

COMMUNITY DIVERSITY & INCLUSION STRATEGY¹

Summary of Champions Meeting #1 Saturday, January 14, 2016

Diversity and inclusion remain a top priority for Londoners and City Council. Council's *2015-2019 Strategic Plan* identifies a need to develop a 'Community Diversity & Inclusion Strategy (CDIS)' as a way to build a "diverse, inclusive and welcoming community" by "supporting all Londoners to feel engaged and involved in our community."

In November 2016, the City of London issued a call for volunteers to co-develop the CDIS. Nearly 200 Londoners came forward to become 'Champions', committing to meet three times from January to March 2017 and engage the broader community between meetings.

The first Champions meeting was held on Saturday, January 14, 2017 at the London Convention Centre. The group worked on three main tasks during the meeting:

- Drafting a vision
- Developing a statement of commitment
- Considering whether the name 'Community Diversity & Inclusion Strategy' was the right language for the document

This document provides a summary of the Champions' work, and recommends a draft vision, statement of commitment and name suggestion to form the basis for the next round of public engagement. All of the verbatim input from the Champions is also included in the appendices.

Vision

Working in small groups, the Champions drafted 17 vision statements (one per table). These statements are listed in [Appendix A](#). The most common words were as follows:

- London (12)
- Community (12)
- Respect (8)
- Inclusive (7)
- Safe (7)
- City (5)
- Accessible (5)

¹ The name 'Community Diversity & Inclusion Strategy' is taken directly from City Council's 2015-2019 Strategic Plan. This name is subject to confirmation, as described later in this document.

All Champions were then asked to review the 17 draft vision statements, and vote on their preferred statements. Two statements received more than 90 votes (with the next highest receiving 62 votes), as the preferred statements of the group:

- London will be an inclusive community that fosters a safe, respectful environment which offers equal opportunity for everyone to reach their full potential. (99 votes)
- We will be an inclusive community that is respectful to all and empowers people to achieve equitable participation in all areas of life through an ongoing commitment to public education. (93 votes)

There are many similarities between these two statements. Both statements also include most of the common words. The second statement includes the notion of 'empowerment' which was also referenced in the draft statements from several tables. As a result, it is recommended that the most popular statement be used as the draft vision for further public feedback, with the words "empowers people" added:

DRAFT VISION | London will be an inclusive community that fosters a safe, respectful environment which empowers people and offers equal opportunity for everyone to reach their full potential.

This statement would be communicated back to the Champions and the London community at large, providing an opportunity to provide additional feedback.

Statement of Commitment

The Champions were also asked to identify what they would like to see the City of London, London organizations and Londoners commit to in order to move the community towards our vision. The draft statements are listed in [Appendix B](#).

Interestingly, a number of tables created separate commitments depending on the voice (eg. "The City of London commits to ..." and "As a Londoner, I commit to ..."). As such, it is recommended that the statement be separated into several voices. Several of the statements use first person language ("I commit to .." or "I pledge ..").

The approach to theming this work was to (1) identify the central idea of each sentence or phrase, and (2) include ideas which emerged most frequently. Based on this approach, the recommended draft statement of commitment is as follows:

The City of London commits to:

- **Championing equality in everything we do, striving towards our vision of London as an inclusive community;**

- **Empowering Londoners by providing opportunities for everyone to be engaged, ensuring that lived experiences and the voices of marginalized groups are valued and respected; and**
- **Striving to identify and remove barriers experienced by our community.**

As Londoners and London organizations, we commit to:

- **Standing together towards our vision of London as an inclusive community, and using our voices to hold one another accountable;**
- **Modeling the community we aspire to be by respecting others, being open to learning, acknowledging our biases, and celebrating the diversity of our community; and**
- **Being courageous allies for our neighbours and fellow Londoners, standing up for one another to ensure we live in a city where everyone belongs.**

This draft statement of commitment will also be shared with the Champions and Londoners for additional feedback.

Strategy Name

The final activity undertaken by the Champions was to consider whether the name 'Community Diversity & Inclusion Strategy' was a preferred title for the document we are building. Champions were encouraged to offer other suggested names and leave comments on small cards on their tables. In total, 62 completed comment cards were left behind. 14 indicated that they like the current name. There were a total of 39 suggested names proposed, which are listed in [Appendix C](#).

The most common words used in the suggested names were as follows:

- Community (19)
- London (18)
- Strategy (18)
- Diversity (18)
- Inclusion (16)
- Belong (6)
- Inclusive (6)
- Everyone (6)
- Promise (4)
- Place (4)
- Equity (4)
- Build (4)

Given that the five most frequent words comprise the current title of the strategy, it is recommended that the name remain 'Community Diversity & Inclusion Strategy.' This will be a topic of discussion at the next Steering Committee meeting, on February 1.

Appendix A: Draft Vision Statements

Table	Statement	Dots
1	Knowledgeable people welcoming equitable integration into the London community.	12
2	London is a compassionate and bold city committed to providing an inclusive, equitable and safe community for all.	40
3	All Londoners are accountable for creating and communicating a cooperative, culturally aware city which is safe, integrated, and fully accessible.	52
4	A community where all are valued and committed to sustain diversity and inclusion.	29
5	Building a sustainable foundation of knowledge with a holistic approach that promotes kindness, respect and accessibility.	25
6/7	A progressive community engaging positively with diversity by creating opportunities for all.	23
8	A future focused city where global citizens are empowered through universally accessible and safe communities.	62
9	Building a united, accessible London using an intersectional approach towards individual responsibility and collective accountability through supportive allyship, opportunity, blended development and visibility.	38
10	London is a safe space that is accessible, which fosters transparent interactions, civic engagement and respect.	32
11	We will be an inclusive community that is respectful to all and empowers people to achieve equitable participation in all areas of life through an ongoing commitment to public education.	93
12	We see London as a sustainable, interconnected city and surrounding area that fosters respect, acceptance and cultural humility and equality for all.	60
13	London will foster safe and inclusive spaces where all belong, are respected and are supported.	27
14	London will be an inclusive community that fosters a safe, respectful environment which offers equal opportunity for everyone to reach their full potential.	99
15	London is an 'everyone belongs' inclusive community that is not only aware, but extremely compassionate. It is full of community engaged leaders who are adaptive to change.	29
16	London will be a sustainable, blended mosaic, where everyone is authentically integrated and reflected, given equitable opportunities with respect and acknowledgement to their diverse identities.	58
17	Intentionally building a creative, warm and friendly London that includes everyone.	25
18	London will be a community that demonstrates acceptance, respect, community inclusion and promotes awareness to build a vibrant and safe city for all.	60

Appendix B: Draft Statements of Commitment

- Standing together, we commit to use our voices to create a community where everyone belongs.
- We must commit to being true allies, active listeners and reflective observers.
- I commit to actively participate, learn and model the way by embodying the values and spirit of the community's vision.
- The Corporation of the City of London, London organizations and every Londoner should have a shared commitment to create safe spaces which:
 - Provide equitable opportunities
 - Authentically integrate all
 - Identifies barriers and gaps and proactively address them
 - Provides education / training / guidelines for institutional and systemic change
 - Advocates for diversity and inclusion
 - Holds individuals, groups and organizations accountable
- The City of London commits to:
 - Proactively fostering ongoing stakeholder participation
- We commit to:
 - Being progressive
 - Providing resources: time, talent, financing
 - Working from the top down and bottom up
 - Being part of the solution
 - Being inclusive and providing safe spaces
 - Embracing / celebrating diversity
- The Corporation of the City of London, London organization and all Londoners are committed to engage in active listening and active talking to do the following:
 - A willingness to learn and build knowledge, inform and education
 - Be mindful of biases and suspend judgment to strengthen cultural interaction
 - Empower community members by engaging marginalized and silenced in decision-making process
- I commit to approaching every interaction or situation respectfully.
- The City of London commits to educate, support and implement an inclusive framework that will continue to cultivate and adapt to London's values for future generations.

- As a Londoner, I commit to being accountable for facilitating an interactive community where all can participate and be engaged in creating an accessible and responsive environment.
- Community (includes the individual, the organization, and the City of London) commit to engage and dialogue with respect; to hear and speak and to be compassionate in our actions and decisions.
- I commit to becoming aware of the needs of any neighbours and doing something about it.
- I pledge to be open-minded, transparent, and willing to contribute to an equitable and compassionate environment.
- I pledge to engage, motivate and encourage others to find inspiration and respect for all Londoners.
- I pledge to:
 - Keeping an open mind
 - Dispelling myths
 - Overcoming biases
 - Value and respect different lived experiences
 - Engaging and/or supporting grassroots initiatives
- City of London:
 - Provide resources
 - Lead the charge
 - Equitable allocation
- London organizations:
 - Provide opportunity and accountability
 - Equality
- Londoners:
 - Dialogue/engage
 - Involvement/ take risk
 - Mode inclusivity
- Personal responsibility
- No person left behind
- Embrace change
- Caring community
- 'Fresh set of eyes'
- Say it, do it ("walk the walk")
- Adaptation
- Educate ourselves / each other
- Reflect biases, perceptions and stereotypes
- Impact of power

- Speak up / advocate
- Courage
- Resources / awareness
- Media donations to spread awareness
- 'Humans of London' (Bell Campaign)
- Equity/equality
- Open, respectful conversation / dialogue
- Embrace diversity
- Provide support (broad)
- Remove barriers
- Communicate and educate through public outreach
- Participation from everyone
- Grassroots / community development

Appendix C: Strategy Name Suggestions

- London: Everyone belongs
- Everyone Belongs in London Strategy
- The Everyone Belongs Strategy
- Everyone belongs London: a place where everyone belongs
- Everyone Belongs Strategy
- Engaged London Strategy
- Equitable Community Interaction Promise
- Interactive Community Inclusion Promise
- Inclusive Community Promise
- Community Diversity & Inclusion Promise
- Community Diversity & Inclusion Commitment
- All Voices heard: Diversity & Inclusion Strategy
- London Diversity Strategy
- Community Accessibility & Inclusivity
- Diversity, inclusion and civic engagement. A strategy for a better London for all
- London has a place for you
- Oneness London Singularity
- London is my home
- All Together Strategy
- London Strategy for Inclusion
- CDIS: Compassionate Relationships
- Creating global citizens strategy
- Strategy of building a respectful and inclusive London
- Building strategies to a strong community
- Transforming Community Diversity & Inclusion
- Pathway to Community Diversity and Inclusion
- Time to take community to the next level
- Building a more diverse and inclusive tomorrow
- Building stronger communities for all Londoners
- Making London a better place for all
- We are London
- London for All Strategy
- London, A Place for All
- Celebrating London's Diversity and Inclusiveness
- Commit to Diversity & Inclusiveness
- Communication and Community
- Celebrating Community & Diversity & Inclusion
- Inclusive London
- Interactive Community: A fair society strategy
- Community Interaction & Inclusion Symposium
- Celebrating London's Diversity

- Community diversity, inclusion and anti-discrimination strategy
- Community Diversity, inclusion and equity strategy
- Equity in Diversity
- London: Global inclusion
- Growth in diversity
- London: City of Choice thru community diversity and inclusion
- Community Diversity, Equity and Inclusion Strategy
- London's Equity, Diversity and Inclusion Strategy