

2ND REPORT OF THE
LONDON DIVERSITY AND RACE RELATIONS
ADVISORY COMMITTEE

Meeting to be held on February 18, 2016, commencing at 12:02 PM, in Committee Room #5, Second Floor, London City Hall.

PRESENT: S. Lewkowitz (Chair), C. Callander, F. Cassar, S. Morrison, A. Sanchez and J. Martin (Secretary).

ABSENT: Z. Hashami, L. Hernadez, L. Osbourne and I. Silver.

ALSO PRESENT: F. Andrighetti, D. Hamou, J. Hill, S. Honyust, R. Hussain, S. Middleton, A. Prince and T. Wall.

I. CALL TO ORDER

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

II. SCHEDULED ITEMS

2. Intercultural Competency Program

That it BE NOTED that a communication and the attached presentation from K. Boychuk, Intercultural Education Specialist, London Cross Cultural Learner Centre with respect to an Intercultural Competency Program, were received.

III. SUB-COMMITTEES & WORKING GROUPS

3. Policy and Planning Sub-Committee

That it BE NOTED that the London Diversity and Race Relations Advisory Committee supports the creation of new staff resources to support the development and implementation of the Community and Diversity and Inclusion Strategy and looks forward to assisting in the development of these resources; it being noted that the minutes of the Policy and Planning Sub-Committee were received.

4. Awards and Recognition Sub-Committee

That it BE NOTED that a verbal update from F. Cassar on behalf of the Awards and Recognition Sub-Committee was received.

5. Education Sub-Committee

None.

IV. CONSENT ITEMS

6. 1st Report of the London Diversity and Race Relations Advisory Committee

That it BE NOTED that the 1st Report of the London Diversity and Race Relations Advisory Committee, from its meeting held on January 21, 2016 was received.

V. ITEMS FOR DISCUSSION

7. 2016 London Diversity and Race Relations Advisory Committee Work Plan

That the attached 2016 Work Plan for the London Diversity and Race Relations Advisory Committee BE FORWARDED to Municipal Council for consideration.

8. Municipal Council resolution adopted at its meeting held January 12, 2016 with respect to the Draft 2016-2019 Multi-Year Budget

That it BE NOTED that the London Diversity and Race Relations Advisory Committee (LDRRAC) held a general discussion and approved the Chair to prepare a finalized submission for the Draft 2016-2019 Multi-Year Budget on behalf of the LDRRAC; it being noted that a communication dated January 19, 2016, from M. Hayward, City Treasurer, with respect to this matter was received.

9. Mayor's Advisory Panel on Poverty

That the attached comments with respect to the draft recommendations related to how we can address poverty more effectively as a community, BE FORWARDED to the Mayor's Advisory Panel on Poverty for consideration; it being noted that a communication dated February 9, 2016 with respect to this matter, was received.

10. Racism in London

That the following actions be taken with respect to racism in London:

- a) the Mayor BE REQUESTED to host a community forum related to racism in London in conjunction with the London Diversity and Race Relations Advisory Committee; and,
- b) an initiative to support the International Day of Elimination of Racial Discrimination on March 21, 2016 BE ORGANIZED by the Education Sub-Committee of the

London Diversity and Race Relations Advisory
Committee (LDRACC);

it being noted that the LDRRAC held a general discussion with respect to developing additional opportunities to address racism in London.

VI. DEFERRED MATTERS/ADDITIONAL BUSINESS

None.

VII. ADJOURNMENT

The meeting adjourned at 2:21 PM.

NEXT MEETING DATE: March 17, 2016

Canadian Companies are not doing enough

- Fear, uncertainty and doubt
- Only 33 per cent provide training
- Unwelcoming workplaces still exist



Benefits Of Hiring Skilled Immigrants Outweigh the Concerns

- Customer base
- Enhance employee teams
- Attract and retain top talent



Training helps employers with this growing diversity

Communication breaks down

Clashes among workers

Increased anxiety



Our unique APPROACH



Empirical Research

Value of Cultural Diversity in the Workplace

Self-assessment, awareness and reflection



4 Intercultural Communication and Best Practice

3 Power Dynamics

2 Systemic Discrimination

1 Fundamentals of Intercultural Competency

Training Topics




Products and Services

- Train-the-Trainer, Certification
- Internal Workplace Training (customizable)
- Training for the Public, Certification (multi-sector and cross-industry learning)
- Training Materials



#WelcomingRefugees

Arrived in Canada

 **25,765** refugees who have arrived in Canada or who have been approved but have not yet travelled to Canada

 **5,275** refugee applications have been finalized, but they have not yet travelled to Canada

 **20,490** Syrian refugees have arrived in Canada

Welcomed in London

 **734** government assisted refugees



Welcoming Syrian Workshops

- Free Cultural Sensitivity Workshops offered by CCLC
- Understand complexities of pre- and post- migration experiences
- Learn immediate needs of refugees and how to get involved
- Learn to respect difference and be culturally sensitive

Welcoming Syrians

Cultural Sensitivity Workshops Focused on engagement and integration of Syrian Refugees

Call for more information 519.432.1133



Thank you. Questions?



Katy Boychuk
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London Diversity and Race Relations Advisory Committee Work Plan – 2016

Date, February 18, 2016

Activity	Background	Responsibility	Proposed Timeline	Proposed Budget	Strategic Plan Alignment
Develop a recommendation to Council for a name change of LDRRAC (Consultation in process)	<ul style="list-style-type: none"> • Explore process for providing a fulsome report on the recommendation to Council • Research rationale and best practice • Develop report/ recommendation • This will be developed from consultation process (details to come) • Survey to community on name change 	Chad Callander	On-going Target resolution of Fall 2016 Survey for late winter/ early spring	\$200 for engagement and materials	Leading in Public Service – Make community engagement a priority. Make the public a partner who has access to our information and helps make decisions with Council
Facilitate the development of annual work plans for LDRRAC; monitor and measure subsequent activities	<ul style="list-style-type: none"> • Review draft sub-committee work plans • Consolidate into an aligned document • Develop monitoring and measurement protocols 	Policy & Planning sub-committee	On-going	Nil	Collaborative Engaged Leadership – Continue to build strong working relationships between City Council, Civic Administration, the City’s agencies, boards and commissions, and community partners
Provide recommendations and supplemental materials to enhance the LDRRAC new member orientation	<ul style="list-style-type: none"> • Collaborate with Clerk's Office on recommendations submitted via proposed new member orientation checklist. • Facilitate development of LDRRAC document to be completed by Education sub-committee • Develop the following documents: <ul style="list-style-type: none"> ○ Established meeting practices 	Policy and Planning sub-committee Education sub-committee All sub-committees	Fall 2016 Acronym List completed Feb 2016	Nil	Innovative and supportive organizational practices – Use innovative and best practices in all organizational and management activities.

	<ul style="list-style-type: none"> ○ Roles and Responsibilities ○ Acronym List 				
Establish positive relationships with Council	<ul style="list-style-type: none"> • Explore opportunities to work with Council members 	Policy & Planning Sub Committee	Ongoing	Nil	Collaborative Engaged Leadership – Continue to build strong working relationships between City Council, Civic Administration, the City’s agencies, boards and commissions, and community partners
Provide input into the Community Diversity & Inclusion Plan	<ul style="list-style-type: none"> • Offer resources and information that may be pertinent for the D&I plan • Providing ongoing consultation & review 	Policy & Planning Sub-committee	Ongoing as the Plan is developed	Nil	Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community
Explore relationships within the Corporation of the City of London whose work is impacted by diversity and inclusion; offering LDRRAC as a resource	<ul style="list-style-type: none"> • Reach out to contact people in the following areas of the Corporation, inviting them to a P&P sub-committee meeting to learn about the work they do and possible interfacing with LDRRAC: Intergovernmental Liaison, Communications, Culture & Municipal Policies, Community Development & Funding, Homelessness, Human Resources, Emergency Measures, Planning, Parks & Recreation, Housing, Social Services & Dearness. Develop introductory messaging and prioritization of outreach 	Policy & Planning Sub-committee	On-going	Nil	Collaborative Engaged Leadership – Continue to build strong working relationships between City Council, Civic Administration, the City’s agencies, boards and commissions, and community partners

<p>Provide input to Civic Administration for updates to the LDRRAC web page on London.ca</p>	<ul style="list-style-type: none"> • Possible creation of new email • Meet with communications representative to determine parameters for web content • Collect input from LDRRAC members for web page revisions • Develop recommendations and share with communications 	<p>Education and Awareness sub-committee</p>	<p>On-going</p>	<p>Nil</p>	<p>Leading in Public Service – Excellent Service Delivery</p>
<p>Liaise with community organizations to help promote their activities and LDRRAC to the broader community</p>	<ul style="list-style-type: none"> • Invite community organizations to speak about current issues in diversity and inclusion • Inventory current information sources for organizations connected to community, diversity and inclusion • Brainstorm methods of coordinating information sharing and promotion 	<p>Education and Awareness sub-committee</p>	<p>On-going</p>	<p>\$400 for events and resource development</p>	<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p>
<p>Plan LDRRI Award ceremony</p>		<p>LDRRI Award Sub-committee</p>	<p>Ongoing</p>	<p>\$1600</p> <ul style="list-style-type: none"> • Plaques \$600 • Food & Drink 70 ppl @\$10 = \$700 • Calendar – all nominees \$300 <p>\$400</p> <ul style="list-style-type: none"> • Education & Research - travel, meetings and presentations <p>Total \$2000</p>	<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community Leading in Public Service</p>

<p>Collaborate with Civic Administration on review of processes for the LDRRI Awards and Mayor's New Year's Honours List selection</p>	<ul style="list-style-type: none"> • Follow-up with Clerks regarding action of the May 24th, 2014 Council resolution to review and comment on LDRRAC's request for Civic Administration to provide leadership responsibility for the LDRRI Award • Work collaboratively with Civic Administration to review current processes and provide suggestions for improvement based on LDRRI Award recipient feedback • Review LDRRAC/sub-committee involvement with identification and recommendation of recipients for the Mayor's New Year's Honours List 	<p>LDRRI Award Sub-committee</p>		<p>Nil</p>	<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p>
<p>Research and recommend additional forms of awards and recognition to LDRRAC</p>	<ul style="list-style-type: none"> • Investigate other City Advisory Committees and collaborate (Ottawa, Peel, Hamilton regions) on awards and recognition practices 	<p>I Silver Awards and Recognition Sub-committee</p>	<p>In progress</p>	<p>Nil</p>	<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p>
<p>Increase awareness and participation while coordinating the Annual Rewards and Recognition program</p>	<ul style="list-style-type: none"> • Develop an inventory of all nominators and nominees including contact information and invite participation of the annual event • Assess the benefits and nature of incentives to increase nominee participation, ie bio's of nominees on website • Schedule information session with Rogers Cable (Andrew Rossiter) 	<p>Awards and Recognition Sub-committee</p>	<p>In progress</p>	<p>Nil</p>	<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p> <p>Leading in Public Service – Collaborative Engaged Leadership – Continue to build strong working relationships</p>

	<ul style="list-style-type: none"> • Develop template to provide Councillors with information relative to events to assist with promotion and recognition • Invite MP and MPP's (D. Matthews, I. Matheson) to awards celebration to increase recognition and awareness (in Parliament) 				between City Council, Civic Administration the City's agencies, boards and commissions and community partners.
Promote Awards & Recognition Winners	<ul style="list-style-type: none"> • Provide Councillors with information of winners within their areas and encourage recognition • Provide Education Committee with names of winners and request presentation at LDRRAC meeting 	D. Hamou Z. Hasmi Awards and Recognition Sub-committee	On-going	Nil	<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p> <p>Leading in Public Service – Collaborative Engaged Leadership – Continue to build strong working relationships between City Council, Civic Administration the City's agencies, boards and commissions and community partners.</p>
Educate Committee members	<ul style="list-style-type: none"> • Identify alternate ways to increase knowledge of diversity, race relations and inclusivity activities in the city • Provide Education Committee with names of all nominations and request participation at LDRRAC meetings 	Awards and Recognition Sub-committee	On-going		<p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p> <p>Innovative and supportive organizational practices – use</p>

					innovative and best practices in all organizational and management activities
Collaborate with City on Awards and Recognition Process	<ul style="list-style-type: none"> Follow up with City to confirm internal contact to liaise with the Awards and Recognition Sub-committee to support activities Determine interest of the City's Marketing or Communications team to meet to collaborate on the City's annual Communication Plan 	Awards and Recognition Sub-committee	TBD	Nil	Leading in Public Service – Collaborative Engaged Leadership – Continue to build strong working relationships between City Council, Civic Administration the City's agencies, boards and commissions and community partners.
Orient new LDRRAC members on Awards and Recognition	<ul style="list-style-type: none"> Provide summary of relevant Awards to be included in the Orientation Package for new LDRRAC members 	Awards and Recognition sub-committee K. Husain	Ongoing	Nil	Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community
Arrange community speakers (local and regional) to speak to LDRRAC	<ul style="list-style-type: none"> Develop schedule for voting committee members to present a brief bio of themselves Coordinate LDRRI Award recipients to present Invite the London Police Services LDRRAC representative to present Invite members of the public who experience discrimination or abuse in London to speak at LDRRAC meeting. Invite other experts and community members to speak to LDRRAC (could be 	Education and Awareness sub-committee	On-going (ever other month)	\$1000 total for travel expenses for regional resources (no more than \$200 per person). (e.g LDRRAC had Eternity Marais the author of	Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community

	diversity 'experts' or community agency reps).			the Vice article on Racism in London, in to speak about her experiences . We paid for travel from Toronto).	
Identify opportunities to partner with Civic Administration to coordinate community awareness events	Brainstorm proposed, existing or new events related to different dimensions of diversity. May want to consider community forum on racism given recent issues in the community.	Education and Awareness sub-committee	Ongoing	\$500 for refreshments & possible honorariums for speakers	Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community
Work collaboratively with Civic Administration to promote the activities of LDRRAC	<ul style="list-style-type: none"> Seek assistance from Communications on the development of a communications plan to promote the activities of LDRRAC Collect input from LDRRAC members on communications plan and specific proposed content (e.g revision of the LDDRAC brochure, posters) 	Education and Awareness sub-committee	Fall 2016	Nil	<p>Leading in Public Service – Make community engagement a priority. Make the public a partner who has access to our information and helps make decisions with Council.</p> <p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p>

Open each LDRRAC meeting with a statement acknowledging that we are on traditional First Nations Land	<ul style="list-style-type: none"> Honour the Indigenous people and traditional lands Fulfill an aspect of the Truth and Reconciliation Commission recommendations 	Suzanne Morrison and Jessica Hill	March 2016 and ongoing	Nil	Diverse, inclusive, and welcoming community
Invite inter-faith leaders to open our LDRRAC meetings	<ul style="list-style-type: none"> Develop relationships and learn from a variety of faith leaders in our community 	Education and Awareness sub-committee Suzanne Morrison	10x per year	\$100 honorarium to elder x 10 meeting = \$1000	Diverse, inclusive, and welcoming community
Ongoing advisement to Council on issues where diversity, race relations and inclusion may need to be addressed.	There will be issues that come before Council or the community that need the advisement of LDRRAC. We will offer up recommendations via the Community and Protective Services Committee (CPSC), for Council consideration on an ongoing basis	Chair - Shawna Lewkowitz	On-going	nil	Diverse, inclusive, and welcoming community Leading in Public Service – Collaborative Engaged Leadership – Continue to build strong working relationships between City Council, Civic Administration the City's agencies, boards and commissions and community partners.
			Total	\$5100	

London Diversity and Race Relations Advisory Committee

Recommendations to the Poverty Panel

Short-term Recommendations

- (4.1) Advocate to the provincial and federal governments for London to be a Basic Income Guarantee pilot site
- (5.3) Bring together business, non-profit, government, and education sectors to develop coordinated skills training programs that meet local labour market needs
- (3.2) Invest resources needed to create and support the ongoing implementation structure for these recommendations
- (11.5) Change public transit subsidy to an income-based model available to all low-income adult Londoners
- (2.3) Promote and expand key existing initiatives, such as Circles, as opportunities for Londoners to connect with, mentor, and support other Londoners

Long-term Recommendations

- (4.6) Promote the business case for employers to pay a living wage
- 4.9 Collaborate with employers to develop strategies to close the wage gap for indigenous, gendered, LGBTQ, differently-abled, and ethno-cultural populations
- (12.10) Increase availability of gift cards/food cards that provide healthy, culturally appropriate food for people accessing emergency food sources
- (8.9) Develop a community strategy to eliminate financial barriers for school-based extra-curricular activities
- (12.13) Implement breakfast/lunch programs in London schools.

General Feedback

- While we like this recommendation (4.8 Encourage implementation of zero-interest loan programs for Londoners demonstrating need) --- we think there is a second layer to this. We also need to take a hard stance on ending predatory lending operations within the city. Not only do we need this, but it needs to be a full out replacement of pay day loan operations. As someone who has transitioned out of generational poverty --- THIS is one of the most important things that supported me (8.9 Develop a community strategy to eliminate financial barriers for school-based extra-curricular activities) -- without bursaries to programs that put me in the same spaces as middle and upper class children and families --- I don't know that I ever could have seen what my poverty was, or how to imagine a life that was different. It also gave me access to skills and experiences that made my transition to work and university easier, and gave me access to scholarships to pay for school.
- I think some of the action words need to be looked at to be more bold and persuasive. I know the city has limited authority to actually do the work of many recommendations - so words like "support, advocate, promote" come into play -- but I think overall the recommendations could be stronger.
- All work needs to include equity lens and include Trans people in equity lens. Need more specific language and city to be leader, not just advocate but lead on equity lens .