# Community Diversity & Inclusion Strategy

## 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."

# Our Direction

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

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

# Our Vision – draft

London is a diverse and inclusive community that honours, welcomes and accepts all people; one where we empower each other to eliminate systemic oppressions.

# Statement of Commitment – draft

**The City of London commits to**:

- Mandating equity, and exemplifying our vision of London as a diverse and inclusive community.
- Learning and honouring the unique histories and lived experiences of all peoples in our community.
- Removing systemic barriers to accessibility as experienced by our community, by listening and responding to the voices of marginalized groups.

# Statement of Commitment – draft

**As Londoners, we commit to:**

- Working together with the City of London towards our vision of London as a diverse  inclusive community
- Modeling the community we aspire to be by respecting others, learning, acknowledging our biases, and celebrating the diversity and history of our community
- Being passionate allies with our neighbours and fellow Londoners, standing up for one another to ensure we live in a city where everyone belongs

# Champions Meeting – March 8th

- At their last meeting on Wednesday, March 8th, Champions brainstormed the specific challenges and barriers aligned with the following issues or populations:

1. Accessibility
2. Racism
3. Anti-Black Racism
4. Faith based discrimination & Islamophobia
5. Gender
6. Indigenous and First Nations
7. Ageism & intergenerational relations
8. Immigrants & Newcomers
9. Income Inequity
10. LGBT2QI+

# Accessibility

- Under the Accessibility topic the Champions came up with 17 ideas divided into the following three categories:

  - **Including people with disabilities and special needs in decision-making processes**
  - **Physical Environment**
  - **Awareness and Integration**

# Inclusion in Decision-Making Processes

- Policy development in school, workplaces, public & private organizations that build in the consultation and inclusion by people with disabilities special needs into each process
  - Include provisions for specialized transit, payment for consultations, finding the right fit between consultants and the task/issue (to avoid the feeling of tokenism)
- Outreach to different people and groups during new implementation or projects
- Ensure different accessibility perspectives are included as part of consultation
- Include accessibility as part of curriculum in schools
  - Diversity, inclusion, engineering courses, computer sciences (making the internet more accessible)

# Inclusion in Decision-Making Processes

- Look to future, progressive standards, or other jurisdictions for higher standards in accessibility to increase the accessibly of current standards. Include people with disabilities and special needs in the consultation phase before implementation (at the planning stage)
- Utilize technology to overcome barriers for people with disabilities and special needs to engage in the consultation process for decisions i.e. telephone chats, etc.
- Inclusive product development

# Physical Environment

- More transportation options:
    - Including people with disabilities and special needs in review of rapid transit
    - More specialized transit in educational settings
    - Review the approval process for specialized transit for barriers
    - Need more accessible transportation options running more frequently
- Transportation methods (bus, trains, sidewalks, planes, etc.) are reviewed from an accessibility perspective by people with disabilities and special needs
- Government agencies should make accessibility information resources, technical knowledge available to the public
- Awards for architects and/or other professionals if they build or innovate in the accessibility area

# Awareness and Integration

- Encourage programs to make assistive technology more available and affordable to people with disabilities and special needs
- Develop a central resource for assistive technology (includes info for what options are available and how they can be used in different settings i.e. employment)
- Implement mentorships programs for people with disabilities and special needs
- Implement internships programs for people with disabilities and special needs
- Introduce supports such as;
    - Training for co-workers, managers, the employee with a disability or special needs re: accommodations and special needs
    - Inclusion training
    - Promoting self-advocacy
- Implement employment policies

## Next Steps

**Community and Protective Services Committee meeting**
Tuesday, March 28th @ 4:30pm

# Questions?

# Thank You!