

5TH REPORT OF THE
LONDON DIVERSITY AND RACE RELATIONS ADVISORY
COMMITTEE

Meeting held on April 16, 2015, commencing at 12:05 PM, in Committee Room #5, Second Floor, London City Hall.

PRESENT: C. Callander (Chair), F. Bivens, F. Cassar, Z. Hashmi, L. Hernandez, S. Morrison, L. Osbourne, A. Sanchez and J. Martin (Secretary).

ABSENT: M. Hammoud, S. Lewkowitz, and I. Silver.

ALSO PRESENT: Councillors M. Salih and J. Zaifman; T. Allott, F. Andrighetti, M.L. Goodfellow, D. Hamou, J. Hill, K. Husain, R. Hussain, S. Middleton and A. Prince.

I. CALL TO ORDER

1. Disclosures of Pecuniary Interest

Recommendation: That it **BE NOTED** that no pecuniary interests were disclosed.

II. SCHEDULED ITEMS

2. Diversity City on Board – Effective Leadership for Modern Governance

Recommendation: That it **BE NOTED** that the presentation and attached communication from D. Lacey, Diversity Program Manager, Pillar Non-Profit Network, with respect to Diversity City on Board – Effective Leadership for Modern Governance was received.

IV. SUB-COMMITTEES & WORKING GROUPS

3. Education Sub-Committee

Recommendation: That the Education Sub-Committee **BE DIRECTED** to work with Civic Administration to develop a diversity and inclusion calendar; it being noted that the Education Sub-Committee minutes from its meeting held March 30, 2015, were received.

4. Policy and Planning Sub-Committee

Recommendation: That the following actions be taken with respect to the London Diversity and Race Relations Advisory Committee (LDRRAC) Policy and Planning Sub-Committee:

a) the Policy and Planning Sub-Committee **BE DIRECTED**

to work with Civic Administration to organize a public participation meeting at a future meeting of the Community and Protective Services Committee, related to a committee name change for the London Diversity and Race Relations Advisory Committee;

- b) the Policy and Planning Sub-Committee **BE DIRECTED** to continue to update the 2015 Work Plan; and,
- c) the Policy and Planning Sub-Committee **BE DIRECTED** to contact Civic Administration with respect to the City's Strategic Plan consultation process;

it being noted that Policy and Planning Sub-Committee minutes from its meeting held on April 2, 2015, were received.

5. Awards and Recognition Sub-Committee

Recommendation: That it **BE NOTED** that the minutes of the Awards and Recognition Sub-Committee from its meeting held on April 2, 2015, were received; it being noted that the LDRRAC members are encouraged to submit comments with respect to the Diversity, Race Relations and Inclusivity Award to S. Morrison.

V. CONSENT ITEMS

6. 4th Report of the London Diversity and Race Relations Advisory Committee

Recommendation: That it **BE NOTED** that 4th Report of the London Diversity and Race Relations Advisory Committee, from its meeting held on March 19, 2015, was received.

7. Request of Name Change from the London Diversity and Race Relations Advisory Committee

Recommendation: That the London Diversity and Race Relations Advisory Committee Policy and Planning Sub-committee **BE REQUESTED** to review and report back to the LDRRAC with respect to the request of the committee name change; it being noted that the Municipal Council resolution from its meeting held on March 31, 2015 with respect to the request amend the name for the London Diversity and Race Relations Advisory Committee was received.

8. Appointments of Members to the London Diversity and Race Relations Advisory Committee

Recommendation: That it **BE NOTED** that the Municipal Council resolution from its meeting held on March 31, 2015 with respect to appointments to the London Diversity and Race Relations Advisory Committee, was received.

9. Presentation from African Canadian Federation of London and Area

Recommendation: That it **BE NOTED** that the Municipal Council resolution from its meeting held on March 31, 2015, with respect to the presentation from J. Odanga Edubagwa, African Canadian Federation of London and Area was received.

10. Senior Achievement Award

Recommendation: That it **BE NOTED** that the communication dated April 2015, from the Honorable Mario Sergio, Minister Responsible for Seniors Affairs, with respect to the 2015 Senior Achievement Award, was received.

11. Lincoln M. Alexander Award

Recommendation: That it **BE NOTED** that the communication dated April 2015, from Minister M. Chan, Ministry of Citizenship, Immigration and International Trade, with respect to the Lincoln M. Alexander Award, was received.

VI. ITEMS FOR DISCUSSION

12. Community Needs Assessment for Labour Market Integration and Planning Matters

Recommendation: That the Manager, Employment and Strategic Initiatives **BE INVITED** to a future meeting of the London Diversity and Race Relations Advisory Committee with respect to the role of Ontario Works with respect to diversity; it being noted that the communication from ACFOLA, with respect to the community's needs assessment for labour market integration and planning was received.

VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

13. Urban Design and GIS Downtown Design Manuals

Recommendation: That it **BE NOTED** that the LDRRAC will develop a letter of support and comments with respect to the Urban Design and GIS Downtown Design Manuals for review at a future meeting.

VIII. ADJOURNMENT

The meeting adjourned at 1:30 PM.

Next Meeting Date – May 14, 2015



DiverseCity onBoard
London

7- Module Board Governance Training

Developed by the Global Diversity Exchange, The Ted Rogers School of Management, Ryerson University

Board Essentials

- An overview of the role of a board, and of a board member
- Tools and resources to support learners in their board position
- Strong understanding of good governance and support to their role as board decision makers

Legal Roles and Responsibilities:

- Deeper understanding of the legal obligations and issues of being a board member
- Understanding of a board's rights and powers
- Understanding of board composition

Finance Fundamentals

- Board members' responsibilities in financial stewardship
- Interpretation of financial statements and assessment of the financial health of the organization

Commitment to Diversity

- Foundational understanding of the importance of diversity on boards
- How to add value to board appointments through diversity
- The value a diverse community member brings to the board table
- Understanding of cultural competence, tokenism, generalization, minimization, and the culture of a board

Risk Management

- Role of the board in managing risk
- Understanding of how to manage risk at a policy level

Resource Development

- Context and challenges of resource development
- Key principles and concepts of effective resource development
- Success through a planning process
- Role of the board to support and enhance resource development

Strategic Planning

- A viable strategic planning process
- Tools for competitor analysis
- Identifying your value proposition, who you serve, and how you serve them.

In addition:

- ✓ You will have access to regular online events, such as webinars. We will often ask a governance expert to host a discussion on particular issues as they arise.