

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.

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



Community Diversity & Inclusion Strategy

A Discussion with the Diversity, Inclusion and Anti-Oppression Advisory Committee

October 20, 2016



Our Direction

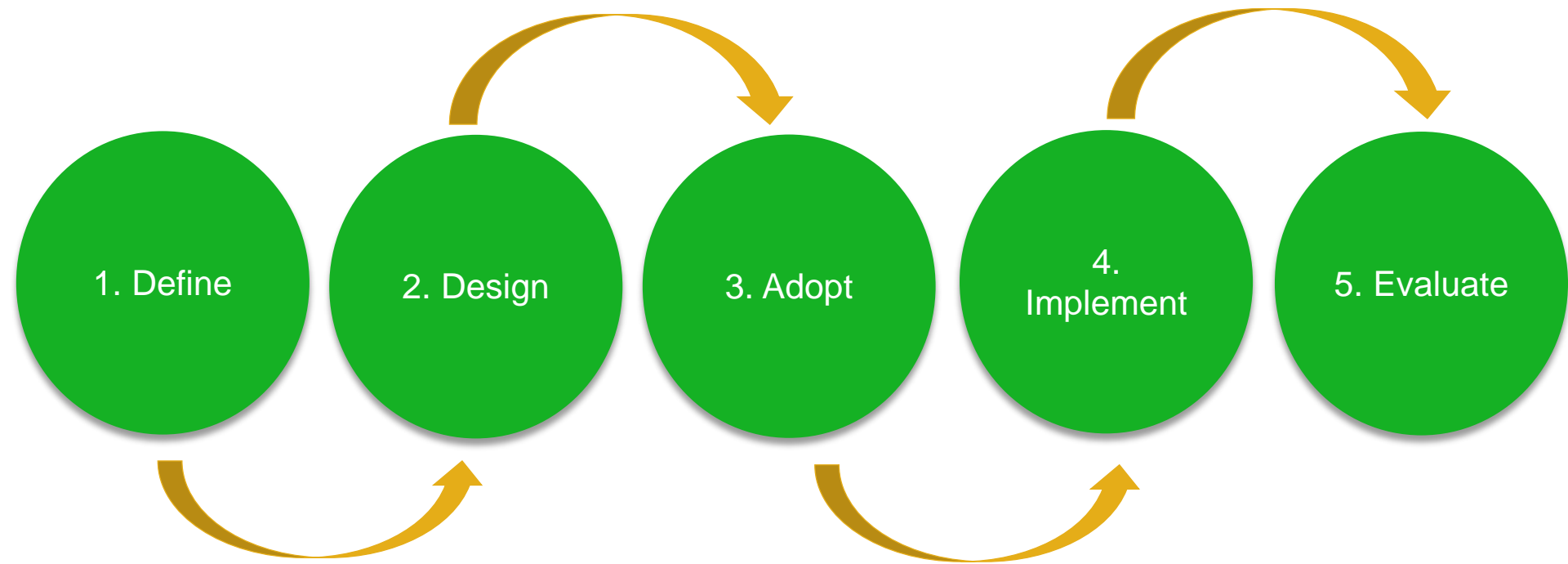
Council's *2015-2019 Strategic Plan* identifies a need to develop a **Community Diversity & Inclusion Strategy** as a way to build a “diverse, inclusive and welcoming community” by “supporting all Londoners to feel engaged and involved in our community.”

Supporting Inclusion

- Diversity, Inclusion & Anti-Oppression Advisory Committee
- Workplace Diversity and Inclusion
- Diverse Voices for Change Program
- Immigration Strategy
- London Middlesex Local Immigration Partnership
- Community Leadership (Pillar, LMIEC, and so many more)



Towards a Strategy



Towards a Strategy

1. Define

1. Define the Problem, Scope & Approach

- Examine current landscape of strategies / activities
- Review best practices in other communities
- Scan existing literature, reports and data
- Conversations and consultation with key stakeholders



Proposed Roles

Recommendation: Establish a Steering Committee to lead the development of the Community Diversity & Inclusion Strategy

Establish a Steering Committee with a one-year mandate to lead the development of the Community Diversity & Inclusion Strategy. This includes engaging the broader community.

Ideally, the Steering Committee would work closely with DIAAC (or a DIAAC sub-committee) and would include representation from DIAAC. The work of the Steering Committee will be supported by City staff.

The Steering Committee will meet monthly for a one year period.

Discussion Questions

To help inform the Steering Committee's work ...

- 1. What would success in a Community Diversity & Inclusion Strategy look like to you?**
- 2. How can the Community Diversity & Inclusion Strategy align, but not detract, from other related work (eg. Immigration Strategy, Anti-Racism Strategy)?**
- 3. Making London more diverse and inclusive will require a commitment from all Londoners. How can we ensure that everyone has an opportunity to be a part of this work?**



Thank You





London
CANADA

Diversity, Race Relations and Inclusivity Award Nomination Form

NOMINEE INFORMATION

Name of organization: NORTHEAST COMMUNITY CONVERSATIONS GROUP	
Business Address: c/o 10 Bellrock Crescent	
City: London	Postal code: N5V 4X3
Name(s) of contact people (including position titles): Jacqueline Fraser – Lead Organizer	
Business Telephone: 519-453-3198	Business Fax:
Business E-mail: necommunityconversations@gmail.com	
Category: (check one)	
<input type="checkbox"/> Small business/small labthe (49 or fewer employees/members)	
<input type="checkbox"/> Large business/large labthe (50 or more employees/members)	
<input checked="" type="checkbox"/> *Social/community services (including Not-for-Profits) (49 or fewer employees/members)	
<input type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members)	
<input type="checkbox"/> Youth/young adult groups or organizations (<26 years of age)	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

Program initiative:
<p>Program initiative:</p> <p>NECC was founded in the summer of 2012 when several residents of Northeast London, who are passionate about building and developing community pride and spirit through intellectual dialogue and conversation, decided that the time was right to start a "Community Conversations" group – an informal forum where like-minded residents could come together to dialogue and exchange perspectives, insights and information on broad-based topics that directly or indirectly impact the daily living, quality of life and lifestyle. Together, they agreed upon the following goals:</p> <ol style="list-style-type: none">1. To create a forum for Northeast London residents to respectfully be together, learn from each other and collaborate with each other.2. To provide residents with a venue to engage in philosophical discussions, shared new thinking, insights, cultural/social perspectives and creative, "out of the box" ideas in a safe, respectful, non-judgmental environment.3. To create opportunities for a "healthy debate" on hot or controversial topics, and to enable those who want to express their viewpoints and opinions to do so. It is hoped that through such discussions, fresh, feasible ideas for common neighborhood living improvements and enhancements can be identified or addressed.4. To find opportunities to engage residents in shared visions and shared projects that could potentially result in new initiatives and programs for the betterment of those living in Northeast London.5. To make the Northeast community a more vibrant, healthy, connected place in which to live and be a part of.

Date of implementation:

September 2012

Key department(s) or committees involved:

NECC Organizing Committee comprises about 8-10 volunteer grassroots leaders. Beacock Branch Library supports this community initiative by providing space and complimentary hot refreshments. In the past year, the Family Centre, Carling-Thames has also provided us with complimentary meeting space, colthe copying and hot refreshments for the sessions. The guest facilitators, who volunteer their time and energy, are usually individuals who work in the topic-related industry, and are well-experienced or experts on the community conversation topic matter.

Key people involved: Key people involved: The NECC Organizing Committee comprises:

1. Jacqueline Fraser – Lead Organizer

Description of initiative: Description of initiative:

- This grassroots initiative provides a safe venue for residents of NE London, and anyone who lives, works or plays in Northeast London. Community Conversation sessions are held once a month at a venue located in NE London.
- Everyone is welcome and there is no admission fee. Sometimes we have parents attending with young children and the volunteers help child mind their kids so that the parents can participate in the conversation.
- We pride theselves in being inclusive and diverse, in the thoughts, words and in the pre-selected topics and conversations.
- The Community Conversation session gives those who attend a platform from which they can share their personal stories, opinions and experiences, discuss issues and concerns, express cultural or ethnical ideas and thinking and even brainstorm on issues and solutions.
- Depending on the topic, guest facilitators are invited to help guide the conversation topic, share facts, figures and key information to form or shape opinions and critical thinking.
- Each session is conducted in an informal manner, where participants are seated usually in concentric circles to enctheage face to face dialogue, and where everyone can be seen and heard. Sometimes powerpoint presentations conducted and relevant handouts are given out.
- The organizers and/or facilitator(s) may start off the conversation topic, but it is the participants that shape the flow and depth of the conversation. Sometimes participants express their interests in follow up sessions being organized on the same topic, or on a more in-depth dialogue on specific points of the conversation topic, or to discuss actions that can be taken to address the issues at hand.
- It is an initiative put together by residents for residents of London, Ontario.

Participants are invited to stay connected through group email and/or Facebook. NECC does not have a website set up yet.

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?Northeast London prides itself in being a very vibrant, diverse, multicultural part of greater London. Its residents come from all walks of life,

are primarily from the working class, on disability or social assistance, aging seniors, and recent immigrants to Canada.

When first established, the Organizing Committee discussed and set as its primary objectives:

1. To provide residents with a venue and means to express their concerns, frustrations, viewpoints in relation to municipal, provincial, federal, social, philosophical, cultural, religious or general interest topics/matters that affect the quality of life and lifestyles of those living in Northeast London, and/or the City of London.
2. To provide an appropriate meeting space and time to enable residents and members of the London community to come together to:
 - a. network
 - b. meet new people
 - c. engage in new thinking, new ideas
 - d. find new opportunities to engage with others in shared visions and shared projects
 - e. expand their minds and horizons
3. To develop a set of rules for engagement, discussion, and debate to ensure a safe, respectful, non-judgmental environment.
4. To engage and appeal to residents and/or those with expertise in particular fields or topics, to participate in group discussions by sharing their wisdom, insight, time, energy and knowledge with others in the group.
5. To collaborate and work with other partner organizations in an effort to increase NELCE's community relationships.

In the first season of Community Conversations [September 2012-June 2013] we held 10 2-h sessions on a variety of pre-selected topics which demonstrate diversity, race relations and inclusivity. For example:

- Hidden Gems of Northeast London
- Do You Feel Safe in Your Community?
- Dispelling the Myths of Immigrants and Forcibly Displaced Persons [participants asked for 2 subsequent sessions on this topic:
 - A Nation of Immigrants: Crossing Cultures, Cultural Sensitivity & The Impact of Federal Policy Changes on Immigrants
 - The New Canadian Experience: Dealing with the Impact of Federal Policy Changes on Recent Canadian Immigrants [including a letter-writing campaign to protest against recent Federal Government changes to healthcare programs and services for immigrants]
- Bullying-Break The Silence - Stand Up! Speak Out! [Part II Conversation held in November 2013]
- Alternate Roads to Employment
- Home: The Movie
- Cultural Sharing: The Inside Scoop on India [The Inside Scoop on Latin America, November 2013]

The Other London: Managing on London's Austerity Budget [Participants have asked for a continuing dialogue on this topic – October 2013]. Recent initiatives have focussed on topics such as racism, and free speech, attracting large attendance and spirited conversations.

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?

Since the inception, the participant attendance has grown from 11 at the first session, to 100 at the most recent session. The participants bring to this initiative their diversity, ethnicity, social status and religious beliefs which makes the community conversations engaging. Several of the topics are “hard” topics to discuss but we have been sensitive in how the subject matter is presented, discussed and success or positive stories are always shared.

The Organizing Committee’s hope is that the initiative will continue to impact the community by changing stereotypes about the demographics, changing perceptions about the neighborhoods,

demonstrating that a multicultural community can live together in harmony while treating each other with mutual respect and tolerance, and encouraging critical thinking and individual intellectual growth.

What is the potential for expansion and/or inspiration for replication of the initiative? , NECC wants to continue and increase resident and community interest and participation at the monthly community conversations, engage and build new relationships with non-profit organizations and service providers who can help us facilitate the sessions, and look for ways to fundraise so that we can have some seed money to support this initiative in terms of administration costs [photocopying of posters, handbills, handouts, printing of administrative documents, refreshment and kitchen supplies] and costs associated with hosting a cultural sharing event. They would like to be able to host community conversations where the different stakeholders are present so that we can encourage a more well-rounded discussion.

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?

Receiving this award would be a great honour to the volunteers and reaffirm the Committee’s dedication and commitment to the goals and objectives. It will be a way for the volunteers who dedicate a lot of time, energy and passion towards producing a professional level grassroots initiative to be recognized and acknowledged for their efforts in promoting diversity, inclusivity, human and social justice, and racial tolerance amongst fellow residents and friends of the Northeast London community.

NOMINATOR INFORMATION

Name: Ian Silver

Address: 104-1500 Richmond Street

City: London

Postal code: N6G 4V1

Telephone: 519-858-9272

Fax:

E-mail: ian.silver@alumni.utoronto.ca

Signature:



Date:

Note: By signing this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by September 30 to:

London Diversity and Race Relations Advisory Committee
c/o Committee Secretary, City Clerk's Office
City of London
300 Dufferin Avenue, PO Box 5035
London, ON N6A 4L9

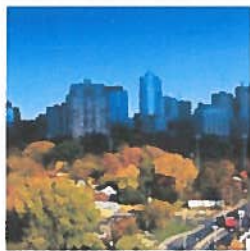
Phone: 519-661-2500 Ext. 5417

Fax: 519-661-4892

E-mail: jmartin@london.ca

NOTICE OF COLLECTION OF PERSONAL INFORMATION

Please be advised that all nominations submitted for the Diversity, Race Relations and Inclusivity Award become part of the public record. The nominations will be published on a public agenda and made available electronically through the City of London public internet website. The personal information collected on this form is collected under the authority of the Municipal Act 2001, as amended, and will be used to administer the Diversity, Race Relations and Inclusivity Award program. Questions about this collection should be addressed to the City Clerk at 300 Dufferin Avenue, London, Ontario N6A 4L9 Tel: 661-2500 Ext. 4937



Northeast Community Conversations Group-NECC

@NECCldn

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STORY

Founded in June 2012, NECC is a group of community leaders, and we strive to help build community participative community conversations, sharing and understanding, and involvement by engaging residents on matters affecting most of our

Our sessions are held monthly and all are welcome. FREE to participate. Venues change so please LIKE our posts, or follow us on

NECC's Steering Committee meets every year to brainstorm, discuss and plan for discussion. The topics range from matters such as London hot topics, education, social justice, immigration, and interests. We THINK GLOBALLY.

NECC is also proud to have started the Community Conversations Initiative (CCCI) - a unique grassroots organization that focuses on London's local ethnic demographics, to help promote understanding and appreciation of society today; and to cultivate relationships amongst Londoners through

Our NECC members and residents share their ethnic and cultural experiences in learning and exploring some of the norms of a country or area; help what individuals face as challenges; and an ethnic and cultural perspective between our differences and similarities.

We invite you to get involved in our Community Conversations. Share your expertise, knowledge, concerns, and learning from others. Meet people involved in your community; connect

- Christine Camley likes The Guardian's link.
- Donald Mull likes Waukegan Police Department.
- Jeremy Meyers likes BBC World Service's link.
- Alex VanNess likes Ben Packer's post.
- Israel Cosman likes Top Vines's post.

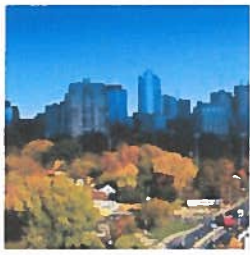
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- Mel SP
- Daniel Brownstone
- Mona Hill
- Eric Robinson
- Christine Camley
- Tracey Schaeffer
- Unca Marc Schaeffer
- Don Reid Sr.
- Peter Michael
- Deb-Daryl Toles
- Greg Duncan
- MORE CONTACTS (16)
- Adi Saputro

embrace new concepts and po
better human being!

To contact NECC, please email
necommunityconversations@q
or phone Jacqueline Fraser at

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UPCOMING EVENTS

Northeast Community Conversations Group-NECC does not have any upcoming events.

PAST EVENTS

- | | | |
|---|--|--|
| SEP 28 | FREEDOM OF SPEECH & POLITICAL CORRECTNESS I... | Beacock Library
London |
| Wed 18:30 · by Northeast Community Conversations Group-NECC | | |
| JUN 9 | I Don't See Colour, Eh! - The Realities of Racism in London... | Beacock Branch Library, 1280 ... |
| Thurs 18:00 · by Northeast Community Conversations Group-NECC | | |
| MAY 30 | Accessibility & Disability-Part Two | North London Optimist Comm ...
London |
| Mon 18:00 · by Northeast Community Conversations Group-NECC | | |
| MAY 25 | THINKING TRANSPORTATION OUTSIDE THE BOX - Ra... | Beacock Branch Library, 1280 ... |
| Wed 18:00 · by Northeast Community Conversations Group-NECC | | |
| APR 19 | Exploring Diverse Issues & Experiences Among People of ... | North London Optimist Comm ...
London |
| Tues 18:30 · by Northeast Community Conversations Group-NECC | | |
| JAN 28 | WHERE DO WE GO FROM HERE? Evolving Out Of Para... | North London Optimist Comm ...
London |
| Thurs 18:30 · by Northeast Community Conversations Group-NECC | | |
| DEC 3 | ACCESSIBILITY & DISABILITY: INCLUSION FOR ALL | Beacock Library
London |
| Thurs 18:00 · by Northeast Community Conversations Group-NECC | | |
| SEP 21 | CHANGING EDUCATION PARADIGMS, PART 2: STUDE... | North London Optimist Comm ...
London |
| Mon 18:30 · by Northeast Community Conversations Group-NECC | | |
| MAR 23 | THE MANY FACES OF POVERTY-PART 2 | The Salvation Army Hillcrest C ... |
| Mon 18:30 · by Northeast Community Conversations Group-NECC | | |
| MAR 12 | FIVE GENERATIONS, ONE FUTURE: Exploring Intergene... | Beacock Branch Library, 1280 ... |
| Thurs 18:00 · by Northeast Community Conversations Group-NECC | | |
| OCT 16 | THE RIGHT TO VOTE - The Forgotten Citizen Right | Beacock Library
London |
| Thurs 18:30 · by Northeast Community Conversations Group-NECC | | |



Christine Camley likes The Guardian's link.



Donald Mull likes Waukeg Police Department.



Jeremy Meyers likes BBC World Service's link.



Alex VanNess likes Ben Packer's post.



Israel Cosman likes Top Vines's post.

Show Older



Mel SP



Daniel Brownstone



Cannon Hawke



Mona Hill



Eric Robinson



Christine Camley



Tracey Schaeffer



Sandy Cooper



Unca Marc Schaeffer



Don Reid Sr.



Peter Michael



MORE CONTACTS (18)



Adi Saputro

SEP 11	THE GOLDEN YEARS: ARE THEY REALLY GOLDEN? Thurs 14:00 · by Northeast Community Conversations Group-NECC	North London Optimist Centre London
MAY 10	The Inside Scoop On: Middle Eastern Cultures Sat 13:00 · by Northeast Community Conversations Group-NECC	Gynnasium, Northbrae Public
APR 23	FOOD SECURITY AND URBAN GARDENING IN LONDO... 23 April 2014–24 April 2014 · by Northeast Community Conversations Gr	Rowntree United Church, Ellio
MAR 22	The Spirit of Social Change: Youth, Spirituality & Social Action Sat 12:00 · by Northeast Community Conversations Group-NECC	Beacock Library London
FEB 26	BLACKS in HISTORY - A Community Conversation Wed 18:30 · by Northeast Community Conversations Group-NECC	Beacock Library London
JAN 20	Today's Youth: The Millenial Generation Mon 18:30 · by Northeast Community Conversations Group-NECC	Family Centre Carling-Thames
NOV 20	Bullying: Break the Silence ~ Stand Up! Speak Out! Wed 18:30 · by Northeast Community Conversations Group-NECC	Beacock Library London
NOV 9	Cultural Sharing: The Inside Scoop on Latin America Sat 16:00 · by Northeast Community Conversations Group-NECC	The Salvation Army Hillcrest C...
OCT 30	THINK LONDON: Dealing with the Impact of London's Aust... Wed 18:30 · by Northeast Community Conversations Group-NECC	Beacock Library London
SEP 17	Impact of London's Austerity Budget Tues 18:30 · by Northeast Community Conversations Group-NECC	Beacock Library London
JUN 24	The "New Canadian" Experience Mon 18:30 · by Northeast Community Conversations Group-NECC	
MAY 13	ALTERNATE ROADS TO EMPLOYMENT ~ SOCIAL ENT... Mon 18:30 · by Northeast Community Conversations Group-NECC	
MAR 18	Crossing Cultures, Cultural Sensitivity & The Impact of Fed... Mon 18:30 · by Northeast Community Conversations Group-NECC	
FEB 25	The Inside Scoop on India Mon 18:30 · by Northeast Community Conversations Group-NECC	
DEC 18	Do you feel SAFE in our community? Tues 19:00 · by Northeast Community Conversations Group-NECC	Beacock Library London
NOV 20	HOME: Economic and Environmental Sustainability Tues 18:30 · by Northeast Community Conversations Group-NECC	Beacock Library London
OCT 16	What's Unique About North East London? Tues 19:00 · by Northeast Community Conversations Group-NECC	Beacock Library London
SEP 18	Session #1 What's It All About? Why Now? Tues 18:30 · by Northeast Community Conversations Group-NECC	Beacock Library London

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Diversity, Race Relations and Inclusivity Award Nomination Form

NOMINEE INFORMATION

Name of organization: Pride London Festival	
Business Address: 30-186 King Street	
City: London	Postal code: N6A 1C7
Name(s) of contact people (including position titles): Andrew Rosser, President	
Business Telephone: 519.860.2676	Business Fax:
Business E-mail: andrewrosser@rogers.com	
Category: (check one) <input type="checkbox"/> Small business/small labour (49 or fewer employees/members) <input type="checkbox"/> Large business/large labour (50 or more employees/members) <input type="checkbox"/> Social/community services (including Not-for-Profits) (49 or fewer employees/members) <input type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members) <input type="checkbox"/> Youth/young adult groups or organizations (<26 years of age)	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

Program initiative: Pride London Festival
Date of implementation: July 14-24, 2016
Key department(s) or committees involved: Pride London Festival Board
Key people involved: <ul style="list-style-type: none">• Andrew Rosser, President• Chad Callendar, Vice-President• Martin Withenshaw, Treasurer & Past President• Ernest Eddy, Director• Jennifer Wenn, Director• Leanne Powell, Secretary
Description of initiative: <p>The Pride London Festival's mission is: To provide an annual opportunity to generate celebratory, cultural, artistic & educational events which affirm the lives of lesbian, gay, bisexual, transsexual, transgender, two-spirited people & our allies through activities which promote unity, inclusion, & awareness of sexual & gender diversity.</p> <p>The 11 day festival includes many events throughout the community which promote equity and acceptance, with a particular focus on the LGBT+ communities. Many events seek to be inclusive beyond the LGBT+ community, integrating various dimensions of diversity and reaching out to allies. Events included:</p>

- Ally Blood Donor Day
- Pride Night With the London Majors
- Pride Comedy Night at Yuk Yuks
- Pride Colour Party: Celebrating Women's Pride
- London Middlesex Roller Derby's Pride Bout
- Pride London Festival Awards Ceremony
- Pride Picnic
- Pride Church Service
- CHRW's All Gay, All Day radio broadcast
- Pride Film Night
- Pangaea show at the Palace Theatre
- Pride Speaker's Night
- Our Pride Place
- Pride Open Mic Night
- CAMEO All Ages Dance
- Pride Men's Chorus London
- Pride Karaoke
- Victoria Park Bandshell shows and Outdoor Festival
- London Pride Cup Hockey Tournament
- Pride Spotlight Party
- All Faiths Spiritual Service
- Pride Parade
- Official Pride Closing Party

Further details on the London Pride Festival can be found online at Pridelondon.ca or in the attached Pride Guide. While Festival has occurred many years and the Parade for 22 years, 2016 has been a banner year for the Board. The Festival and Parade have gained tremendous traction, positive attention and recognition as a legitimate cultural festival in London.

In addition to the array of Festival events orchestrated this year, Pride London Festival was thrilled to host the 2016 Fierté Canada Pride and InterPride Region 7 Conference and AGM. This brought together Pride organizers from across the country to network, learn and share experiences. Premiere Kathleen Wynne delivered the keynote address, assisting the event and this group to gain much positive attention for our City.

The Pride London Festival Board stepped up in a responsive way in the wake of the Orlando massacre, helping to organize and host a candle light vigil attended by so many that it required video broadcast outside the host location.

Further, the Pride London Festival Board was instrumental in assisting with creation of London's rainbow crosswalks.

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?

The Pride London Festival garners attention from across Canada, as well as the Pride London Festival other activities including Fierté Canada Pride conference, identifying London as a welcoming city for residents and many visitors. The establishment of rainbow crosswalks has

gained attention across North America and is a true symbol of welcome and belonging for members of the LGBT+ community.

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?

Short-term, people from the LGBT+ community, their allies and others from traditionally marginalized groups can enjoy the Festival, feel welcome and pride to celebrate their whole selves. Long-term, the breadth of the Festival and off-shoot activities, relations with community stakeholders and City officials, establishes London as a welcoming community.

What is the potential for expansion and/or inspiration for replication of the initiative?

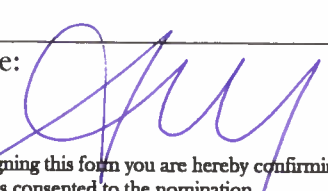
The Pride London Festival is constantly growing each year and the Board is focused to ensure they are meeting the needs of the community. They have sights set on expanding to groups that are represented across the full LGBT+ spectrum. Women, transgender, youth and others have events and will continue to have events specifically for their demographic. The Pride London Festival is not simply a celebration but a chance for education in our community.

Additionally, the Board wants to bring in a variety of rural LGBT communities in the coming year as a goal. Education about trans & other gender identities are still also very much a focus.

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?

Receiving this Award would reinforce and validate the efforts of the massive volunteer base required for the London Pride Festival and its off-shoot activities. It would hopefully encourage others to come forward as volunteers and encourage further participation at events.

NOMINATOR INFORMATION

Name: Aidan Prince	
Address: c/o London City Hall 300 Dufferin Ave	
City:	Postal code:
Telephone: 519-661-2500 ext. 2789	Fax:
E-mail: aprince@London.ca	Signature: 
Date: October 5, 2016	Note: By signing this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by September 30 to:

London Diversity and Race Relations Advisory Committee
c/o Committee Secretary, City Clerk's Office
City of London

300 Dufferin Avenue, PO Box 5035
London, ON N6A 4L9

Phone: 519-661-2500 Ext. 5417

Fax: 519-661-4892

E-mail: jmartin@london.ca

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Diversity, Race Relations and Inclusivity Award Nomination Form

L-6001
C.A.A.A.

NOMINEE INFORMATION

Name of organization: King's University College	
Business Address: 266 Epworth Avenue	
City: London	Postal code: N6A 2M3
Name(s) of contact people (including position titles): Maija Wilson, Minister to Youth at Office of Campus Ministry / Christ the King University Parish	
Business Telephone: (519) 963-1477 ext	Business Fax:
Business E-mail: maija.wilson@kings.uwo.ca	
Category: (check one)	
<input type="checkbox"/> Small business/small labour (49 or fewer employees/members)	
<input type="checkbox"/> Large business/large labour (50 or more employees/members)	
<input type="checkbox"/> Social/community services (including Not-for-Profits) (49 or fewer employees/members)	
<input type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members)	
<u>XYouth/young adult groups or organizations (<26 years of age)</u>	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

Program initiative: London Interfaith Peace Camp
Date of implementation: August, 2013
Key department(s) or committees involved: King's University College; Al-Mahdi Islamic Community Centre; Temple Israel; Or Shalom Synagogue; Christ the King University Parish; Anglican Church of Canada; Valleyview Mennonite Church
Key people involved: Rabbi Debra Dressler; Rabbi Catharine Clark; Maija Wilson; Mayssa El-Sayegh, project coordinator at the Islamic Centre of Southwestern Ontario (many others)
Description of initiative: The London Interfaith Peace Camp (LIPC), is a collaborative community project that encourages understanding and cooperation among Jewish, Christian, and Muslim faith groups. Rooted in the shared values of these Abrahamic traditions, the LIPC is a week-long day camp offered to students in grades 1 through 8. Through this day camp experience, the campers and the staff build friendships and understanding with peers from other local Abrahamic faith traditions. The informal social setting of a camp, combined with intentional presentations about Judaism, Christianity, and Islam, teach enduring lessons about building peace across all three Abrahamic faith traditions
How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? "Bringing a message of peace-making to our campers, teenage leaders, and their families has been a powerful experience. Learning about each other's faiths, and recognizing our shared values has fostered enduring understanding and friendships among groups who rarely have the opportunity to learn from each other. We truly believe in the power of sincere dialogue and shared experiences to bring peace and justice to our world," says co-host Rabbi Debra Dressler. As Mennonite pastor Charleen Jongejan Harder says, "I want my child to say, 'I am a Christian in this diverse world and it's OK to be Christian, and it's wonderful what the Jewish and Muslim faiths have to offer.' I want my child to be articulate and literate and respectful and loving of other faiths." There is a video of the camp :- http://tinyurl.com/shalomsalampeace


What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? From the *London Free Press*, August 21, 2014:- "Rabbi Debra Stahlberg Dressler of the Temple Israel, one of the head organizers of the camp, said international conflicts involving faith make the values at camp that much more essential. "Situations across the world are a bit of an abstraction when dealing with each other face-to-face; getting to know each other as people first is really necessary," she said. "It's part of why we want to do this. So that when life gets complicated, we have these friendships, understanding and trust."

What is the potential for expansion and/or inspiration for replication of the initiative? The program has grown from 30 to 60 children, with 17 teenage counsellors, and is based on a similarly modelled Peace Camp in Virginia hosted by Eastern Mennonite University. As more faith groups become involved, the program will continue to expand.

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?

The award reinforces London's status as a welcoming city, wherein all faiths co-operate in an atmosphere of mutual respect and understanding, while accepting differences.

NOMINATOR INFORMATION

Name: Ian Silver	
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City: London	Postal code: N6G 4V8
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E-mail: ian.silver@alumni.utoronto.ca	Signature:
Date: 2016-09-28	 Note: By signing this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by September 30 to:

London Diversity and Race Relations Advisory
 Committee c/o Committee Secretary, City Clerk's Office
 City of London
 300 Dufferin Avenue, PO Box
 5035 London, ON N6A 4L9

Phone: 519-661-2500 Ext. 5417
 Fax: 519-661-4892
 E-mail: jmartin@london.ca

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**London Interfaith Peace
Camp
King's University College**

**August 15-19, 2016
9:00 am - 4:00 pm**

The London Interfaith Peace Camp (LIPC), is a week-long day camp offered to students in grades 1 through 8, and teen counselors grades 9 to 12. Through this day camp experience, the campers and the staff build friendships and understanding with peers from other local Abrahamic faith traditions. Central to the camp are visits to local synagogues, mosques and churches to enhance learning in authentic settings. The central camp program and site visits combine to engage participants in projects such as: large and small group work, cultural art, theater and music, healthy food and recreational activities, service learning projects, and an evening family potluck featuring food from each camper's cultural heritage. The informal social setting of a camp, combined with intentional presentations about Judaism, Christianity, and Islam, teach enduring lessons about building peace across all three Abrahamic faith traditions.



Monday to Friday, 9:00 am to 4:00 pm

(we begin and end each day at King's, 266 Epworth Avenue)

Family Pot-Luck Dinner, Thursday August 18, 6:00 pm

Cost: \$50 (Lunches are provided)

For more information, or to register students and counselors, [click here.](#)



Interfaith Peace Camp helps bridge the religious divide

Erica Howes

Our London | Aug 21, 2014

Christian, Jewish and Muslim children came together at King's University College last week, spending five days learning about how the three Abrahamic faiths aren't all that different.

"It's important they learn about other faiths before prejudices are allowed to settle in," said Valleyview Mennonite Church Pastor Charlene Jongejan Harder. "Now they know a rabbi, minister and imam, and it allows them to be an expert among their peers."

The five-day Interfaith Peace Camp was designed for children entering Grades 1 to 8. Campers travelled to a mosque, temple and church to learn about the traditions of each faith. Harder said they had 33 campers and 14 councillors, more on both counts than a similar camp last year.

The idea for the camp came from a similarly modelled Peace Camp in Virginia hosted by Eastern Mennonite University. Harder said the community at her church had connections to the Virginia camp and with local support from the other Abrahamic faith groups, they decided to try it out in London last year.

With support and inspiration from Virginia's camp, Harder said this is just the beginning for London.

"We're hoping to build on the momentum we have right now. Each year we learn a lot more about how to run a camp, how to make it run more smooth and efficient," she said.

Mayssa El-Sayegh, project coordinator at the Islamic Centre of Southwestern Ontario, helped organize events at the camp and agreed there was a lot of enthusiasm for learning last week.

El-Sayegh said the children were amazed learning about the similarities Christianity, Judaism and Islam share. For instance, she explained the children learned that one Mennonite prayer means the same in the Muslim faith, just in a different language.

Although they did not directly discuss the conflict in Gaza, El-Sayegh said it is meaningful that all three faiths came together here at the same time.

"It was wonderful to think, while everything is going on over there, we are still able to bring our children together in harmony and peace," she said.

Rabbi Debra Stahlberg Dressler of the Temple Israel, one of the head organizers of the camp, said international conflicts involving faith make the values at camp that much more essential.

"Situations across the world are a bit of an abstraction when dealing with each other face-to-face; getting to know each other as people first is really necessary," she said. "It's part of why we want to do this. So that when life gets complicated, we have these friendships, understanding and trust."

Dressler's daughter, Casey Wright, was a second-time staff member this year who helped with the kids. At 21, Wright said she also learns something new every year about other faith groups. But it's the campers, she said, who are the most curious.

"They'll ask anything," she said. "They'll ask straight up, do you believe in Jesus? Do you believe in Mohammed? It's good because it's an open space where they can ask questions that they may not have anyone else to ask especially with other kids their age."

It's the friendships that form out of this open space that Dressler said is the main thing she hopes the kids take away from camp.

"They have the experience of knowing and becoming friends with someone who is Christian, Jewish and Muslim and felt welcome at different places of worship," Dressler said. "Then they remember that we have much more in common than we have different."



Elementary school-aged children learned about the three Abrahamic faiths through camp games and activities at the Interfaith Peace Camp at King's University College recently.

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Shalom, salam, peace

BY DIANA SWIFT ON AUGUST, 08 2016

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Campers and counsellors give the victory sign at the 2015 session of the London Interfaith Peace Camp. Shown at the rear are the organizers: Sister Shahin Pardhan (left); Rabbi Deborah Dressler (right); Pastor Charlene Jongejan Harder (far right). Credit: Sukeina Bhimji

What happens when Jewish, Muslim and Christian kids attend an interfaith summer camp together?

Yes, the campers at the London Interfaith Peace Camp learn about the moral and spiritual values shared by practitioners of the three Abrahamic religions—"the People of the Book," as they are known in Islam. But, perhaps more important, they learn to empathize and co-operate with adherents of all three creeds long before prejudice sets in. The seeds of a chance for more harmonious future are sown in their young minds.

"At the most basic level, they make friends with children of the other faiths. And there is interface and dialogue that promote peace and solidarity," said Natalie Hleba, camp director, who serves as a Roman Catholic lay minister to youth at Western University's Office of Campus Ministry at King's University

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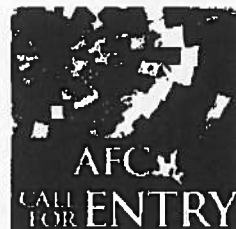


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College in London, Ont. This personal contact can offset biased and negative stereotypes they may see in the media in the context of political strife. "At the end of camp, when they hear about people of these faiths in the news, they can think of a friend and see the person rather than the public perception," Hleba said.

Now in its fourth year, the week-long \$50-per-session camp attracts ever-increasing numbers of children entering Grades 1 to 8, and even has a waiting list. For the 2016 session, August 15-19, the campers included 29 Christians, 21 Muslims and five Jews. In addition, there were 16 interfaith teen volunteers and three adult co-ordinators: Sister Shahin Pardhan of the Al-Mahdi Islamic Community Centre, Rabbi Deborah Dressler of London's Temple Israel and Pastor Charlene Jongejan Harder of Valleyview Mennonite Church.

The peace camp, in fact, has Mennonite roots: it's modelled on a successful U.S. initiative launched by the Center for Interfaith Engagement at Eastern Mennonite University in Virginia's Shenandoah Valley. This year, the London session is being sponsored by the Centre for Jewish-Catholic-Muslim Learning at King's.

The children enjoy the usual social life and outdoor activities of summer camp, but also spend time going beneath the surface of the Abrahamic religions to discover both their common core and the idiosyncratic beauty of each. They learn to build on these for harmony and co-operation, and little could arguably be more essential in a world of conflicts often fought along religious divides. They meet an imam, a minister and a rabbi, and are free to question each other about their beliefs.

"We are all looking to create a peaceful world for future generations," said Sukeina Bhimji, a Burundi-born Muslim filmmaker who made the compelling documentary *Shalom, Salam, Peace* about the 2015 session. "This camp addresses the questions the kids have and discusses interfaith differences in a fun way," she said. "It was beautiful to capture the children at the moment when the counsellors explain what is happening. And the counsellors are so passionate about what they're doing."

One of the most interesting learning exercises relates to Scripture and the common teachings in the sacred books of all three faiths. "The rabbi put up passages from the Torah, the Bible and the Qu'ran, and asked the kids to identify which book they came from," said Pardhan. "They can't tell which comes from which. Each passage contained verses about love and respect for one another, common themes across all faith groups."

Her twin sons, Khaleel and Qasim, now age eight, have attended the camp for the past three years. Asked if they enjoyed learning about other faiths and were looking forward to this year's session, the duo simultaneously responded with a resounding, "Yeah!"

Hands-on fun at the 2015 London Interfaith Peace Camp. Photo: Sukeina Bhimji

The campers also visit mosques, churches and synagogues. "For many of them, it's the first time they've been inside the place of worship of another faith," Pardhan said. Back at the centre, the educational program emphasizes shared beliefs, such as one transcendent deity, as well as common religious observance—for example, similarities in dietary laws in Judaism and Islam, and the practice of covering one's head when entering a synagogue or mosque.

The sessions focus on religious similarities young campers kids can easily relate to. "When kids ask why they have to remove their shoes at the mosque, we explain that Moses was asked to remove his sandals when he went to speak to God at the burning bush," explained Pardhan.

Many Christian children are surprised to learn of the important roles played by Jesus and Mary in Islam. "When I share with them that the name of Jesus is mentioned in the Qu'ran more often than the name of Muhammad—25 times versus four times—they are shocked," said Pardhan. And an entire chapter of the Qu'ran is devoted to Mariam, the Arabic name for Jesus' mother, Mary—and a model for understanding why some Muslim women cover their heads in public. "Mary is treated with high

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esteem in Islam, and when Muslim women wear the hijab, they are trying to emulate her modesty and chastity," Pardhan said.

Each year, parents and counsellors have a festive potluck supper at a mosque. "It's wonderful to see adults of different faiths mingling together and learning from one another," said Pardhan. And each year, there are requests to launch a peace camp for adults.

The benefits of the camp are quickly spreading by word of mouth, and the organizers are gearing up to accommodate more and more campers. "Word is quickly getting out to the wider community," said Hleba.

As the camp grows, the organizers hope it will become an even stronger beacon for

interfaith understanding and a robust emblem of Canada's tolerance and religious diversity.

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