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September 30, 2015

Office of the Fairness Commissioner
595 Bay Street
Suite 1201
Toronto, ON M7A 2B4
ATTN: Kim Besgeron, Communication Officer

London Police Services Board
P.O. Box 3415,
London, ON N6A 4K9

Mayor M. Brown

C. Saunders
City Clerk

L. Livingstone
Managing Director, Neighbourhood and Children and Fire Services

S. Datars Bere
Managing Director, Housing, Social Services and Dearness Home

K. Graham
Director, Community and Economic Innovation

Chair and Members
London Diversity and Race Relations Advisory Committee

I hereby certify that the Municipal Council, at its meeting held on September 29, 2015 resolved:

8. That the following actions be taken with respect to the 7th and 8th Reports of the London Diversity and Race Relations Advisory Committee (LDRRAC) from its meetings held on August 20, 2015 and September 17, 2015, respectively:

- a) the following actions be taken with respect to the Policy and Planning Sub-Committee:
 - i) the Public Participation Meeting for the LDRRAC name change BE SCHEDULED for October 2015, and BE HELD at a central location;
 - ii) the Policy and Planning Sub-Committee minutes from its meeting held on August 6, 2015, BE RECEIVED; and,
 - iii) the attached London Diversity and Race Relations Advisory Committee Work Plan – 2015, BE RECEIVED;
- b) the following actions be taken with respect to the Awards and Recognition Sub-Committee:
 - i) the following matters BE REFERRED to the City Clerk to review and report back at a future meeting of the Community and Protective Services Committee with a recommendation with respect to the proposed changes being recommended by the London Diversity and Race Relations Advisory Committee to Council Policy 1(10) – Diversity, Race Relations and Inclusivity Award:

- 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,
 - ii) the Awards and Recognition Sub-Committee minutes from its meeting held on August 10, 2015, BE RECEIVED;
 - c) 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
 - d) the following actions be taken with respect to Police Street Check Practices:
 - i) clause 10 part a) of the 7th Report of the London Diversity and Race Relations Advisory Committee (LDDRAC), having to do with police street check practices, BE REFERRED to the Police Services Board for consideration during their review of this matter; it being noted that 10a) reads as follows:
 - a) the London Police Services Board BE REQUESTED to consider the following with respect to Police street check practices in the City of London:
 - i) directing the London Police Service to halt the current street check practice pending the completion of the local and provincial street check practice review;
 - ii) providing statistics demonstrating to the LDDRAC how the current street check practice assists as a crime-prevention, crime-solving tool;
 - iii) publicly posting street check statistics, in a timely fashion;
 - iv) including the London Diversity and Race Relations Advisory Committee in all future public communications with respect to the street check practices; and,
 - v) providing a presentation with respect to the current street checks practices at a future meeting of the LDDRAC”;
 - ii) 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 LDDRAC to provide additional information with respect to this matter;
- it being noted that the LDDRAC is concerned with the practice of street checks and considers it to be a form of racial discrimination; and,
- e) clauses 1, 4, 5, 6, 8, 9 and 11 of the 7th Report, BE RECEIVED.
 - f) the Civic Administration BE REQUESTED to consider the Advancing Equality and Inclusion – A Guide for Municipalities (City for All Women Initiative, Ottawa) in the preparation of the Community Diversity and Inclusion Strategy; it being noted that consideration of this publication was deferred from the August 20, 2015 London Diversity and Race Relations Advisory Committee meeting;

g) the following actions BE CONSIDERED, in conjunction with work already underway by the Civic Administration with respect to the final report of the Truth and Reconciliation Commission of Canada (TRC):

- i) providing information to the London Diversity and Race Relations Advisory Committee (LDRRAC), from the Civic Administration, with respect to the Civic Administration's review of the TRC "calls to action";
- ii) developing Indigenous cultural competency training for all municipal employees;
- iii) reviewing and potentially endorsing the ~~attached~~ United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP); and,
- iv) developing a prominent memorial in London, acknowledging the history of Canada's residential school system and its former students;

it being noted that a verbal presentation was received from S. Morrison with respect to this matter which is further detailed at

<http://www.trc.ca/websites/trcinstitution/index.php?p=890>

h) clause 10 of the 8th Report, BE REFERRED to the Mayor and the Advisory Panel on Poverty for consideration; it being noted that clause 10 reads as follows:

"the Mayor BE REQUESTED to consider expanding the membership of the Advisory Panel on Poverty to include representatives of diverse populations that are disproportionately impacted by poverty; it being noted that the LDRRAC recognizes the value of the current membership of the Panel and supports the initiative taken by the Panel on this important matter"; and,

i) clauses 1 to 6 and 9 of the 8th Report, BE RECEIVED.(AS AMENDED)
(8/10/CPSC)



L. Rowe
Deputy City Clerk

cc: CPSC Deferred List