



April & May 2017



Review
Strategies
with
Stakeholder
Groups

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**

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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.

Feedback Summary

- It would be worthwhile to include discrimination based on language or accent.
- I would describe this as ambitious and comprehensive. Some strategies can be lumped together.
- For City to include all disabilities, those with intellectual/developmental disability, not just people with physical/visual disabilities.
- Include the idea of cultural safety.

Feedback Summary

- Need the input of those affected to adapt the strategies to fit the needs of the community.
- Many of the strategies are overly broad – would be nice to see some action items.
- Seems very comprehensive and looks like all issues and populations have been covered.
- There is nothing that seeks to protect the diversity of thought.
- We would like to recommend that the City of London takes the responsibility for what they put in place, and takes the position of leadership in practicing in an inclusive way.

Feedback Summary – Continued

- The language in these strategies tends to segregate people into distinct groups. This is not the most effective way to build strong communities.
- We need to be careful that we do not reject criticism all together since this is what allows us to challenge the status quo and build a stronger community.
- While we are sad to see that a strategy this magnitude only encompassed three consultations, we so commend you for a very comprehensive strategy.

Feedback Summary – Continued

- It is a very comprehensive list of strategies and without knowing all of the details my biggest concerns would be who is going to lead this initiative? Is there money – resources and staff being committed to this?
- There is no mention of income inequity with respect to training, supports or resources.
- Importance of linguistic diversity, such as documents being available in both English and French as well as cultural training being offered in both languages.

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

Thank You!