnerships
- Expand London's business and Networking programs

13




Targeted Outcomes

Targeted Outcome Measures for 2018-2023:

1. Annual inflow of 4,000.
2. Average 60% of inflow through migration.
3. Maintain a retention rate of 70%.
4. Average min. attraction of 11,000/yr of international students.
5. a) Average annual employment rate for Permanent Residents that closely approximates the employment rate of all Londoners.
b) Of the employment rate in 5a), at least 50% are employed in their intended field.

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Measurement Timelines

In 2023, all the targeted Outcome Measures for 2018-19, 2019-2020 and 2020-21 will be evaluated.

Civic Administration to update Committee and Council regularly on the progression of activities.

15



Next Steps -

- Establish Advisory Committee.
- In-depth implementation plan with financial resources needed to support the implementation and ongoing activities.
- Progress report of work accomplished, next steps, and activities completed within the next twelve months.

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