

7TH REPORT OF THE

LONDON DIVERSITY AND RACE RELATIONS

Meeting held on August 20, 2015, commencing at 12:15 PM, in in Committee Room #5, Second Floor, London City Hall.

PRESENT: C. Callander (Chair), F. Bivens, F. Cassar, S. Lewkowitz, L. Osbourne, A. Sanchez, I. Silver and J. Martin (Secretary).

ABSENT: M. Hammoud, Z. Hashmi, L. Hernadez and S. Morrison.

ALSO PRESENT: Councillors M. Salih and J. Zaifman; F. Andrighetti, M.L. Goodfellow, D. Hamou, R. Hussain, S. Middleton, A. Prince and T. Tomchick-Condon.

I. CALL TO ORDER

1. Disclosures of Pecuniary Interest

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

II. SCHEDULED ITEMS

None.

III. SUB-COMMITTEES & WORKING GROUPS

2. 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 Public Participation Meeting for the LDRRAC name change BE SCHEDULED for October 2015, and BE HELD at a central location;
- b) the Policy and Planning Sub-Committee minutes from its meeting held on August 6, 2015, BE RECEIVED; and,
- c) the attached London Diversity and Race Relations Advisory Committee Work Plan – 2015, BE RECEIVED.

3. Awards and Recognition Sub-Committee

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

- a) the Civic Administration BE DIRECTED to bring forward a by-law to enact the attached revised Council Policy 1(10), with respect to the “Diversity, Race Relations and Inclusivity Award”;
- b) the attached revised Diversity, Race Relations and Inclusivity Award Nomination Form BE APPROVED; and,
- c) the Awards and Recognition Sub-Committee minutes from its meeting held on August 10, 2015, BE RECEIVED.

4. Education Sub-Committee

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

- a) the following communications BE RECEIVED:
 - i) the Education Sub-Committee minutes from its meeting held on August 13, 2015;
 - ii) the Diversity Definitions of the Halifax Regional School Board;
 - iii) the London First Nations Terms provided by the Munsee Delaware Nation;
 - iv) the cultural and ethnic groups listing of Western UCC;
 - v) the religious and cultural clubs listing for Western University, and,
 - vi) the current LDRRAC brochure;

it being noted that the Education Sub-Committee will investigate the process and costs associated with additional translations of the LDRRAC brochure publication and the inclusion of a disclaimer with respect to the translations.

IV. CONSENT ITEMS

5. 6th Report of the London Diversity and Race Relations Advisory Committee

Recommendation: That it BE NOTED that 6th Report of the London Diversity and Race Relations Advisory Committee, from its meeting held on May 14, 2015, was received.

6. Immigrants and the Labour Market: A London Perspective

Recommendation: That the Manager, Employment and Strategic Initiatives BE INVITED to a future meeting of the London Diversity and Race Relations Committee to present on the Immigrants and the Labour Market: A London Perspective;

it being noted that the staff report dated May 20, 2015, with respect to this matter, was received.

7. In and Out: Diverging Perspectives on LGBT Inclusion in the Workplace

Recommendation: That the communication, “In and Out, Diverging Perspectives on LGBT Inclusion in the Workplace”, received from the Canadian Centre for Diversity and Inclusion, BE FORWARDED to the office of the Fairness Commissioner, for review and with a request for comment to the London Diversity and Race Relations Advisory Committee.

8. Advancing Equality and Inclusion - A Guide for Municipalities

Recommendation: That the communication received from S. Lewkowitz, with respect to the “Advancing Equality and Inclusion - A Guide for Municipalities” publication, BE DEFERRED to a future meeting of the London Diversity and Race Relations Advisory Committee.

V. ITEMS FOR DISCUSSION

9. Truth and Reconciliation Committee

Recommendation: That the communication received from S. Morrison, with respect to the Truth and Reconciliation Committee, BE DEFERRED to a future meeting of the London Diversity and Race Relations Advisory Committee.

10. Street Check Practices

Recommendation: That the following actions be taken with respect to the street check practices in the City of London:

- a) the London Police Services Board BE REQUESTED to consider the following with respect to street check practices in the City of London:
 - i) direct the London Police Service to halt the current street check practice pending the completion of the local and provincial street check practice review;
 - ii) provide statistics demonstrating to the LDRRAC how the current street check practice assists as a crime-prevention, crime-solving tool;
 - iii) publicly posting street check statics, in a timely fashion;
 - iv) include the London Diversity and Race Relations Advisory Committee in all future public

communications with respect to the street check practices; and,

v) provide a presentation with respect to the current street checks practices at a future meeting of the LDRRAC;

b) a representative of the Human Rights Commission, a “human rights” Lawyer and the Ontario Ombudsman BE INVITED to submit information and or attend a future meeting of the LDRRAC to provide additional information with respect to this matter;

it being noted that the LDRRAC is concerned with the practice of street checks and considers it to be a form of racial discrimination.

11. 2016 Mayor's New Year's Honour List - Nominations Requested

Recommendation: That the communication dated August 5, 2015, from the City Clerk, with respect to the 2016 Mayor’s New Year’s Honour List BE RECEIVED; it being noted that the members of the London Diversity and Race Relations Advisory Committee are encouraged to submit nominations to its Committee Secretary by October 1, 2015.

VI. DEFERRED MATTERS/ADDITIONAL BUSINESS

None

VII. ADJOURNMENT

The meeting adjourned at 2:35 PM.

Next Meeting Date – September 17, 2015
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London Diversity and Race Relations Advisory Committee Work Plan – 2015

April 9, 2015

Activity	Tasks	Responsibility
Develop a recommendation to Council for a name change of LDRRAC (Consultation in process)	<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 • This will be developed from consultation process (details to come) 	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 input into the City's new Diversity and Inclusion Plan;	<ul style="list-style-type: none"> • Provide consultation to Strategic Plan and for diversity and inclusion focus • Offer resources and information that may be pertinent for the Diversity and Inclusion Plan 	Policy & Planning sub-committee
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	<ul style="list-style-type: none"> • 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 & Deerness 	Policy & Planning sub-committee

	<ul style="list-style-type: none"> • Develop introductory messaging and prioritization of outreach 	
Review by-law for the LDRRI Award	<ul style="list-style-type: none"> • 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 	Awards & Recognition sub-committee
Collaborate with Civic Administration on review of processes for the LDRRI Award and Mayor's New Year's Honours List selection	<ul style="list-style-type: none"> • 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 	Awards & Recognition sub-committee
Support Civic Administration to increase the amount and range of nominations for the LDRRI Award	<ul style="list-style-type: none"> • Review nomination categories and eligibility criteria • Brainstorm additional communications and promotions methods 	Awards & Recognition sub-committee
Orient new LDRRAC members on Awards and Recognition sub-committee goals	<ul style="list-style-type: none"> • Provide summary of relevant Awards to be included in the Orientation Package for new LDRRAC members 	Awards & Recognition sub-committee
Explore additional methods of recognizing work in the community and Corporation of the City of London related to diversity and inclusion	<ul style="list-style-type: none"> • Brainstorm additional methods 	Awards & Recognition sub-committee
Arrange speakers for LDRRAC meetings	<ul style="list-style-type: none"> • Develop schedule for voting committee members to present a brief bio of themselves • Coordinate LDRRI Award recipients to present • Invite the London Police Services LDRRAC representative to present 	Education and Awareness sub-committee
Identify opportunities to partner with and support Civic Administration to coordinate community awareness events	<ul style="list-style-type: none"> • Brainstorm proposed existing or new events for review with LDRRAC 	Education and Awareness sub-committee
Provide input to Civic Administration for updates to the	<ul style="list-style-type: none"> • Meet with Communications representative to determine parameters for web 	Education and Awareness sub-

LDRRAC web page on London.ca	<p>content</p> <ul style="list-style-type: none"> • Collect input from LDRRAC members for web page revisions • Develop recommendations and share with Communications 	committee
Inform Civic Administration and Council about LDRRAC activities	<ul style="list-style-type: none"> • Brainstorm proposed methods for review with LDRRAC 	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 	Education and Awareness sub-committee
Work collaboratively with Civic Administration to promote the activities of LDRRAC	<ul style="list-style-type: none"> • 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

Diversity, Race Relations and Inclusivity Award

1, The City of London Diversity, Race Relations and Inclusivity Award* recognizes achievements that:

1.1 Promote public awareness of and encourage ongoing initiatives on diversity, race relations, inclusivity and human rights and to promote/advance London as a welcoming city.

2.1 Encourage youth from all walks of life to represent the future aspirations of this Committee and recognize small, as well as large business and social/community service not for profits who promote awareness of diversity, race relations inclusivity and human rights and promoting/advancing London as a welcoming city.

Recipients will be presented with the Award by the Mayor, on behalf of the Municipal Council, at the closest possible meeting date to December 10 - Human Rights Day. There will be a maximum of five Awards presented in any one year, with no more than one Award being awarded in each of the five categories noted in section 3.2. The deadline for submissions is September 30th of each year. Your nominations are invited!

Londoners are invited to submit their nominations using the form available on the City's website or obtained through the City Clerk's Office, 3rd Floor, City Hall, 300 Dufferin Avenue.

September 30 is the deadline for sending award nominations to the Committee Secretary of the London Diversity & Race Relations Advisory Committee. Below is the criterion for award eligibility and award nomination as well as information on the selection process.

2, Eligibility Criteria

To be eligible, a nominee must:

2.1. represent one of the following categories: small business and small labour; corporations, large business and large labour; social/community services (not-for-profits), or youth/young adult groups or organizations;

2.2 have been operating in London continuously during the past 12 months, at a minimum;

2.3. have made their qualifying contribution in the City of London within the past 12 months; and

2.4. consent to the nomination; noting that previous years' recipients would remain eligible for nomination in future years on the condition that any subsequent nomination is not based upon the same achievement or initiative for which they have already received an award. This includes submissions from previous years if applicable.

3. Nomination Criteria

3.1 Nominations can be made by any individual who works or resides in the City of London. The nominators must be familiar with the activities of the nominee, and may be called upon for an interview by the Awards and Recognition Sub-Committee of the London Diversity and Race Relations Advisory Committee.

3.2. Nominations will be received from within the following categories, but awards may

3.2.1 Small Business and Small Labour (49 or fewer employees/members);

3.2.2 Corporations, Large Business and Large Labour (50 or more employees/members);

3.2.3 Social/Community Services Not-for-Profits, (49 or fewer employees/members);

3.2.4 Social/Community Services Not-For-Profits, (50 or more employees/members)

3.2.5 Youth/Young Adult (< 26 years of age) Groups or Organizations

3.3. Nomination submissions must include:

- Category
- Profile of nominee
- Consent of nominee
- Information about the nominator (i.e., name, address, etc.)
- Brief description of the nominee and initiative, including the reasons for nomination
- Responses to the following four questions:
 - i) How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?
 - ii) What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?
 - iii) What is the potential for expansion and/or inspiration for replication of the initiative?
 - iv) How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?

All nominators and nominees will be advised of the status of their nomination prior to the presentation of the Award.

4. Selection Process

The Awards selection process will be as follows:

4.1. Nominees will be evaluated by the Awards and Recognition Sub-Committee of the London Diversity and Race Relations Advisory Committee. The Sub-Committee will ensure the nomination is assessed in the appropriate category.

4.2. Based on the information provided in the nomination form, each member of the Awards and Recognition Sub-Committee will evaluate each nominee using the following rating system:

4 - excellent

3 - very good

2 - good

1 - fair

0 - not appropriate

4.3. The nominee with the highest rating in each category will be recommended for an Award. The Award recommendations will be presented to the London Diversity and Race Relations Advisory Committee for approval and recommendation to the Community and Protective Services Committee, for consideration and subsequent recommendation to the Municipal Council.

* The Award which came into effect August 27, 2013 (By-law A.-7012-284) replaces Council Policy 1(10) titled Race Relations Recognition Award. It is now called Diversity, Race Relations and Inclusivity Award.