

5TH REPORT OF THE
DIVERSITY INCLUSION AND ANTI-OPPRESSION
ADVISORY COMMITTEE

Meeting held on April 20, 2017, commencing at 12:03 PM, in Committee Room #5, Second Floor, London City Hall.

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

ABSENT: I. Silver.

ALSO PRESENT: T. Allott, F. Andrighetti, C. Camillo, S. Datars Bere, S. Honyust, K. Husain, S. Khan, K. Koltun, E. Low and A. Thorne.

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

4. Sanctuary Cities

That the following actions be taken with respect to Sanctuary Cities:

- a) the City of London Sanctuary City Consultation Guide and presentation BE RECEIVED;
- b) the City of London Municipal based services offered regardless of Immigration Status information BE RECEIVED; and,
- c) the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) Sanctuary City discussion questions BE RECEIVED;

it being noted that the DIAAC received a verbal presentation from S. Datars-Bere, Managing Director, Housing, Social Services and Dearness Home and E. Low, Specialist, Immigration and held a general discussion with respect to this matter.

5. Community Diversity and Inclusion Strategy Update

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the attached presentation from K. Kolton, Government and External Relations Officer with respect to the Community Diversity and Inclusion Strategy.

6. Diverse Voices for Change

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received a verbal presentation from S. Lewkowitz, with respect to the Federation of Canadian Municipalities Diverse Voices for Change project.

IV. SUB-COMMITTEES & WORKING GROUPS

7. Policy and Planning Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received a verbal update from A. Sanchez on behalf of the Policy and Planning Sub-Committee.

8. Awards and Recognition Sub-Committee

That the following actions be taken with respect to the Awards and Recognition Sub-Committee:

- a) the attached revised Award Policy BE APPROVED; it being noted that the revisions reflect the committee name change from the London Diversity and Race Relations Advisory Committee (LDRRAC) to the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC);
- b) the award name remain the Diversity, Race Relations and Inclusivity Award; and,
- c) the Awards and Recognition Sub-Committee minutes from its meeting held on April 3, 2017, BE RECEIVED.

9. Education Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the minutes of the Education Sub-Committee, from its meeting held on April 13, 2017.

V. CONSENT ITEMS

10. 4th Report of the Diversity Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 4th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on March 16, 2017, was received.

11. Municipal Council Resolution - Coloured Crosswalk Policy

That it BE NOTED that the Municipal Council resolution adopted at its meeting held March 21, 2017 with respect to the Coloured Crosswalk Policy, was received.

VI. ITEMS FOR DISCUSSION

None.

VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

12. Request for Delegation Status

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee approved the request by J. Peaire for delegation status with respect to Parental Alienation Awareness Day, for a future meeting of the DIAAC.

13. Budget Review

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) approved the reimbursement of \$108.55 for the cost of refreshments for the Hands Against Racism media event held March 21, 2017; it being noted that the DIAAC has sufficient funds in its 2017 budget for this expense.

14. 2016 DIAAC Work Plan Summary

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

15. 2017 DIAAC Work Plan

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

16. (Added) - Champion of Diversity Award

That it BE NOTED that a communication dated April 2017, from I. Albanese, Minister, Ministry of Citizenship and Immigration with respect the Champion of Diversity Award was received.

16. (Added) - Canadian Multiculturalism Day

1That it BE NOTED that S. Khan, Specialist II, Organizational Development (Workplace Diversity & Inclusion) advised the Diversity, Inclusivity and Anti-Oppression Advisory Committee that the City of London will be hosting a Canadian Multiculturalism Day in Reg Cooper Square on June 27, 2017.

VIII. ADJOURNMENT

The meeting adjourned at 2:20 PM.

NEXT MEETING DATE: May 18, 2017



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.

Our Next Steps



Strategies – Work to Date

- Internal staff team has completed the following work:
 - Removed duplicate strategies where possible;
 - Identified whether the idea is already on the way or may be happening in the future, and who is leading;
 - Identified who should be contacted for further consultation;
 - Are budgetary implications associated with the strategy, and;
 - Is the strategy conflicting with any exiting strategic document or project already on the way.

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

Strategies – Work to be Completed

- The following work will be undertaken during April and May:
 - Evidence based review of all the strategies (April 18 – April 28)
 - Consultation with community groups and organizations (May 3 – May 19)
 - Consultations with City's Advisory Committees
 - Diversity, Inclusion and Anti-Oppression Advisory Committee (May 18)
 - Accessibility Advisory Committee (May 25)
 - Identifying the final list of strategies based on consultation and additional research.

June 2017

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



Thank You!

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

Diversity, Race Relations and Inclusivity Award

Purpose:

The purpose of the Award is to:

1. Promote public awareness of and encourage ongoing initiatives on diversity, race relations, inclusion, anti-oppression and human rights and to promote/advance London as a welcoming city.
2. Recognize and encourage small businesses/small labour (49 or fewer employees/members); large businesses/large labour (50 or greater employees/members); social/community service not-for-profits (49 or fewer employees/members); social/community service not-for-profits (50 or greater employees/members) youth and young adult groups (less than 26 years of age) or organizations, that promote awareness of diversity, race relations, inclusion and human rights and promote/advance London as a welcoming city.

Recipients will be presented with the Award by the Mayor, on behalf of the Municipal Council, at the closest possible meeting date to December 10 - Human Rights Day. There will be a maximum of five Awards presented in any one year, with no more than one Award being awarded in each of the five categories noted in section 2 above.

All Londoners are invited to submit their nominations using the Nomination Form available on the City's website or obtained through the City Clerk's Office, 3rd Floor, City Hall, 300 Dufferin Avenue.

September 30 is the deadline for sending award nominations to the Committee Secretary of the Diversity, Inclusion and Anti-Oppression Advisory Committee. Below is the criteria for award eligibility and details of the award nomination process.

Eligibility Criteria:

To be eligible, a nominee must:

1. represent one of the following categories:
 - small businesses/small labour (49 or fewer employees/members);
 - large businesses/large labour (50 or greater employees/members);
 - social/community service not-for-profits (49 or fewer employees/members);
 - social/community service not-for-profits (50 or greater employees/members);
 - youth and young adult (less than 26 years of age) groups or organizations;
2. have been operating in London continuously during the past 12 months, at a minimum;
3. have made their qualifying contribution in the City of London within the past 12 months; and,
4. consent to the nomination;

noting that previous years' recipients would remain eligible for nomination in future years on the condition that any subsequent nomination is not based upon the same achievement or initiative for which they have already received an Award or for which they have previously been nominated.

Nomination Criteria:

1. Nominations can be made by any individual who works or resides in the City of London. The nominators must be familiar with the activities of the nominee, and may be called upon for an interview by the Awards and Recognition Sub-Committee of the Diversity, Inclusion, and Anti-Oppression Advisory Committee.

2. Nominations will be received for each of the following categories, but awards may not necessarily be presented in each category, each year:
 - small businesses/small labour (49 or fewer employees/members);
 - large businesses/large labour (50 or greater employees/members);
 - social/community service not-for-profits (49 or fewer employees/members);
 - social/community service not-for-profits (50 or greater employees/members);
 - youth and young adult (less than 26 years of age) groups or organizations.

3. Nomination submissions must include:
 - category
 - profile of nominee
 - consent of nominee
 - information about the nominator (i.e., name, address, etc.)
 - brief description of the nominee and initiative, including the reasons for nomination
 - responses to the following four questions:
 - a) How has the initiative contributed to the promotion of diversity, race relations, inclusion, anti-oppression and human rights in London and promoting London as a welcoming city?
 - b) What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusion, anti-oppression and human rights in London and promoting London as a welcoming city?
 - c) What is the potential for expansion and/or inspiration for replication of the initiative?
 - d) How can receiving this Award be used to further promote diversity, race relations, inclusivity, anti-oppression and human rights in London and to further promote London as a welcoming city?

All nominators and nominees will be advised of the status of their nomination prior to the presentation of the Award.