

# City of London - Application for Appointment to City of London Community Advisory Committees

## Application

Committee you are interested in serving on: **Diversity, Inclusion and Anti-Oppression Community Advisory Committee**

## Contact Information

Name: **Kayte Warmington**

City: **London**

Province: **ON**

Postal Code: **N6E 2H6**

## Experience and Qualifications

If you have experience on a London Advisory Committee, please provide dates and details. (max. 250 characters):

**I was co chair of the Elgin Middlesex Oxford Local Training board 10 years  
I was co chair of the Professional Development and Advocacy Subcommittee 21  
Workforce Development Boards of Ontario 9 years  
Ingersoll Youth Advisory committee 3 years  
LIHN Committee Ingersoll Advisory Group 2 years**

What do you hope to contribute or learn as part of a Community Advisory Committee? (max. 250 characters):

**As the Diversity Equity and Inclusion Advocate trained and nominated to represent my staff (Centre for Lifelong Learning) A&CEd of the London District Catholic School board and my Project Management and Teaching Skills in Basic Literacy. I hope to participate in the committee to forward its objectives. I know I will learn much from the experience that will be beneficial to the Indigenous, Disabled, Unemployed and Newcomer groups of citizens that I currently represent in my professional activities.**

How will you support the work of a Community Advisory Committee? (max. 250 characters):

**Some common actions undertaken by DEI committees include:  
Assessing current levels of inclusivity within the workplace to establish a baseline.  
Formulating strategies aimed at enhancing diversity and fostering a more inclusive environment.  
Cultivating leadership that champions diversity and promotes collaborative efforts.  
Drafting recommendations on effective practices for recruiting, retaining, and advancing a diverse workforce.  
Spearheading initiatives that celebrate and embrace diversity.  
Reviewing existing workplace policies and suggesting modifications to ensure alignment with inclusive principles.**

We value the contributions of Londoners with diverse experiences and welcome applications from individuals who share our commitment. Please describe how your work, community or lived experience will enhance these efforts through Community Advisory Committee work. (max. 3000 characters):

**My work, community, and lived experiences would greatly enhance the efforts of the Diversity, Inclusion, and Anti-Oppression Committee for the City of London through Community Advisory Committee work in several ways:  
Diverse Background in Employment Support: Your over 5 years of demonstrated experience in employment support roles for individuals with diverse backgrounds and employment barriers uniquely positions you to understand the challenges faced by marginalized communities. This firsthand knowledge will enable you to advocate for**

inclusive policies and programs that address the specific needs of these populations within the City of London.

**Exceptional Communication and Problem-Solving Skills:** Your employers have consistently recognized your excellence in communication and problem-solving. These skills are invaluable for facilitating discussions within the Community Advisory Committee, where you'll collaborate with stakeholders from diverse backgrounds to address complex issues related to diversity and inclusion. Your ability to effectively communicate ideas and resolve conflicts will contribute to fostering a supportive and inclusive environment within the committee.

**Knowledge of Employment Programs and Labour Market Trends:** Your comprehensive understanding of Employment Ontario, Ontario Works social assistance programs, and other related organizations, coupled with your extensive knowledge of labour market issues and trends in Southwestern Ontario, provides you with a holistic perspective on employment and economic challenges faced by marginalized communities. This expertise will inform the committee's decision-making process and help develop targeted initiatives to address systemic barriers to employment and economic equity.

**Innovative Approach to Career Counseling:** Your innovative approach to assisting individuals in finding their job niche, coupled with your adaptability in technical learning and resume writing techniques, reflects your commitment to empowering individuals to achieve their full potential. Your insights into effective career development strategies will contribute to the committee's efforts to promote inclusive hiring practices and career advancement opportunities for underrepresented groups within the City of London.

In summary, your rich professional background, coupled with your commitment to empowering individuals and fostering inclusivity, makes you a valuable asset to the Diversity, Inclusion, and Anti-Oppression Committee for the City of London. Your contributions to the Community Advisory Committee will play a vital role in advancing equity and social justice initiatives within the city.

Please describe additional experience, training, or community involvement that will help you in your role as a Community Advisory Committee Member. (max. 250 characters):

**Deep Diversity Training, Staff Diversity Champion 2 years LDCSB 2021 and other community involvements such as London Food Coalition  
Ingersoll Interchurch – community opportunities scan 2007  
Town of Ingersoll-Strategic Planning committee Health and Wellness  
Oxford County Youth Strategic Development Committee – one year term completed  
Big Brothers Big Sisters Ingersoll Tillsonburg and Area – 5 years strategic planning and volunteer  
Canadian Association for Professional Speakers/London Education & Training Society.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am at least 18 years old.; I am not a City employee or Council member.; I understand that the commitment may be up to 4 hours per month to attend meetings and prepare.; I understand that my application and any attachments will be included on a public agenda that is published on the City website.**

To help inform our outreach activities, please tell us how you heard about this opportunity: (optional): **Word of mouth**

If you selected 'Other', please specify:

Submitted on: **3/27/2024 4:39:40 PM**