

**2ND REPORT OF THE**  
**DIVERSITY INCLUSION AND ANTI-OPPRESSION**  
**ADVISORY COMMITTEE**

Meeting held on November 17, 2016, commencing at 12:04 PM, in Committee Room #5, Second Floor, London City Hall.

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

**ABSENT:** C. Callander, A. Hamza and R. Hussain.

**ALSO PRESENT:** F. Andrighetti, C. Camillo, K. Graham, S. Honyust, K. Husain, S. Khan, K. Koltun and T. Wall.

---

**I. CALL TO ORDER**

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

**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 Diversity Inclusion and Anti-Oppression Advisory Committee Diversity (DIAAC) participated in the third, of four, Diversity Training sessions, presented by M. Cox, Canadian Labour Congress; it being noted the DIAAC received the attached communications with respect to this matter.

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

5. Policy and Planning Sub-Committee

None.

#### 6. Awards and Recognition Sub-Committee

That it BE 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 November 7, 2016.

#### 7. 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 with respect to outstanding items the sub-committee is currently working on.

#### 8. Community Diversity and Inclusion Strategy Update

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received a verbal update from K. Graham, Director, Community and Economic Innovation and a staff report dated November 15, 2016, from the City Manager, with respect to an update on the Community Diversity and Inclusion Strategy; it being noted that the DIAAC approved that a letter be sent from the Chair advising Municipal Council that the DIAAC does not support reducing the timelines to complete the strategy.

#### 9. Community Drug Strategy Update

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received a verbal update from S. Morrison with respect to the Community Drug Strategy.

#### 10. Community Police Group Update

None.

### **V. CONSENT ITEMS**

#### 11. 1st Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 1st Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on October 20, 2016, was received.

#### 12. Municipal Council Resolution - Terms of Reference

That it BE NOTED that the Municipal Council resolution, from its meeting held on November 8, 2016, with respect to proposed amendments to the Diversity, Inclusion and Anti-Oppression Advisory Committee Terms of Reference, was received.

13. Municipal Council Resolution - 9th Report of the London Diversity and Race Relations Advisory Committee

That it BE NOTED that the Municipal Council resolution, from its meeting held on October 25, 2016, with respect to the 9th Report of the London Diversity and Race Relations Advisory Committee, was received.

**VI. ITEMS FOR DISCUSSION**

14. Community Forum on Racism Part 2

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) held a general discussion with respect to a request from the CBC to partner in community engagement events as a Part 2 of the Community Forum on Racism: it being noted that the DIAAC deferred a decision to participate, until additional information is received.

**VII. DEFERRED MATTERS/ADDITIONAL BUSINESS**

15. Creating Inclusive and Equitable Cities

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received a communication dated November 4, 2016, from the Secretary General, United Nations Educational, Scientific and Cultural Organization (UNESCO) with respect to a new publication entitled Creating Inclusive and Equitable Cities.

16. June Callwood Outstanding Achievement Award for Voluntarism in Ontario

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received a communication dated October 2016, from L. Albanese, Minister, Citizenship and Immigration with respect to the June Callwood Outstanding Achievement Award for Voluntarism in Ontario.

**VIII. ADJOURNMENT**

The meeting adjourned at 1:46 PM.

**NEXT MEETING DATE: December 15, 2016**

## Interrupting Oppression: A Technique

**H** Halt what's going on: "Wait!" "Hold on!" "Excuse me." "Whoa."

**O** Own your feelings: "I'm really uncomfortable with what just happened." "I'm really uncomfortable with something you just said." "I'm really uncomfortable with what's going on here." "I was really uncomfortable about the conversation we had yesterday."

**N** Name the action as accurately as possible. (Do not put ANY interpretation on it yet. There is a slim chance that you heard it wrong. This step gives them an opportunity to correct your facts.) "You just referred to those kids as "thugs." "You just said that you think a woman's shirt attributed to her being a victim of sexual assault."

**D** Describe your objection: "those young boys are just a group of kids hanging out. They happen to be black. Calling them "thugs" is a hurtful stereotype about black men and boys. It deems black men and boys as criminal and contributes to systemic racism in the justice system and black peoples' interaction with law enforcement." "To say that women are to blame for being victims of violent assaults such as sexual assault because of how their clothing looks on them, or because of their anatomy is victim blaming and hurtful. It is also sexist. Women should not have to cover their bodies to be protected from assault."

**A** Accountability: "I appreciate your apology. Thank you. I hope you consider this conversation when you make future observations of children of colour" "I am uncomfortable that you are choosing to defend your use of that expression. I will need to..." (Consider the individuals role, their impact when making racist assumptions and take appropriate steps for further action. Interpersonally, further actions may not be so easy. Consider your relationships closely). "This still feels unresolved for me. Blaming a young woman for wearing what you believe to be a revealing shirt is no reason to experience sexual violence." "I don't accept that this is ok. Victim blaming is sexist and harmful."

The concept of HONDA was adopted from a handout created by Carolyn Gage, a lesbian feminist playwright, performer, director, and activist.

# Circles of Oppression

