

P and P Agenda

1. Diversity and Inclusion Plan

The group discussed some questions and ideas they would like to see with the plan. Some of these were included from the previous LDRRAC committee meeting.

- Region of Waterloo, Peel, Ottawa
- Diversity officer for the community and the city
- External Consultation- Public Engagement
- Focused like transportation and economic plan
- Report Card what is the state of the city
- Want to be at the table (Should not be about checking boxes)
- Communications- different languages and formats, more so than they already do
- Strategies around reaching different communities
- Education around what it means
- Racism, equity and every dimension exists
- Employment within the community and how the city plays a role
- Awareness and accountability
- Money in the budget for the plan - lean budget in each area, so how much money is there for that? Fear taking money from areas that already there to address current equity programs.
- The London plan calls for an extensive growth in immigration and diversity in our community. We need a plan to reflect that.
- A point person that we can go to with thoughts and ideas
- Writing has to be done with consultation in an engaged process (similar to the poverty process)
- Mandate letter

2. Diversity Officer

The group talked about the need of a Diversity officer. Need to make a distinction between the internal and the external officer. While the internal already partially exists we need someone to address the needs of the various dimensions of diversity. Working with the communities to empower themselves and create relationships with the city overall and appropriate departments. This would likely be one piece of the diversity and inclusion plan.

Should LDRRAC care be on this hiring committee?

1. Survey- Anne-Marie
 - Anne-Marie to follow up with the group at the next meeting regarding the survey for feedback on LDRRAC name change.
1. Budget
 - Shawna went over with the group the amounts we may be spending as we have to submit a budget for LDRRAC. The next LDRRAC we will talk about the budget overall and how we think that process is going. May want to consider training in Human Resources for Diversity and Inclusion for staff.

That money be allocated to assist with the implementation of the Diversity and Inclusion Plan.