

**London Diversity and Race Relations Advisory Committee Work Plan – 2016**

Date, January 21, 2016

Activity	Background	Responsibility	Proposed Timeline	Proposed Budget	Strategic Plan Alignment
<p>Racism in London Follow-up to presentation by Eternity Martis (Date)</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 approx. 40K – it’s like a city 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> <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>Policy &amp; Planning Sub-committee</p>	<p>In Progress</p>		

	<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>				
Committee name change	<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>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>Need to establish where the survey would be housed (e.g. LDRRAC page on London.ca?).</li> </ul>	Policy & Planning Sub-committee	In Progress		
Community Diversity and Inclusion Strategy	<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>Aidan has been invited to the meeting as well to look for alignment with workplace diversity and inclusion activities.</li> </ul>	Policy & Planning Sub-committee	In Progress		
Mayor’s Advisory Panel on Poverty Poverty in London	<ul style="list-style-type: none"> <li></li> </ul>				