

Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report

The 1st meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee
December 13, 2023

Attendance P. Gill (Acting Chair), S. Atieh, K-A. Burke, B. Hill, M. Stothers and L. Ochoa and H. Lysynski (Acting Clerk)

ABSENT: S. Evoy, N. Fahd, N. Fragis, R. Gill, D. Godwin, R. O'Hagan, J. Pineda and N. Syed

ALSO PRESENT: Councillor J. Pribil; K. Arnold, J. Gomez, Z. Khawaja, P. Masse, E. Skalski

The meeting was called to order at 4:02 PM; it being noted that this meeting was held virtually.

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

3.1 Community Advisory Committee Guidelines Discussion

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee heard a verbal presentation from E. Skalski, Deputy City Clerk, with respect to the roles and responsibilities of members relating to confidential matters.

3.2 Workplace Equity and Inclusion Action Plan

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee heard a verbal presentation and received the attached revised presentation from K. Arnold, Equity and Inclusion Advisor, with respect to the City of London Workplace Equity and Inclusion Action Plan.

3.3 Anti-Hate Project

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee heard a verbal presentation from Z.

Khawaja, Coordinator, Anti-Hate Project, with respect to the Anti-Hate Project.

4. Consent

4.1 11th and 12th Reports of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

That it BE NOTED that the 11th and 12th Reports of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee, from its meetings held on November 14 and 30, 2023, were received.

5. Sub-Committees and Working Groups

None.

6. Items for Discussion

6.1 DIACAC Future Directions

That the communication from B. Hill, with respect to potential future directions of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee (DIACAC) BE POSTPONED to the January, 2024 DIACAC meeting.

7. Adjournment

The meeting adjourned at 5:07 PM.



Anti-Hate Pilot Project Update

December 13, 2023

london.ca



About the Project – Objectives

- Provide Londoners, service providers, and local partners with tangible tools for addressing hate and discrimination located in a centralized place.
- Build capacity for City of London staff, the London & Middlesex Local Immigration Partnership, and other local organizations working in anti-racism, anti-oppression, and anti-hate.
- Increase community education and awareness on issues relating to anti-hate.
- Build an understanding of broader community education opportunities when addressing instances of hate; and,
- Demonstrate the effectiveness of collaboration between orders of government and a wide range of local community leaders and organizations.

london.ca



About the Project - Deliverables

1. Establish an external centralized online portal where resources, videos, and bystander tips related to anti-hate will be hosted and shared.
2. Develop a local anti-hate public awareness campaign.

london.ca



Anti-Hate Project Coordinator

- Zahra Khawaja – Anti-Hate Project Coordinator
- Previous member of ARAO Team, on a 2-year role to carry out Pilot Project

london.ca



Project Updates

- Bid Awarded to AdHOME Creative – Marketing, Branding and Campaign Development
- Contracted Vendor for Online Website Portal – Northern Commerce Inc.
- Community Engagement Plan underway
- Steering Committee Invitations and Terms of Reference sent out
 - 16 anchor institutions in London (next page)
 - Bi-Monthly meetings at City Hall

london.ca



Project Updates

- London & Middlesex Local Immigration Partnership
- King's University College
- Fanshawe College
- Western University
- London Health Sciences Centre
- Huron University College
- London District Catholic School Board
- Thames Valley District School Board
- Middlesex-London Health Unit
- St. Joseph's Health Care London
- Réseau en immigration francophone du Centre Sud-Ouest de l'Ontario
- London Transit Commission
- Centre for Research on Health Equity and Social Inclusion
- London Police
- London Public Library
- Carrefour communautaire francophone de London

london.ca

Demographic	Group/Organization Name
Women	CCMW London Anova Congress of Black Women of Canada London Abused Women's Centre (LAWC) My Sister's Place Safe Cities
Persons with Disabilities	Hutton House CNIB March of Dimes Community Living
Indigenous Peoples	N'Amerind Atlohsa Association of Iroquois and Allied Indians SOAHAC Wampum Learning Lodge @ Western Y.O.U. (Youth Opportunities Unlimited)
Homelessness & Poverty	Anova Community Living London London Cares Unity Project Mission Services of London Salvation Army LifeSpin London Food Bank
Health/ Mental Health/Substance	CMHA Thames Valley – Addition and Mental Health Services Community Living London InterCommunity Health Centre HIV/AIDS Connection
2SLGBTQIA+	Pride London PFlag London SafeSpace London
	Jewish London – Rob Nagus - rob@jewishlondon.ca Temple Israel of London – Rabbi Debra Dressler Or Shalom Congregation Jewish Community Centre London Ontario London Council of Imams - Al-Makdi Islamic Centre



Work Ahead

- First Steering Committee Meeting: Jan 18th, 2024 – City Hall
- Development of Branding and Promotional Materials
- Portal Development
- Community Engagement



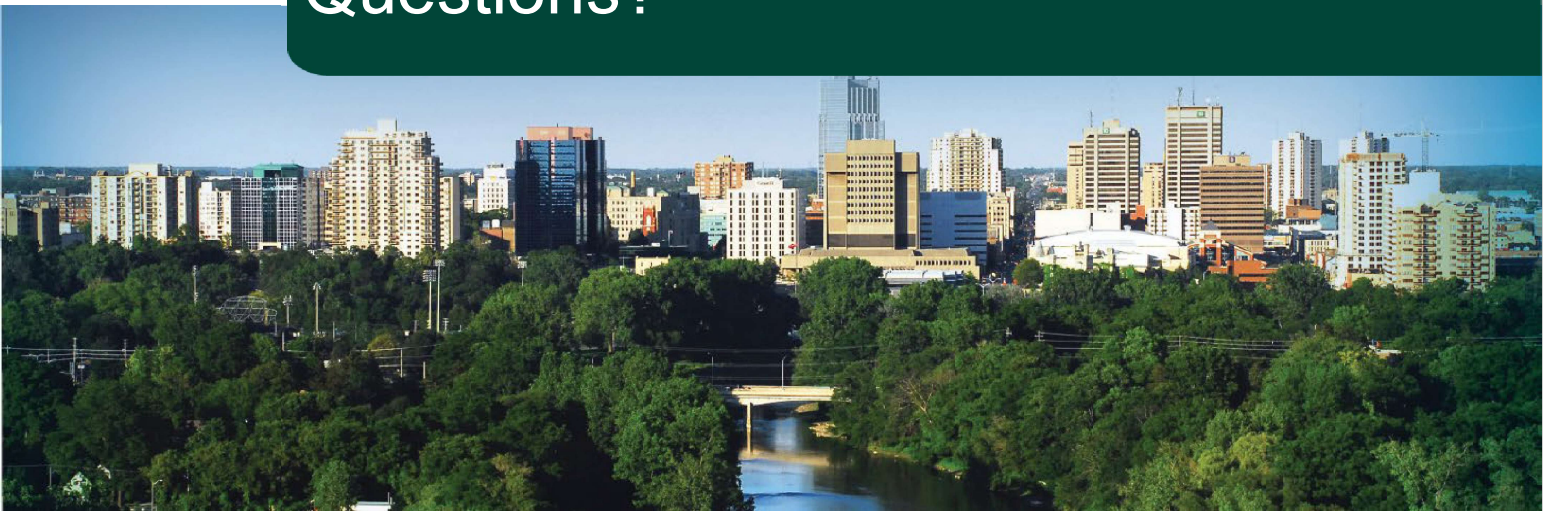
How to Get Involved

- Community Organization Consultations will begin mid-2024.
 - Focus groups, surveys, townhalls as possible avenues – Engagement Plan underway
- Share and disseminate in your networks
- Email zkhawaja@london.ca with any resources for the portal you would like to share

london.ca



Questions?



london.ca