

**2017 Policy and Planning Subcommittee Work Plan
Diversity, Inclusion and Anti-Oppression Advisory Committee**

2016 Initiatives:

- Name Change - **Complete**
- Review and Enhance New Member Orientation - **Incomplete**
- Establish positive relationship with council - **Ongoing**
- Provide Input of CDIS - **Ongoing**
- Explore relationship with City Staff who focus on Diversity - **Ongoing**

Project/Initiative	Background	Lead	Proposed Timeline	Proposed Budget	Strategic Plan Alignment
Review Terms of Reference and membership structure of DIAAC	<ul style="list-style-type: none"> • 	Policy & Planning subcommittee	Summer 2017	Nil	Organizational Practices
Facilitate the development of annual work plans for DIAAC; monitor and measure subsequent activities	<ul style="list-style-type: none"> • Review draft sub-committee work plans • Consolidate into an aligned document • Develop monitoring and measurement protocols 	Policy & Planning sub-committee	On-going	Nil	Collaborative Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.
Provide recommendations and supplemental materials to enhance the DIAAC new member orientation	<ul style="list-style-type: none"> • Collaborate with Clerk's Office on recommendations submitted via proposed new member 	Policy and Planning sub-committee Education sub-	Summer 2017 Acronym List completed Feb 2016	Nil	Innovative and supportive organizational practices -Use innovative and best

	<p>orientation checklist.</p> <ul style="list-style-type: none"> • Facilitate development of DIAAC document to be completed by Education sub-committee • Develop the following documents: <ul style="list-style-type: none"> ○ Established meeting practices ○ Roles and Responsibilities ○ Acronym List 	committee All sub-committees			practices in all organizational and management activities.
Establish positive relationships with Council	<ul style="list-style-type: none"> • Explore opportunities to work with Council members 	Policy & Planning Sub Committee	Ongoing	Nil	Collaborative Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.
Provide input into the Community Diversity & Inclusion Plan	<ul style="list-style-type: none"> • Offer resources and information that may be pertinent for the D&I plan • Providing ongoing consultation & review • Monitor and provide support of strategies that are to be implemented at 	Policy & Planning Sub-committee	Ongoing	Nil	Strengthening our community -Diverse, inclusive, and welcoming community. Support all Londoners to feel engaged and involved in our community

	municipal level.				
Explore relationships within the Corporation of the City of London whose work is impacted by diversity and inclusion; offering DIAAC as a resource	<ul style="list-style-type: none"> Reach out to contact people in the following areas of the Corporation, inviting them to a P&P sub-committee meeting to learn about the work they do and possible interfacing with DIAAC: Intergovernmental Liaison Communications, Culture & Municipal Policies, Community Development & Funding, Homelessness, Human Resources, Emergency Measures, Planning, Parks & Recreation, Housing, Social Services & Dearness Develop introductory messaging and prioritization of outreach 	Policy & Planning Sub-committee	On-going	Nil	Collaborative Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.
Monitor implementation of Truth and Reconciliation Commission	Request regular updates from staff to ensure TRC recommendations are being implemented at municipal level				Collaborative Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards

					and commissions, and community partners.
Encourage greater diversity in all advisory committees	Develop standard statements that encourage greater diversity for the Terms of Reference of other City advisory committees	Policy and planning	Summer/Fall 2017		Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.
Immigration Community Plan	Offer support and monitor progress of immigration community plan	Policy and planning	Fall 2017		Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.