

7TH REPORT OF THE
LONDON DIVERSITY AND RACE RELATIONS
ADVISORY COMMITTEE

Meeting held on July 21, 2016, commencing at 12:03 PM, in Committee Room #4, Second Floor, London City Hall.

PRESENT: S. Lewkowitz (Chair), F. Cassar, Z. Hashami, L. Hernadez, R. Hussain, S. Morrison, A. Sanchez and I. Silver and J. Martin (Secretary).

ABSENT: C. Callander and L. Osbourne.

ALSO PRESENT: T. Allott, F. Andrighetti, M. Goodfellow, D. Hamou, K. Husain, C. Konnerth and A. Prince.

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 William Neal, Bahá'í Spiritual Assembly member, shared a prayer and a message.

III. SCHEDULED ITEMS

4. Diversity Training

That it BE NOTED that the members of London Diversity and Race Relations Advisory Committee (LDRRAC) participated in the first of four Diversity Training sessions, presented by M. Cox, Canadian Labour Congress; it being noted that the attached training materials were received with respect to this matter; it being further noted the Diversity Training sessions are as follows:

- a) Power and Privilege;
- b) Allyship;
- c) Interrupting Racism Effectively; and,
- d) Racism Visioning Session.

IV. SUB-COMMITTEES & WORKING GROUPS

5. Policy and Planning Sub-Committee

That it BE NOTED that a verbal update from S. Lewkowitz, on behalf of the Policy and Planning Sub-Committee, was received.

6. 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.

7. Education Sub-Committee

That it BE NOTED that a verbal update from S. Morrison, on behalf of the Education Sub-Committee, with respect to the Community Forum on Racism, was received; it being noted that the members were encouraged to consider assisting at the event.

V. CONSENT ITEMS

8. 6th Report of the London Diversity and Race Relations Advisory Committee

That it BE NOTED that the 6th Report of the London Diversity and Race Relations Advisory Committee, from its meeting held on June 16, 2016, was received.

9. Municipal Council resolution - Appointment of Aden Hamza and Rifat Hussain to the London Diversity and Race Relations Advisory Committee

That it BE NOTED that the Municipal Council resolution, from its meeting held on June 14, 2016, with respect to the appointment of Aden Hamza and Rifat Hussain to the London Diversity and Race Relations Advisory Committee, was received.

VI. ITEMS FOR DISCUSSION

10. Name Change Survey

That it BE NOTED that the attached presentation from A. Sanchez, with respect to the London Diversity and Race Relations Advisory Committee (LDRRAC) name change survey, was received; it being noted that a proposed recommendation with respect to the name change will be presented at the August meeting of the LDRRAC.

11. Endorsement of National Canadian Council of Muslims Charter for Inclusive Communities

That it BE NOTED that the London Diversity and Race Relations Advisory Committee endorses the attached National Canadian Council of Muslims' Charter for Inclusive Communities; it being noted that a verbal update from S. Lewkowitz with respect to this matter, was received.

12. London Advisory Committee on Heritage - Diversity Issues in Heritage

That the following actions be taken with respect to diversity issues in heritage:

- a) it BE NOTED that the London Diversity and Race Relations Advisory Committee received a verbal presentation from S. Lewkowitz with respect to this matter;
- b) it BE NOTED that the London Diversity and Race Relations Advisory Committee held a general discussion related to the need for diversity and inclusion to be a part of policy decisions and review by the City of London; and,
- c) the Civic Administration BE REQUESTED to consider providing the Advancing Equity and Inclusion: A Guide for Municipalities to all Advisory Committees, Boards and Commissions (www.equityandinclusion.ca) in order to encourage Advisory Committees, Boards and Commissions to apply a diversity lens to their work.

13. Mayor's New Year's Honour List

That it BE NOTED that a communication from the City Clerk, dated July 11, 2016, with respect to the 2017 Mayor's New Year's Honour List, was received; it being noted that the members of the London Diversity and Race Relations Advisory Committee are encouraged to submit nominations to its Committee Secretary by September 30, 2016.

VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

14. Community Drug Strategy Update

That it BE NOTED a verbal update from S. Morrison with respect to the community drug strategy, was received.

15. Community Police Group Update

That it BE NOTED a verbal update from R. Hussain with respect to the community police group, was received.

VIII. ADJOURNMENT

The meeting adjourned at 2:07 PM.

NEXT MEETING DATE: August 18, 2016

cclc
INTERCULTURAL
SERVICES & RESSOURCES

February 18, 2016

**intercultural
competency training
program**

Cultural Affirmations

YES
Remain Standing

No
Sit Down

- You speak any languages other than English or French
- You have a degree/profession that is unrelated to your current job
- You have a person with a disability in your family
- Your parents have a post-secondary degree
- Your parents were born in Canada

Overview

- Welcome
- Business case for Diversity
- Immigration trends and statistics in the London area
- Dispelling Myths
- Creating an Inclusive Culture
- Summary and Benefits of our training program
- Questions

Immigrant Statistics

By 2031
1 in 3
in Canada will be foreign born

Canada has the **highest** proportion of foreign-born population

20.6%

Source: Immigration Portal <http://immigration.london.ca>

Since 1968...

Welcome
مرحبا 歡迎光臨 Bienvenidos

Since 1968 CCLC has supported newcomers & promoted intercultural awareness & understanding in London, Ontario.

- Excellence in newcomer settlement services
- Global Education & Cultural Knowledge Centre

What about language skills, foreign credentials, ability to adapt, the costs to hire?

Canadian Companies are not doing enough

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



Our unique

APPROACH



Empirical Research

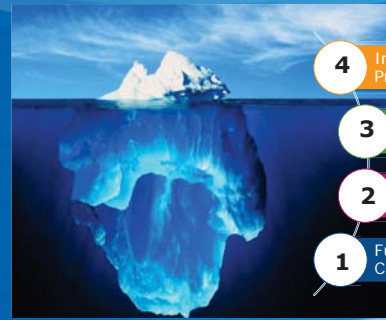
Value of Cultural Diversity in the Workplace

Self-assessment, awareness and reflection



Benefits Of Hiring Skilled Immigrants Outweigh the Concerns

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



- 1 Fundamentals of Intercultural Competency
- 2 Systemic Discrimination
- 3 Power Dynamics
- 4 Intercultural Communication and Best Practice

Training Topics



Training helps employers with this growing diversity

Communication breaks down

Clashes among workers

Increased anxiety






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

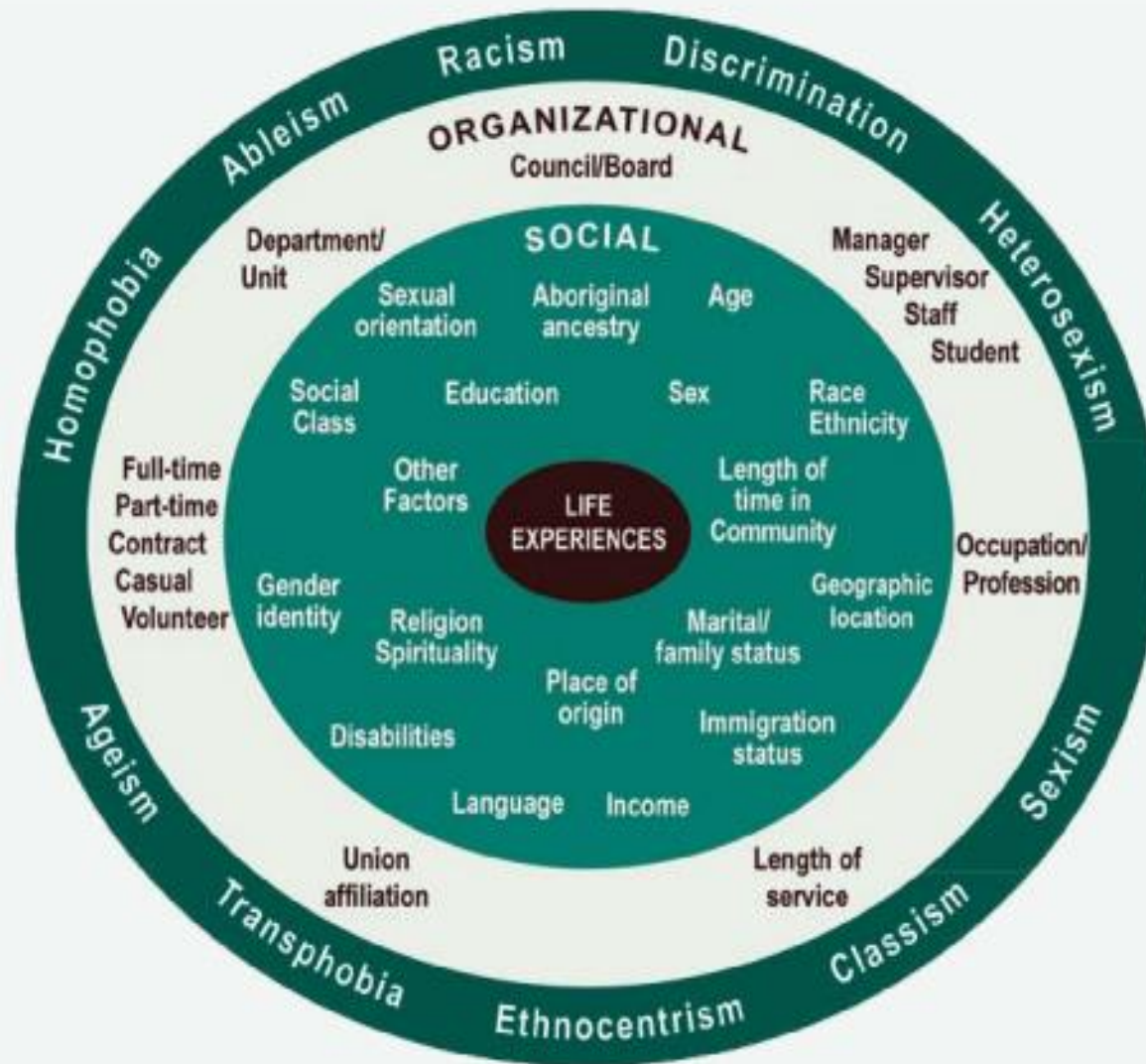
Thank you. Questions?



Katy Boychuk
Intercultural Education Specialist
519.432.1133 x365
kboychuk@lcccl.org



Intersectionality Wheel Diagram



The inner circle contains social factors that influence the extent to which we experience advantages or disadvantages in our lives. It is the intersection of these factors that influences the way we experience life in the municipality. These factors include: sexual orientation, Aboriginal ancestry, age, social class, education, sex, race and ethnicity, length of time in the community, gender identity, religion and spirituality, place of origin, marital or family status, geographical location, disabilities, language, income, immigration status, and other factors.

The middle circle contains positions or statuses we may fill within the municipal government that carry varying amounts of power and influence. It is often the intersection of these positions, statuses, and social factors that determine our opportunities. These might include: being a Council or Board member, being a manager/supervisor/staff/students, the type of occupation/ profession, length of service, union affiliation, department/unit, and whether you are full-time, part-time, contract, casual, or volunteer.

The outer circle contains the ways in which people are discriminated against. Most of us experience more than one form of discrimination. These factors are influenced by wider social forces like history and the legacies of colonialism, patriarchy, economic exploitation, level of education, inaccessible legal systems, and racist immigration policies. Some forms of discrimination include: ableism, racism, heterosexism, sexism, classism, ethnocentrism, transphobia, ageism, and homophobia. The Wheel Diagram, developed by the City of Ottawa and

City for All Women Initiative (2015:11) was informed by the diagram produced by the Canadian Research Institute for the Advancement of Women (2009)

Questionnaire

Based on your own experience, answer true or false to these statements.

*Note: You will not be asked to share your answers. This is an opportunity for you to think about experiences that are **normal** for you. Go with your initial thoughts – don't over think the statement (e.g., that happens to me sometimes or if I think about it this way it's true). Answer as many questions as you can in the time allotted.*

1. ___ I am certain my skin colour or race does not affect how people measure my financial reliability.
2. ___ My sexual orientation has never been condemned by the religious organization to which I belong or belonged.
3. ___ I am fairly certain that I won't be a target of sexual assault or other forms of violence because of my gender.
4. ___ I can make an appointment and see a doctor or a lawyer without needing the assistance of someone else.
5. ___ I can be sure that my children will be given curriculum materials that acknowledge and celebrate the existence and achievements of my race.
6. ___ I am not often interrupted and, when I am, it is not usually by people of the opposite gender.
7. ___ If I'm having a difficult time, I would generally not consider whether each individual episode or situation has racial overtones.
8. ___ I can take a job with an employment equity employer without co-workers saying I got the job for reasons other than my qualifications.
9. ___ I can freely use pay telephones, automated tellers and the drive-through at Tim Horton's.
10. ___ No one assumes I have a problem with alcohol or drugs because of my race.
11. ___ If I get an interview for a job, the decision about hiring me is not made as soon as I walk through the door.
12. ___ The people who make, enforce and interpret the laws of our country (police, judges, legislators) are primarily people of my gender.
13. ___ I am never asked what I think caused my sexual orientation.
14. ___ I can go into any store and the person serving me will understand me.

15. ___ I have never feared or experienced being cut off by my family because of my sexual orientation.
16. ___ If a police officer stops me, I can be quite sure that I haven't been singled out because of my race.
17. ___ I don't have to change the words I use when I talk about my partner to hide his/her gender.
18. ___ When I go to a meeting, I don't have to worry about whether I can get in the building.
19. ___ I am never asked if it is possible my sexual orientation is just a phase I might grow out of.
20. ___ I can take any course secure that the course materials will be in a format that I can use.
21. ___ I can be reasonably sure my sexual orientation would not be a factor in a court decision on child custody.
22. ___ I can start a job in almost any occupation knowing a lot of people of my gender are or have been there before me.
23. ___ I am never afraid of facing violence because of my sexual orientation.
24. ___ I can be pretty sure that if I ask to speak to the manager or "person in charge" I will be facing a person of my race.
25. ___ I am sure I receive equal pay for work of equal value related to my gender.
26. ___ I can go shopping alone most of the time, knowing I will not be followed or have my actions overly scrutinized because of my race.
27. ___ I can put a picture of my partners on my desk, bulletin board, locker at work, without fear of negative comments, harassment, exclusion or firing.

Adapted from: "White Privilege: Unpacking the Invisible Knapsack"; Peggy McIntosh, 1990,
<http://seamonkey.ed.asu.edu/~mcisaac/emc598ge/Unpacking>

Results Summary of the LDRRAC Name Change Survey

July 21, 2016
Prepared by: Anne-Marie Sanchez

Background

- Last year, the London Diversity and Race Relations Advisory Committee (LDRRAC) proposed changing its name to the London Diversity and Inclusion Advisory Committee to City Council. Upon hearing the recommendation, Council asked LDRRAC to seek public input before making any changes to LDRRAC'S name.
- In accordance to this request, LDRRAC hosted a public participation meeting in October 2015. Between June 9th and June 30th, 2016, citizens could also provide feedback via an online survey.
- Goal of the public participation in the name change was for the feedback to help inform the advisory committee's recommendation on the name change to council.

Distribution Method of Survey

- LDRRAC members were asked to distribute survey information to their various networks.
- The City of London included the survey link in its newsletter and shared the survey via social media (Facebook, Twitter)
- The London Public Library distributed the poster with survey information to all its branches to post on their bulletin boards
- 171 people completed the survey

Results

Possibility of a Name Change

- The following questions were rated on a scale of 1 to 4. 1 = Strongly Disagree 2 = Disagree Agree = 3 Strongly Agree =4

Topic	Rate	Response Count (n=)
Whether the name LDRRAC reflected advisory committee's mandate	2.58	168
Whether the name LDRRAC is inclusive of all Londoners	2.38	166
Whether they would be supportive of a name change	3.14	169

Possible Names

- We asked respondents to choose what name change they would prefer (n=158). The top two answers were as follows:
- Diversity and Inclusion Advisory Committee (51.3%)
- Equity, Diversity and Inclusion Advisory Committee (26.6%)
- Other suggestions:
 - Diversity, Equity and Inclusion Advisory Committee
 - Equity, Diversity and Inclusion Advisory Committee
 - Advisory Committee on Equity, Inclusion and Diversity
 - Diversity Inclusion and Race Relations Advisory Committee

General Themes from Feedback

- Keep name short and simple x 4
- Race Relations dated but important to keep race in the name x4
- Race Relations unnecessary, dated and diversity would cover it x3
- Diversity is problematic (euphemism, "for white people") x3

Salient quotes

- "Diversity is the word white people use to avoid talking about race, race relations is the term a white group uses to talk about dealing with racialized others ..."
- "The Term Race Relations is an essential part of the Committee's mandate, responsibility and conscience."
- "I would love to see the committee shift in focus from separating out individual demographic groups and instead place a higher emphasis on how we can bring everyone together as Londoners. It should be about building bridges between residents regardless of our differences."
- "Removing the word "race" feels like resorting to a euphemism. While it's true that "race relations" sounds like a term from the 1980s, it's also true that Canada has just started talking frankly about race, and so maybe it's a fitting term. Racism is real in Canada and in London, we are finally acknowledging that, and it makes sense to confront the full force of the word "race." I think "diversity" and "inclusion" have been co-opted enough that they don't mean much."

Discussion



The Charter for Inclusive Communities

Preamble

The recent rise in anti-Muslim incidents in Canada is disturbing and risks eroding the strength of our country's rich social fabric. When Muslim women are attacked in the streets, when mosques are vandalized or when people face prejudice in their workplace or school, it is not only Canadian Muslims that suffer; Canadian society as a whole is weakened because our values of equality, respect, justice and dignity for all are threatened.

Hate crimes against Muslims have risen dramatically in recent years both in Canada, and around the world. Given the unfortunate climate of fear that seems to have entered some segments of public life, it appears that this trend is increasing.

Islamophobia is real and it is wrong, despite what some may say to downplay it or dismiss it. This type of hate and discrimination tells Canadian Muslims that they do not belong by isolating them and their communities through stigmatization and casting them as outsiders and the 'other'.

Our Commitment

By signing this Charter, we commit to standing up for the rights and dignity of everyone in order to promote inclusive, just, and respectful communities in Canada.

We strongly affirm that:

- ❖ Islamophobia, like all other forms of racism, hate, xenophobia, and bigotry, has no place in Canadian society.
- ❖ Discrimination and acts of hate against anyone, marginalize individuals and communities and exclude them from participating fully in society and fulfilling their potential.
- ❖ The dignity of every person in Canada is essential to a healthy and vibrant society.
- ❖ Everyone in Canada has a role to play in creating safe environments for us all.
- ❖ All levels of government, civil society, communities, and public officials have a duty to work together in developing policies, programs and initiatives to reduce and eliminate Islamophobia in all of its forms.
- ❖ By working together, we can nurture inclusive communities and strengthen our shared commitment to Canada's values of equality, respect, justice, and the dignity of all persons.