



LDRAC EDUCATION SUBCOMMITTEE

Meeting Notes for:

Tuesday, October 9, 2013, City Hall, Committee Room 3, 2:00 – 3:30 PM

Participants: Darrin Wetlauffer, Terri Tomchick-Condon, Dunia Hamou, Mary Singeris, Shelina Kassam, Fae Andrighetti, Ian Silver, Jeffery Robinson

Regrets: Dharshi Lacey, Diana Goodwin

1. Review of the Draft Program for Dec 3 (revision attached)

- Group edited the content
- Discussion: Reword the information about International Human Rights Day
- Add Pat's name in the
- Terri would be happy to help out Pat with preparing the short Chair's welcome/address
- Question for Betty: Who will handle the instructions for recipients? We have included it in the program
- Send to Phillipa, Betty, Aiden? when draft is complete (need direction for final design)

2. Ongoing details re: the reception

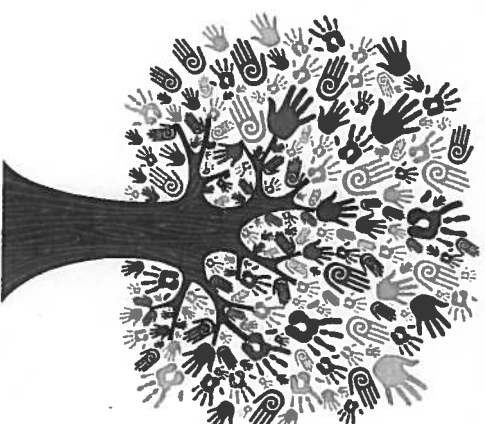
- Shall we invite 10 reps per agency recipient?
- Numbers for estimate:
 - 50 = 5 categories x 10 reps each
 - ✓ 10 = LDRAC members
 - 10 = City Council/Staff
 - 70 max
- Estimated cost for catering still to come (Ian)
- Request for estimate to include 1 glass wine for 50
- Request for Human Rights Day materials (Ian)
- Required items yet:
 - Letters for the nominees and recipients (Nomination SubC, Pat?)
 - Each recipient:
 - Certificate/plaques (estimate per Terri/Mary)
 - Multicultural Calendar (1 each – estimate 280.00 per Ian)

Next meeting is scheduled for: _____

Recipients

Category - Agency – Initiative(s)

London Diversity, Race Relations & Inclusivity Award



Tuesday, Dec 3, 2013
City Hall – Cafeteria?, 10 Flr?
300 Dufferin Avenue
London, ON

International Human Rights Day

The Universal Declaration of Human Rights (UDHR) was adopted on 10 December 1948. The date has since served to mark Human Rights Day worldwide. The High Commissioner for Human Rights, as the main UN rights official, and her Office play a major role in coordinating efforts for the yearly observance of Human Rights Day.

London Diversity, Race Relations & Inclusivity Award

The City of London Diversity, Race Relations and Inclusivity Award* recognizes achievements that:

1. Promote public awareness of and encourage ongoing initiatives on diversity, anti-racism, inclusivity and human rights and to promote/advance London as a welcoming city.
2. Recognize small business and small labour; corporations, large business and large labour; institutions (public and private); social/community services (including not-for-profits); education and training; and youth/young adult groups or organizations for their achievements in promoting awareness and encouraging ongoing initiatives on diversity, anti-racism, inclusivity and human rights and promoting/advancing London as a welcoming city.

Reception Program

RECEPTION

5:00 P.M. Refreshments and hors d'oeuvres

5:15 P.M. • Welcome
LDRRAC Chair, P Shanahan

- *Int'l Human Rights Day*
- London Diversity, Race Relations & Inclusivity Award

5:45 P.M. Ceremony Instructions for Recipients

CEREMONY

6:30 P.M. Award ceremony in Council Chambers

Note: Times are approximate and will follow in-step with City Council proceedings



London
CANADA

2013 Diversity, Race Relations and Inclusivity Award Nomination Form

NOMINEE INFORMATION

Name of organization: Lavish Nightclub	
Business Address: 238 Dundas Street	
City: London	Postal code: N6A 1H3
Name(s) of contact people (including position titles): Eddy Phimphrachanh, Owner and General Manager	
Business Telephone: 519-871-4470	Business Fax:
Business E-mail: info@clublavish.ca	
Category: (check one) <input checked="" type="checkbox"/> Small business/small labour (49 or fewer employees/members) <input type="checkbox"/> Corporations/large business/large labour (50 or more employees/members) <input type="checkbox"/> Institutions (public or private) <input type="checkbox"/> Social/community services (including Not-for-Profits), education and training <input type="checkbox"/> Youth/young adult groups or organizations	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

Program initiative: Lavish Night Club may be thought of by some as "London's gay bar", but it is not promoted that way. Instead, Lavish is touted as an environment "evoking diversity and unity, the club strives to provide a comfortable atmosphere for all people".
Date of implementation: Opened in 2008
Key department(s) or committees involved: n/a
Key people involved: Eddy Phimphrachanh, Owner and General Manager
Description of initiative: Lavish Night Club provides a unique environment in London's night life which embraces ALL people. While the primary clientele is likely to be members of the LGBT community, when visiting you are sure to see the full spectrum of shapes, sizes, ethnicities, ages, sexual orientations and abilities. People know they can come to Lavish and be their full selves. Gay men young and old can grind it out on the dance floor to campy faves, lesbians can gather with friends to showcase their singing talents at Karaoke, straight women can have a worry-free girls night out knowing they won't be pestered by posturing drunk straight men. People using crutches or conversing in sign language can feel accepted at the bar and groups can wheel their friend with an intellectual/physical disability onto the dance floor to enjoy the thumpa thumpa without judgement. Up and coming drag queens can get their high heeled feet wet and transitioning folks can feel fabulous in that special outfit they've been longing to show off! Lavish provides the positive space for people to enjoy themselves and their friends with confidence.
Regular Events: <ul style="list-style-type: none">Thursdays – KaraokeFriday/Saturday – dance beats, often with special performances by local and out-of-town drag personalitiesSundays – weather permitting, afternoon parties on the fabulous roof top patio

Special Events:

- **Cameo All Ages Dances** - A safe space for LGBTQ Youth to just dance and mingle. It's geared towards gay youth but the invitation goes out to all friends! Complimentary beverages.
- **Themed performances** – special performers entertain the crowd – the most recent example being a Spice Girls tribute band
- **Themed dance nights** – decorations transform the club seasonally and patrons are encouraged to dress accordingly – examples include jungle, army, beach, back-to-school, circus, Vegas, superhero, Pride, retro, white party, Halloween, Valentine's, St. Patrick's, New Year

How has the initiative contributed to the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?

In addition to providing an ongoing welcoming environment for our diverse community in the night club, Lavish's owner has contributed in the following ways:

- Hosted several fundraising events such as, The Naked Underwear Fashion Show with all proceeds going to the Toronto People with Aids Foundation, The Official LadyFest London Launch After-Party with all Proceeds going to My Sister's Place, Lollipop Retro night with all door proceeds going to Pride London Fest
- Running online Facebook campaigns for donations to PFLAG
- Donating to Pride London Fest, Sponsoring the Rogers Broadcast of the Pride Parade
- "Spirit Day" and "It Gets better" Awareness Campaigns
- WISH Toy Drive for The Children's Health Foundation

What short or long-term impact has/will the initiative have on the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?

Having Club Lavish as part of our community makes London a welcoming City for perspective new residents and helps to retain existing Londoners. People from diverse backgrounds will not stay in Cities where they do not feel they have a welcoming place to socialize, enjoy themselves and meet new people. In its relatively short time span of operation, Lavish has successfully established a positive reputation amongst the London community and throughout Ontario.

What is the potential for expansion and/or inspiration for replication of the initiative?

Eddy continues to envision ways to expand the Lavish experience and serves as a model for other communities.

How can receiving this Award be used to further promote diversity, anti-racism, inclusivity and human rights in London and to further promote London as a welcoming city?

Receiving this Award can enhance awareness of the environment Lavish provides for our diverse community and hopefully prompt new clientele to venture forward to enjoy themselves and new company in a safe and welcoming space.

NOMINATOR INFORMATION

Name: Aidan Prince

Address: c/o 300 Dufferin Street

City: c/o London

Postal code: N6A 4L9

Telephone: 519-661-2500 x2789

Fax: 519-661-6448

E-mail: aprince@london.ca

Signature:

Date: September 30, 2013

Note: By signing this form you are hereby confirming that the Nominee has consented to the nomination.



2013 Diversity, Race Relations and Inclusivity Award Nomination Form

NOMINEE INFORMATION

Name of organization: <u>ROGERS TV LONDON & regions</u>	
Business Address: <u>800 YORK STREET</u>	
City: <u>LONDON</u>	Postal code: <u>N6C 1Z8</u>
Name(s) of contact people (including position titles): <u>BOB SMITH, STATION MANAGER</u> <u>RUSSELL ARCHER, SUPERVISING PRODUCER</u>	
Business Telephone: <u>519-660-7536</u>	Business Fax: <u>519-660-7597</u>
Business E-mail:	
Category: (check one)	
<input type="checkbox"/> Small business/small labour (49 or fewer employees/members) <input checked="" type="checkbox"/> Corporations/large business/large labour (50 or more employees/members) <input type="checkbox"/> Institutions (public or private) <input type="checkbox"/> Social/community services (including Not-for-Profits), education and training <input type="checkbox"/> Youth/young adult groups or organizations	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

Program initiative:	<u>Community Access Programming / Volunteer Program</u>
Date of implementation:	<u>On-Going - past 35 years or more</u>
Key department(s) or committees involved:	<u>Programming</u>
Key people involved:	<u>Aaron Harwood, James Elsdon, Joe Braun, John Payne, Marcy Demelo, Andrew Rosser, Christine Taleski, Morgan Baker, Marilyn Buggy, Jeremy Cook, Ryan Robinson, Neil Johnson, Tim O'Neill, Jeremy Parking, Jennie O'Neill, Kris Bergholz</u>
Description of initiative:	<u>RogersTV does outreach to the community through access programming. We do recruitment and training in the London region in partnership with High Schools, Colleges, Universities and community volunteers as well as outreach with multi cultural groups.</u>
How has the initiative contributed to the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?	<u>Mosaic- Multicultural Programming topics on the show include diversity, anti-racism, inclusivity and human rights</u> <u>London Pride Parade</u> <u>Horizons London- Ethnic Programs taped in multiple languages</u> <u>Groups also include YOU, PILLAR Non-Profit, WILL, Hutton House, Goodwill, Mississin Services, Jewish Foundation, Chinese National Council, African Community Council, LGBT</u>

What short or long-term impact has/will the initiative have on the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?

Provides topical programing initiated by local community members of all backgrounds, nationalities, socio-economic status. These programs encourage learning about different cultures, lifestyles and traditions

What is the potential for expansion and/or inspiration for replication of the initiative?

Each year Rogers TV recruits and trains over 150 volunteers and provides programing opportunities to hundreds of community groups

How can receiving this Award be used to further promote diversity, anti-racism, inclusivity and human rights in London and to further promote London as a welcoming city?

By winning this prestigious award Rogers TV already has an established platform to further communicate via television programs, promotions, newsletters and social media.

NOMINATOR INFORMATION

Name: JULIE COX	
Address:	
City: LONDON	Postal code:
Telephone:	Fax:
E-mail:	Signature: J. Cox
Date: Sept. 30/2013	Note: By signing this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by September 30, 2013 to:

London Diversity and Race Relations Advisory Committee
c/o Committee Secretary, City Clerk's Office
City of London
300 Dufferin Avenue, PO Box 5035
London, ON N6A 4L9

Phone: 519-661-2500 Ext. 0835
Fax: 519-661-4892
E-mail: bmercier@london.ca

NOTICE OF COLLECTION OF PERSONAL INFORMATION

The personal information collected on this form is collected under the authority of the Municipal Act 2001, as amended, and will be used to administer the Diversity, Race Relations and Inclusivity Award program. Questions about this collection should be addressed to the City Clerk at 300 Dufferin Avenue, London, Ontario N6A 4L9.

Tel: 661-2500 Ext. 4937



London
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2013 Diversity, Race Relations and Inclusivity Award Nomination Form

NOMINEE INFORMATION

Name of organization: Western University - Indigenous Services	
Business Address: Western Student Services Building, Room 2100C Western University	
City: London, ON	Postal code: N6A 3K7
Name(s) of contact people (including position titles): Candace Brunette, Indigenous Services Coordinator	
Business Telephone: 519-661-4095 e. 88278 Business Fax: N/A	
Business E-mail: cbrune2@uwo.ca	
Category: (check one) <input type="checkbox"/> Small business/small labour (49 or fewer employees/members) <input type="checkbox"/> Corporations/large business/large labour (50 or more employees/members) <input checked="" type="checkbox"/> Institutions (public or private) <input type="checkbox"/> Social/community services (including Not-for-Profits), education and training <input type="checkbox"/> Youth/young adult groups or organizations	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

Program initiative: Indigenous Youth Mini-University
Date of implementation: This annual program has run every year since 2006
Key department(s) or committees involved: Indigenous Services (part of the Student Development Centre)
Key people involved: Candace Brunette, Indigenous Services Coordinator Amanda Aikens, Community Outreach Coordinator
Description of initiative: - please see attached description (#1)
How has the initiative contributed to the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city? - please see attached (#2)

What short or long-term impact has/will the initiative have on the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?

- please see attached (#3)

What is the potential for expansion and/or inspiration for replication of the initiative?

- please see attached (#4)

How can receiving this Award be used to further promote diversity, anti-racism, inclusivity and human rights in London and to further promote London as a welcoming city?

- please see attached (#5)

NOMINATOR INFORMATION

Name: Terri Tomchick - London

Address:

City: London, ON

P:

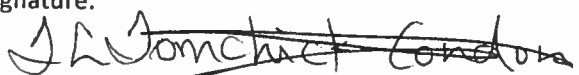
Fax:

E-mail:

Signature:

Date:

09/30/13



Note: By signing this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by September 30, 2013 to:

London Diversity and Race Relations Advisory Committee
c/o Committee Secretary, City Clerk's Office
City of London
300 Dufferin Avenue, PO Box 5035
London, ON N6A 4L9

Phone: 519-661-2500 Ext. 0835
Fax: 519-661-4892
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Tel: 661-2500 Ext. 4937

DRRI Award Nomination - Western University's Indigenous Services

1) Description of the initiative:

Since 2006, Western University's Indigenous Services department (part of the Student Development Centre) has offered innovative outreach programs to well over 500 Indigenous youth (First Nations, Métis, and Inuit) from Southwestern Ontario and across Canada. Western's Indigenous Services outreach initiatives aim to increase Indigenous youths' access to postsecondary education by contributing to students' academic, emotional, and social exposure to university learning environments. Indigenous Services longstanding service in this area demonstrates a commitment to equity-based work that proactively open doors to postsecondary education to close the gap in Aboriginal student under-representation in university and under-achievement in education. This equity work has the potential to literally change Indigenous youth's lives.

Most notably, every summer, Indigenous Services offers its annual *Mini University Program* – a 1-week on-campus experiential learning program targeting Indigenous youth ages 12-16. Throughout the program, youth participants engage in interactive learning on campus with professors, researchers, university students, and community members. The program further highlights academic program options and pathways to university, and gives students a unique experience of living in residence and being exposed to university facilities including state of the art research laboratories and the Athletics Centre.

In the summer of 2013, Indigenous Services held two separate 5-day sessions to over 50 youths. Both programs centered on the theme of water involving the examination of the topic of water from various cultural and disciplinary perspectives. The University partnered with *Me to We* (a sister organization of Free the Children) to take a strength-based approach to develop and implement unique leadership-based cultural programming based on the Seven Teachings of the Anishinawbe people. Students in the program explored the topic of water from the best of both worlds, and the program culminated with a water walk along the Thames River guided by teachings by a local Elder.

With the generous funding support of Ministry Training Colleges and University (MTCU), the Mini-University program is offered to Indigenous families at nearly no cost to participants (students only pay a \$50 fee to secure their spot). The minimal costs is an important feature of the program, as Aboriginal people often face poor socio-economic conditions which may limit participation in other types of programs. The program is also

supported by the staff at Western's Indigenous Services, who are knowledgeable, experienced and committed to providing culturally-responsive experiences to participants through programs that recognize the unique barriers of Aboriginal youth and call for specific culturally based strategic distinct from their non-Aboriginal peers. Every summer, the program hires current Indigenous postsecondary students to serve as Camp Counsellors who are tasked to plan and co-deliver the programming including the 24 hour supervision of the youth participants in residence. Most importantly, these Indigenous university students act as powerful role models to the participants, and gain valuable skills, training, and development which is important in transitioning to the labour force.

2) How has the initiative contributed to the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?

By welcoming Indigenous youth from the region and across the country, to London and Western's campus, the Mini-University Program is proactively opening doors to the City of London for Indigenous populations, and increasing access and pathways to postsecondary educational attainment for Indigenous youth. Aboriginal youth are growing three times faster than the rest of the population, but their university completion is only one-third the national average. In addition Aboriginal youth continue to be one of the most vulnerable populations facing devastatingly high rates of poverty, high school drop-out, suicide, violence, incarceration, mental health issues etc. More uplifting is that, today, it is widely recognized that education can transform people and their communities. Postsecondary education is furthermore a positive determinant of higher socio-economic and health indicators. More importantly, the postsecondary sector plays a powerful positive role in answering the call to address these complex issues in partnership with Aboriginal communities. Western's Indigenous Services is a local leader in this important equity work.

Western's Indigenous Services has been a longstanding agent of change in the area of Indigenous outreach serving Indigenous populations in the region through the establishment of reputable programming based on trusting relationships with local community partners. The program draws participants from the three local First Nations: Chippewas of the Thames First Nation; Oneida Nation of the Thames and Munsee Delaware Nation, and attracts youth participants from as far away as Northern Ontario, Alberta, and for consecutive years from Northwest Territories. The Mini-University Program is extremely successful at exposing youth participants to Western campus as well as the City of London by partnering with local agencies like YMCA, Youth Opportunities Unlimited, and the London Transit Commission to offer unique

experiences in London. In doing so, the program leaves participants with a positive experience associated with their visit to London.

3) What short or long-term impact has/will the initiative have on the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?

As a successful outreach initiative, in short and long-term, the Mini-University Program helps to increase Indigenous student representation at Western University. Each year, Western University is home to a growing and promising Indigenous student population. In the last 3 years, the University has experienced a 17% Indigenous student population growth rate. While there are many contributing factors to this increasing growth rate, the Mini University Program plays a role in nurturing a sense of belonging on campus for Indigenous peoples and communities. There are also many anecdotal success stories that demonstrate that the Mini University Program has positively impacted participants inspiring them to finish high school, go on to university, and even complete graduate studies. These students contribute in meaningful ways to the local London community. London, and indeed Canada, will benefit in the longer-term as Indigenous students from Western will act as powerful leaders and role models for the next generation.

4) What is the potential for expansion and/or inspiration for replication of the initiative?

The Indigenous Youth Mini-University is designed to inspire Indigenous youth from across Canada to consider attending post-secondary education. As a unique and innovative program, it serves as an inspiration to other Canadian Universities who are also interested in supporting Indigenous students in reaching their highest potential and in increasing Indigenous inclusion at other Universities.

5) How can receiving this Award be used to further promote diversity, anti-racism, inclusivity and human rights in London and further promote London as a welcoming city?

While the program is in its eighth year, it would be fair to say that many Londoners are not aware that this innovative program takes place on Western's campus annually. Receiving this award will draw attention to this important program and inspire other organizations in the City of London to consider how they can partner or also help to promote London as a welcoming city for Indigenous youth.



London
CANADA

2013 Diversity, Race Relations and Inclusivity Award Nomination Form

NOMINEE INFORMATION

Name of organization: Settlement Workers in Schools - London	
Business Address: c/o LUSO Community Services, 1193 Oxford E, Unit 2	
City: London	Postal code: N5Y 3M2
Name(s) of contact people (including position titles): (Executive Directors of partnering agencies in SWIS-London) Elisabete Rodrigues (Chair of SWIS Steering Committee) – Executive Director, LUSO Community Services Also: Valerian Marochko - Executive Director, London Cross Cultural Learner Centre Nancy Needham - Executive Director, South London Neighbourhood Resource Centre	
Business Telephone: 519-452-1466 (LUSO)	Business Fax: 519-452-1673 (LUSO)
Business E-mail: elisabete@lusocentre.org valerian.marochko@lcclc.org nneedham@slnrc.ca	
Category: (check one) <input type="checkbox"/> Small business/small labour (49 or fewer employees/members) <input type="checkbox"/> Corporations/large business/large labour (50 or more employees/members) <input type="checkbox"/> Institutions (public or private) <input checked="" type="checkbox"/> Social/community services (including Not-for-Profits), education and training <input type="checkbox"/> Youth/young adult groups or organizations	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

Program initiative: Settlement Workers in Schools – London (SWIS-London)
Date of implementation: The Settlement Workers in Schools Program was launched in London in March 2010.
Key department(s) or committees involved: There are similar programs in other cities across Canada. In London, the program is known as SWIS-London and is a partnership between LUSO Community Services, London Cross Cultural Learner Centre and South London Neighbourhood Resource Centre. SWIS-London settlement workers are placed in many schools across The Thames Valley District School Board and London Catholic District School Board. One unique aspect of the program in London is the vitality of the program and level of commitment shown by these independent agencies through the collaboration.
Key people involved: Approximately 20 settlement workers from the three London community agencies have been placed in schools across the city. (Please see the attached map showing locations where SWIS workers support newcomer families in schools.) The SWIS workers are involved in different ways in the schools to which they are assigned. See below for a description of the types of initiatives they lead or support.
Description of initiative: The SWIS Program places settlement workers from the community agencies in elementary and secondary schools that have families new to Canada. It is a partnership between community agencies and school boards to support the settlement needs of families new to Canada. Some of the initiatives that SWIS workers may lead/support are: <ul style="list-style-type: none">• Individual client-based settlement support (parents and youth 18+)• Newcomer parent discussion circles (regular meetings that support groups of parents with settling in London)• Information sessions (important information for newcomers about housing, employment, health and nutrition, education, citizenship, etc.)• Education and training of parent/school councils (How to welcome and involve newcomers in your school)• Youth clubs and groups (high school newcomer clubs, multicultural clubs, diversity clubs, initiatives, and shows)

- Teachers and administrators (help to establish good communication with families, Teacher-Parent interviews, anti-racism work, discussions about meeting religious needs of diverse students)
- Students (as guests, SWIS visit classrooms to share personal stories of coming to Canada and the challenges faced by newcomers to Canada)
- Newcomer Orientation Week (An summer orientation program for recently-arrived newcomer, led by newcomer student leaders)

How has the initiative contributed to the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?

- This program, unlike any other, has brought to community consciousness the challenges of newcomers to London. They have bridged cultural gaps and given voice to parents and students who were uncertain about how to participate in their new school communities. Teachers and administrators now have an informed, culturally-sensitive ally to consult when wanting to meaningfully support newcomer parents and students.

What short or long-term impact has/will the initiative have on the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?

As the local, national, and even international communities learn that London schools have SWIS workers present, our communities will be seen to be more welcoming, inclusive, and culturally-sensitive. In just 3 years, our elementary and secondary schools have become more welcoming places for culturally- and linguistically-diverse families. In particular, our teachers and administrators are more informed about and aware of the needs of newcomers to Canada.

Each of the SWIS partnership agencies has SWIS pages with more information:

CCLC - <http://www.lcclc.org/swis.html>

LUSO - http://www.lusocentre.org/index.php?option=com_content&task=view&id=59&Itemid=73

SLNRC - http://www.slnrc.org/newcomer_settlement_services.htm

The two school boards also have information on their sites:

LDCSB - www.ldcsb.on.ca/Community/SWIS/Pages/default.aspx

TVDSB - www.tvdsb.ca/swis

What is the potential for expansion and/or inspiration for replication of the initiative?

There are two ways in which the values/spirit of SWIS might spread within the school communities:

- Student groups, newcomers or otherwise, might start initiatives to support the newest students in their schools
- Parents or teachers may organize similar supports to connect to newcomer families or support their participation in the school communities (e.g., school parent councils or volunteering in the schools)

How can receiving this Award be used to further promote diversity, anti-racism, inclusivity and human rights in London and to further promote London as a welcoming city?

- This award would validate the SWIS program and recognize the excellent efforts and accomplishments of the partnering agencies. It would celebrate the good work of those striving to meet the unique needs of those who are newest to our communities and who are possibly marginalized because of their cultural, linguistic, or heritage differences. This award could honor those who are working toward a more equitable and inclusive educational system and more welcoming city.

NOMINATOR INFORMATION

Name:

Diana Goodwin, Learning Supervisor, Thames Valley District School Board

City:

London

Telephone:

(519) 452-2000

Date:

Sept 30, 2013

Signature:

Diana Goodwin

Note: By signing this form you are hereby confirming that the Nominee has consented to the nomination.



SWIS-London Cluster Organization - TVDSB

Updated September, 2012



Service	South-West Cluster (SLNRC)	Central Cluster (LCCLC)	North-East Cluster (LUSO)
Sec. ESL Programs	Westminster Secondary (3 Days)	H B Beal Secondary (5 Days)	Montcalm Secondary (5 Days)
Part-time Service Elem. & Sec.	ROAC Ashley Oaks Rick Hansen Saunders Secondary Westmount White Oaks W. Sherwood Fox	ROAC Clara Brenton Cleardale C.C. Carrothers Eagle Heights Emily Carr Jack Chambers Jeanne Sauve F I Masonville Riverside Ryerson Sir Frederick Banting Secondary Stoneybrook University Heights West Oaks F I Wilfrid Jury Wilton Grove	ROAC Chippewa Lord Elgin A B Lucas Secondary Northbrae Sir John A MacDonald Stoney Creek
Itinerant Service – Elem. & Sec.	Arthur Ford Byron Northview Byron Somerset Byron Southwood John Dearness Kensal Park Lambeth Madeline Hardy Sir Isaac Brock Woodland Heights	Aberdeen Arthur Stringer Central Secondary Ealing Emily Carr Glen Cairn Laurier Secondary Lester B. Pearson London South Secondary Lord Roberts Lorne Ave. Mountsfield Nicholas Wilson Oakridge Secondary Orchard Park Princess Elizabeth Sherwood Forest Sir Georges Etienne Cartier St. George's Tecumseh Thames Secondary Trafalgar Victoria Westminster Central Wortley Road	Bishop Townshend Bonaventure Meadows Clark Road Secondary Evelyn Harrison F. D. Roosevelt Fairmont Hillcrest Huron Heights John P. Roberts Knollwood Park Lord Nelson Northridge Prince Charles Princess Anne Ross Secondary Tweedsmuir

In partnership with:



Funded by:

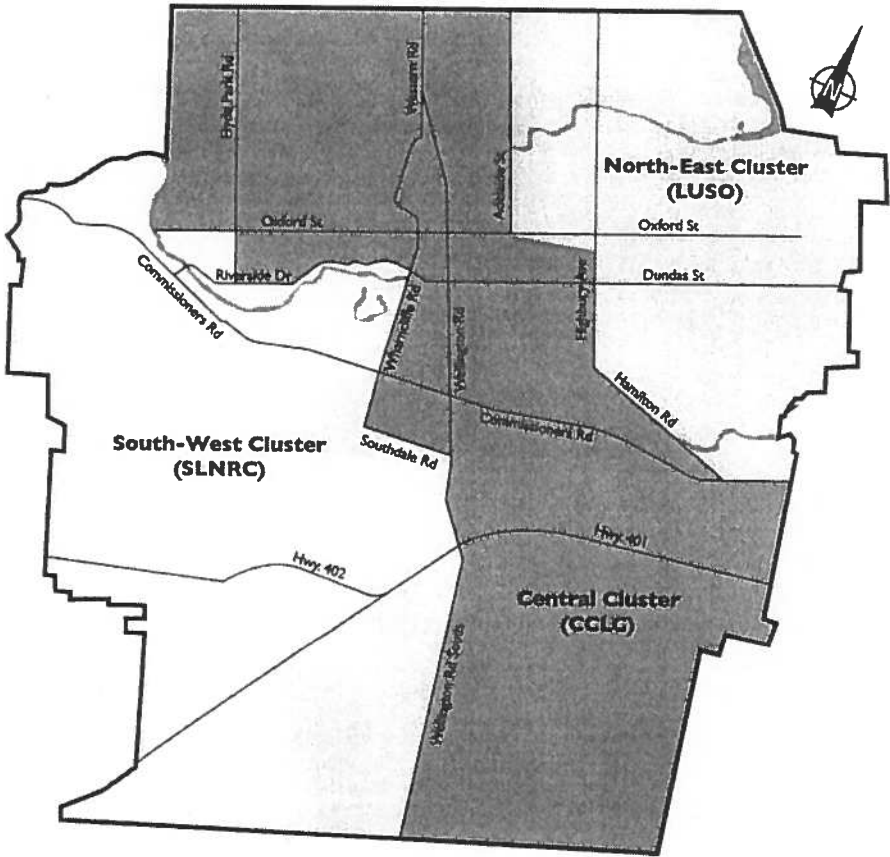


Citizenship and
Immigration Canada




Citoyenneté et
Immigration Canada



SWIS-London Cluster Map



For information on SWIS-London or to make a referral to a Settlement Worker, please contact the appropriate Program Supervisor for your cluster.

South-West Cluster	Central Cluster	North-East Cluster
 <p>South London Neighbourhood Resource Centre</p> <p>SWIS Program Supervisor: Michelle Barkley Email: mbarkley@bellnet.ca Office: 519-686-8600 Ext. 7385 Cell: 519-702-2770</p>	 <p>London Cross Cultural Learner Centre</p> <p>SWIS Program Supervisor: Mahin Ghasemiyani Email: mgmasemiyani@lccclc.org Office: 519-432-1133 Ext. 269 Cell: 519-697-9704</p>	 <p>LUSO Community Services</p> <p>SWIS Program Supervisor: Kathy Milczarek email: kathy@lusocentre.org Office: 519-452-1466</p>



2013 Diversity, Race Relations and Inclusivity Award Nomination Form

NOMINEE INFORMATION

Name of organization: Regional HIV/AIDS Connection	
Business Address: #30-186 King St	
City: London	Postal code: N6A 1C7
Name(s) of contact people (including position titles): Meredith Fraser, Director of Education/Coordinator of Open Closet	
Business Telephone: (519) 434-1601	
Business Fax: (519) 434-1843	
Business E-mail: mfraser@hivaidsconnection.ca	
Category: (check one)	
<input type="checkbox"/> Small business/small labour (49 or fewer employees/members)	
<input type="checkbox"/> Corporations/large business/large labour (50 or more employees/members)	
<input type="checkbox"/> Institutions (public or private)	
<input type="checkbox"/> Social/community services (including Not-for-Profits), education and training	
<input checked="" type="checkbox"/> Youth/young adult groups or organizations	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

Program initiative: Open Closet
Date of implementation: 2000
Key department(s) or committees involved: Regional HIV/AIDS Connection; OC is primarily administered through the agency's Education Services Department and the Client Services Department.
Key people involved: At present, Open Closet is coordinated by Regional HIV/AIDS Connection's Director of Education. The facilitation team currently includes six trained facilitators; three of which provide coverage each week on a rotating schedule. The work of the facilitation team is supported through collaborative relationships with organizations that have included/currently include Youth Opportunities Unlimited, the YMCA, and Options Clinic (London Inter Community Health Centre), among others. This collaboration with community partners allows facilitators with the Open Closet program to provide diverse programming and presentation opportunities that meet the interests and needs of the youth who attend.
Description of initiative: Open Closet (OC) is a weekly, drop-in social support group for at-risk, marginalized youth between the ages of 14-18 who identify as lesbian, gay, bisexual, trans, two-spirit, queer and/or questioning (LGBT2Q). Open Closet is the only program of its kind in London; it provides youth with a safe space to be themselves, opportunities for leadership and skills development, assistance with navigating emergent crises, and a chance for those who attend to connect with other youth and develop vital social support networks. Approximately 15-25 youth attend Open Closet each week; for some of these youth, OC is the <i>only</i> place where they can be assured of accessing and enjoying safety, respect and dignity. The youth who access Open Closet are disproportionately likely to experience hate-motivated incidents, suicidal ideation/completion, bullying and related mental health/health impacts than their heterosexual peers, for example: <ul style="list-style-type: none">Youth who are lesbian, gay, bisexual or questioning their sexual orientation are

3.4 times more likely to report a suicide attempt than non-LGB youth.

- Over one third (37.8%) of LGBT students have experienced some form of physical harassment (i.e., being pushed, punched or spat upon).
- Three-quarters (75.4%) of students reported hearing derogatory remarks, such as “dyke” or “faggot”, often or frequently in school.

Students who were harassed because of their sexual orientation were three times more likely than those who had never been harassed to miss at least one day of school in the past month because they felt unsafe. Students who were harassed because of their gender expression were twice as likely as those that had never been harassed to have missed at least one day of school in the past month.

- Over one-third (39.1%) of students did not report harassment to school staff because they believed nothing would be done about it.

*Adapted from Freedom to Be: A Teachers’ Guide to Sexual Orientation, Gender Identity and Human Rights by the Alberta Civil Liberties Research Centre, 2007.

Since its inception, Open Closet has provided a safe space, support and assistance to more than 1200 at-risk youth; many youth are long-time members and have attended group for the full four years that they are eligible to do so. As LGBTQ youth are **2 to 6 times more likely to attempt suicide than their heterosexual peers** (Rainbow Health Ontario), it is imperative their voices be heard and that community responds to their needs with compassion, care and support.

The goals of Open Closet:

1. Create a safe space for youth to participate in discussions and receive support while dealing with matters related to sexual orientation/identity and gender identity/expression;
2. Offer the opportunity for youth to connect with one another as a community;
3. Engage in semi-structured activities that promote self-awareness, respect, self-esteem and self confidence;
4. Educate youth about the impact of internalized homophobia, hate of self and others;
5. Recognize the need for connection, alliances, and pride for a healthy self-concept;
6. Identify facets that comprise healthy LGBT2Q relationships within the context of an oppressive social environment;
7. Support, share, learn and listen to others “coming out” stories”;
8. Practice communication skills - how to share thoughts and feelings in ways that promote connections;
9. Dialogue about relevant social issues that pertain to and define the greater LGBTQ community.

How has the initiative contributed to the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?

Open Closet contributes to the promotion of diversity, anti-racism, inclusivity and human rights in London by serving as a safe space for marginalized youth. Further, OC embraces a youth-informed model of program development that recognizes youth as the experts in their own lives; this approach is grounded in group discussion, consensus, conflict resolution and places the values of inclusion, diversity and human rights/dignity at the heart of decision-making. Further, a youth-informed model encourages leadership development in youth by providing them with direct opportunities to shape a diverse programming strategy that includes activities such as discussions, professional guest speakers, presentations, movies, friend and family nights, debates, art and music nights. The Open Closet program received model of practice recognition at the 2009 & 2010 Guelph Sexuality Conference for its innovative approach to at-risk youth engagement. Open Closet was also recognized in 2010 by the Ontario Youthline (www.youthline.ca a toll-free service provided by youth for youth), which developed a brand new award category to acknowledge Open Closet as the organization felt so strongly about the relevance, quality and importance of this program for LGBT2Q+ youth in the southwestern Ontario region.

While the aforementioned acknowledgements speak to the strength and impact of the Open Closet program, the most important impacts of OC are best (and most eloquently) expressed by group members themselves:

“Open Closet was my second home, and my second family...I still remain in touch with many past and present members, along with some of the facilitators. They have profoundly impacted my life, moreso than any teacher ever has. They taught me about courage, open-mindedness, pride, happiness, strength, and so much more. I am a much better person because of Open Closet. I have since moved away from London, but I now volunteer with the AIDS Committee of Ottawa. ***These groups need to exist because they change lives.*** I am forever grateful to the members and facilitators of this group, as it has definitely changed my life, and the way I view the world around me.” -M, past OC member

Youth who attend Open Closet develop into confident leaders who seek to make a positive difference in the diverse communities they encounter, inhabit and comprise. Several youth who attended Open Closet have since been recipients of scholarships and awards recognizing their leadership skills and efforts to develop cohesive, compassionate communities. Other youth have initiated GSAs (Gay-Straight Alliances) or contributed to existing GSAs in local schools in an effort to educate peers, raise awareness about the impacts of homophobia/biphobia/transphobia, and create positive change.

Open Closet youth experience firsthand what it is like to be targeted by hate, bias and discrimination simply for being who they are; the program seeks to respond to these challenges by supporting the empowerment of youth so that these valued members of our community can access and develop the supports, tools, skills and referrals they need to transform negative hate-motivated, discriminatory experiences into positive change through community engagement. A respect for diversity and difference is encoded in the group’s guidelines and youth bring this mindfulness to bear on their time in Open Closet, but also extend this mindfulness to the broader community. Open Closet youth value and embrace human rights, inclusivity and diversity as many experience what it means to live in the absence of these things; as a result, youth who attend OC seek to promote these values in all they do as they appreciate and recognize the value of acceptance and inclusion in the immediate and visceral manner that only lived experience can provide.

What short or long-term impact has/will the initiative have on the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?

In the short term, Open Closet provides a welcoming, inclusive and safe space that is supportive of all dimensions of diversity for youth who are new to the city and region. In the long term, youth who attend Open Closet learn to respect differences, appreciate the strengths that diversity brings to our community, and value inclusion; these individuals then bring these values the associated practices of acceptance and support forward to the larger community in a variety of settings including school, work, and volunteer sites. The outcome of this forward momentum is the development of networks of support and care across the diverse communities that together comprise our city; this, in turn, fosters inclusion and supports diversity.

What is the potential for expansion and/or inspiration for replication of the initiative?

The Program Coordinator of Open Closet routinely receives inquiries about both the group and related best practices from individuals who are looking to initiate similar groups, whether locally or beyond London-Middlesex (for example, the coordinator has received a call from someone in Alberta wishing to explore the development of group for LGBTTT2Q+ youth). Given this, the climate is ripe for the replication of the group in areas that remain underserved, where resources that meet the specific and unique needs of LGBTTT2Q youth do not presently exist. Currently, Open Closet does not receive consistent core funding; however, it has remained viable as a program for more than a decade nonetheless. The recognition for the program and its work, afforded through awards such as the London Diversity Race Relations and Inclusivity Award, lend support to funding applications that could yield core funding and allow for program expansion/growth.

How can receiving this Award be used to further promote diversity, anti-racism, inclusivity and human rights in London and to further promote London as a welcoming city?

The Award would demonstrate to the broader community that London not only fosters environments that support and nurture community members who are at-risk of marginalization due to sexual orientation and gender identity/expression, but acknowledges and values these community members and recognizes their contributions to the community-at-large. The Award would help bring awareness to Open Closet and to the accomplishments and contributions of the youth who attend the group, again demonstrating inclusion and support for the human rights of LGBT2Q+ community members.

NOMINATOR INFORMATION

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Signature: 

Date: September 25, 2013

Note: By signing this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by September 30, 2013 to:

London Diversity and Race Relations Advisory Committee
c/o Committee Secretary, City Clerk's Office
City of London
300 Dufferin Avenue, PO Box 5035
London, ON N6A 4L9

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NOTICE OF COLLECTION OF PERSONAL INFORMATION

*The personal information collected on this form is collected under the authority of the Municipal Act 2001, as amended, and will be used to administer the Diversity, Race Relations and Inclusivity Award program. Questions about this collection should be addressed to the City Clerk at 300 Dufferin Avenue, London, Ontario N6A 4L9.
Tel: 661-2500 Ext. 4937*