

3RD REPORT OF THE
DIVERSITY INCLUSION AND ANTI-OPPRESSION
ADVISORY COMMITTEE

Meeting held on February 16, 2017, commencing at 12:19 PM, in Committee Room #5, Second Floor, London City Hall.

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

ABSENT: C. Konnerth, S. Lewkowitz and T. Olasehinde.

ALSO PRESENT: T. Allott, F. Andrighetti, C. Camillo, K. Graham, S. Honyust, K. Husain, S. Khan, K. Koltun, T. Tomchick-Condon 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 Rev. Canon Gregory Smith of the Anglican Church shared a teaching.

III. SCHEDULED ITEMS

4. Recruitment Process Overview and Next Steps

That it BE NOTED that a verbal presentation from A. Cramm and K. Cook, Talent Acquisition Specialists with respect to an overview of the City of London's recruitment process and next steps, was received.

IV. SUB-COMMITTEES & WORKING GROUPS

5. Policy and Planning Sub-Committee

None.

6. Awards and Recognition Sub-Committee

That it BE NOTED that the minutes of the Awards and Recognition Sub-Committee, from its meeting held on February 6, 2017, were received.

7. Education Sub-Committee

That it BE NOTED that the minutes of the Education Sub-Committee, from its meeting held on January 30, 2017, were received.

8. Community Drug Strategy Update

None.

9. Community Diversity and Inclusion Strategy Update

That it BE NOTED that the attached presentation from K. Graham, Director, Community and Economic Innovation, with respect to the Community Diversity and Inclusion Strategy, was received.

V. CONSENT ITEMS

10. 2nd Report of the Diversity Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 2nd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on January 19, 2017, was received.

11. Letter of Resignation - S. Morrison

That it BE NOTED that the attached communication, dated January 31, 2017, from S. Morrison with respect to her resignation from the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC), was received.

VI. ITEMS FOR DISCUSSION

12. DIAAC Budget

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

13. 2017 DIAAC Workplan

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

14. 2016 DIAAC Workplan Summary

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

VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

None.

VIII. ADJOURNMENT

The meeting adjourned at 2:10 PM.

NEXT MEETING DATE: March 16, 2017



Engagement Round 1- January 20 - 30

- 973 visitors to engage.london.ca
- 1226 total sessions

Draft Vision Statement

London will be an inclusive community that fosters a safe, respectful environment and provides everyone with the opportunity to reach their full potential.

Draft Vision Statement

Overall, most people (80.3%) supported the statement.

- 48.6% strongly agree
- 31.7% agree
- 9.4% neutral
- 5.8% disagree
- 3.6% strongly disagree

Draft Statement of Commitment

The City of London commits to:

- Championing equity 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 included and respected
- Identifying and removing barriers experienced by our community

Draft Statement of Commitment

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
- Being courageous allies for our neighbours and fellow Londoners, standing up for one another to ensure we live in a city where everyone belongs

Draft Statement of Commitment

Overall, most people (85.7%) supported the statement.

- 52.5% strongly agree
- 33.2% agree
- 7.5% neutral
- 3.1% disagree
- 3.7% strongly disagree

Next Steps

- Steering Committee is doing a thorough review of all of the comments provided
- We will be sharing the Vision and Statement of Commitment with everyone before next meeting

Strategies Ideas

- On Saturday, February 4 the Community Diversity and Inclusion Champions worked together to brainstorm ideas that will be used to develop London's Community Diversity and Inclusion Strategy.
- The ideas were put under three categories:
 - **Individuals**
 - **London Businesses & Organizations**
 - **City of London**

Individuals

A total of 17 ideas were drafted under the following 4 categories:

- **Speaking Up & Advocacy**
- **Tackling Stigma Through Education**
- **Relationship Building & Social Location**
- **Creating Opportunities**

Businesses and Organizations

A total of 20 ideas were drafted under the following 4 categories:

- **Accessibility & Environment**
- **Hiring Practices**
- **Leadership & Governance**
- **Building Relationships**

City of London

A total of 20 ideas were drafted under the following 4 categories:

- **Engagement**
- **Education & Awareness**
- **Employment**
- **Leadership**

Individuals – Speaking Up & Advocacy

1. Encourage Londoners to speak up through an awareness campaign, modelled after Edmonton's [#MakeltAwkward](#).
2. Pledge to be an Ally and stand up for those experiencing barriers and discrimination.
3. Centre marginalized voices through storytelling, lived experience and spoken word.
4. Advocate for greater accountability in the community.
5. Use local media and community figures to promote inclusive messages.

Creating Opportunities

15. Create an online hub to distribute information about diverse events.
16. Use food to connect people with different backgrounds.
17. Identify champions from different communities.

Individuals – Tackling Stigma Through Education

6. Educate oneself about personal and community biases, acknowledge privilege, learn a common language around bias, and make an effort to get involved in the community.
7. Build cultural awareness among children and youth through schools, community groups, mentorship, community champions, parent councils, and community engagement activities.
8. Bring organizations together around common goals of inclusion.
9. Create and promote a community database of educational opportunities.
10. Develop a fund to address gaps.

Individuals – Relationship Building & Social Location

11. Promote more cultural exchange through shared experiences, events, festivals and activities.
12. Encourage knowledge exchange and storytelling, including opportunities to learn about unique lived histories.
13. Connect with community associations to facilitate neighbourhood connections.
14. Create strategies for different social location, recognizing the different needs and priorities of specific groups.

Individuals – Creating Opportunities

15. Create an online hub to distribute information about diverse events.
16. Use food to connect people with different backgrounds.
17. Identify champions from different communities.

Businesses & Organizations - Accessibility & Environment

18. Promote equity in businesses, non-profit, public and labour organizations.
19. Establish, maintain and strengthen employee committees to promote equity within organizations.
20. Lobby for government mandated equity and accessibility practices.
21. Shift from 'incident-based' to more proactive equity practices.
22. Recognize and celebrate organizations which undertake anti-oppression, diversity and inclusion training.
23. Engage organizations in leading town halls to learn about different cultures.
24. Provide forums for sharing events and activities related to diversity and inclusion.

Businesses & Organizations - Hiring Practices

25. Develop metrics for assessing diversity and inclusion in application, interview and hiring processes.
26. Educate recruiters to create awareness in issues of diversity and inclusion.
27. Educate entire organizations about diversity and inclusion.
28. Include accommodations in job advertisements.
29. Create regular opportunities to review diversity and inclusion practices.

Businesses & Organizations - Leadership & Governance

30. Institute a mentorship program to match leaders with diverse mentees seeking future leadership opportunities.
31. Implement a policy to measure changes and improvement in the diversity and inclusion of the workforce and leadership, and report on these changes annually.
32. Create a working group to identify actions, processes and communications to promote an inclusive workplace culture.
33. Recruit Board members who reflect diversity.

Businesses & Organizations - Building Relationships

34. Establish long-range plans to grow diversity activities, including grants and recognition programs.
35. Establish diversity recognition awards.
36. Create a community connector program to build relationships and promote learning and exchange across sectors.
37. Engage organizations to champion diversity and inclusion more broadly.

City of London – Engagement

38. Ensure information and communications are available to people when they need it, where they need it, and how they need it.
39. Ensure diversity in decision makers and policy makers.
40. Implement a social media campaign to raise awareness about diversity and inclusion through creative and innovative engagement methods.
41. Establish a policy on accountability for engagement within the community.
42. Invest in multicultural engagement opportunities.

City of London – Education & Awareness

43. Deliver cultural training and educational opportunities in the community.
44. Support cultural events happening in the community.
45. Make resources related to anti-oppression work more readily available on the City's website.
46. Create educational resources to tackle oppression.
47. Use Spectrum to engage in diverse programs.
48. Ensure the use of person-first language.

City of London – Employment

49. Examine policies and funding programs with a lens for diversity.
50. Work with other levels of government to integrate diversity and inclusion into education systems.
51. Expand internship, co-op, apprenticeship and mentorship opportunities.
52. Establish a community youth engagement strategy.
53. Ensure all employees earn a living wage.

City of London – Leadership

54. Promote opportunities to participate in leadership and decision-making to a broader diversity of Londoners.
55. Identify barriers experienced by individuals seeking to engage in politics, including by serving on advisory committees and boards.
56. Ensure the perspectives of marginalized groups are engaged throughout the policy making process, including evaluation and implementation.
57. Continue to focus on key issues such as poverty, housing, social services, emergency services, health, transportation, infrastructure and recreation.

Engagement Round 2

February 10-26

<https://engage.london.ca/CDIS>

Martin, Jackie

From: Suze Morrison
Sent: Tuesday, January 31, 2017 10:07 PM
To: Martin, Jackie; City of London, Mayor
Subject: Please accept my resignation from DIAAC

Follow Up Flag: Follow up
Due By: Wednesday, February 08, 2017 9:00 AM
Flag Status: Flagged

With regrets.