

**9TH REPORT OF THE**  
**LONDON DIVERSITY AND RACE RELATIONS**  
**ADVISORY COMMITTEE**

Meeting to be held on October 8, 2015, commencing at 12:06 PM, in Committee Room #5, Second Floor, London City Hall.

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

**ABSENT:** M. Goodfellow, D. Hamou, L. Hernadez, R. Hussain and S. Lewkowitz.

**ALSO PRESENT:** Councillor H. L. Usher; T. Allott, F. Andrighetti, J. Hill, K. Husain, S. Middleton, A. Prince and T. Tomchick-Condon.

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**I. CALL TO ORDER**

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

**II. ORGANIZATIONAL MATTERS**

2. Advisory Committee Work Plans

That it BE NOTED that the Municipal Council resolution from its meeting held on June 10, 2015, with respect to amendments to the Terms of Reference for advisory committees to require an annual work plan, was received.

**III. SCHEDULED ITEMS**

3. Racism in London, What Can We Do to Effect Change

That the matter of racism in London and what may be done to effect change 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 a verbal delegation from E. Martis, Author "Racism in London", was received.

4. Mayor's Advisory Panel on Poverty

That the attached presentation and verbal update, with respect to the Mayor's Advisory Panel on Poverty from Dr. C. Mackie and Deputy Mayor Cassidy, BE RECEIVED; it being noted that the LDRRAC will have further general discussion related to the following, at their next meeting:

- a) definition of poverty, and how this shapes work in that area;

- b) root causes of poverty and more specifically the drivers of poverty in London; and,
- c) key resources for work on poverty issues.

#### **IV. SUB-COMMITTEES & WORKING GROUPS**

##### 5. Policy and Planning Sub-Committee

That the minutes of the Policy and Planning sub-committee from its meeting held on October 1, 2015, BE RECEIVED.

##### 6. Awards and Recognition Sub-Committee

None.

##### 7. Education Sub-Committee

None.

#### **V. CONSENT ITEMS**

##### 8. 8th Report of the London Diversity and Race Relations Advisory Committee

That it BE NOTED that 8th Report of the London Diversity and Race Relations Advisory Committee, from its meeting held on September 17, 2015, was received.

##### 9. Appointment to the London Diversity and Race Relations Advisory Committee

That it BE NOTED that the Municipal Council resolution from its meeting held on May 26, 2015, with respect to an appointment to the London Diversity and Race Relations Advisory Committee, was received.

##### 10. 7th and 8th Reports of the London Diversity and Race Relations Advisory Committee

That it BE NOTED that the Municipal Council resolution from its meeting held on September 29, 2015, with respect to the 7th and 8th Reports of the London Diversity and Race Relations Advisory Committee, was received.

##### 11. June Callwood Outstanding Achievement Award for Voluntarism in Ontario

That it BE NOTED that a communication dated October 2015, from Minister Michael Chan, Ministry of Citizenship, Immigration and International Trade with respect to the June Callwood Outstanding Achievement Award for Voluntarism in Ontario, was received.

## VI. ITEMS FOR DISCUSSION

### 12. 2015 Diversity and Race Relations and Inclusivity Award

That the following actions be taken with respect to the 2015 Diversity, Race Relations and Inclusivity Award:

- a) Ability First BE AWARDED the 2015 Diversity Race Relations and Inclusivity Award, in the Small Business / Small Labour Category for their “Tuesdays at Ten” program (see attached nomination);
- b) the South West Local Health Integration Network (LHIN) BE AWARDED the 2015 Diversity Race Relations and Inclusivity Award, in the Corporations/Large Business/Large Labour Category for their “Indigenous Cultural Competency Online Training for Health Care Providers” initiative (see attached nomination);
- c) the International and Exchange Student Centre - Western University BE AWARDED the 2015 Diversity Race Relations and Inclusivity Award, in the Institutions Category for their “International Services Week” program (see attached nomination);
- d) the Muslim Resource Centre for Social Support and Integration BE AWARDED the 2015 Diversity Race Relations and Inclusivity Award, in the Social/Community Services Category for their “Intercultural Competency Training Program” (see attached nomination); and,
- e) Atlohsa Native Family Healing Services Inc, BE AWARDED the 2015 Diversity Race Relations and Inclusivity Award, in the Youth/Young Adult Groups or Organizations Category for their “Kizhaay Anishinaabe Niin (I am a Kind Man)” initiative (see attached nomination).

## VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

### 13. (Added) Racial Profiling In London

That the Municipal Council BE REQUESTED to ask the Police Services Board and the London Police Services to:

- a) provide explanation as to why the statistics produced by street checks are reflecting a 3 to 1 propensity to approach indigenous and/or black individuals;
- b) provide information related to the department’s training to combat racial bias, and who provides the training;
- c) outline what formal and/or informal processes are in

place to monitor potential racial bias within its force, and,

- d) indicate their willingness to increase public transparency in the areas of anti-bias training and monitoring.

### **VIII. CONFIDENTIAL**

*(See Confidential Appendix enclosed for Members only.)*

The London Diversity and Race Relations Advisory Committee convened in camera from 2:03 PM to 2:13 PM, after having passed a motion to do so, with respect to the following matters:

- C-1,C-2 Personal matters pertaining to identifiable individuals, including municipal employees, with respect to the 2015 Mayor's New Year's Honour List.

### **IX. ADJOURNMENT**

The meeting adjourned at 2:16 PM.

**NEXT MEETING DATE: November 19, 2015**

**PUBLIC PARTICIPATION MEETING DATE: October 15, 2015**