

5TH REPORT OF THE
LONDON DIVERSITY AND RACE RELATIONS
ADVISORY COMMITTEE

Meeting to be held on May 19, 2016, commencing at 12:06 PM, in Committee Room #4, Second Floor, London City Hall.

PRESENT: S. Lewkowitz (Chair), C. Callander, Z. Hashami, L. Hernandez, L. Osbourne, A. Sanchez and I. Silver and J. Martin (Secretary).

ABSENT: F. Cassar, R. Hussain, S. Morrison and A. Prince.

ALSO PRESENT: T. Allott, F. Andrighetti, M. Goodfellow, D. Hamou, J. Hill, S. Honyust, K. Husain, S. Middleton, T. Tomchick-Condon and T. Wall.

I. CALL TO ORDER

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

II. OPENING CEREMONIES

2. Acknowledgement of Indigenous Lands

That it BE NOTED that the meeting was opened with an Acknowledgement of Indigenous Lands by S. Lewkowitz.

3. Traditional Opening

That it BE NOTED that Rabbi Clark performed a traditional Jewish invocation with a teaching from the Mishna and a blessing.

III. SCHEDULED ITEMS

4. Integration of Newcomers

That it BE NOTED that the attached presentation from Saleha Khan, Diversity Instructor, Ontario Police College, with respect to the integration of newcomers, was received.

5. Community Diversity and Inclusion Strategy

That it BE NOTED that the London Diversity and Race Relations Advisory Committee (LDRRAC) referred the matter of the City of London Community Diversity and Inclusion Strategy to its Policy and Planning Sub-committee for review and report back at the next meeting of the LDRACC; it being noted that

the attached communication and a verbal presentation from A. Zuidema, City Manager and C. Smith, Acting Director Community and Economic Innovation were received with respect to this matter.

IV. SUB-COMMITTEES & WORKING GROUPS

6. Policy and Planning Sub-Committee

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

7. Awards and Recognition Sub-Committee

That it BE NOTED that the minutes of the Awards and Recognition Sub-Committee, from its meeting held on May 2, 2016, were received.

8. Education Sub-Committee

That it BE NOTED that the minutes of the Education Sub-Committee, from its meeting held on May 3, 2016, were received.

V. CONSENT ITEMS

9. 4th Report of the London Diversity and Race Relations Advisory Committee

That it BE NOTED that the 4th Report of the London Diversity and Race Relations Advisory Committee, from its meeting held on April 21, 2016, was received.

10. Ontario Medal for Good Citizenship

That it BE NOTED that a communication dated April 2016, from Minister M. Chan, Ministry of Citizenship, Immigration and International Trade with respect to the Ontario Medal for Good Citizenship, was received.

11. Notice of Public Participation Meeting and Public Open House for the London Plan

That it BE NOTED that a Notice dated May 4, 2016, from J. Adema, Planner, with respect to a Public Participation Meeting and Public Open House for the London Plan, was received.

12. Community Drug Strategy Update - S. Morrison

That it BE NOTED that the community drug strategy update was deferred to the June meeting of the London Diversity and Race Relations Advisory Committee.

13. Community Police Group Update - R. Hussain

That it BE NOTED that the community police group update was deferred to the June meeting of the London Diversity and Race Relations Advisory Committee.

14. Letter of Resignation - S. Amri

That it BE NOTED that a communication dated May 6, 2016, from S. Amri with respect to her resignation from the London Diversity and Race Relations Advisory Committee, was received.

VI. ITEMS FOR DISCUSSION

15. London Diversity and Race Relations Advisory Committee Name Change Survey

That it BE NOTED that the London Diversity and Race Relations Advisory Committee reviewed and approved the final Name Change Survey; it being noted that the survey will be conducted in June 2016.

16. Defining and Applying Diversity: ' Gender Lens'

That it BE NOTED that the Municipal Council resolution from its session held on May 3, 2016, with respect to Defining and Applying Diversity: "Gender Lens", with the related communication dated April 26, 2016, from N. Garrison, Western University, were received.

17. Education/Outreach Joint Discussion of Advisory Committees

That it BE NOTED that the London Diversity and Race Relations Advisory Committee appointed S. Lewkowitz, D. Hamou and S. Honyust as their representative at the joint discussion of advisory committees; it being further noted that a communication dated April 25, 2016, from S. Ratz, Advisory Committee on the Environment and A. Stratton, Transportation Advisory Committee, with respect to this matter, was received.

VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

18. London For All: A Roadmap to End Poverty

That it BE NOTED that a communication dated March 31, 2016, from the Mayor's Advisory Panel on Poverty with respect to "London For All: A Roadmap to End Poverty", was received.

19. (Added) Diversity and Inclusion Speaker

That it BE NOTED that A. Sanchez will arrange for a speaker with respect to advanced concepts of diversity and inclusion for a future meeting of the London Diversity and Race Relations Advisory Committee.

VIII. ADJOURNMENT

The meeting adjourned at 2:09 PM.

NEXT MEETING DATE: June 16, 2016

Concepts

- Immigration/ Emigration/Migration
- Journey through experience

Settlement & Integration

Saleha Khan

London City Hall, LDRAAC May 19, 2016

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Immigrant/Immigration defined

- : a person who comes to a country to take up permanent residence
- : a plant or animal that becomes established in an area where it was previously unknown
- to enter and usually become established; : to come into a country of which one is not a native for permanent residence

She would make a good immigrant

- **Immigrant mothers: narratives of race and maternity, 1890-1925** By Katrina Irving
- Racialized and Immigrant Women in Cities By Kamlyn Ng-See-Quan. \ National Net Network on Employments and Women's Health
- Iman Kate and her twins: CBC documentary/ podcast

Migration & Immigration

- Moving from one locale to the other for various purposes: personal, economic, educational, social purposes.
- Obtaining lawful status of residency with all its obligations and benefits pursuant to following procedures and regulations.

Settlement Experience

- 0 to 3 years: survival stage includes learning law of the land, focus is on employment, shelter, establishing house with family
- 3 to 5 years: acclimatization stage includes learning law of the land in greater depth and understanding, establishing home with family, focus on education of children if present and professional development for personal and work reasons, networking with community internal and external relationship building

Settlement Contd....

- 5 to 8 years: migration for economic, education, social purposes becomes an option to consider; networking with community external and internal is more established; volunteerism for the sake of giving back to the community is an option; focus on higher education for children and family as economic status becomes a more stable; confidence levels go up; most laws that deal with day to day realities are now known to the person. Individual ready to support others who are in the first stage of settlement

Journey continues

- 7 to 10 years: house is now home; idea of roots is strongly developing; networking is more personal; feelings of strong loyalty and need to belong becomes paramount; identity issues amongst children and youth and families start arising; clear understanding and recognition of oppression and exclusion is felt and expressed sometimes openly within the external networks; volunteerism is high; family is shifting; children are introducing partners/friends/exploring and creating networks of their own from within communities of their choice; family units are fragmenting and / or expanding

Integration

- Integration is when the migrant and host community mutually feel included and inclusive of the other while respecting the varying levels of needs and wants
- What is real empowerment...is it through acculturation by the host community? Or is it providing education, knowledge, and skills in a timely fashion and in increments to the newcomer so she can make her own decisions....are we building capacity or making decisions for the other?

To Consider: Faith Communities and Perceptions

- Serious barriers of accessing main stream services
- Serious barriers of reaching out to potential and actual victims
- Community of origin is perceived as a problem by service providers
- Involvement of politics, media, stereotypical attitude

Strategic Plan for the City of London

In the Strategic Plan under the strategic area of focus: *Strengthening our Community, a diverse, inclusive and welcoming community*, one of the strategies City Council identified is:

- Support all Londoners to feel engaged and involved in our community.

Council identified 3 key areas of work to accomplish this strategy:

- Community Diversity and Inclusion Strategy – new
- Consider a gender lens during development and execution of new policies
- Workplace Diversity and Inclusion

What are the next steps in developing the **Community Diversity and Inclusion Strategy**?

1. Engage key stakeholders in a conversation about what this strategy means to them and seek feedback on the process to develop this community strategy (May to July)

Potential Questions to guide the conversation:

- What does a Community Inclusion and Diversity Strategy mean to you?
 - What do you see as the “end product” – what does a Community Inclusion and Diversity Strategy look like to you?
 - What process should we undertake to develop this (what is the City’s role in this, what is the community’s role – who leads this process)?
 - Who are the key stakeholder groups we should talk to and ask these questions to as part of our initial conversations?
 - Anything else you want to share with us?
2. Compile feedback we have heard from initial conversations and develop a work plan to develop the Community Diversity and Inclusion Strategy including a detailed communication strategy.

