



P.O. Box 5035
300 Dufferin Avenue
London, ON
N6A 4L9

September 28, 2016

C. Saunders
City Clerk

I hereby certify that the Municipal Council, at its meeting held on September 27, 2016 resolved:

6. That the following actions be taken with respect to the 8th Report of the London Diversity and Race Relations Advisory Committee (LDRRAC), from its meeting held on August 18, 2016:

- a) the proposed name change of the "London Diversity and Race Relations Advisory Committee" to the "Diversity, Inclusion and Anti-Oppression Advisory Committee" (DIAAC) BE APPROVED; and,
- b) clauses 1 to 9 and clause 11, BE RECEIVED;

it being noted that the Community and Protective Services Committee received the attached presentation from S. Lewkowitz, Chair, C. Callandar, K. Husain, S. Morrison and A. Sanchez, LDDRAC Members, with respect to this matter. (6/11/CPSC)

L. Rowe
Deputy City Clerk
lk/

cc. Documentation Services Representative
Chair and Members, Diversity, Inclusion and Anti-Oppression Advisory Committee
(Formerly London Diversity and Race Relations Advisory Committee)

LDRRAC's Suggested Name Change

Presentation to the
Community and Protective Services Committee
September 20, 2016

Background

Proposed Name Change in 2014
CAPS' request for further feedback
PPM in October 2015
Online Survey Summer 2016

Mandate

To provide leadership on matters related to diversity, inclusivity, equity, and the elimination of discrimination in the City of London.

Feedback Process

Public Participation Meeting in October 2015

Rich conversation but poor turnout

Online Survey

171 respondents

More accessible and wider reach

Sent through City of London's social media and newsletter

Key insights from feedback

People were open to updating the name (rating of 3.14/4)

Oppression hierarchy

Importance of race, not a resolved issue, we kept that at the forefront, the work we do around racism in London is a priority and we wanted our name to reflect.

Inclusion (certain groups, in particular invisible minorities, did not see themselves in our current name)

Diversity, Inclusion and Anti-Oppression Advisory Committee

Suggested Name Change

Reflects key feedback

Passed Unanimously by LDRRAC

Why this name?

- Based on Feedback
- Evaluation Criteria
- Evolution of the committee’s agreement of the name
- One cannot have equitable Diversity and Inclusion without doing the work to get there, and that’s anti-oppression work.
- Anti-oppression includes race relations and anti-racism but also includes work against sexism, homophobia, islamophobia, anti-semtism, abelism,

Why remove Race Relations?

- Racism continues to be a top priority
 - Racism Forum (150 participants, 7 hour workshop)
- Anti-Oppression is inclusive of Race Relations, Anti-Racism
- Anti-Oppression elevates the other work we do

LDRRAC Representation

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| Cross Cultural Learning Centre | Thames Valley District School Board |
| LUSO Community Services | N’Amerind Friendship Centre |
| King’s University College | London Muslim Mosque |
| Western University | London Police Services |
| Women & Politics London | Pride London |
| United Way London Middlesex | Baha’i Community of London |