

**1ST REPORT OF THE**  
**DIVERSITY INCLUSION AND ANTI-OPPRESSION**  
**ADVISORY COMMITTEE**

Meeting held on October 20, 2016, commencing at 12:06 PM, in Committee Room #5, Second Floor, London City Hall.

**PRESENT:** S. Lewkowitz (Chair), C. Callander, F. Cassar, A. Hamza, Z. Hashmi, L. Hernandez, R. Hussain, S. Morrison, A. Sanchez and I. Silver and J. Martin (Secretary).

**ABSENT:** L. Osborne.

**ALSO PRESENT:** T. Allott, F. Andrighetti, C. Camillo, K. Graham, S. Honyust, K. Husain, S. Khan, K. Koltun, A. Prince and A. Thorne.

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**I. CALL TO ORDER**

1. Disclosures of Pecuniary Interest

That it BE NOTED that C. Callander declared a pecuniary interest in clause 7. b) having to do with the 2016 Diversity, Race Relations and Inclusivity Award by indicating that his name is included in a nomination.

**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

None.

**III. SCHEDULED ITEMS**

4. Interrupting Racism Effectively

That it BE NOTED that the Interrupting Racism Effectively training was deferred to the November meeting of the Diversity Inclusion and Anti-Oppression Advisory Committee as the presenter was unable to attend the meeting.

5. Community Diversity and Inclusion Strategy

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) received the ~~attached~~ presentation by K. Graham with respect to Community Diversity and Inclusion Strategy; it being noted that the DIAAC held a general discussion and will continue to work with Civic

Administration with respect to this matter.

#### **IV. SUB-COMMITTEES & WORKING GROUPS**

##### **6. Policy and Planning Sub-Committee**

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the minutes of the Policy and Planning Sub-Committee meeting held on October 6, 2016.

##### **7. Awards and Recognition Sub-Committee**

That the following actions be taken with respect to the 2016 Diversity, Race Relations and Inclusivity Award:

- a) the North East Community Conversations Group BE AWARDED the 2016 Diversity Race Relations and Inclusivity Award, in the Social Community Services: Small Category for their “North East Community Conversations Group” initiative (see attached nomination);
- b) the Pride London Festival BE AWARDED the 2016 Diversity Race Relations and Inclusivity Award, in the Social Community Services: Large Category for their “Pride London Festival” initiative (see attached nomination); and,
- c) Kings University College BE AWARDED the 2016 Diversity Race Relations and Inclusivity Award, in the Youth Category for their “Interfaith Peace Camp” (see attached-nomination);

it being noted that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the minutes of the Awards and Recognition Sub-Committee, from its meeting held on October 7, 2016.

##### **8. Education Sub-Committee**

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received a verbal update from S. Morrison on behalf of the Education Sub-Committee.

#### **V. CONSENT ITEMS**

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

That it BE NOTED that the 9th Report of the London Diversity and Race Relations Advisory Committee, from its meeting held on September 15, 2016, was received.

10. Municipal Council Resolution - 8th Report of the London Diversity and Race Relations Advisory Committee

That it BE NOTED that the Municipal Council resolution, from its meeting held on September 27, 2016, with respect to the 8th Report of the London Diversity and Race Relations Advisory Committee, was received.

## **VI. ITEMS FOR DISCUSSION**

11. Provincial Anti-Racism Consultation and Community Forum

That it BE NOTED that a verbal update from S. Lewkowitz with respect to the Provincial Anti-Racism Consultation and Community Forum, was received.

12. Anti Racism Pledge

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee held a general discussion with respect to the Anti-Racism Pledge being initiated by Teresa Armstrong, MPP, London Fanshawe.

13. Draft Coloured Crosswalk Policy

That the Municipal Council BE REQUESTED to consider the following recommendations with respect to the Draft Coloured Crosswalk Policy:

- a) the visual accessibility requirements of crosswalks; it being noted that the white stripes need to be incorporated into a crosswalk to ensure visible accessibility;
- b) reviewing the feasibility of future requests on a case by case basis; and,
- c) limiting the use of financial criteria as a means to restrict an application, to ensure requests are considered on merit, not financial means;

it being noted that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the staff report dated August 22, 2016, from the Managing Director, Environmental and Engineering Services and City Engineer with respect to this matter.

## **VII. DEFERRED MATTERS/ADDITIONAL BUSINESS**

14. Community Drug Strategy Update

None.

## 15. Community Police Group Update

None.

## 16. (ADDED) Carding Receipts

That the following actions be taken, with respect to Carding Receipts:

- a) the Mayor BE REQUESTED to publicly call on the London Police Board Services Board to permanently end the practice of street checks in London; it being noted that recently revised provincial regulations are not enough to address the systemic racism behind the practice; and,
- b) the Mayor BE REQUESTED to call on the London Police Services Board to ensure ongoing anti-racism and anti-oppression training across their organization, to be delivered by external trainers/facilitators;

it being noted that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from S. Morrison with respect to Carding Receipts and received the attached communication with respect to an Independent Police Oversight Review being held on November 16, 2016.

## 17. (ADDED) Canadian Multi-faith Federation - Creed Policy Training - November 3, 2016

That it BE NOTED that Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) approved expenditures of up to \$105.00 to cover registration fees for R. Hussain, S. Morrison and I. Silver to attend the training session on the Ontario Human Rights Commission Policy on Preventing Discrimination based on Creed, being held on November 3, 2016, at the Islamic Centre of Southwest Ontario; it being noted that the DIAAC has sufficient funds in its 2016 budget for this expenditure; it being further noted that the DIAAC received a communication from the Canadian Multi-faith Federation with respect to this matter.

## VIII. CONFIDENTIAL

*(See Confidential Appendix enclosed for Members only.)*

The Diversity, Inclusion and Anti-Oppression Advisory Committee convened in camera from 2:25 PM to 2:55 PM, after having passed a motion to do so, with respect to the following matters:

- C-1,C-2 Personal matters pertaining to identifiable individuals, including municipal employees, with respect to the 2016 Mayor's New Year's Honour List.

**IX. ADJOURNMENT**

The meeting adjourned at 2:57 PM.

**NEXT MEETING DATE: November 17, 2016**