

Bill No. 212
2016

By-law No. A.-_____

A by-law to repeal and replace Council Policy 1(10) entitled "Diversity, Race Relations and Inclusivity Award".

WHEREAS section 5(3) of the *Municipal Act, 2001* S.O. 2001, c.25, as amended, provides that a municipal power shall be exercised by by-law;

AND WHEREAS section 9 of the *Municipal Act, 2001* provides that a municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act;

AND WHEREAS the Municipal Council of The Corporation of the City of London wishes to take the necessary steps to repeal and replace Council Policy 1(10) entitled "Diversity, Race Relations and Inclusivity Award" to clarify and update the Policy;

NOW THEREFORE the Municipal Council of The Corporation of the City of London enacts as follows:

1. Council Policy 1(10) is hereby repealed and replaced with a new Council Policy 1(10) entitled "Diversity, Race Relations and Inclusivity Award" attached as Schedule "A" to this by-law.
2. This by-law shall come into force and effect on the day it is passed.

PASSED in Open Council on May 31, 2016.

Matt Brown
Mayor

Catharine Saunders
City Clerk

First reading – May 31, 2016
Second reading – May 31, 2016
Third reading – May 31, 2016

SCHEDULE "A"

Diversity, Race Relations and Inclusivity Award

Purpose:

The purpose of the Award is to:

1. Promote public awareness of and encourage ongoing initiatives on diversity, race relations, inclusivity and human rights and to promote/advance London as a welcoming city.
2. Recognize and encourage small businesses/small labour (49 or fewer employees/members); large businesses/large labour (50 or greater employees/members); social/community service not-for-profits (49 or fewer employees/members); social/community service not-for-profits (50 or greater employees/members) youth and young adult groups (less than 26 years of age) or organizations, that promote awareness of diversity, race relations, inclusivity and human rights and promote/advance London as a welcoming city.

Recipients will be presented with the Award by the Mayor, on behalf of the Municipal Council, at the closest possible meeting date to December 10 - Human Rights Day. There will be a maximum of five Awards presented in any one year, with no more than one Award being awarded in each of the five categories noted in section 2 above.

All Londoners are invited to submit their nominations using the Nomination Form available on the City's website or obtained through the City Clerk's Office, 3rd Floor, City Hall, 300 Dufferin Avenue.

September 30 is the deadline for sending award nominations to the Committee Secretary of the London Diversity and Race Relations Advisory Committee. Below is the criteria for award eligibility and details of the award nomination process.

Eligibility Criteria:

To be eligible, a nominee must:

1. represent one of the following categories:
 - small businesses/small labour (49 or fewer employees/members);
 - large businesses/large labour (50 or greater employees/members);
 - social/community service not-for-profits (49 or fewer employees/members);
 - social/community service not-for-profits (50 or greater employees/members);
 - youth and young adult (less than 26 years of age) groups or organizations;
2. have been operating in London continuously during the past 12 months, at a minimum;
3. have made their qualifying contribution in the City of London within the past 12 months; and,
4. consent to the nomination;

noting that previous years' recipients would remain eligible for nomination in future years on the condition that any subsequent nomination is not based upon the same achievement or initiative for which they have already received an Award or for which they have previously been nominated.

Nomination Criteria

1. Nominations can be made by any individual who works or resides in the City of London. The nominators must be familiar with the activities of the nominee, and may be called upon for an interview by the Awards and Recognition Sub-Committee of the London Diversity and Race Relations Advisory Committee.

2. Nominations will be received for each of the following categories, but awards may not necessarily be presented in each category, each year:
 - small businesses/small labour (49 or fewer employees/members);
 - large businesses/large labour (50 or greater employees/members);
 - social/community service not-for-profits (49 or fewer employees/members);
 - social/community service not-for-profits (50 or greater employees/members);
 - youth and young adult (less than 26 years of age) groups or organizations.

3. Nomination submissions must include:
 - category
 - profile of nominee
 - consent of nominee
 - information about the nominator (i.e., name, address, etc.)
 - brief description of the nominee and initiative, including the reasons for nomination
 - responses to the following four questions:
 - a) How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?
 - b) What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?
 - c) What is the potential for expansion and/or inspiration for replication of the initiative?
 - d) How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?

All nominators and nominees will be advised of the status of their nomination prior to the presentation of the Award.