

LDRRAC – Diversity, Race Relations and Inclusivity Award

2017 Evaluations

Ranking: Based on the information provided in the nomination form, each member of the Awards and Recognition Sub-Committee will evaluate each nominee using the following rating system:

4 – excellent 3 - very good 2 – good 1 – fair 0 - not appropriate

1. How has the initiative contributed to the promotion of diversity race relations, inclusivity and human rights in London and promoting London as a welcoming city?
2. What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?
3. What is the potential for expansion and/or inspiration for replication of the initiative?
4. How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?

Category	Name of Organization And Initiative(s)	Rating Member #1:	Rating Member #2:	Rating Member #3:	Rating Member #4:	Rating Member #5:	Total Rank	Comments
Small Business/Labour (<49 members)								
	PH Spa and Salon Renovations for private women's area	2	2.75	3	2.75	3	13.50	<ul style="list-style-type: none"> - Similar accommodations are made to increase privacy in women's areas in other environments, ie. gyms but this renovation is unique to the hair salon industry. - Feedback from clients (hijabi and cancer patients) is the accommodation is valuable as it makes them feel more welcome and comfortable. - The owner is certified to assist patients undergoing chemotherapy. - No comments on staff behaviours

								associated with Diversity; - While the impact of this initiative is unknown, the organization sets a good example for others to follow.
Corporations Large Business/Labour (> 50 members)								
								Nominations weren't received in this category.
Social/Community Services Not-for-Profits, (>50)								
	LUSO Education to the Housing Sector about Syrian culture and information as well as tools for the sector to ensure Syrian families settle successfully	4	2.75	4	3	4	17.75/ or 3.55 avg. of 5 ranks	- Recommended category move from Social/Community Services <49 members due to the number of agencies involved in the Community/Country contribute to accommodate refugees; (ie. WIL, CCLC, Churches, London Immigration) - Not an ongoing program; - Lower participation of diverse groups, ie homes for Syrian refugees but does create a sustainable base for others to use and maintain - Good partnership that is branded with multiple initiatives – - Funding by United way which contributes to the spectrum of support activities that are impressive
	Diverse City on Board/Pillar Non Profit Network Board of Directors matching service that identifies, trains and facilitates	2	2.75	3	1.75	2	11.5	- Membership is greater than 50 as per website (340 members) - Honourable mention - Exemplary model of leading by example that represents the City's focus. Having said that the initiative is reinforcing a behaviour that organizations should lead and is already being done in other cities

	placement of individuals in roles on not for profit Boards that are typically under-represented groups								<ul style="list-style-type: none"> - Impact is unknown on how many people are placed - Good base to refer others with similar needs in London
Social/Community Services Not-for-Profits, (<50)									
	Sanctuary London 1. Sanctuary homes for broad base of men and women with diverse needs (ie.Mental Health, addictions, poverty, LGBTQ 2. Generous Spaces – weekly group sessions for “friends” struggling to find a place to fit 3 Education (7 ways)	4	N/A	4	3.5	4	15.5* four ratings or 3.88 avg. rank	<ul style="list-style-type: none"> - Organization applied in 2016 but application was misfiled by City Administration; asked to come back. - Assist the largest variety of diverse and anti-oppressed individuals in the city. - Strong spectrum of support initiatives including teaching others how to establish a personal relation with people who are different - Do regular walks on city streets reaching out to citizens who appear to be distressed and offer to be a friend and provide assistance - Concrete results and plans to continue making an impact in the London community - Nominee is a benefactor of the programs -Good example of CDIS strategies, ie. hearing and responding to lived experiences of the London community - Unconfirmed number of employees;4 known - Have provided local contacts and look forward to seeing larger connections being made within the city through the DRIA program 	

Youth/Young Adult (<26 years of age) Groups or Org.

	<p>Hoops for Hope</p> <p>Youth who pursues an aspiration to create Indigenous, autism awareness using his passion for hoop dancing</p>	3	3.5	4	N/A	4	14.5* Four ratings or 3.63 avg	<ul style="list-style-type: none"> - River Christie-White, now 15 years old is a perfect example of the DRIA program. Five years ago at the age of 10, River, who lives with Aspergers syndrome, decided to do some research on autism and found little information. He expressed interest in creating awareness and offered his great hoop dancer as entertainment to a local powwow. He has been very well received and spends most weekends at powwows creating awareness for autism. - River is of indigenous decent and autistic. He was non-verbal until the age of 7. It took a lot of courage to acknowledge his disability, particularly as he entered the influential teenage years, but he saw the need and carried the passion - River also teaches first aid with St. John's ambulance at some elementary schools - A future leader in community awareness of diversity, race relations and inclusivity.
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Additional Eligibility Criteria:

- 1. Are nominations is appropriate category?**
- 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. This includes submissions from previous years if applicable.**

Diversity, Race Relations and Inclusivity Award By-Law B2017-284

1, The City of London Diversity, Race Relations and Inclusivity Award* recognizes achievements that:

1.1 Promote public awareness of and encourage ongoing initiatives on diversity, race relations, inclusivity and human rights and to promote/advance London as a welcoming city.

2.1 Encourage youth from all walks of life to represent the future aspirations of this Committee and recognize small, as well as large business and social/community service not for profits who promote awareness of diversity, race relations inclusivity and human rights and promoting/advancing 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 3.2. The deadline for submissions is September 30th of each year. Your nominations are invited!

Achievements you think deserve recognition!

Londoners are invited to submit their nominations using the 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 London Diversity & Race Relations Advisory Committee. Below is the criterion for award eligibility and award nomination as well as information on the selection process.

2. Eligibility Criteria

To be eligible, a nominee must:

- 2.1. represent one of the following categories: small business and small labour; corporations, large business and large labour; social/community services (not-for-profits), or youth/young adult groups or organizations;
- 2.2 have been operating in London continuously during the past 12 months, at a minimum;
- 2.3. have made their qualifying contribution in the City of London within the past 12 months; and
- 2.4. 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. This includes submissions from previous years if applicable.

3. Nomination Criteria

3.1 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 London Diversity and Race Relations Advisory Committee.

3.2. Nominations will be received from within the following categories, but awards may

3.2.1 Small Business and Small Labour (49 or fewer employees/members);

3.2.2 Corporations, Large Business and Large Labour (50 or more employees/members);

3.2.3 Social/Community Services Not-for-Profits, (49 or fewer employees/members);

3.2.4 Social/Community Services Not-For-Profits, (50 or more employees/members)

3.2.5 Youth/Young Adult (< 26 years of age) Groups or Organizations

3.3. 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:

- i) How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?
- ii) What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?
- iii) What is the potential for expansion and/or inspiration for replication of the initiative?
- iv) How can receiving this Award be used to further promote diversity, race relations, inclusivity 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.

4. Selection Process

The Awards selection process will be as follows:

4.1. Nominees will be evaluated by the Awards and Recognition Sub-Committee of the London Diversity and Race Relations Advisory Committee. The Sub-Committee will ensure the nomination is assessed in the appropriate category.

4.2. Based on the information provided in the nomination form, each member of the Awards and Recognition Sub-Committee will evaluate each nominee using the following rating system:

4 – excellent 3 - very good 2 – good 1 – fair 0 - not appropriate

4.3. The nominee with the highest rating in each category will be recommended for an Award. The Award recommendations will be presented to the London Diversity and Race Relations Advisory Committee for approval and recommendation to the Community and Protective Services Committee, for consideration and subsequent recommendation to the Municipal Council.

* The Award which came into effect August 27, 2013 (By-law A.-7012-284) replaces Council Policy 1(10) titled Race Relations Recognition Award. It is now called Diversity, Race Relations and Inclusivity Award.