

10TH REPORT OF THE
LONDON DIVERSITY AND RACE RELATIONS
ADVISORY COMMITTEE

Public Participation Meeting held on October 15, 2015, commencing at 6:25 PM, at North London Optimist Community Centre.

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

ABSENT: F. Bivens, M. Hammoud and L. Hernandez.

ALSO PRESENT: Councillors H. L. Usher and J. Zaifman; and J. Hill, K. Hussain and R. Hussain.

I. CALL TO ORDER

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

II. SCHEDULED ITEMS

2. London Diversity and Race Relations Advisory Committee Proposed Name Change

That the matter of a name change for the London Diversity and Race Relations BE REFERRED to the Policy and Planning sub-committee to review and report back to the London Diversity and Race Relations Advisory Committee; it being noted that the attached comment record resulting from the meeting breakout sessions, will be reviewed by the sub-committee;

it being pointed out that at the public participation meeting associated with this matter, the individual indicated on the attached public participation record made a submission with respect to this matter.

V. CONSENT ITEMS

None.

VI. ITEMS FOR DISCUSSION

None.

VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

None.

IX. ADJOURNMENT

The meeting adjourned at 7:50 PM.

NEXT MEETING DATE: November 19, 2015

PUBLIC PARTICIPATION MEETING BREAK OUT SESSION COMMENTS

a. What does the London Diversity and Race Relations Advisory Committee name mean to you?

- Equity, fairness
- Acronym, difficult to remember, awkward
- Inclusion
- Race relations felt dated, have now learned more about racial issues, negative
- Inclusion, positive
- Diversity, inclusivity – makes us comfortable, when there should be discomfort
- Race relations bring a feeling of connection to a person of colour
- If changing name takes away from some people then name should be kept
- Recent issues (carding, vice article) don't want to add
- Diversity & Race Relations – covers all bases, group recognizes, identifies issues and brings it forward to Council
- Diversity issues (eg BTQ) come up addressed in equitable fashion
- See there is an emphasis on Race Relations – takes up half of the name
- Apparent 2 groups are combined
- Not a whole lot
- May need modern approach
- Vague, unclear
- Need more research
- Look worldwide – Europe, New Zealand
- It means what it states
- People need to understand the “History” of the LDRRAC
- Provide the core “Race Relations” piece

b. What do you think about the proposed name change?
Why?

- Original thoughts , name change makes sense
- Race Relations sub-committee
- Maybe expand name to include inclusivity
- Doesn't take away from the mandate
- Communication issue big concern
 - What does it say to 'remove' something
 - Are things better? No.
 - Bad timing eg racial profiling, vandalism on political signs
- Maybe too generic
- Maybe more than name
- Broader study, survey
- Need to determine comfort level for name removal
- Why are we focused on the “Race Relations” portion?
- So by removing the Race Relations it would imply that we dealt with the “Racism” piece when we have not
- Improvement but not optimal (timing with current issues)
- Current and fits with current terminology
- People need to feel ‘uncomfortable” for change to happen
- Who feels comfortable? Uncomfortable?
- New name doesn't roll off the tongue
- Name to long but consistent with language the City is using

c. If you were change, what would you suggest?
Why?

- Use of the word equity in the title
- Keeping race relations
- Use of the word inclusivity
- Use both “equity” and “inclusivity” in the name
- Keep ‘Race Relations’
- London Race Relations Equity and Inclusivity Advisory Committee (LRREIAC)
- London Race Relations and Equity Advisory Committee (LRREAC)
- Keep the intent of “Race Relations” alive without implying conflict eg Racial/Equity
- “London Inclusivity and Racial Equity Advisory Committee” (Inclusivity action oriented vs Diversity is a sector)
- ***DROP LONDON*** no need makes it more simple
- Diversity Race Relations and Inclusivity Committee (DRRINC)
- Anti-racism better than race relations
- Include race but with a more current term

d. General Feedback

- Incorporate historical data pertaining to the committee
- Race relations is a vital piece to the committee
- The community needs to understand who/what LDRRAC does
- “Race Relations” can address the “Racism” issue whereas “Diversity” can’t
- Committee should recognize provincial/national bodies that address race related issues eg CRRF and CCMARO
- Look at alternate means for feedback
 - Survey, online
 - Reach out to different communities
- Reach out to community organizations directly
- Make language consistent with the City and LDRRAC DRIA
- Too many things/dimensions of inclusivity into one committee
- Timing may not be right now
- Role of LDDRAC to keep issues such as race on the agenda
- Less red tape
 - Inefficient
- Online survey for more feedback re: name via city website, social media
- Advice re equity lens
 - Support in delivery
- Ongoing conversation between Council, LDRRAC, Staff
- Demographic study – information about constituents
- Survey
- Wording we can use for motions
- Staff support
- Liaison for priority populations
- Replace accessibility coordinator
- Race Relations officer
- Toronto Aboriginal Coordinator (need one)

PUBLIC PARTICIPATION MEETING COMMENTS

2. London Diversity and Race Relations Advisory Committee Proposed Name Change
 - Harold Usher as a member of the community – providing the history of the London Diversity and Race Relations Advisory Committee outlined in the attached communication.

Mayor's New Year Honours – "Race Relations" one of seven Categories - to be selected by LRRAC

- 1980's **Cavalcade** – throughout London yearly in September/October
- 1988 Cavalcade demise, **LRRAC** originated – to enhance race and ethnic relations in the city
- 1994 Harold Usher ran for City Council - **told London not ready for someone like you (NOT ELECTED) - Racism**
- 1996 Motion at LRRAC to create a Race Relations Policy by LRRAC – passed by City Council
- 1997 Race Relation Policy Produced by LRRAC – co-chaired by LRRAC and City of London
- 1997 HLU ran for City Council - **told London not ready for someone like you (NOT ELECTED) - Racism**
- 1998 Free Press Article "**Time for London to wake up, authored by Harold Usher**"
- 1999 Diversity Policy produced
- 1999 Race Relations Implementation Plan Produced – **Race Relation Recognition Award recommended and initiated in five categories**
- 2000 Staff advise Council to eliminate **LRRAC** along with other Advisory Committees
- 2000 LRRAC resisted this elimination – other Advisory Committees followed suite
- 2000 Council decided to TAKE NO ACTION to eliminate Advisory Committees
- 2000 LRRAC recommended a **Demographic Study** be undertaken regarding the demography of City Staff, mainly the extent of Visible Racial Minority (VRM) within City Staff
- 2000 HLU ran for City Council - **still told London not ready for someone like you (ELECTED)**
- 2001 Demographic study completed (9.8% of population VRM/ 10.2% of City Staff VRM, including 36% at Dearness Home
- 2001 20,000 Multi-colour ribbon attached to "TOGETHER WE'RE BETTER" card, developed and distributed throughout Community by LRRAC
- 2002 London Black History Coordinating Committee created – Yearly Opening Ceremony early February, closing GALA late February, with much other activities in between, also two Black Community Achiever Award recipient yearly.
- 2003 "Humanitarian" added to Mayor's New Year's Honours list (8th Category), as suggested by LRRAC – added to LRRAC's selection
- 2004 **ALL MIXED UP** - "Together we are better" **pamphlet**, created and distributed by LRRAC - stirred an uproar by Media (Taken totally out of context). Media turned something very positive into a negative.
- 2004 Canadian Coalition of Municipalities Against RACISM and DISCRIMINATION (**CCMARD**), was created under the auspices of **The Canadian Commission for UNESCO** and endorsed by **Canadian Race Relations Foundation**.
- 2005 **CCMARD** invited London and other Municipalities to Join – London became a member
- 2005 Chair of LRRAC, Carl Cadogan, quits in disgust – Media "Anti Racism Head Quits"
- 2006 Cultural Festivals started at the Market – various ethnic groups took turn on week-ends
- 2008 **AFROFESTA** originated by HLU – to share African and Caribbean cultures, art, food and music
- 2008 "Diversity" added to LRRAC to become LDRRAC
- 2011 "Race Relations" taken out of Recognition Awards and "Inclusivity" added
- 2014 **Proposed** to **remove "Race Relations"** from LDRRAC and replace it with "Inclusivity" – discomfort at City Council.
- 2015 Article "London, Ontario Was a Racist Asshole to me" written and published by **Eternity Martis**
- 2015 Eternity appeared at LDRRAC and explained her article
- 2015 HLU appeared at LDRRAC and drew parallel between his 1998 article and Eternity's 2015 article – one softer than the other, showing the problem still exists and the words "Race Relations" needs to be in the forefront

Ethnocultural Make Up <http://immigration.london.ca/Living/Pages/ethnocultural-makeup.aspx>

Canada is a mosaic of its founding peoples and more recent immigrants. While enjoying the freedom and lifestyle of this country, newcomers are encouraged to keep and celebrate their origins.

Here is a list made of up of local, provincial and national ethno-cultural and religious organizations that may be helpful in that effort.

- [African Canadian Federation of London and Area](#) (ACFOLA)
- [African Community Council](#)
- [Ahlul Bayt Islamic Centre/Al-Mahdi Centre](#)
- [Association of Iroquois and Allied Indians](#)
- [Azeri-Turk Canadian Association](#)
- [The Bahá'í Community of London](#)
- The Barbadian Canadian and Friends Association of London and District; email: barcanlondon@gmail.com; twitter: [@BarCanLondon](#)
- [Canadian Association of Latin America](#) (CALA)
- [Canadian Council of Muslim Women](#)
- [Canadian Iraqi-Turkmen Culture Association of London](#) - office located at 255 Horton Street, London, Ontario, Canada
- [Chinese Canadian National Council](#) (CCNC)
- [Congress of Black Women of Canada](#) – London Chapter
- [Curinga Italian Canadian Sport and Multicultural Club](#)
- [Dutch Canadian Society of London and District](#)
- [German Canadian Club](#)
- [Gujarati Mandal London](#)
- [The Hindu Cultural Centre of London](#)
- [Islamic Centre of Southwestern Ontario: Islamic Centre contact info](#)
- [Kala Manjari](#)
- [Korean Christian Church](#)
- [Lithuanian Canadian Community](#)
- [London Jewish Federation](#)
- [London Multicultural Community Association](#)
- [London Muslim Mosque](#)
- [London Serbian Community c/o St. Sava Serbian Orthodox Church](#)
- [London Sikh Society](#)
- [London Ukrainian Centre](#)
- [Maltese Canadian Club of London](#)
- [Marconi Club](#)
- [Muslim Association of Canada](#) (MAC)
- [N'Amerind \(London\) Friendship Centre](#)
- [North Park Community Church](#)
- [Iranian Community Association of Ontario](#)
- [Polish National Association](#)
- [Portuguese-Canadian National Congress](#)
- [Portuguese Club of London](#)
- [Regional Multifaith Committee](#) (London, Kitchener, Woodstock Region)
- [Regroupement multiculturel francophone de London](#)
- [Romanian Group](#)
- [Russian Orthodox Church](#)
- [Sudanese Canadian Community Association](#)
- [Temple Israel of London, Ontario, Canada](#)
- [Ukrainian Orthodox Church of Canada](#)
- WAFRIKA - email info@wafrikalondon.ca

Ethno-cultural Groups and Services

[Information London](#) - links you to social service agencies and information

<https://www.london.ca/About-London/community-statistics/population-characteristics/Documents/4-%20ethnoculturalJune21.pdf>