

**MINUTES**

**MEETING:** LDRRAC Policy & Planning Sub-Committee  
**DATE:** January 7, 2016  
**TIME:** 12:00-1:30  
**LOCATION:** HR Board Room 1

**Attendees:** Chad Callander, Aidan Prince, Rifat Hussain, Ian Silver, Shawna Lewkowitz, Anne-Marie Sanchez, Terri Tomchick-Condon

**Regrets:** Kash Husain

Item	Discussion	Action
<p><b>Follow-up to presentation by Eternity Martis</b></p>	<p>Terri provided information to the group on Western’s diversity and equity services, in response to the concerns raised from Eternity’s articles and presentation:</p> <ul style="list-style-type: none"> <li>• Western’s population is apx. 40K – it’s like acity within a city</li> <li>• It can be a challenge to ensure everyone has information about all services available</li> <li>• Terri’s work unit has three FT people dedicated to human rights, diversity and equity matters for students and employees – there are additional resources and initiatives localized to other areas such as residents, student services etc.</li> <li>• There are well established policies and processes to respond to complaints and fully support people who come forward</li> <li>• There are restrictions on jurisdiction, in that they can only take action on concerns which occurred within the university - her team does however take steps to support complainants to explore alternative avenues for concerns which are out of their jurisdiction</li> <li>• They have regular promotional campaigns to communicate their services, with particular emphasis during orientation activities</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Chad</b> to initiate dialogue with reps from Downtown Association and cab association</li> <li>• <b>Chad</b> to schedule Terri to present on Western’s equity services at a future LDRRAC meeting</li> <li>• <b>Chad</b> to contact City’s Human Rights representative to potentially present at a future LDRRAC meeting</li> </ul>

	<ul style="list-style-type: none"> <li>• Leaders and Resident Advisors receive annual training</li> </ul> <p>Suggestions for additional measures were offered as follows:</p> <ul style="list-style-type: none"> <li>• Have recurring promotions in the Gazette</li> <li>• Review/increase presence in orientation activities, perhaps looking at informal connections</li> <li>• Provide training to senior students</li> </ul> <p>The following actions were suggested for LDRRAC:</p> <ul style="list-style-type: none"> <li>• to engage in dialogue with representatives from the Downtown Association and cab association to offer support with education and converse about other potential solutions</li> <li>• to recommend/support the City in hosting a community forum to examine the issues and propose solutions – perhaps this would be an activity of the future Community Diversity and Inclusion Strategy</li> <li>• ensure LDRRAC is aware of the City’s Human Rights Division and its role to investigate complaints</li> </ul>	
<p><b>Committee name change</b></p>	<ul style="list-style-type: none"> <li>• Discussion about potential next steps regarding the name change, given that no members of the public attended the participation meeting</li> <li>• Suggestion to create an online survey as the last opportunity to collect feedback, hopeful this will be an easier way for the public to participate</li> <li>• This will require promotion as well – need to confirm that the Communications Division can provide this support</li> <li>• Need to establish where the survey would be housed (e.g. LDRRAC page on London.ca?)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Chad</b> to follow-up on operational items with Jackie</li> <li>• <b>Anne Marie</b> to develop draft survey questions</li> </ul>

<p><b>Community Diversity and Inclusion Strategy</b></p>	<ul style="list-style-type: none"> <li>• In response to the motion from LDRRAC to Council for an update on development of the Strategy, Chad was invited to meet February 11 with Sandra Datars-Bere, the Managing Director of Housing, Social Services &amp; Dearness Home, the Service Area which will take responsibility for the initiative</li> <li>• Aidan has been invited to the meeting as well to look for alignment with workplace diversity and inclusion activities</li> <li>• The intention of the meeting is to share initial, high level visioning for the Strategy</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Chad</b> to table item to LDRRAC meeting for member input</li> </ul>
<p><b>Next meeting</b></p>	<ul style="list-style-type: none"> <li>• February 4, 2016 12:00-1:30, Human Resources, City Hall</li> </ul>	