

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 Inclusion and Diversity 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.”

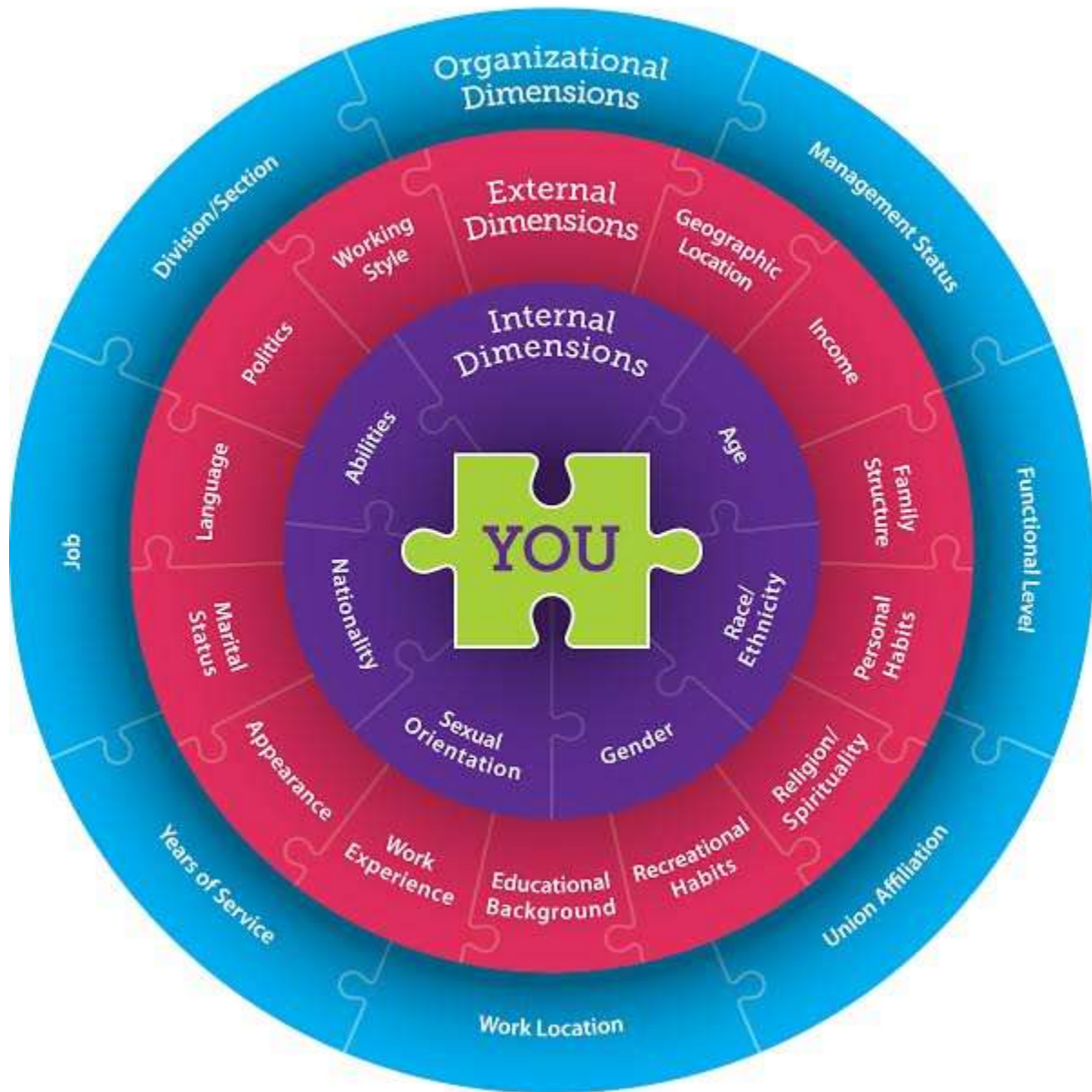
Members of LDRRAC have expressed concern that its current name is not necessarily reflective of current language and best practices in the field and the name isolates and gives predominance to one dimension of diversity; race. Current trends in the field identify many dimensions of diversity. The Dimensions 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. If we are going to highlight one side of diversity then one could argue that we call it, “The London Diversity, Race Relations and Sexual Orientation Advisory Committee.”

Our City is 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 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 documents.

# Dimensions of Diversity



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