

# **Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report**

The 9th Special Meeting of the Diversity, Inclusion and Anti-Oppression Community  
Advisory Committee  
October 18, 2023

Attendance P. Gill (Acting Chair), K-A. Burke, D. Godwin and R. O'Hagan  
and H. Lysynski (Acting Clerk)

ABSENT: S. Atieh, S. Evoy, N. Fahd, M. Castillo, N. Fragis, R.  
Gill, B. Hill, L. Ochoa, J. Pineda, M. Stothers and N. Syed

ALSO PRESENT: K. Arnold and S. Corman

The meeting was called to order at 4:04 PM; it being noted that  
P. Gill, K-A. Burke, D. Godwin and R. O'Hagan were in remote  
attendance.

## **1. Call to Order**

### **1.1 Disclosures of Pecuniary Interest**

That it BE NOTED that no pecuniary interests were disclosed.

## **2. Opening Ceremonies**

### **2.1 Acknowledgement of Indigenous Lands**

That it BE NOTED that the meeting was opened with an  
Acknowledgement of Indigenous Lands by P. Gill.

### **2.2 Traditional Opening**

That it BE NOTED that no Traditional Opening was received.

## **3. Scheduled Items**

None.

## **4. Consent**

None.

## **5. Sub-Committees and Working Groups**

### **5.1 Awards and Recognition Sub-Committee**

That the following actions be taken with respect to the 2023 Diversity,  
Race Relations and Inclusivity Award (DRRIA):

a) the Oakridge Presbyterian Church Mission and Outreach BE  
AWARDED the 2023 Diversity, Race Relations and Inclusivity Award, in  
the Small Business/Small Labour (49 or fewer employees/members)  
category;

b) the Islamic Relief Canada London Regional Team BE AWARDED  
the 2023 Diversity, Race Relations and Inclusivity Award, in the Large  
Business/Large Labour (50+ members) category;

c) Project SEARCH BE AWARDED the 2023 Diversity, Race Relations  
and Inclusivity Award, in the Social/Community Services (including Not-for-  
Profits) (49 or fewer employees/members) category;

d) the London Track 3 Adaptive Snow School BE AWARDED the 2023 Diversity, Race Relations and Inclusivity Award, in the Social/Community Services (50+ members) category;

e) Yesalihuni "They Will Teach You" Youth Initiative BE AWARDED the 2023 Diversity, Race Relations and Inclusivity Award, in the Youth/Young Adult Groups or Organizations category; and,

f) the Awards and Recognition Sub-Committee report with respect to the 2023 DRRRIA Recommendations BE RECEIVED.

## **6. Items for Discussion**

### **6.1 Mayor's New Year's Honour List**

That a special meeting BE HELD on Wednesday, October 25, 2023, for the purpose of discussing the 2024 Mayor's New Year's Honour List.

## **7. Adjournment**

The meeting adjourned at 4:25 PM.

**From:** [Form Generator, City of London](#)  
**To:** [Advisory Committee](#)  
**Subject:** City of London Form Submission - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form  
**Date:** Sunday, September 3, 2023 7:31:17 PM

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# City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

## Section 1 - Information of Youth/Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **Oakridge presbyterian  
Church Mission and Outreach**

Address of Nominee (please include City, as well as postal code): **970 Oxford St W**

Nominee Phone #: **519-471-2290**

Nominee E-mail address: **mailto:kmacdonald@oakridge.london.on.ca**

Category (check one): **small business/small labour**

## Section 2 - Initiative Information

What is the initiative this group/organization implemented?: **Unlimited soup mix for  
anyone that is in need of a warm meal at home**

When did this initiative take place? (eg. Spring 2023): **Continuous**

Do you know which key department(s) or committees were involved? If yes, please  
name: **Mission & Outreach**

Key people involved: **Diane Staines**

Brief description of initiative: **The group seek out schools, indigenous soup  
kitchen on the settlement, London Mission services, my sister's place and  
deliver hundreds of bags of 1lb dehydrated vegetables soup**

How has the initiative contributed to the promotion of diversity, race relations,  
inclusivity and human rights in London and promoting London as a welcoming  
city?: **The work across cultures and inter faith, volunteering their time to  
making a difference in People's lives**

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **The make that personal connection and let people know that they are thought of and they care regardless of their culture, they are prepared to breakdown barriers to make a difference eg paying the rent for Syrian refugees**

What is the potential for expansion and/or inspiration for replication of the initiative?: **They are always seeking ways and continue to do what is necessary to connect with a broader community audience**

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: **By inspiring their hundreds of members to be a part of something - a movement that changes lives.**

Do you wish to attach a document or photo in support of your nomination?:

Another document or photo?:

Another document or photo?:

Another document or photo?:

## **Section 3 - Nominator Information**

Your Name: **Sharon Deebrah**

Your Address (please include postal code):

Your Phone #:

Submitter E-mail:

Submitted on: **9/3/2023 7:31:11 PM**

**From:** [Form Generator, City of London](#)  
**To:** [Advisory Committee](#)  
**Subject:** City of London Form Submission - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form  
**Date:** Tuesday, September 5, 2023 2:36:04 PM  
**Attachments:** [inbound4042878084230164101.jpg](#)  
[inbound5520205402771858355.jpg](#)  
[inbound8377930956769208577.jpg](#)  
[inbound2094538389397878784.jpg](#)

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# City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

## Section 1 - Information of Youth/Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **Islamic Relief Canada  
London Regional Team**

Address of Nominee (please include City, as well as postal code): **3501 Mainway,  
Burlington ON L7M1A9**

Nominee Phone #: **226-926-8438**

Nominee E-mail address: **saimah.sarwar@islamicrelief.ca**

Category (check one): **large business/large labour**

## Section 2 - Initiative Information

What is the initiative this group/organization implemented?: **Back to school, winter  
warmth campaign, food bank drive, blood drive, truth and reconciliation  
assembly**

When did this initiative take place? (eg. Spring 2023): **All year round, once every 3  
months**

Do you know which key department(s) or committees were involved? If yes, please  
name: **London Regional Team - partnered with many organizations in London**

Key people involved: **Saimah is the lead and her team consists of 5 or 6 youth  
from all over the community**

Brief description of initiative: **Gave backpacks full of supplies to vulnerable**

**children in the community through Muslim resource center, ANOVA shelter, and London Muslim Mosque. Gave winter kits with essential supplies through a soup kitchen.**

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **Giving back to the greater community. Work with local organizations to provide them with items. Work with lots of newcomers, low income, vulnerable people within the community**

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **The community in London will feel loved and cared for. We have had very positive feedback**

What is the potential for expansion and/or inspiration for replication of the initiative?: **They do the events yearly and throughout the year and are always looking for more volunteers and financial support**

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: **It will show appreciation for all that the organization does and the youth involved will gain confidence in what they are doing**

Do you wish to attach a document or photo in support of your nomination?: **inbound4042878084230164101.jpg**

Another document or photo?: **inbound5520205402771858355.jpg**

Another document or photo?: **inbound8377930956769208577.jpg**

Another document or photo?: **inbound2094538389397878784.jpg**

## **Section 3 - Nominator Information**

Your Name: **Dastgir Khan.**

Your Address (please include postal code):

Your Phone #:

Submitter E-mail:

Submitted on: **9/5/2023 2:35:53 PM**

**From:** [Form Generator, City of London](#)  
**To:** [Advisory Committee](#)  
**Subject:** City of London Form Submission - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form  
**Date:** Saturday, September 2, 2023 10:02:10 PM  
**Attachments:** [inbound4932786061709631697.pdf](#)

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# City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

## Section 1 - Information of Youth/Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **Project SEARCH**

Address of Nominee (please include City, as well as postal code): **Parkwood hospital london ont**

Nominee Phone #: **519 495-5224**

Nominee E-mail address: **Lorimartinez@hotmail.ca**

Category (check one): **Social/Community services (49 or fewer)**

## Section 2 - Initiative Information

What is the initiative this group/organization implemented?: **Inconjunction with thames valley district school board and hutyon house. The program works with students with intellectual disabilities gain employment skills**

When did this initiative take place? (eg. Spring 2023): **They just completed their first-year with great success and will start their 2nd yr this September**

Do you know which key department(s) or committees were involved? If yes, please name: **Tvdsb hutton House**

Key people involved: **Lori Martinez, Tracy Couture and Kim Neable**

Brief description of initiative: **To help students with intellectual and developmental disabilities in their last year of high school gain hands on employment skills. They work 3 unpaid internships over 700 hours. They work in real life positions**

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **Itbis promoting and teaching the employment sector about invlusivity**

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **This is the only site hosting this program. This program is over 25 yrs old started in the USA. It now has sites all over Canada and the world**

What is the potential for expansion and/or inspiration for replication of the initiative?: **The internships do not have to be exclusively through the host site. The origami allows for externship. If Northern program allows to gain useful skills that can be used in lots of areas of work**

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: **We are the only site and the only initiative that has a proven track record**

Do you wish to attach a document or photo in support of your nomination?: **inbound4932786061709631697.pdf**

Another document or photo?:

Another document or photo?:

Another document or photo?:

## **Section 3 - Nominator Information**

Your Name: **Luis Martinez**

Your Address (please include postal code):

Your Phone #:

Submitter E-mail:

Submitted on: **9/2/2023 10:02:01 PM**



# City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

## Section 1 - Information of Youth/Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **London Track 3 Adaptive Snow School**

Address of Nominee (please include City, as well as postal code): **P.O. Box 36040 Talbot Village P.O., 3090 Colonel Talbot Road, London, ON N6P 080**

Nominee Phone #: **226-289-2943**

Nominee E-mail address: [info@londontrack3.ca](mailto:info@londontrack3.ca)

Category (check one): **Social/Community Services (50 or more)**

## Section 2 - Initiative Information

What is the initiative this group/organization implemented?: **London Track 3 Adaptive Snow School is a volunteer-run, not for profit organization dedicated to providing inclusive instruction for students with diverse physical and cognitive challenges to allow them to learn how to ski or snowboard. This program offers opportunities to experience winter activities that would not be possible without the support of London Track 3. Students have the ability to interact with dedicated volunteer instructors and fellow students in a nonjudgmental setting.**

When did this initiative take place? (eg. Spring 2023): **Winter 2023. However, we have been teaching students annually during winter months since 1987. Enrollment for the 2024 winter season starts October 15, 2023. Our program is so popular that enrollment reaches capacity two months before Boler Mountain opens for the winter season.**

Do you know which key department(s) or committees were involved? If yes, please name: **The Board of Directors and the Training Committee are integral to making London Track 3 the successful program that it has become.**

Key people involved: **Board of Directors: Dan Elliot - President; Erin Bainbridge – Secretary; Tyler Robson – Treasurer; Axie Kauser-Kawaguch – Director Instructor Registration; Marc Mitchell – Director Student Registration; Shannon Foster – Director of Programs; Don Campbell – Director Training; Jamie Spencer – Director Risk Management**

Brief description of initiative: For over 35 years, London Track 3 has been delivering on our mission to provide safe and enjoyable skiing or snowboarding instruction for students and adults with a variety of physical (hearing, vision, mobility, developmental) and/or cognitive challenges. Our volunteers use specialized teaching methods and adaptive equipment to allow students to learn how to ski or snowboard in a safe and supportive environment. Track 3 runs an annual seven-week adaptive snow school from the second week of January to the end of February. Each weeknight and on mornings and afternoons on the weekend (for a total of 8 program sessions per week) students take to the hills at Boler Mountain (<https://www.bolermountain.com>) for 3 hours of skiing or snowboarding. Each student is typically paired with two instructors to ensure safety and provide a high level of attention and care needed so the student has a great gliding and learning experience. Continued

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **Continuation of Brief Description of Initiative: While students with complex needs will remain under the support of London Track 3, the goal is for each student to become an independent skier/snowboarder so that they ultimately graduate from Track 3. Former students have returned to give back to Track 3 as volunteer instructors or coordinators. We have approximately 115 students in our program and 220 volunteers. We value and appreciate our volunteers' unique traits and skills as they provide instruction with dignity, respect and compassion. Many of our volunteers in the Track 3 Program are students at Western University and Fanshawe College who are participating in academic courses specializing in disability studies or health care (medicine, nursing, physiotherapy, occupational therapy to name a few). Their experiences at London Track 3 helps prepare them for their future careers. Training Committee Don Campbell Jamie Spencer Mike Mahler Jennifer Cross Larry Marchand Nancy Marchand Doug Ferguson Rod Gallagher Tom Kontio Shannon Foster Leela Sharma Pam Poole Isaac Rigby Jonathan Fangrad Steve Robinson Josyln Reid Paige Berrigan Elias Boussoulas Dan Elliot At London Track 3, we remove accessibility barriers to winter sports while hosting an inclusive and accessible program to which individuals of all abilities are able to engage fully in our sessions. Track 3 is hosted in a welcoming accessible building. Wheelchairs, walkers, guide dogs and support animals are welcome in our program. London Track 3 at Boler Mountain has participants from both London and surrounding communities who are not able to find this service elsewhere. Volunteers from all walks of life are given education about various disabilities, skiing instruction and adaptive techniques to promote student and volunteer success.**

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **Receiving the Diversity, Race Relations and Inclusivity Award will provide more recognition of the value of the London Track 3 Program and will hopefully inspire volunteers to consider joining us in teaching our students and also encourage financial contributions as well as donation of adaptive equipment or building supplies.**

What is the potential for expansion and/or inspiration for replication of the initiative?: **With more awareness and more resources (volunteers, equipment, and finances) we may be able to enroll more students in our program and inspire fully accessible programs for other organizations.**

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: **If we are a successful candidate in receiving this award, the City of London will provide the opportunity to recognize London Track 3 as a long-standing organization that promotes diversity, equity and inclusion in teaching skiing and snowboarding for people with challenges. We already know this is so when we see the mile-wide smiles of our students and feel the excitement in the Track 3 building. London Track 3 makes fully accessible programing a reality. I would be happy to answer any questions or provide a tour of our facility.**

Do you wish to attach a document or photo in support of your nomination?:

Another document or photo?:

Another document or photo?:

Another document or photo?:

## **Section 3 - Nominator Information**

Your Name: **Jennifer Cross**

Your Address (please include postal code):

Your Phone #:

Submitter E-mail:

Submitted on: **10/2/2023 4:50:42 PM**

# City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

## Section 1 - Information of Youth/Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **Yesalihuni "They Will Teach You" Youth Initiative**

Address of Nominee (please include City, as well as postal code): **208 Deveron Crst London, ON N5Z 4J3**

Nominee Phone #: **519.701.02978**

Nominee E-mail address: [amandakennedy.yesalihuni@gmail.com](mailto:amandakennedy.yesalihuni@gmail.com)

Category (check one): **youth/young adult groups or organizations**

## Section 2 - Initiative Information

What is the initiative this group/organization implemented?: **"Yesalihuni," was founded as a youth leadership and community development initiative, advocating for youth, women, and families dealing with complex issues such as court involvement, policing, education, violence and addiction.**

When did this initiative take place? (eg. Spring 2023): **Throughout 2023**

Do you know which key department(s) or committees were involved? If yes, please name: **all**

Key people involved: **Amanda Kennedy, Bronagh Morgan**

Brief description of initiative: **Yesalihuni "They Will Teach You" Social Enterprise is dedicated to empowering Indigenous youth and fostering truth and reconciliation between Indigenous and non-Indigenous communities. Our mission is to provide a transformative program that addresses mental health challenges, promotes self-empowerment, and offers a safe space for artistic expression and growth among Indigenous youth.**

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **Mission: to EMPOWER youth, nurture their HOLISTIC well-being, and build bridges between Indigenous and non-Indigenous communities! By creating a safe space for youth to grow artistically, heal, and embrace their identity!**

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **In 2012, Amanda Kennedy founded "Yesalihuni," a youth leadership and community development initiative. Through "Yesalihuni," she advocated for youth, women, and families dealing with court, policing, education, violence, and addiction issues. Her role was pivotal in providing critical support and guidance to individuals navigating complex systems, contributing to improved outcomes for families facing legal and educational challenges.**

What is the potential for expansion and/or inspiration for replication of the initiative?: **Are further expanding their workshops and mentorship programs to help youth express their creativity through healing art work, photography and more!**

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: **Will challenge stereotypes and share the youths' stories, truth, and culture**

Do you wish to attach a document or photo in support of your nomination?:

Another document or photo?:

Another document or photo?:

Another document or photo?:

## **Section 3 - Nominator Information**

Your Name: **Kymerley-Ann Burke**

Your Address (please include postal code):

Your Phone #:

Submitter E-mail:

Submitted on: **10/3/2023 8:54:08 AM**