

**9th REPORT OF THE**  
**LONDON DIVERSITY & RACE RELATIONS**  
**ADVISORY COMMITTEE**

Meeting held on September 15, 2010, commencing at 12:03 p.m.

PRESENT: M. Edwards (Chair), N. Buteau, Z. Elijah, S. Kassam, I. Silver and J. Martin (Secretary).

ALSO PRESENT: R. Howse, K. Husain, C. Lord, K. McManus, D. Stolarski, T. Tomchick-Condon and U. Troughton and C. Keller.

REGRETS: P. Shanahan, M. Singeris and L. Kowalchuk.

**I YOUR COMMITTEE REPORTS:**

Advisory  
Committee  
Review

1. That the London Diversity & Race Relations Advisory Committee (LDRRAC) heard a verbal update, with respect to the Advisory Committee Review, from the Committee Secretary on behalf of the City Clerk. The LDRRAC asked its Committee Secretary to provide them with the current LDRRAC Terms of Reference for review and the members were asked to provide all comments to the Committee Secretary for submission to the City Clerk, by its next meeting.

Community  
Updates

2. That the London Diversity & Race Relations Advisory Committee was advised of the following community updates and events by its members:

- (a) the annual Council for London Seniors Multi-Cultural Picnic was a success;
- (b) the Association Canadienne-Française de l'Ontario, (L'ACFO) Annual General Meeting;
- (c) the 17th Annual Empowerment & Action Day;
- (d) the Take the Pledge – The Pledge to End Bullying event;
- (e) the United Way Harvest Lunch;
- (f) Black History Month 2012;
- (g) the Polish Festival; and,
- (h) Doors Open.

Education  
Sub-  
Committee

3. (B,6) That the London Diversity & Race Relations Advisory Committee (LDRRAC) heard a verbal presentation and received the attached reports from B. Howse, Chair, Education Sub-Committee, with respect to the “Breakfast with LDRRAC”; it being noted the LDRRAC asked its Committee Secretary to:

- (a) reserve the City Hall cafeteria for Wednesday, October 26, 2011 and Thursday, November 10, 2011 from 7:30 to 9:30 am; and,
- (b) invite Jeff Fielding, CAO, Jeff Tudhope, Specialist One, Labour Relations, Human Resources, City Councillors and up to an additional 7 city staff to each breakfast.

Policy &  
Planning  
Sub-  
Committee

4. (C) That the London Diversity & Race Relations Advisory Committee (LDRRAC) heard a verbal presentation from C. Keller, with respect to the City of London Human Resources Department’s participation in the development of a “tool kit” with the Canadian Coalition of Municipalities Against Racism & Discrimination (CCMARD).

Nominations  
Sub-  
Committee

5. (E) That the London Diversity & Race Relations Advisory Committee (LDRRAC) heard the following updates from the nominations sub-committee:

- (a) a verbal update from N. Buteau with respect to the 2012 Mayor’s New Year’s Honour List. The LDRRAC deferred discussion to its October meeting. The LDRRAC asked its Committee Secretary to provide members with the nomination form and members will provide potential nominees by October 7, 2011; and,
- (b) a verbal update from I. Silver with respect to the Good Citizenship Award.

6. (Added) That the London Diversity & Race Relations Advisory Committee (LDRRAC) had a general discussion with respect to going paperless.

7. That the London Diversity & Race Relations Advisory Committee received and noted the following:

8th Report of  
the LDRRAC

(a) (1) the 8th Report of the London Diversity & Race Relations Advisory Committee from its meeting held on July 21, 2010;

International  
Day to  
Eliminate  
Racism

(b) (2) a Municipal Council resolution adopted at its meeting held on July 25, 2011 with respect to the International Day to Eliminate Racism;

- 2012 Budget Development (c) (3) a communication dated August 11, 2011 from B. Westlake-Power with respect to the 2012 Budget Development;
- LDRRAC Resignation (d) (4) a communication dated July 21, 2011 from U. Shabazz, with respect to his resignation from the London Diversity & Race Relations Advisory Committee (LDRRAC) noting that the LDRRAC asked its Committee Secretary to send a letter of thanks to U. Shabazz;
- License to Succeed Annual Report 2010-2011 (e) (5) a communication dated August 2011 from the Hon. Jean Augustine, PC, CM, Fairness Commissioner, Office of the Fairness Commissioner with respect to the 2010-2011 License to Succeed Annual Report.
- Next Meeting 8. That the London Diversity & Race Relations Advisory Committee will hold its next meeting on October 20, 2011.

The meeting adjourned at 12:40 p.m.

**LDRRAC EDUCATION COMMITTEE**  
**Notes from the 2011 July 11 Meeting**

Attendance: J. Robinson, M. Singeris, U. Troughton, B. Howse, L. Kowalchuk  
Regrets: I. Silver

1. Education Ctte members agree that LDRRAC's mandate does **not** extend to the LTC, Police Commission or other such bodies governing City services. We, therefore, are opposed to inviting representatives of such bodies to the 'Breakfast with LDRRAC' events.
2. In preparation for the events, we need to package LDRRAC brochures in various languages, the Diversity Policy and a one-page overview of LDRRAC's educational activities over the past 6 years.
3. Dates: **Jackie** is requested to contact the Mayor's office to find 1 October and 1 November date from the list of our available dates below, on which he will commit to attend our breakfast events. Once the Mayor has committed, we will invite up to 6 City Councillors, Jeff Fielding, the HR Manager and additional City Hall staff to each breakfast. Our available dates are: Wed., October 19; Wed., October 26 or Thursday, October 27 and Wednesday, November 9 or Thursday, November 10.
4. Breakfast format = up to 50 people per breakfast. We hope that all LDRRAC members will attend both breakfasts. We intend to structure table of 8 groupings to have 1 LDRRAC facilitator and 1 LDRRAC note taker and a mix of other attendees. We will create a poster to place at the end of the continental breakfast pick-up line to direct attendees to their respective tables.
5. RSVP – We will request that each person invited respond by a deadline of 2 weeks in advance of each confirmed date.
6. Theme = Diversity Forward Together, with the subtitle: *Breakfast With LDRRAC*. **Jackie**: Please contact the City Hall Communications Department to request its assistance with the design and production of the invitations.
7. Event format – We will follow the TVDSB's 'community consultation' format with facilitators trained to encourage discussion at the table groups. Discussion questions will be provided, as per the June LDRRAC Ed Ctte report. A brief training session for the facilitators will take place in conjunction with the September LDRRAC meeting.
8. HR – **Jackie**: Please find out which HR staffer has taken over the portfolio previously handled by Rose Lutman. We would welcome that person's participation in planning the breakfasts. We would also like you to be part of our planning group.
9. The next meeting of the Education Ctte will take place on **Thursday, 2011 September 08 at 10 a.m. in Becky's office.**

**LDDRAC EDUCATION COMMITTEE**  
**Notes from the 2011 September 08 Meeting**

Attendance: U. Troughton, J. Robinson, M. Singeris, I. Silver, B. Howse  
Regrets: L. Kowalchuk

1. The 'Breakfast with LDRRAC' events are scheduled for Wednesday, 2011 October 26 and Thursday, 2011 November 10 @ 7:30 a.m. in the City Hall cafeteria. **Jackie** is requested to book the cafeteria to be set up with a head table and 6 round tables of 8 place settings and to order the continental breakfast for 50 for each date. Please have Rhonda Bruxer contact Becky by email or phone to discuss the menu.
2. We need 5 table discussion facilitators and 6 recorders. Jeff, Mary, Ian and Becky will be facilitators. Becky will ask Meredith and Terry to be the additional facilitators. She will call for 12 additional volunteers from LDRRAC to be the 6 recorders required at each breakfast.
3. Becky will prepare and bring to the September LDRRAC meeting a sheet on which members can sign up to attend the breakfasts and to indicate their willingness to be a recorder.
4. **Jackie** is requested to invite up to 7 City Hall staff which must include Jeff Fielding and the HR Manager to attend each breakfast. We hope that Jeff and the HR Manager can attend both breakfasts.
5. Education Committee members will provide a training session for all facilitators on Tuesday, 2011 September 20 @ 12:30 – 1:30 p.m. in Becky's office at Wheable.
6. The agenda for both breakfast events will be as follows:
  - 7:30 a.m. Continental breakfast
  - 7:45 Welcome and introductions – M. Edwards, P. Shanahan
  - Description of facilitated discussion process – J. Robinson
  - 7:55 Table group discussions
  - 8:30 Thank all participants – B. Howse
7. Questions for facilitated discussion:
  - a) What does 'advisory' mean to you?
    - When does 'advice' become 'direction'?
  - b) On what topics or programs do you wish LDRRAC to provide advice to City Councillors?
    - Guest presenters – How should LDRRAC get information presented to City Councillors?
  - c) How should LDRRAC's input be communicated to be useful to you?
    - Should City Councillors receive LDRRAC agendas with a standing invitation to attend LDRRAC meetings to see/hear presentations?
8. The facilitator training will cover:
  - How to facilitate
  - Sub-questions to encourage discussion
  - Time-keeping – 15 minutes per question
  - Prevention of domination by 1 speaker
  - Discussion end – thanks to all table participants