

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

Meeting held on January 19, 2017, commencing at 12:02 PM, in Committee Room #3, Second Floor, London City Hall.

PRESENT: R. Hussain (Chair), Z. Hashmi, L. Hernandez, S. Lewkowitz, L. Osbourne, A. Sanchez and I. Silver and J. Martin (Secretary).

ABSENT: F. Andrighetti, F. Cassar, A. Hamza, S. Honyust, S. Morrison, and T. Tomchick-Condon.

ALSO PRESENT: K. Graham, K. Husain, C. Konnerth, S. Khan, K. Koltun, T. Olasehinde 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 R. Hussain.

3. Traditional Opening

That it BE NOTED that no traditional opening was received.

III. SCHEDULED ITEMS

None.

IV. SUB-COMMITTEES & WORKING GROUPS

4. Policy and Planning Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) received the minutes of the Policy and Planning Sub-Committee, from its meeting held on January 12, 2017.

5. Awards and Recognition Sub-Committee

That it BE NOTED that no update was received.

6. Education Sub-Committee

That it BE NOTED that no update was received.

7. Community Drug Strategy Update

That it BE NOTED that no update was received.

V. CONSENT ITEMS

8. 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 December 15, 2016, was received.

9. Letter of Resignation

That it BE NOTED that a communication from C. Callander with respect to his resignation from the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC), was received; it being noted that the DIAAC discussed the need for diversity related to filling vacancies of voting membership.

VI. ITEMS FOR DISCUSSION

10. Diversity Inclusion and Anti-Oppression Advisory Committee Work Plan

That it BE NOTED that discussion with respect to the Diversity Inclusion and Anti-Oppression Advisory Committee (DIAAC) 2016 and 2017 Workplan was deferred to the next meeting of the DIAAC.

VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

11. Community Diversity and Inclusion Strategy

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the attached presentation from K. Graham, Director, Community and Economic Innovation, with respect to the Community Diversity and Inclusion Strategy; it being noted that the Community Diversity and Inclusion Strategy Steering Committee will continue to provide regular updates with respect to this matter.

VIII. ADJOURNMENT

The meeting adjourned at 1:35 PM.

NEXT MEETING DATE: February 16, 2017



Our Direction


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."

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

- **A Vision**
- **A Statement of Commitment**
- **A list of Strategies**

Dates to Remember

Diversity & Inclusion Champions

- 
 Saturday, January 14
 9 a.m. - 12 noon
 London Convention Centre
- 
 Saturday, February 4
 9 a.m. - 12 noon
 London Convention Centre
- 
 Wednesday, March 8
 5 p.m. - 8 p.m.
 London Convention Centre

Roles and Responsibilities

Champions

- Includes selected individuals who demonstrate commitment to the principles of diversity and inclusion and are willing to play a leadership role within the community
- Participate in three half-day facilitated sessions in from January to March (3 meetings)
- Strongly encouraged to seek input and feedback from within respective networks throughout the process

Steering Committee

- Includes representatives from the Diversity Inclusion and Anti-Oppression Advisory Committee + and residents selected through an open call for expressions
- Meets once per month, from January to May 2017 (4 meetings)

An internal staff team will provide support for the process to develop the CDIS, and will be responsible for all logistics, materials, and other aspects of the process.

Where we are now:



Vision



Statement of Commitment

To-Do:

Strategies

Draft Vision Statement

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.

Draft Statement of Commitment

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.

Engagement Round 1

January 20-30

Engage London

Home ABOUT US

Community Diversity & Inclusion Strategy

Together with the community, we are developing a strategy to make London a more welcoming city for everyone.

WE WANT TO HEAR FROM YOU BACKGROUND

A group of almost 200 Community Diversity and Inclusion Champions met on January 14 to develop a vision and statement of commitment for London's Diversity and Inclusion Strategy (DIS). Now we are looking to the public to make sure we get it right. Review this draft vision and statement of commitment below and let us know if you think we are missing anything.

Vision

Vision statements are future based, meant to inspire and give direction. A vision should be clear, brief and memorable.

Timeline

- Phase 1**
Call for Community Diversity & Inclusion Champions
November 2019
- Phase 2**
Vision and commitment Statement Engagement
January 20 - 26

Did we get it right?

When you read this, do you feel it captures what you would like London to be in the future?

Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

Tell us if you think something is missing.

Submit

Statement of Commitment

A statement of commitment is an affirmation or pledge. A statement of something we believe in, or will stand together for.

"This is our statement of commitment"

Did we get it right?

Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

Background Documents

- Community Diversity & Inclusion Strategy Update**
PDF (200.21 KB)
Report to Community Protection Services Committee
November 13, 2019
- Community Diversity & Inclusion Strategy Presentation**
PPT Presentation (2.81 MB)
Community and Protection Services Committee
November 13, 2019

Contact Us

Have questions or want to learn more about the Community Diversity and Inclusion Strategy, contact us below:

- Name:** Kings Kullin
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