

**1ST REPORT OF THE**  
**LONDON DIVERSITY AND RACE RELATIONS**  
**ADVISORY COMMITTEE**

Meeting to be held on January 21, 2016, commencing at 12:00 PM, in Committee Room #5, Second Floor, London City Hall.

**PRESENT:** S. Lewkowitz (Chair), F. Cassar, L. Hernadez, S. Morrison, L. Osbourne, A. Sanchez and I. Silver and J. Martin (Secretary).

**ABSENT:** C. Callander, Z. Hashami and A. Prince.

**ALSO PRESENT:** T. Allott, F. Andrighetti, D. Hamou, J. Hill, S. Honyust, R. Hussain, S. Middleton 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. Election of Chair and Vice-Chair for the term ending November 30, 2016

That it BE NOTED that the London Diversity and Race Relations Advisory Committee elected S. Lewkowitz as its Chair and A. Sanchez as its Vice Chair for the term ending November 30, 2016.

**III. SCHEDULED ITEMS**

3. Gender Wage Gap

That it BE NOTED that the attached-presentation from L. Davis, Government of Ontario's Gender Wage Gap Steering Committee, with respect to the gender wage gap strategy development, was received.

4. Labour Relations

That it BE NOTED that the presentation from S. Crawford, Specialist I, Labour Relations and Intake Administration, Human Rights was deferred to a future meeting of the London Diversity and Race Relations Advisory Committee.

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

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

That it BE NOTED that the minutes of the Policy and Planning Sub-Committee from its meeting held on January 7, 2016, were received.

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

That it BE NOTED that the minutes of the Awards and Recognition Sub-Committee from its meeting held on November 30, 2015, were received.

##### **7. Education Sub-Committee**

That it BE NOTED that a verbal update from I. Silver, on behalf of the Education Sub-Committee, was received.

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

##### **8. 11th Report of the London Diversity and Race Relations Advisory Committee**

That it BE NOTED that the 11th Report of the London Diversity and Race Relations Advisory Committee, from its meeting held on November 19th, 2015, was received.

##### **9. Municipal Council Resolution 11th Report of the London Diversity and Race Relations Advisory Committee**

That it BE NOTED that the Municipal Council resolution adopted at its meeting held on January 4, 2016, with respect to the 11th Report of the London Diversity and Race Relations Advisory Committee, was received.

##### **10. Mayor's Advisory Panel on Poverty Working Group**

That it BE NOTED that the communication from the Mayor's Advisory Panel on Poverty dated December 16, 2015, was received.

##### **11. Letter of Resignation**

That it BE NOTED that the communication from F. Bivens dated January 4, 2016, with respect to his resignation from the London Diversity and Race Relations Advisory Committee, was received.

**VI. ITEMS FOR DISCUSSION**

12. Strategic Plan: Diversity and Inclusion

That it BE NOTED that the London Diversity and Race Relations Advisory Committee held a general discussion with respect to the City of London Strategic Plan's, "Diverse, Inclusive and Welcoming Community" Strategy.

13. Advisory Committee Work Plan

That it BE NOTED that the London Diversity and Race Relations Advisory Committee (LDRRAC) will update the LDRRAC 2016 Work Plan at their next meeting.

14. Municipal Council Resolution 2016 Budget

That it BE NOTED that the Municipal Council resolution from its meeting held on January 12, 2015 with respect to the Draft 2016-2019 Multi-Year Budget, was received; it being noted that the London Diversity and Race Relations Advisory Committee will prepare a submission with respect to this matter.

**VII. DEFERRED MATTERS/ADDITIONAL BUSINESS**

None.

**VIII. ADJOURNMENT**

The meeting adjourned at 2:05 PM.

**NEXT MEETING DATE: February 18, 2016**



## Gender Wage Gap Strategy: Consultations

### Welcome and Introductions

The Minister of Labour's mandate letter:

- *"Leading the development of a wage gap strategy. Women make up an integral part of our economy and society, but on average still do not earn as much as men. You will work with the Minister Responsible for Women's Issues and other ministers to develop a wage gap strategy that will close the gap between men and women in the context of the 21st century economy."*



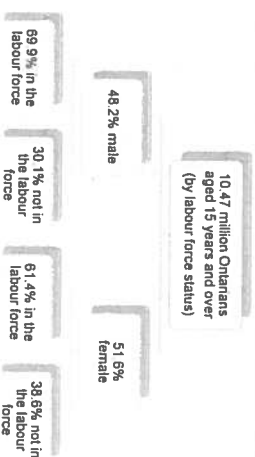
### Gender Wage Gap Strategy Steering Committee's Mandate

- Identify the factors that cause the gender wage gap
- Assess the impact of government actions, business practices, social norms, and other factors on the gap
- Assess initiatives in other jurisdictions that might be used in Ontario
- Create recommendations on a strategy to close the gender wage gap
- Identify actions that can be taken by government, business, labour, other organizations and individual leaders to close the gap



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### Snapshot of Ontario 2011 National Household Survey



- Males have a higher employment rate than females (54.2% to 56.3%)
- Males and females have the same unemployment rate (8.3%)



### What is gender wage gap?

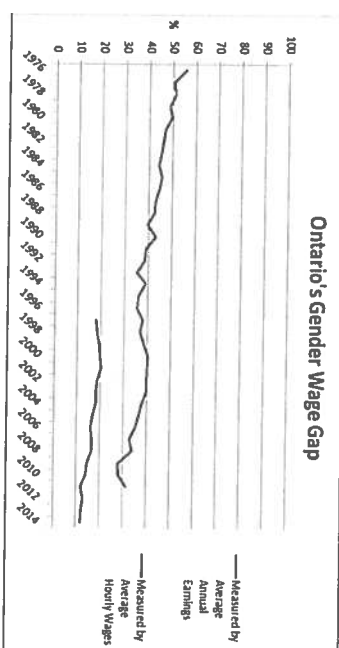
- The gender wage gap (GWG) represents the difference between the earnings of men and women.
- The gap is larger for women (and men) who are racialized, Aboriginal, newcomers, or living with disabilities.



Labour Force Survey



### Ontario's gender wage gap trends



### Changes to the gap when other forms of discrimination are added (called "intersectionality")

- Racialized females earn 19% less than racialized males.
- Aboriginal females earn 18% less than Aboriginal males.
- This gap grows to 34% when racialized females' wages are compared to non-racialized males.
- This gap grows to 36% when Aboriginal females' wages are compared to the broader male population

\*National Household Survey data, using average employment income



### Rationale

- Achieving greater workplace equality would benefit Ontario's economy and society at large. It would:
- Increase economic security for women and their families
  - Improve the province's economic outcomes
  - Maximize labour force talent pool which benefits businesses
- Failure to address this gap could undermine the competitiveness of Ontario businesses and the province's productivity.



### Commonly Identified Factors

Gender roles, traditions and stereotypes, bias and social norms are reflected through all these:

- Discrimination
- Occupational Segregation
- Caregiving Activities
- Workplace Culture and Practices
- Education



### Consultation Goals

- Encourage discussion of the gender wage gap by men and women
- To consider the many issues affecting women and men in the 21<sup>st</sup> century economy
- Learn the impact of the gender wage gap in communities across Ontario
- Share information on how the gap may affect local communities, labour markets and economic development, and how it can be closed
- Gather personal stories, community and regional best practices on creating equitable workplaces
- Learn from experts about related issues, research and analytic approaches



### Work-Life Cycle



### GWG Strategy Consultation Process



12 PUBLIC TOWNHALLS  
in 10 Ontario cities



CONSULTATION PAPERS  
(Individual or for organizations) for written submissions

E-Mail: [genderwagegap@ontario.ca](mailto:genderwagegap@ontario.ca)  
[www.ontario.ca/genderwagegap](http://www.ontario.ca/genderwagegap) | [www.ontario.ca/lequitesalariale](http://www.ontario.ca/lequitesalariale)  
 #wagegapON

