



P.O. Box 5035
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London, ON
N6A 4L9

October 26, 2016

V. McAlea Major
Managing Director, Corporate Services and Chief Human Resources Officer

I hereby certify that the Municipal Council, at its meeting held on October 25, 2016 resolved:

5. That the following actions be taken with respect to the 9th Report of the London Diversity and Race Relations Advisory Committee from its meeting held on September 15, 2016:

- a) the following actions be taken with respect to the Pay Equity Report being developed by the Civic Administration:
 - i) the Civic Administration BE REQUESTED to attend a future meeting of the London Diversity and Race Relations Advisory Committee (LDRRAC) to provide a presentation and hold a discussion with respect to the process and practices that will be included in the pay equity report;
 - ii) the Civic Administration BE REQUESTED to investigate and report with respect to the intersectionality of race to gender, in pay equity; and,
 - iii) the Civic Administration BE REQUESTED to include the LDRRAC in the development of the Pay Equity Report and provide the draft report to the LDRRAC prior to submission to the Corporate Services Committee (and Municipal Council);

it being noted that the LDRRAC has a significant number of people available to assist and support the development of the above-noted report; and,

- b) clauses 1 to 10 BE RECEIVED. (5/13/CPSC)

C. Saunders
City Clerk
lk/

- cc. S. Khan, Specialist II, Organizational Development (Workplace Diversity & Inclusion)
Chair and Members, Diversity Inclusion and Anti-Oppression Advisory Committee