



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

That the Civic Administration **BE DIRECTED** to proceed with developing a Community Diversity and Inclusion Strategy in accordance with the approach outlined in the staff report dated November 15, 2016, and an accelerated timeline **BE PROVIDED** to Council at the meeting of November 22, 2016 for consideration.

Our Direction

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**

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

An internal **Staff Support 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.



Our Process



Community Engagement

- Opportunity for Londoners to provide feedback on vision, statement of commitment, and draft strategies
- More than 1,200 visits to engage.london.ca



Current Status

- Council commitment to expediting this work, and ensuring meaningful community engagement
- We have adapted our process and timelines in response to our community's needs

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 and 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

Strategies

The Champions developed 230 ideas for three audiences:

- **Londoners**
- **London Businesses & Organizations**
- **The City of London**

This includes ideas which would remove barriers for all Londoners, and ideas which would remove barriers for specific groups.

Our Recommended Next Steps



April & May 2017

1. Cross reference all strategies:

- **To identify strategies already underway**
- **For consistency with other strategic documents**
- **With an evidence-based lens, with consideration for different epistemologies / knowledge bases**
- **For alignment with the vision and statement of commitment**



April & May 2017

2. Provide opportunity for the following groups to share input on the strategies:

- **Advisory Committees (DIAAC, ACCAC)**
- **Groups / organizations who may be involved in implementation**



3. Make recommendations on implementation and accountability, and how to evaluate progress over time.

June 2017

Steering Committee to finalize Community Diversity & Inclusion Strategy, including communications with all Champions.



July 2017

CDIS Presented for Endorsement:

- July 18, 2017 – Community & Protective Services Committee
- July 25, 2017 – Council



Fall 2017

- Public launch of the Community Diversity & Inclusion Strategy
- Invite Londoners to commit to making London more inclusive, by affirming the Statement of Commitment
- Launch implementation efforts and monitoring

Our Recommendation

That, on the recommendation of the Community Diversity and Inclusion Champions and Steering Committee, the next steps as outlined in this report **BE ENDORSED** for finalizing the Community Diversity and Inclusion Strategy; it being noted that a final Strategy will be presented to Council in July 2017.

Thank You!