

**7TH REPORT OF THE**  
**DIVERSITY INCLUSION AND ANTI-OPPRESSION**  
**ADVISORY COMMITTEE**

Meeting held on June 15, 2017, commencing at 12:09 PM, in Committee Room #5, Second Floor, London City Hall.

**PRESENT:** R. Hussain (Chair), A. Hamza, Z. Hashmi, L. Hernandez, S. Lewkowitz, L. Osbourne and I. Silver and J. Martin (Secretary).

**ABSENT:** F. Cassar and A. Sanchez.

**ALSO PRESENT:** T. Allott, F. Andrighetti, A. Hagan, S. Honyust, K. Husain, S. Khan, K. Koltun, N. Steinburg, T. Tomchick-Condon and T. Wall.

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**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 Rabbi Dressler shared a traditional learning and prayer.

**III. SCHEDULED ITEMS**

4. Community Diversity and Inclusion Strategy

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 progress of the Community Diversity and Inclusion Strategy.

5. Truth and Reconciliation Commission Strategy

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the attached presentation from N. Steinburg, Specialist, Government and External Relations with respect to the City of London's response to the Truth and Reconciliation Commission Strategy.

6. Pay Equity

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the attached presentation from A. Hagan, Manager, Labour Relations with respect to Pay Equity legislation.

**IV. SUB-COMMITTEES & WORKING GROUPS**

7. Policy and Planning Sub-Committee

That the following actions be taken with respect to the verbal report of A. Hamza, on behalf of the Policy and Planning Sub-committee:

- a) the Civic Administration BE REQUESTED to collect “equity group” data on candidates in elections, starting in 2018; and,
- b) the Civic Administration BE REQUESTED to apply an “Equity and Inclusion Lens” review and/or development of policies and processes.

8. Awards and Recognition Sub-Committee

That it BE NOTED that a verbal update from R. Hussain on behalf of the Awards and Recognition Sub-Committee, was received.

9. Education Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee deferred discussion with respect to the Education Sub-Committee, to their next meeting.

**V. CONSENT ITEMS**

10. 6th Report of the Diversity Inclusion & Anti-Oppression Advisory Committee

That it BE NOTED that the 6th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on May 18, 2017, was received.

11. Consultations Regarding Arrangements for the City of London to Become a Sanctuary City

That it BE NOTED that the discussion with respect to Consultations Regarding Arrangements for the City of London to Become a Sanctuary City was deferred to the next meeting.

**VI. ITEMS FOR DISCUSSION**

None.

**VII. DEFERRED MATTERS/ADDITIONAL BUSINESS**

12. 2016 Diversity Inclusion & Anti-Oppression Advisory Committee Work Plan Summary

That it BE NOTED that consideration of the 2016 Work Plan Summary was deferred to the next meeting.

13. 2017 Diversity Inclusion & Anti-Oppression Advisory Committee Work Plan

That it BE NOTED that consideration of the 2017 Work Plan was deferred to the next meeting.

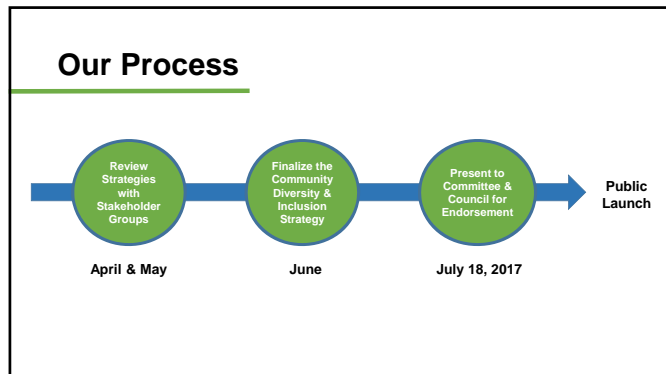
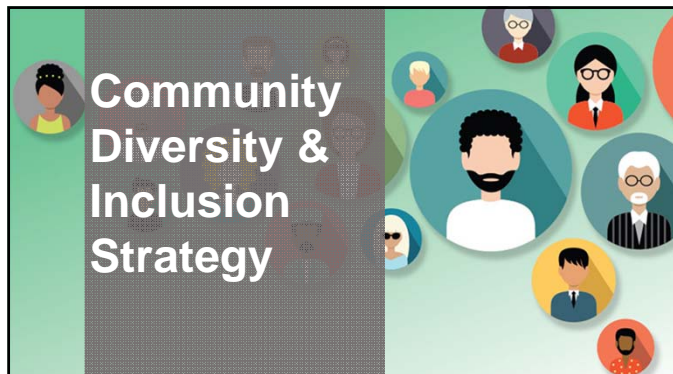
14. (ADDED) - Ontario Medal for Good Citizenship

That it BE NOTED that a communication dated May 2017, from L. Albanese, Minister, Ministry of Citizenship and Immigration, with respect the Ontario Medal for Good Citizenship, was received.

**VIII. ADJOURNMENT**

The meeting adjourned at 2:25 PM.

**NEXT MEETING DATE: July 20, 2017**



### 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

### 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.

### 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!**



## Truth and Reconciliation Commission Calls to Action



Update for the Diversity, Inclusion and Anti-Oppression Advisory Committee  
Nick Steinburg, Specialist, Government and External Relations  
June 15, 2017

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## Overview


At the December 8, 2015 meeting of Council, Administration was directed to advance three specific Calls to Action from the Truth and Reconciliation Commission report:

**Call to Action #57**, related to intercultural competency training for municipal employees;

**Call to Action #77**, related to municipal and community archives working with the National Centre for Truth and Reconciliation;

**Call to Action #82**, related to developing a prominent memorial, acknowledging the history of Canada's residential school system.


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## Call to Action #57

Call to Action #57 calls “upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism.”


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## Call to Action #57 - Progress

- The Human Resources division has been working with local First Nations (COTTFN, Oneida Nation of the Thames, Munsee-Delaware FN) to develop an intercultural competency training package for City of London staff.
- The First Nations portion of the training program will include:
  - information about First Nations communities that the City serves or is connected to;
  - the Truth and Reconciliation Commission;
  - history, culture and needs of First Nations;
  - lived experiences of urban Aboriginal communities.
- This training will be rolled out at the Employee Update in October 2017. With the theme for the 2017/2018 year involving diversity and inclusion.


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## Call to Action #77

Call to Action #77 calls upon “provincial, territorial, municipal, and community archives to work collaboratively with the newly established National Centre for Truth and Reconciliation in Winnipeg to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.”


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## Call to Action #77 - Progress

- The London Public Library lead the collection of records from local institutions relating to the residential school system, in collaboration with local First Nations communities and organizations.
- All relevant records which were identified as part of this process have now been forwarded on to the National Centre for Truth and Reconciliation.

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## Call to Action #82

Call to Action #82 calls upon provincial and territorial governments “to commission and install a publicly accessible, highly visible, Residential Schools Monument in each capital city to honour Survivors and all the children who were lost to their families and communities”.


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## Call to Action #82 - Progress

- The City’s Culture Office and the London Arts Council (LAC) are co-leading the development a monument in the City of London, through the City of London’s Public Art Program.
- The Arts Council has been working to establish a base of Aboriginal artists, and meetings are ongoing between the London Arts Council, City Administration, and First Nations representatives.
- This year’s City of London Community Arts Investment Program (CAIP) ‘Artist in Residence’ program will include an Indigenous artist. The selected artist will work with the LAC and the Culture Office to develop the Truth and Reconciliation Monument.

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## Collaborating Across Service Areas

- Planning
  - The London Plan
  - My Dundas Place
  - Archaeological Master Plan
- Environmental and Engineering Services
  - Residual Waste Disposal Strategy
  - Pollution Prevention and Control Plan
  - One River Environmental Assessment
  - Diggins Subwatershed Master Plan EA
  - Hyde Park Community Stormwater Servicing EA Addendum
- Children’s Services
  - Collaborating with N’Ametind Friendship Centre to develop proposals that increase access to Indigenous-led child care and early years programming London and Middlesex
  - Supported N’Ametind Friendship Centre & A’Nohsa to hold physical activity March Break camp in 2016 through Healthy Kids Community Challenge
- Human Resources
  - Working with First Nations employment resources to connect individuals with City HR talent acquisition staff.
  - Working on developing a training package that is similar in format to the Mental Health package
  - Creating a Quiet Space and a Celebration Space.


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## Sharing Resources

- COTTFN staff were invited to obtain training for maintenance of water/wastewater technical certification by and with City of London staff.
- Fire Services supports their Indigenous fire fighters to provide recruitment information and fire safety education to First Nations communities.
- Human Resources division works with First Nations employment resources to connect individuals with City HR talent acquisition staff.


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## Jordan’s Principle

- The Middlesex-London Health Unit has adopted Jordan’s Principle, which aims to improve the healthcare outcomes for First Nations children.
- Jordan’s Principle is named for Jordan River Anderson, who was born with a rare disorder and required care in a medical foster home. The federal and provincial governments could not agree on who was financially responsible for providing the care Jordan needed, and he passed away in hospital before an agreement was reached.
- “When Middlesex-London Health Unit programs and services are requested by First Nations children, the Health Unit shall pay for services for a Status Indian child where that service is available to other children. This service shall be provided without delay or disruption.”

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## Indigenous Culture Card

- Developed through collaboration between the Child and Youth Network and Healthy Weights Connection (Western University), supported by the City of London and the Southwest Ontario Aboriginal Health Access Centre
- Content developed in direct collaboration with many First Nations communities and organizations.
- The card serves as a step towards cultural competence and understanding, and is being distributed widely to service providers and organizations in the London and Middlesex area.

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## Next Steps

- Civic Administration reviewing other TRC Calls to Action related to municipalities to determine what other steps can be taken.
- Political-to-political relationship building ongoing.
- Consultation on the appropriateness of raising Munsee-Delaware, Oneida Nation of the Thames, and Chippewas of the Thames First Nation flags at City Hall.

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# Thank you

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# PAY EQUITY



- Council Resolution: September 14, 2016
- Council Resolution: October 26, 2016

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## Ontario Pay Equity Act

- Came into effect 1987
- For municipalities, pay equity plans were required to be posted on January 1, 1990
- Compliance involves two stages: achievement and maintenance

3



## Achievement of Pay Equity

### Process:

- Identify the job classes in the organization
- Determine the gender dominance of those job classes having regard to the statutory criteria
- Gather job data with respect to the job classes

4



## Achievement of Pay Equity

- Evaluate the job classes using a gender neutral comparison system that measures the statutory criteria of skill, effort, working conditions and responsibilities
- Identify the male comparator job class once the job classes were grouped
- Determine job rate having regard to not only the maximum salary or wage rate but also all forms of “compensation”

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## Achievement of Pay Equity

- Determine whether there were any pay equity adjustments required by comparing the job rate of the female dominated job classes in a band with their male comparator job rate
- Post pay equity plans which included the requisite information as required by the Act

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## Maintaining of Pay Equity

- The obligation to maintain pay equity is that of the employer and is on going
- The primary maintenance obligation is to ensure that female dominated job classes continue to be paid compensation that is no less than their respective male comparator (or the regression line where proportional value method is used)

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## Maintenance of Pay Equity

- New jobs or significant change, elimination of jobs

## Process examples:

- CUPE Local 101 and CUPE Local 107

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