

London Diversity and Race Relations Advisory Committee Work Plan – 2015 – FINAL

Activity	Tasks	Responsibility
Develop a recommendation to Council for a name change of LDRRAC	<ul style="list-style-type: none"> • Explore process for providing a fulsome report on the recommendation to Council • Research rationale and best practice • Develop report/recommendation 	Chad Callendar Chad Callendar TBD
Facilitate the development of annual work plans for LDRRAC; monitor and measure subsequent activities	<ul style="list-style-type: none"> • Review draft sub-committee work plans • Consolidate into an aligned document • Develop monitoring and measurement protocols 	Policy & Planning sub-committee
Provide recommendations and supplemental materials to enhance the LDRRAC new member orientation	<ul style="list-style-type: none"> • Collaborate with Clerks Office on recommendations submitted via proposed new member orientation checklist • Facilitate development of LDRRAC history document to be completed by Education sub-committee • Develop the following documents: <ul style="list-style-type: none"> ○ Established meeting practices ○ Roles and responsibilities ○ Acronym list 	Policy & Planning sub-committee
Establish relationships with members of the new Council and offer LDRRAC as a resource support	<ul style="list-style-type: none"> • Explore information about the backgrounds of new Council members • Develop a one page fact sheet about LDRRAC, suitable to provide a quick overview to Council members (e.g. purpose, key activities, contacts, how LDRRAC can assist Council members) • Explore opportunities to meet new Council members 	Policy & Planning sub-committee
Provide feedback on The London Plan with a diversity and inclusion lens	<ul style="list-style-type: none"> • Seek volunteers from full LDRRAC to assist with review of The London Plan, assigning one person to each of the 10 principles • Obtain hard copies of the document as required • Each working group member review section of The London Plan with a diversity lens, identifying areas for potential recommendations related to diversity and inclusion • Compile findings into a document with recommendations 	Policy & Planning sub-committee
Provide input into the City's new strategic plan; advocating for some focus related to community diversity and inclusion	<ul style="list-style-type: none"> • Seek information as to the process for development of the new strategic plan • Explore opportunities for providing input • Research other municipalities who have diversity and inclusion embedded within their strategic plan and/or formalized community diversity and 	Policy & Planning sub-committee

	<p>inclusion plans/strategies</p> <ul style="list-style-type: none"> Develop recommendations for LDRRAC to provide consultation to Strategic Plan and for diversity and inclusion focus Reach out to contact people in the following areas of the Corporation, inviting them to a P&P sub-committee meeting to learn about the work they do and possible interfacing with LDRRAC: Intergovernmental Liaison, Communications, Culture & Municipal Policies, Community Development & Funding, Homelessness, Human Resources, Emergency Measures, Planning, Parks & Recreation, Housing, Social Services & Dearness Develop introductory messaging and prioritization of outreach Review award protocols and seek feedback from past recipients Determine if additional/different methods of recognition are desired (e.g. plaque, reception, greetings) Review nominee categories and criteria Develop recommendations to Council for changes to by-law and process, as applicable Follow-up with Clerks regarding action of the May 21, 2014 Council resolution to review and comment on LDRRAC's request for Civic Administration to provide leadership responsibility for the LDRRI Award Work collaboratively with Civic Administration to review current processes and provide suggestions for improvement, based on LDRRIA Award recipient feedback Review LDRRAC/sub-committee involvement with identification and recommendation of recipients for the Mayor's New Year's Honours List Review nomination categories and eligibility criteria Brainstorm additional communications and promotions methods Provide summary of relevant Awards to be included in the Orientation Package for new LDRRAC members Brainstorm additional methods Develop schedule for voting committee members to present a brief bio of 	<p>Policy & Planning sub-committee</p> <p>Awards & Recognition sub-committee</p> <p>Awards & Recognition sub-committee</p> <p>Awards & Recognition sub-committee</p> <p>Awards & Recognition sub-committee</p> <p>Awards & Recognition sub-committee</p> <p>Awards & Recognition sub-committee</p> <p>Education and</p>
Explore relationships with areas within the Corporation of the City of London whose work is impacted by diversity and inclusion; offering LDRRAC as a resource support		
Review by-law for the the LDRRI Award		
Collaborate with Civic Administration on review of processes for the LDRRI Award and Mayor's New Year's Honours List selection		
Support Civic Administration to increase the amount and range of nominations for the LDRRI Award		
Orient new LDRRAC members on Awards and Recognition sub-committee goals		
Explore additional methods of recognizing work in the community and Corporation of the City of London related to diversity and inclusion		
Arrange speakers for LDRRAC		

meetings	themselves	Awareness sub-committee
Identify opportunities to partner with and support Civic Administration to coordinate community awareness events	<ul style="list-style-type: none"> • Coordinate LDRRI Award recipients to present • Invite the London Police Services LDRRAC representative to present • Brainstorm proposed existing or new events for review with LDRRAC 	Education and Awareness sub-committee
Provide input to Civic Administration for updates to the LDRRAC web page on London.ca	<ul style="list-style-type: none"> • Meet with Communications representative to determine parameters for web content • Collect input from LDRRAC members for web page revisions • Develop recommendations and share with Communications • Brainstorm proposed methods for review with LDRRAC 	Education and Awareness sub-committee
Inform Civic Administration and Council about LDRRAC activities	<ul style="list-style-type: none"> • Invite community organizations to speak about current issues in diversity and inclusion • Inventory current information sources for organizations connected to community diversity and inclusion • Brainstorm methods of coordinating information sharing and promotion • Seek assistance from Communications staff on the development of a communications plan to promote the activities of LDRRAC • Collect input from LDRRAC members on communications plan and specific proposed content (e.g. revision of the LDRRAC brochure, posters) 	Education and Awareness sub-committee
Liaise with community organizations to help promote their activities and LDRRAC to the broader community	<ul style="list-style-type: none"> • Invite community organizations to speak about current issues in diversity and inclusion • Inventory current information sources for organizations connected to community diversity and inclusion • Brainstorm methods of coordinating information sharing and promotion • Seek assistance from Communications staff on the development of a communications plan to promote the activities of LDRRAC • Collect input from LDRRAC members on communications plan and specific proposed content (e.g. revision of the LDRRAC brochure, posters) 	Education and Awareness sub-committee
Work collaboratively with Civic Administration to promote the activities of LDRRAC	<ul style="list-style-type: none"> • Invite community organizations to speak about current issues in diversity and inclusion • Inventory current information sources for organizations connected to community diversity and inclusion • Brainstorm methods of coordinating information sharing and promotion • Seek assistance from Communications staff on the development of a communications plan to promote the activities of LDRRAC • Collect input from LDRRAC members on communications plan and specific proposed content (e.g. revision of the LDRRAC brochure, posters) 	Education and Awareness sub-committee

To: Chair and Members of the Community Protective Services Committee

From: The London Diversity and Race Relations Advisory Committee

Subject: Amendment to the name of the London Diversity and Race Relations Advisory Committee to the London Diversity and Inclusion Advisory Committee.

Recommendation

That, on the recommendation of the London Diversity and Race Relations Advisory Committee (LDRRAC):

- a) The proposed amendment to the name for the London Diversity and Race Relations Advisory Committee **to the London Diversity and Inclusion Advisory Committee (LDIAC)** BE ENDORSED;
- b) The balance of this Report BE RECEIVED for information purposes.

Background

As stated in the terms of reference, "The London Diversity & Race Relations Advisory Committee is to provide leadership on matters related to diversity, inclusivity, equity and the elimination of discrimination in the City of London."

Members of LDRRAC have expressed concern that its current name is not necessarily reflective of current language and best practices in the field and the name isolates and gives predominance to one dimension of diversity; race. Current trends in the field identify many dimensions of diversity. The dimensions of diversity wheel (Appendix A) is a common teaching tool and is used to define diversity within the Corporation of the City of London's Workplace Diversity and Inclusion Plan.

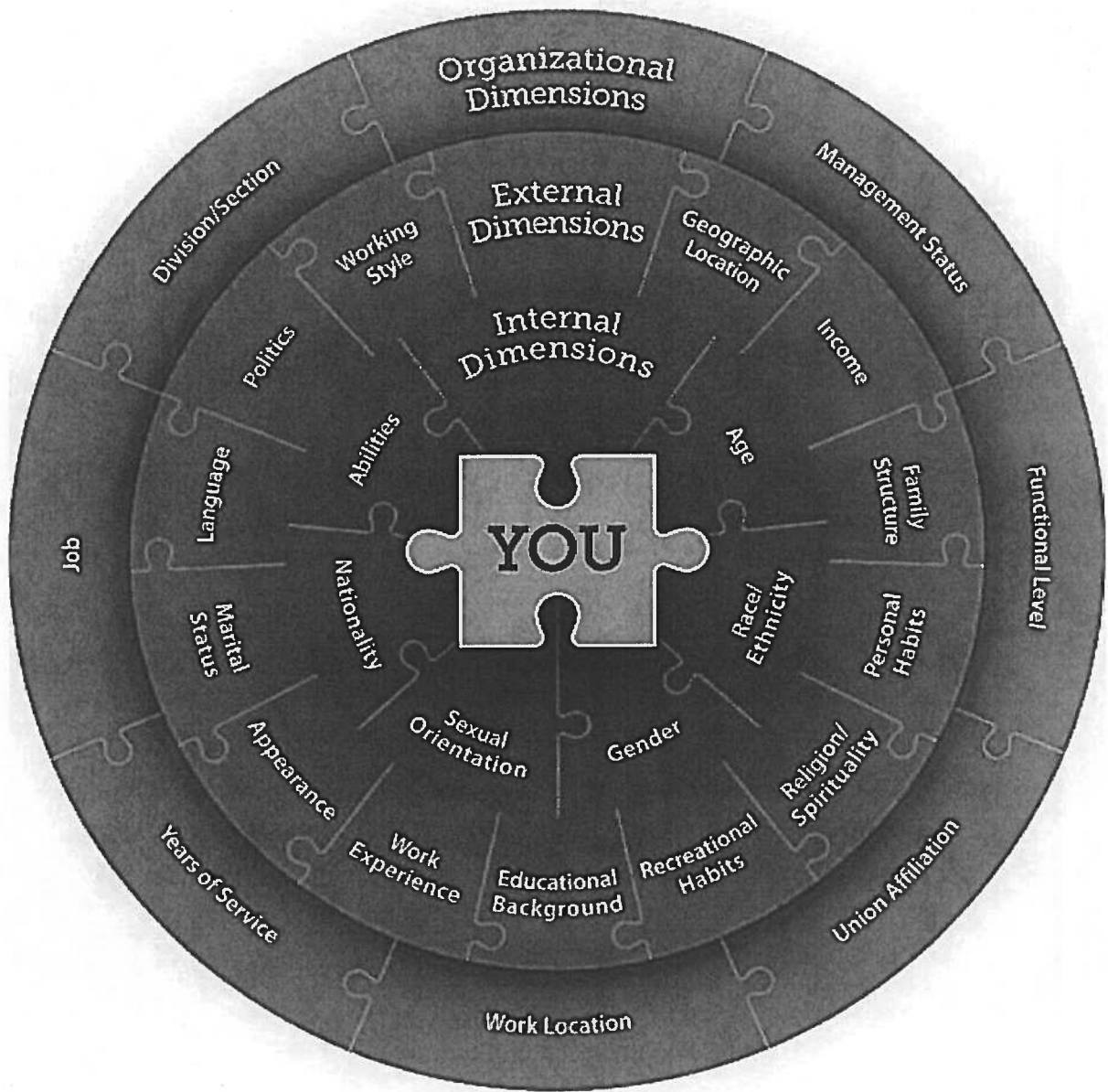
To isolate one dimension of diversity within the advisory committee's name may not be seen as equitable. Equity is a foundational goal of diversity and inclusion work and current trends recognize the importance of inclusion as a necessary partner to any goals toward a diverse community.

Our City is currently taking important steps in planning its future with the Strategic Plan currently under development. This plan outlines vibrant communities as one of its proposed areas of focus, with Diversity/Belonging as a sub-heading. Diversity and inclusion are referenced as well in the London Plan, Direction #3 Celebrate and Support London as Culturally rich, creative and diverse city and Direction #7 Build Strong and Attractive Neighbourhoods for everyone.

For these reasons, it is recommended that the name of the London Diversity and Race Relations Advisory Committee be changed to the London Diversity and Inclusion Advisory Committee (LDIAC). This change would be more reflective of the committee's mandate, current trends in the field and language used in the City's Strategic document.

Appendix A.

Dimensions of Diversity



Adapted from: "Diverse Teams At Work", Gardenswartz and Rowe, Irwin Publishing, 1994.

2015 Multi-Faith Observance Calendar

JAN

2015

- 卍 1 Gantan-sai - New Year
- ☾ 3 Mawlid al-Nabi
- ◆ 5 Mahayana New Year
- ✝ 5 Twelfth Night
- ✝ 6 Epiphany
- ✝ 6 Feast of the Theophany
- ✝ 7 Feast of the Nativity
- ♣ 13 Maghi
- ☼ 18 World Religion Day
- ✝ 18-25 Prayer Week/
Christian Unity
- ☸ 24 Vasant Panchami

FEB

2015

- ♁ 2 Imbolc
- 卍 3 Setsubun-sai
- ♣ 4 Tu B'Shvat
- ◆ 15 Nirvana Day
- ◆ 19 Chinese/Vietnamese
New Year
- ◆ 19-21 Korean New Year
- ✝ 23 Great Lent begins
- Orthodox
- ✝ 25 Ash Wednesday
- Lent begins
- ☼ 26-Mar 1 Intercalary Days

MAR

2015

- ✝ 1 Orthodox Sunday
- ◆ 5 Magha Puja Day
- ♣ 5 Purim
- ☸ 6 Holi
- ☸ 17 Maha Shivaratri
- ♁ 20 Spring Equinox
- ☼ 21 Naw Ruz - New Year
- ♣ 21 Norooz - New Year
- ☸ 21-28 Ramayana
- ♣ 26 Khordad Sai (Birth of
Prophet Zoroaster)
- ☸ 28 Ramanavami
- ✝ 29 Palm Sunday &
Holy Week

APR

2015

- ✝ 3 Good Friday
- ☸ 4 Hanuman Jayanti
- ♣ 4-11 Pesach (Passover)
- ◆ 4 Therevadin New Year
- ✝ 5 Easter
- ♣ 14 Baisakhi - New Year
- ♣ 16 Yom HaShoah
(Holocaust Day)
- ☼ 21 First Day of Ridvan
- ♣ 24 Yom Ha'Atzmaut

MAY

2015

- ♁ 1 Beltane - Samhain
- ☼ 2 Twelfth Day of Ridvan
- ◆ 4 Visakha Puja - Buddha Day
- ☾ 13 Lailat al Miraj
- ✝ 14 Ascension of Christ
- ☼ 21 Declaration of the Bab
- ✝ 24 Pentecost
- ♣ 24-25 Shavuot
- ☼ 29 Ascension of
Baha' u'llah

JUN

2015

- ☾ 18 Ramadan begins
- ★ 21 National Aboriginal Day
- ♁ 21 Summer Solstice

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CANADA

- ★ Aboriginal Spirituality
- ☾ Baha'i
- ◆ Buddhism

- ✝ Christianity
- ☸ Hinduism
- ☾ Islam

- ♣ Judaism
- ♁ Paganism
- 卍 Shinto

- ♣ Sikhism
- ♣ Zoroastrianism

2015 Multi-Faith Observance Calendar

JUL

2015

- ◆ 2 Asalha Puja Day
- ☼ 9 Martyrdom of the Bab
- ☾ 13 Lailat al Kadr
- ◆ 13 Obon
- ☾ 18-21 Eid al Fitr
- ✝ 24 Pioneer Day - Mormon
- ♣ 26 Tish'a B'av

AUG

2015

- ✝ 1 Lammas
- ♁ 1 Lughnasadh
- ✝ 6 Transfiguration Day
- ☸ 29 Raksha Bandhan

SEP

2015

- ☸ 5 Krishna Janmashtami
- ♣ 14-15 Rosh Hashanah
- ☸ 17 Ganesh Chaturthi
- ☾ 22 Waqf al Arafah - Hajj Day
- ♁ 23 Autumn Equinox
- ♣ 23 Yom Kippur
- ☾ 23-26 Eid al Adha
- ♣ 28-Oct 4 Sukkot

OCT

2015

- ♣ 5 Shemini Atzeret
- ♣ 6 Simchat Torah
- ☸ 13-21 Navaratri
- ☾ 14 Hijra - New Year
- ☼ 20 Birth of the Bab
- ☸ 22 Dasara
- ☾ 23 Ashura

NOV

2015

- ✝ 1 All Saint's Day
- ♁ 1 Samhain - Beltane
- ☸ 11 Diwali - Deepavali
- ☼ 12 The Birth of Baha' u'llah
- ♣ 25 Guru Nanak
Dev Sahib birthday
- ☼ 26 Day of the Covenant
- ✝ 29 First Sunday of Advent

DEC

2015

- ♣ 7-14 Hanukkah
- ◆ 8 Rohatsu Bodhi Day
- ♁ 21 Winter Solstice
- ✝ 25 Christmas
- ♣ 26 Death of Prophet
Zarathushtra

This calendar highlights observances of the faiths listed below.
Reference sources were from the Interfaith Calendar
(www.interfaithcalendar.org/2012.html) and Statistics Canada 2006 census data.

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CANADA

- ★ Aboriginal Spirituality
- ☾ Baha'i
- ◆ Buddhism

- ✝ Christianity
- ☸ Hinduism
- ☾ Islam

- ♣ Judaism
- ♁ Paganism
- 卍 Shinto

- ♣ Sikhism
- ♣ Zoroastrianism