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| <b>TO:</b>      | <b>CHAIR AND MEMBERS<br/>COMMUNITY AND PROTECTIVE SERVICES COMMITTEE<br/>MEETING ON MARCH 24, 2015</b> |
| <b>FROM:</b>    | <b>CATHY SAUNDERS<br/>CITY CLERK</b>   |
| <b>SUBJECT:</b> | <b>LONDON DIVERSITY AND RACE RELATIONS ADVISORY COMMITTEE</b>  |

**RECOMMENDATION**

That, on the recommendation of the City Clerk, this report BE RECEIVED for information.

**PREVIOUS REPORTS PERTINENT TO THIS MATTER**

- 20th Report of the Community and Protective Services Committee – October 11, 1988
- 7th Report of the London Race Relations Advisory Committee – September 18, 2003
- 2nd Report of the London Diversity and Race Relations Committee – Jan. 15, 2015
- 2nd Report of the Community and Protective Services Committee – clause 10a)ii) – Jan. 27, 2015

**BACKGROUND**

Municipal Council, at its meeting of January 27, 2015, referred clause 10 a)ii) of the 2nd Report of the London Diversity and Race Relations Advisory Committee (LDRRAC) to the Civic Administration for a report back to the Community and Protective Services Committee with a history on the establishment of the LDRRAC and further information from the LDRRAC in support of their request for seeking a name change at this time. Clause 10a)ii) reads as follows:

- “10. That the following actions be taken with respect to the 2nd Report of the London Diversity and Race Relations Advisory Committee (LDRRAC) from its meeting held on January 15, 2015:
- a) the following actions be taken with respect to the London Diversity and Race Relations Advisory Committee (LDRRAC) Policy and Planning Sub-Committee:
  - ii) the proposed amendment to the name for the LDRRAC to the “London Diversity and Inclusion Advisory Committee” BE ENDORSED and the City Clerk BE DIRECTED to make the necessary legislative changes to accommodate this name change; it being noted that the LDRRAC received the attached revised, report with respect to this matter; and”

**Additional Feedback from the London Diversity and Race Relations Advisory Committee (LDRRAC)**

In accordance, with the above-noted direction, the Civic Administration met with representatives of the LDRRAC on February 19, 2015 to obtain additional information in support of their name change request. The following summarizes the input received from LDRRAC representatives:

- the name should reflect the community of London
- the name should reflect fairly and accurately the work on diversity that is undertaken by the committee
- the name should be equitable in reflecting all areas of diversity
- the name should not inadvertently focus on one area of diversity
- the current name places an inadvertent focus on “race”, rather than inclusivity and diversity
- focus on “race” may be more appropriate in other communities
- the term “diversity” encompasses race and other areas of diversity
- use of the word “inclusive” also encompasses the concept of “race”
- use of the terms “diversity and “inclusion” reflect the Strategic Plan
- in order to address “race” the community needs to be inclusive and address diversity



### **Research – Advisory Committee Names**

The Civic Administration also undertook research of municipalities across Canada with respect to Advisory Committee names whose focus relates to race relations. The following summarizes that research:

#### The Race Relations and Anti-Decimation Committee – Kings County, Nova Scotia

The purpose of this Committee is to engage the community and formulate action plans to address issues concerning social marginalization, equity racism, discrimination and exclusion and to determine where and how racism, discrimination and exclusion are manifested in the community.

#### Community and Race Relations – Halifax, Nova Scotia

Halifax, Nova Scotia has a policy named “Community and Race Relations” whose purpose is to recognize the diversity of the communities, including, but limited to the multi-racial, multi-ethnic, multi-linguistic, multi-cultural and multi-religious communities composed of individuals from many parts of the world.

#### Race Relations Committee – Markham, Ontario

The purpose of this Committee is to:

- consult with the community to advise Council on matters involving race relations, ethno cultural equity and other related issues;
- recommend to Council appropriate policies and procedures which will enhance race relations and ethno cultural equity in the municipality;
- cooperate and work in partnership with institutions and voluntary organizations to promote mutual trust and respect among Markham’s racial and ethno cultural groups;
- encourage local groups, businesses, agencies and institution’s to engage in programs for the improvement of race and ethno cultural relations; and,
- recommend a means of resolving conflicts among individuals, groups, agencies and institutions in matters of race and ethno cultural relations.

#### Community and Race Relations Committee – Peterborough, Ontario

The Committee is a volunteer-based, non-profit, community-based organization that is committed to encouraging and promoting equitable race relations and supports the principle that all individuals in Canada are equal in dignity and rights.

#### Cultural Diversity and Race Relations Committee – Saskatoon, Saskatchewan

This Committee develops plans in relation to the guidance and direction of the Cultural Diversity and Race Relations Policy.

#### Racism Free Edmonton Administration Committee – Edmonton, Alberta

Developed an action plan to:

- implement the City of Edmonton Diversity & Inclusion Framework;
- raise public awareness of racism and publicly promote an atmosphere of inclusion and respect for cultural diversity;
- provide leadership in encouraging and collaborating with other organizations and institutions in their efforts;
- respond publicly to issues of racial discrimination in the community;
- develop monitoring mechanisms and evaluate action plan impacts; and,
- report successes and challenges



**History of the Establishment of the Name “London Diversity and Race Relations Advisory Committee”**

The Race Relations Committee was originally established by Municipal Council on October 17, 1988. A copy of the related Community and Protective Services Report is contained in the attached “Appendix “A”.

At the February 19, 2015 meeting with representatives of the London Diversity and Race Relations Advisory Committee (LDRRAC), the Civic Administration reviewed the history of the LDRRAC (see attached Appendix “A”), noting that the name of the Advisory Committee was changed from London Race Relations Advisory Committee (LRRAC) to the London Diversity and Race Relations Advisory Committee (LDRRAC) in October 2003, in response to a recommendation from the Advisory Committee’s Policy and Planning Sub Committee which indicated the following in support of the name change:

- the name should reflect more inclusivity of all areas identified in the Committee’s mandate;
- respect the history of LRRAC; and,
- be consistent with committee names in other communities.

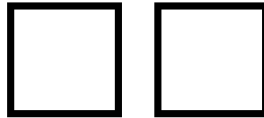
A copy of the current Terms of Reference for LDRRAC is attached to this report as Appendix “B”.

**Summary**

The LDRRAC maintains its position that the use of the terms “Diversity” and “Inclusion” in its committee name more clearly encompasses the changing community of London. Moving to the name “London Diversity and Inclusion Advisory Committee” will help ensure that the Advisory Committee’s name does not inadvertently place the focus on race, when there are many other areas which deserve equal consideration.

The LDDRAC certainly respects the history of the name of the LDDRAC (see attached Appendix “A”), however they feel that it is important that the name of the Advisory Committee is reflective of the entire community and the work undertaken by the Advisory Committee. It was also recognized that each community is unique, with varying areas of focus, so it is important for each community to evaluate its needs and challenges, and establish and name their committees to best suit their individual requirements.

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| <b>PREPARED AND RECOMMENDED BY:</b>      |
| <br><br><br><br><br><br><br><br><br><br> |
| <b>CATHY SAUNDERS<br/>CITY CLERK</b>     |



**APPENDIX "A"**

**HISTORICAL BACKGROUND**

**7TH REPORT OF THE**

**LONDON RACE RELATIONS ADVISORY COMMITTEE**

Meeting held on September 18, 2003.

PRESENT: J. Young-Marcellin (Chair), C. Cadogan, R. Hitchens, M. Mansfield, P. Shanahan, L. Sherman, H. Usher and H. A. Lysynski (Secretary).

ALSO PRESENT: R. Armistead, M. Howe, R. Howse, K. Husain, J. Mitchell, E. Quintero, W. Shahatto and L. Worrell.

REGRETS: K. Heslop, L. Hibbert Jr., M. Lo, and G. Price.

**I YOUR COMMITTEE RECOMMENDS:**

New Name 1. (B,7) That the London Race Relations Advisory Committee (LRRAC), has unanimously supported the recommendation for its new name, "London Diversity and Race Relations Advisory Committee"; it being noted that the Advisory Committee Review Task Force had previously requested the LRRAC to recommend a proposed new name.

Youth Anti-Hate Program 2. That the Municipal Council **BE ASKED** to support, in principle, the Youth Anti-Hate Program.

**II YOUR COMMITTEE REPORTS:**

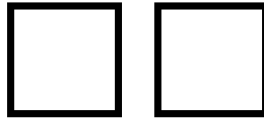
Education & Public Relations Sub-committee 3. (A) That the London Race Relations Advisory Committee (LRRAC) received a verbal report from its Education & Public Relations Sub-committee (E&PRS), noting that the 1<sup>st</sup> Edition of the Diversity Newsletter is completed and ready for printing and distribution. The E&PRS also advised that the Youth Anti-Hate Program has been well received with schools asking to have more teachers participate in the training and further that some funding for this program has been received from various community groups. The LRRAC noted that the E&PRS will elect a Chair at its next meeting.

Community Events & Special Projects Sub-committee 4. (C) That the London Race Relations Advisory Committee (LRRAC) nominated R. Hitchens and J. Young-Marcellin as its representatives for the Black History Month Committee and the March 21<sup>st</sup> Events Committee; it being noted that R. Hitchens and J. Young-Marcellin will report back on their activities to the LRRAC. The LRRAC asked the Community Events & Special Projects Sub-committee to report back with a list of community events that the LRRAC could participate in.

Finance & Resources Sub-committee 5. (D) That the London Race Relations Advisory Committee (LRRAC) indicated its current budget allocation of \$4,500.00 is sufficient for 2004; it being noted that the Finance & Resources Sub-committee will report back on the criteria for the expenditure of funds; it being pointed out that "Seed Funding" will be renamed "Community Partnerships".

Composition of LRRAC 6. (3b) That the London Race Relations Advisory Committee (LRRAC) asked its Committee Secretary to report back at the next meeting with respect to the various groups represented by the non-voting resource members, the attendance of the non-voting members, the number of voting and non-voting members, and the composition of Race Relations or Diversity Committees in other municipalities.

Gathering of Good Minds 7. (6) That the London Race Relations Advisory Committee (LRRAC) received the Media Release with respect to the Gathering of Good Minds to be held



September 26 to 28, 2003. The LRRAC nominated J. Young-Marcellin, Councillor H. Usher and E. Quintero to attend the Opening Ceremony on Friday, September 26, 2003 at 7:00 p.m. at Museum London on behalf of the LRRAC.

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| New Member                 | 8. That the London Race Relations Advisory Committee (LRRAC) welcomed M. Mansfield as a Voting Member of the LRRAC.  |
| Chair's Remarks            | 9. That the London Race Relations Advisory Committee, in an effort to be more efficient, has implemented a new procedure whereby the Non-Voting Resource Members initially discuss an item, then the Voting Members discuss the item and make a motion; it being noted that each person will be given a chance to speak once to the issue.   |
| Workshop                   | 10. That the London Race Relations Advisory Committee (LRRAC) was advised by M. Howe that, at the request of the Canadian Civil Rights Commission, the Cross Cultural Learner Centre is holding a "Trafficking in Women & Girls" workshop on October 10, 2003 from 10:00 a.m. to 3:00 p.m. at the Church of Christ of Latter Day Saints. The LRRAC noted that M. Howe will be attending and will report back to the LRRAC.           |
| Community Events           | 11. That the London Race Relations Advisory Committee (LRRAC) noted the following upcoming events:<br><br>Take Back the Night, September 18 <sup>th</sup><br>International Day of Older Persons, October 1 <sup>st</sup><br>AIDS Walk, September 20 <sup>th</sup><br>Garage Sale at St. James Westminster Church, September 27 <sup>th</sup> (Proceeds to support a school in Uganda)<br>Human Rights Day, December 10 <sup>th</sup> |
|                            | 12. That the London Race Relations Advisory Committee (LRRAC) received and noted the following matters:  |
| 6th Report of the LRRAC    | (a) (1) the 6th Report of the London Race Relations Advisory Committee from its meeting held on July 17, 2003;   |
| LRRAC Working Groups       | (b) (2) a communication from the Committee Secretary with respect to the composition of the LRRAC Working Groups;  |
| London Baha'i Community    | (c) (3a) a Municipal Council resolution adopted on July 7, 2003 with respect to the addition of a member of the London Baha'i Community as a non-voting representative on the LRRAC;   |
| Hate Free Resolution       | (d) (4) a Municipal Council resolution adopted on August 5, 2003 with respect to the City of London Hate Free Resolution; and  |
| Resignation of E. Silveira | (e) (5) the resignation of E. Silveira from the LRRAC; it being pointed out that the LRRAC will nominate a Vice-Chair at its next meeting.   |
| Confidential               | 12. That the London Race Relations Advisory Committee is submitting a Confidential Report to the Community and Protective Services Committee concerning a personnel matter. (See Confidential Appendix to the 7th Report of the LRRAC <u>enclosed</u> for Council Members only).   |
| Next Meeting               | 13. That the next meeting of the London Race Relations Advisory Committee will be held on Thursday, October 16, 2003.  |

The meeting adjourned at 2:15 p.m.



The Policy and Planning Sub Committee met to consider the proposals for changing the name of LRRAC.

The recommendation of the Sub Committee is

London Diversity and Race Relations Advisory Committee

Considerations in this recommendation were:

- \* the need for a name that was more inclusive of all areas identified in the Committee mandate
- \* respects the history of LRRAC
- \* consistency with committee names in other communities

We would like to thank those who took time to submit suggestions for consideration. For reference below is the list of suggestions received:

- \* London Multicultural and Equity Advisory Committee
- \* London's Equal Opportunity Advisory Committee
- \* London Diversity Advisory Committee
- \* Advisory Committee for an Inclusive Community
- \* London Equity and Access Committee
- \* City's Advisory Committee for Diversity
- \* Diversity Committee of the City of London
- \* add "Diversity" but maintain "Race Relations"

Thanks again to all who have submitted suggestions. We will be tabling this recommendation at Thursday's LRRAC meeting.

Respectfully submitted on behalf of the Planning and Policy Sub Committee,

Pat Shanahan



## **APPENDIX “B”**

### **Terms of Reference London Diversity & Race Relations Advisory Committee**

#### **Role**

While it is the legislative mandate of the Municipal Council to make the final decision on all matters that affect the Municipality, the role of an Advisory Committee is to provide recommendations, advice and information to the Municipal Council on those specialized matters which relate to the purpose of the Advisory Committee, to facilitate public input to City Council on programs and ideas and to assist in enhancing the quality of life of the community, in keeping with the Municipal Council’s Strategic Plan principles. Advisory Committees shall conduct themselves in keeping with the policies set by the Municipal Council pertaining to advisory committees, and also in keeping with the Council Procedure By-law.

#### **Mandate**

The London Diversity & Race Relations Advisory Committee reports to the Municipal Council, through the Community and Protective Services Committee. 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.

The London Diversity & Race Relations Advisory Committee (LDRRAC) shall be responsible for the following:

- to provide consultation, advice, report findings and make recommendations to City Council as necessary or at such times as Council may deem desirable, on matters of discrimination as defined by the Ontario Human Rights Code and matters related to diversity, inclusivity and equity in the City of London;
- to work actively with police services, education, community groups, municipal organizations, social services, business, labour and government agencies in order to facilitate a stronger understanding of the needs of the City's (London's) diverse populations;
- to advise the City in the development, maintenance and refinement of policies and practices that facilitates an inclusive and supportive work environment. This includes, but is not limited to, human resource policies related to recruitment, hiring, training, and promotion that provide equitable opportunity for members of London's diverse populations;
- to initiate and participate in the development of new policies and programs or the refinement of existing ones, related to matters of discrimination, diversity, inclusivity and equity in the City of London; and
- to be a source of information on community resources available to assist those who have enquiries regarding issues of discrimination. This includes but is not limited to complaints of acts of prejudice, racism and hate.

#### **Composition**

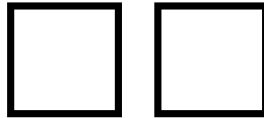
##### **Voting Members**

- ten members-at-large
- an individual who is primarily French-speaking

##### **Non-Voting Members**

One representative from organizations within each of the following sectors will serve in the capacity of non-voting members:

- ethno-cultural and linguistic community organizations
- police, justice and legal services
- age-based organizations/services
- health care services
- educational institutions/organizations/services
- immigrant settlement services
- income support organizations/services



- employment-related agencies/organizations
- faith-based community groups
- LGBT groups
- gender-based groups
- aboriginal community groups/agencies
- aboriginal community groups/agencies (Alternate)
- persons with disabilities groups/agencies
- race, anti-racism or anti-hate groups/organizations
- post secondary student

#### **Sub-committees and Working Groups**

The Advisory Committee may form sub-committees and working groups as may be necessary to address specific issues; it being noted that the City Clerk's Office does not provide secretariat support to these sub-committees or working groups. These sub-committees and working groups shall draw upon members from the Advisory Committee as well as outside resource members as deemed necessary. The Chair of a sub-committee and/or working group shall be a voting member of the Advisory Committee.

#### **Term of Office**

Appointments to Advisory Committees shall, in all but one case, be for a four-year term, commencing March 1 of the first year of a Council term and ending on February 28 or, in the case of a leap year, February 29 of the first year of the following Council term. In the case of the Non-Voting Post-Secondary Student Member, the term shall be for one year, commencing March 1 of each year and ending on February 28 or, in the case of a leap year, February 29 of the following year.

#### **Appointment Policies**

Appointments for voting members shall be in keeping with Council Policy. Non-voting Post-Secondary Student Members shall be cooperatively nominated by the Fanshawe Student Union and the University Students' Council, Western University. Other non-voting members shall be appointed in keeping with Council Policy.

#### **Qualifications**

Any London resident who brings understanding, expertise and experience of the principles of diversity, inclusion and human rights may be eligible for appointment to the Advisory Committee as a voting member. Organizations who fall within the stipulated sectors may submit the name of an individual for appointment as a non-voting member of the Advisory Committee.

Non-voting Post-Secondary Students shall be current students at either Fanshawe College, Western University, Brescia University College, Huron University College or King's University College.

#### **Conduct**

The conduct of Advisory Committee members shall be in keeping with Council Policy.

#### **Meetings**

Meetings shall be once monthly at a date and time set by the City Clerk in consultation with the Advisory Committee. Length of meetings shall vary depending on the agenda. Meetings of subcommittees or working groups that have been formed by the Advisory Committee may meet at any time and at any location and are in addition to the regular meetings of the Advisory Committee.

#### **Remuneration**

Advisory Committee members shall serve without remuneration.