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TO:	CHAIR AND MEMBERS COMMUNITY & PROTECTIVE SERVICES COMMITTEE MARCH 28, 2017
FROM:	KATE GRAHAM DIRECTOR, COMMUNITY AND ECONOMIC INNOVATION
SUBJECT:	COMMUNITY DIVERSITY AND INCLUSION STRATEGY (CDIS) UPDATE

RECOMMENDATION

That, on the recommendation of the Director, Community and Economic Innovation, on behalf of the Community Diversity and Inclusion Strategy Steering Committee, the following actions be taken:

- a) This update report on the Community Diversity and Inclusion Strategy, including a draft Vision and Statement of Commitment, **BE RECEIVED** for information; and
- b) The next steps as outlined in this report **BE ENDORSED** as the process for finalizing the Community Diversity and Inclusion Strategy; it being noted that a final Strategy will be presented to Council in July 2017.

PREVIOUS REPORTS PERTINENT TO THIS MATTER
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- o "Workplace and Community Diversity and Inclusion Update," Corporate Services Committee, February 16, 2016
- o "Community Diversity and Inclusion Strategy Update," Community and Protective Services Committee, November 15, 2016

BACKGROUND

Diversity and inclusion remain top priorities for Londoners, City Council and Administration. Council's *2015-2019 Strategic Plan* seeks to build London as a "Diverse, inclusive and welcoming community" including by developing a 'Community Diversity and Inclusion Strategy.'

In March 2016, Council directed Administration to begin work to develop the Community Diversity and Inclusion Strategy:

(iii) Development and implementation of a local diversity and inclusion plan through the implementation of a Steering Committee modelled after the Community Economic Roadmap, with the goal of bringing back a final report by early 2017

From March to September 2016, a number of preparatory steps were taken: scanning diversity and inclusion work in other communities; reviewing existing activities, programs and reports related to diversity and inclusion in London; and discussions with community stakeholders, including the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC, formerly LDRRAC). In November 2016, Council directed Administration to proceed with developing the Strategy, with a stated completion date of March 2017.

That, on the recommendation of the City Manager, Civic Administration BE DIRECTED to proceed with developing a Community Diversity and Inclusion Strategy in accordance with the approach outlined in this report.



Immediately following Council approval of the CDIS workplan, the City of London issued call for volunteers 'Diversity and Inclusion Champions'. Nearly 200 Londoners, reflecting a range of backgrounds and perspectives, stepped forward to be a part of the process.

This report provides an update on the Community Diversity and Inclusion Strategy process, including a summary of the work completed by the volunteer Champions over the past three months. It also recommends a number of next steps in the development process.

CDIS Process Overview

Based on Council direction and stakeholder input, the CDIS was intended to include three main components:

1. A **vision** for London as a diverse and inclusive community – a brief statement reflecting a shared aspiration for the future. It should be clear, meaningful and specific enough to guide the work of the CDIS.
2. A **statement of commitment** – strong, clear, direct affirmations which will help move our community towards the shared vision of a more diverse and inclusive London.
3. **Strategies** – a list of specific, action-oriented items which will advance the vision and put the statement of commitment into practice. These will include general strategies to advance inclusion and diversity in London, as well as strategies to address barriers faced by specific groups.

To complete this work, three teams were engaged:

- A **Steering Committee** – responsible for leading the development of the CDIS, including representatives from DIAAC and other volunteers selected through the open application process. The Steering Committee has met on a regular basis since January 2017, and significantly supported the process including planning all meetings with the Facilitators – Modjeh Cox and Shand Licorish – and serving as table facilitators. The Steering Committee includes the following individuals:
 - Samantha Matty (Co-Chair)
 - Rifat Hussain (Co-Chair)
 - Joe Antone
 - Mary Alikakos
 - Rafique Van Uum
 - Florence Cassar
 - Rowa Mohamed
 - Shawna Lewkowitz
 - Kash Husain
 - Anne-Marie Sanchez
 - Raghad Ebied
 - Mojdeh Cox (Facilitator)
 - Shand Licorish (Facilitator)
- The **Community Diversity & Inclusion Champions** – a large group of volunteers responsible for developing the content of the CDIS. This group met for three workshops in January, February and March 2017, and was responsible for seeking the input of a broader group of Londoners between meetings.
- A **Staff Support Team** – including representatives from several City of London service areas who supported the process, including being responsible for meeting logistics and serving as table facilitators. The Staff team includes:
 - Saleha Khan
 - Emily Low
 - Jill Tansley
 - Janice Walters
 - Chantel Da Silva
 - Kinga Koltun
 - Meagan Geudens
 - Tara Thomas
 - Kate Graham



The first Champions meeting was held on January 14, 2016. More than 150 people attended the meeting, and participated in activities to develop a draft Vision and Statement of Commitment. This process included table discussions to identify important words and themes, dotmocracy exercises to focus the group's work around key concepts, and drafting statements. According to a brief survey following the session, 97.7% of respondents indicated being satisfied with the session.

The Champions' draft Vision and Statement of Commitment were then posted publically on engage.london.ca for input from a broader group of Londoners. The Champions were asked to solicit input through their own networks. The Champions connected with their colleagues, classmates, friends, neighbours and other contacts. There were a total of 1226 sessions on engage.london.ca, with 973 unique visitors. Overall, most respondents indicated support for the draft Vision (80.3% agree or strongly agree) and Statement of Commitment (85.7%). A significant volume of qualitative feedback was also provided, and shared with the Steering Committee. The Steering Committee carefully reviewed all of the feedback provided, and edited the work accordingly – which was later shared back with the larger Champions team. Based on this work, the Vision and Statement of Commitment are as follows:

DRAFT VISION

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

DRAFT STATEMENT OF COMMITMENT

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.**

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**

The second Champions meeting was held in February 2017. This meeting included education on key concepts around oppression and discrimination, including terminology. A glossary of terms, formerly developed by DIAAC and updated through the CDIS process, was shared with all participants. This document will become a part of the CDIS, and made available as a community resource. Several Champions communicated that they found having a shared foundational understanding of key terms and concepts to be a helpful part of the process.

The remainder of the workshop focused on developing strategies for Londoners, London Businesses and Organizations, and the City of London. Again, these were posted on engage.london.ca following the meeting for input. This second round of engagement attracted

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less feedback, likely because of the volume of material posted. However, there were a number of qualitative comments received – including a common theme that the strategies were missing issues and barriers faced by specific groups.

In response to this feedback, the third and final Champions meeting on March 8, 2017 was structured around self-organized small-table discussions to identify barriers faced by specific groups, and strategies to address those barriers. The final Champions meeting also included an opportunity to observe the CBC Town Hall ‘Bold Steps’, which included discussions about what the London community is doing to address racism and oppression.

As a result of this process, more than 230 draft strategies have been developed by the Champions. However, this list includes a number of ideas which require the support of external organizations, some which are already underway in the community, and strategies which are already found in other City of London strategic documents such as *London For All*. The Steering Committee has identified that the strategies require further review before being finalized, including more focused consultation with stakeholder groups and organizations, and additional work to identify timelines, resources required, accountability, and measurement. As a result, on the recommendation of the Steering Committee, a number of additional steps are required before finalizing the CDIS.

Recommended Next Steps

To finalize the CDIS, it is recommended that a number of actions take place during April, May and June 2017, with a final CDIS presented to Council in July 2017.



The focus for April and May would be on the strategies, working from the list of 230 ideas developed by the Champions. This work would include:

1. Cross-referencing all strategies to identify those already underway, to ensure consistency with other strategic documents, for alignment with the draft Vision and Statement of Commitment, and with an evidence-based lens but respecting different epistemologies and knowledge bases.
2. Seeking input from stakeholder groups including DIAAC, the Accessibility Advisory Committee, and others who may be involved in implementation
3. Making recommendations on strategy implementation and accountability, including how to evaluate progress over time.

In June, the Steering Committee will review all of the work completed in April and May, and finalize the strategies accordingly. They will also be communicated to the broader Champions group, and formatted into a final document. The final document would then be presented to Committee and Council in July 2017 for endorsement.

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CONCLUSION

Advancing diversity and inclusion remain clear priorities for Londoners, evident in the many related actions and conversations taking place in the community. Too many Londoners continue to experience exclusion, oppression and discrimination in their daily lives. This is not acceptable and London can do better. The Community Diversity and Inclusion Strategy has presented an opportunity for a large group of Londoners to come together to define what can be done towards a more inclusive city. Much work has already been completed, and the recommended next step will ensure that the final Community Diversity and Inclusion Strategy reflects the input of as many Londoners and other stakeholders as possible.

Acknowledgement with appreciation is extended to all members of the Steering Committee and all Champions, who collectively committed more than 1300 hours of volunteer time to this process already to date. The Steering Committee, in identifying a next phase of work, has made an additional time commitment as a continued demonstration of a shared commitment to a more inclusive London. Appreciation is also extended to facilitators, Mojdeh Cox and Shand Licorish, and all City of London staff members who have contributed to the process.

PREPARED BY:	RECOMMENDED BY:
KINGA KOLTUN GOVERNMENT AND EXTERNAL RELATIONS OFFICER	KATE GRAHAM DIRECTOR, COMMUNITY AND ECONOMIC INNOVATION

- cc. Diversity, Inclusion and Anti-Oppression Advisory Committee
 Accessibility Advisory Committee
 Senior Leadership Team