

# Community Diversity & Inclusion Strategy

Community & Protective Services Committee  
November 15, 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."

## Our Direction

Council provided further direction in March 2016: "development and implementation of a **local diversity and inclusion plan** through the implementation of a Steering Committee modelled after the Community Economic Road Map, with the goal of bringing back a final report by early 2017."

## Since then . . .

- ✓ Discussions with community stakeholders (May & June 2016)
- ✓ Research on best practices in other cities (July & August 2016)
- ✓ Review of existing work (July & August 2016)
- ✓ SLT Presentation on Proposed Approach (August 2016)
- ✓ Conversations with DIAAC (August & October 2016)



## DIAAC & Stakeholder Input

- The City of London should play a leadership role in developing CDIS, but in a way which empowers the voices of others ("the answers are not inside City Hall") and should include extensive opportunities for community input;
- CDIS should build upon existing work, and not duplicate or create confusion with other related activities, programs and strategies; and
- CDIS should include both general strategies towards diversity and inclusion, and recognize strategies which may only apply to specific groups or perspectives (eg. racialized communities; LGBT+).

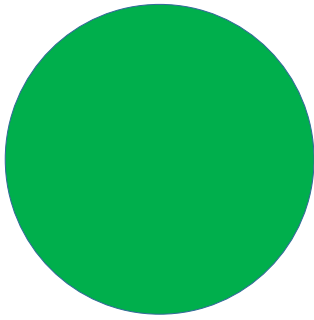
## Recommended Approach

Based on Council direction and stakeholder input, the CDIS will be a document which articulates:

1. A vision for London as a as a diverse and inclusive community;
2. A commitment which the City of London, Londoners and London organizations can make together towards achieving the vision;
3. Strategies to advance inclusion and diversity in London, as well as strategies to address barriers faced by specific groups.

The Strategy will be finalized by May 2017.

## Recommended Approach



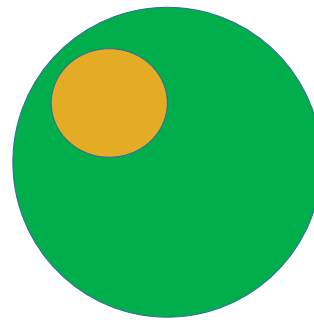
### Diversity & Inclusion Champions

A large team of individuals, recruited through an open call, who will develop the Community Diversity & Inclusion Strategy and lead a broader engagement process

Meets three times (January, March and April 2017)



## Recommended Approach



### Steering Committee

A small team responsible for leading the Community Diversity & Inclusion Strategy process; meets monthly from December 2016 to May 2017

Includes representatives from DIAAC and 4-5 people selected through an open call for volunteers



## Process



## Next Steps

- Post information about CDIS on City website and issue call for volunteers (November 23, 2016)
- Select Steering Committee & Champions (by December 16, 2016)
- First Steering Committee & Champions meetings (January 2017)



# Thank You

