



TO:	CHAIR AND MEMBERS COMMUNITY AND PROTECTIVE SERVICES COMMITTEE AUGUST 1, 2017
FROM:	KATE GRAHAM DIRECTOR, COMMUNITY AND ECONOMIC INNOVATION
SUBJECT:	COMMUNITY DIVERSITY AND INCLUSION STRATEGY (CDIS)

RECOMMENDATION

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

- a) That the Community Diversity and Inclusion Strategy (attached as Appendix A) **BE ENDORSED** in principle, it being noted that this aspirational document was developed by Londoners who share City Council’s interest in a more diverse and inclusive London;
- b) That the CDIS Steering Committee **BE REQUESTED** to report back to the Community and Protective Services Committee on a proposed structure to support implementation;
- c) That Civic Administration **BE DIRECTED** to report back to the Community and Protective Services Committee regarding strategies in the CDIS which refer to or could affect the Corporation of the City of London; and
- d) A letter of thanks and acknowledgement **BE PROVIDED** from the Mayor, on behalf of City Council, to all Londoners who contributed to the CDIS process.

PREVIOUS REPORTS PERTINENT TO THIS MATTER

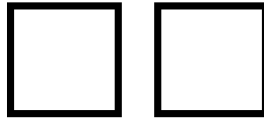
- o “Workplace and Community Diversity and Inclusion Update,” Corporate Services Committee, February 16, 2016
- o “Community Diversity and Inclusion Strategy Update,” Community and Protective Services Committee, November 15, 2016
- o “Community Diversity and Inclusion (CDIS) Update”, Community and Protective Services Committee, March 28, 2017

BACKGROUND

Too many Londoners experience exclusion, oppression and discrimination in their daily lives. This is unacceptable, and London can do better.

London City Council identified diversity and inclusion as priorities in the *2015-2019 Strategic Plan*, including the development of a ‘Community Diversity and Inclusion Strategy’ during this term of Council. In November 2016, Council approved a proposed process to develop this strategy, and directed Administration to proceed:

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 direction, the City of London issued a call for volunteer 'Diversity and Inclusion Champions'. 200 Londoners, reflecting a diversity of backgrounds and perspectives, stepped forward to be a part of the process. This group met over a series of three workshops in January, February and March 2017, and worked together to develop three things:

1. A **vision** for London as a diverse and inclusive community – a brief statement reflecting a shared aspiration for the future. 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

The Champions developed a draft vision, statement of commitment and many strategies. They were also asked to engage a broader group of Londoners between workshops for additional input. A volunteer Steering Committee, comprised of representatives from the Council's Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) and others selected through the open application process, provided oversight to the process.

In March 2017, the Steering Committee presented a summary of work to date to the Community and Protective Services Committee. They also identified a need for additional time, in order to review the nearly 230 strategy ideas from the Champions to identify what may already be underway, to ensure consistency with the vision and other strategic documents, and to provide an opportunity for input from organizations which may need to be engaged in implementation. This process took place from April to June 2017. Nearly 70 groups, businesses and organizations received the draft content of CDIS. In addition to that City of London Services Areas were also able to provide feedback. The feedback received varied from comments on specific strategies and language to general comments on the overall process and formatting.

The Steering Committee continued to work throughout this time, to identify emerging priorities from the Champions' work and make revisions based on stakeholder feedback. Five shared priorities were identified, and the number of strategies was reduced to 47.

As a product of all of this work, a draft of London's Community Diversity and Inclusion Strategy is attached to this report as [Appendix A](#), seeking in principle endorsement from City Council. The CDIS includes a number of important components:

1. A **Vision**
2. A **Statement of Commitment**
3. **Five Priorities:**
 - a. Take concrete steps towards healing and reconciliation
 - b. Have zero tolerance for oppression, discrimination and ignorance
 - c. Connect and engage Londoners
 - d. Remove accessibility barriers to services, information and spaces
 - e. Remove barriers to employment
4. **Strategies**, to advance each priority
5. Additional insights called **What we Heard** which capture additional insights received from groups and perspectives through the CDIS process
6. A **Glossary**, formerly developed by DIAAC and updated through the CDIS process, which will be made available as a separate resource on the City of London's website and which will be updated over time as a living document as new terminologies and understandings arise over time



As noted in the introduction section, the CDIS is an aspirational document. It reflects a collective effort and interest in building a more inclusive city. It captures the insights of a group of people at a specific point in time. It is not exhaustive, nor is it complete, nor is it perfect. Diversity and inclusion are complex, challenging, ever changing and often highly personal topics. The CDIS does not pretend to reflect every perspective, or include every possible action that the London community could and should take to become more inclusive. Some of the strategies in the CDIS will be easier to implement than others, as some are specific initiatives while others may never be “complete” but instead will require ongoing effort from the entire community. The CDIS must be a living document which is reviewed and revised on a regular basis, as the very act of having deliberate discussions with Londoners about inclusion is critical to making progress. The CDIS represents a step in the right direction, while appreciating that there will always be steps ahead to make London a truly inclusive community.

Next Steps

This report recommends a number of next steps. First, it recommends that the Steering Committee report back to Council on a proposed implementation structure and process. The CDIS includes strategies which involve many groups and organizations, and ensuring that those groups have an opportunity to be a part of implementation efforts will be critical to making progress. The Champions, and other Londoners, also should have regular opportunities to participate in assessing progress and updating the CDIS strategies. Second, there are a number of strategies which reference or could affect the Corporation of the City of London. With Council direction, Civic Administration will review these strategies and report back.

CONCLUSION

The vision of London as “a diverse and inclusive community that honours, welcomes, and accepts all people; where people have the power to eliminate systemic oppressions” must inspire action. The CDIS sets priorities and includes actions which will lead the London community towards this vision.

Acknowledgement with appreciation is extended to the many Londoner who contributed to this work: the Champions; the CDIS Steering Committee; the City staff support team; and every organization and individual who took the time to provide input and guidance. This work would not have been possible without their contributions.

PREPARED BY:	RECOMMENDED BY:
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- cc. Diversity, Inclusion and Anti-Oppression Advisory Committee
- Accessibility Advisory Committee
- Senior Leadership Team