

10TH REPORT OF THE
DIVERSITY INCLUSION AND ANTI-OPPRESSION
ADVISORY COMMITTEE

Meeting held on October 19, 2017, commencing at 12:02 PM, in Committee Room #5, Second Floor, London City Hall.

PRESENT: R. Hussain (Chair), F. Cassar, S. Lewkowitz, L. Osbourne, A. Sanchez and I. Silver and J. Martin (Secretary).

ABSENT: A. Hamza, Z. Hashmi and S. Khan.

ALSO PRESENT: F. Andrighetti, C. Camillo, S. Corman, K. Husain, E. Low, C. Saunders, J. Tansley, A. Thorne and T. Wall.

I. CALL TO ORDER

1. Disclosures of Pecuniary Interest

That it BE NOTED that S. Lewkowitz disclosed a pecuniary interest in clause 9 of this Report having to do with the Awards and Recognition Sub-Committee report, by indicating that her sibling is employed by Pillar Non Profit Network, which is one of the nominees.

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 no traditional opening was received.

III. SCHEDULED ITEMS

4. Resilient Cities Conference - November 17 - 18, 2017

That it BE NOTED that a verbal presentation from S. Ratz, Advisory Committee on the Environment, with respect to the Resilient Cities Conference to be held November 17 and 18, 2017, was received; it being noted that the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) looks forward to future opportunities to support events with an equitable, diverse and inclusive mandate.

5. Election 2018 Equity Group Data

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression (DIAAC) received a verbal request from the City

Clerk to provide clarification with respect to the request for equity group data to be collected from candidates in the 2018 election; it being noted that the DIAAC will provide written clarification to the City Clerk with respect to this matter.

6. Immigration Strategy

That it BE NOTED that the London Immigration Strategy Consultation Guide and a presentation from J. Balles, Co-chair, London Immigration Strategy Steering Committee and J. Tansley, Manager, Strategic Programs and Partnerships Social Services, were received.

IV. SUB-COMMITTEES & WORKING GROUPS

7. Education and Awareness Sub-Committee

That it BE NOTED that a verbal update from L. Osbourne on behalf of the Education and Awareness Sub-Committee, was received.

8. Policy and Planning Sub-Committee

That it BE NOTED that the minutes of the Policy and Planning Sub-Committee from its meeting held on October 5, 2017, was received.

9. Awards and Recognition Sub-Committee

That the following actions be taken with respect to the 2017 Diversity, Race Relations and Inclusivity Award:

- a) PH Spa and Salon BE AWARDED the 2017 Diversity Race Relations and Inclusivity Award, in the Small Business/Labour (under 49) for their initiative to provide a private space for spa services (see attached nomination);
- b) LUSO BE AWARDED the 2017 Diversity Race Relations and Inclusivity Award, in the Social Community Services Not for Profit (over 50) for their “Cultural Awareness and Sensitivity Initiative for Housing Staff Working with Syrian Newcomers” initiative (see attached nomination);
- c) Sanctuary London BE AWARDED the 2017 Diversity Race Relations and Inclusivity Award, in the Social Community Services Not for Profit (under 49) for their “Sanctuary Homes” initiative (see attached nomination); and,
- d) Hoops for Hope BE AWARDED the 2017 Diversity Race Relations and Inclusivity Award, in the Youth/Young Adult Groups Category for their “Hoops for Hope” initiative to increase autism awareness (see attached nomination);

it being noted that the minutes of the Awards and Recognition Sub-Committee from its meeting held on October 11, 2017, was received.

V. CONSENT ITEMS

10. 9th Report of the Diversity Inclusion & Anti-Oppression Advisory Committee

That it BE NOTED that the 9th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on September 14, 2017, was received.

11. L. Albanese Ministry of Citizenship and Immigration - June Callwood Outstanding Achievement Award for Voluntarism

That it BE NOTED that the communication dated September 2017, from L. Albanese, Minister, Ministry of Citizenship and Immigration, with respect to the June Callwood Outstanding Achievement Award for Voluntarism, was received.

VI. ITEMS FOR DISCUSSION

12. 2017 Diversity Inclusion & Anti-Oppression Advisory Committee Workplan

That the attached 2017 Diversity, Inclusion and Anti-Oppression Advisory Committee Workplan BE FORWARDED to the Municipal Council for consideration.

13. 2017 Diversity Inclusion & Anti-Oppression Advisory Committee Budget Review

That it BE NOTED that the 2017 Diversity Inclusion and Anti-Oppression Advisory Committee Budget was reviewed.

VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

None.

VIII. CONFIDENTIAL

(See Confidential Appendix to the 10th Report of the Diversity Inclusion and Anti-Oppression Advisory Committee enclosed for members only.)

The Diversity Inclusion and Anti-Oppression Advisory Committee convened in camera from 1:52 PM to 1:56 PM after having passed a motion to do so, with respect to the following matter:

- C-1. A personal matter pertaining to identifiable individuals, including municipal employees, with respect to the 2018 Mayor's New Year's Honour List.

IX. ADJOURNMENT

The meeting adjourned at 1:58 PM.

NEXT MEETING DATE: November 16, 2017



Diversity, Race Relations and Inclusivity Award Nomination Form

London
CANADA

NOMINEE INFORMATION

| | |
|--|----------------------|
| Name of organization: PH Spa & Salon | |
| Business Address: 640 Hyde Park #2 | |
| City: London ON | Postal code: N6H 3S1 |
| Name(s) of contact people (including position titles): Mr. Kurt Kussman (owner) | |
| Business Telephone: 519-657-8870 | Business Fax: |
| Business E-mail: phspa@bell.net | |
| Category: (check one) | |
| <input checked="" type="checkbox"/> Small business/small labour (49 or fewer employees/members) | |
| <input type="checkbox"/> Large business/large labour (50 or more employees/members) | |
| <input type="checkbox"/> Social/community services (including Not-for-Profits) (49 or fewer employees/members) | |
| <input type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members) | |
| <input type="checkbox"/> Youth/young adult groups or organizations (<26 years of age) | |

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

| |
|---|
| Program initiative: Renovations for private women's area |
| Date of implementation: 2017 |
| Key department(s) or committees involved: |
| Key people involved: Lauren Sawkins > Stylists Ashley Zeversenuke |
| Description of initiative: - curtain installed - private area for women |
| 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? - allowed for hijabi women to feel more welcomed and at ease when accessing the spas services |

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?

- it's often difficult for a hijabi to access such services so this promotes inclusivity and eases that anxiety

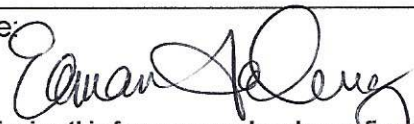
What is the potential for expansion and/or inspiration for replication of the initiative?

- this can be easily replicated across the industry, and hopefully will be held up as an example to follow.

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?

- it will show that by promoting inclusivity and diversity we all benefit as it strengthens our bonds as a community.

NOMINATOR INFORMATION

| | | | |
|------------|--------------------|--|--|
| Name: | Eaman Fahmy | | |
| Address: | 50 Buttermere Rd | | |
| City: | London ON | Postal code: | N6G 4L1 |
| Telephone: | 519-852-4893 | Fax: | |
| E-mail: | efahmy77@gmail.com | Signature: |  |
| Date: | Sept 29 / 17 | Note: By signing this form you are hereby confirming that the Nominee has consented to the nomination. | |

Submissions must be received by September 30 to:

London Diversity and Race Relations Advisory Committee
c/o Committee Secretary, City Clerk's Office
City of London
300 Dufferin Avenue, PO Box 5035
London, ON N6A 4L9

Phone: 519-661-2500 Ext. 5417

Fax: 519-661-4892

E-mail: jmartin@london.ca

NOTICE OF COLLECTION OF PERSONAL INFORMATION

Please be advised that all nominations submitted for the Diversity, Race Relations and Inclusivity Award become part of the public record. The nominations will be published on a public agenda and made available electronically through the City of London public internet website. The personal information collected on this form is collected under the authority of the Municipal Act 2001, as amended, and will be used to administer the Diversity, Race Relations and Inclusivity Award program. Questions about this collection should be addressed to the City Clerk at 300 Dufferin Avenue, London, Ontario N6A 4L9 Tel: 661-2500 Ext. 4937



London
CANADA

City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

Note: Fields marked with ★ are mandatory.

Section 1 - Information of Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: ★

LUSO Community Services

Address of Nominee (please include City, as well as postal code) ★

1193 Oxford Street East, #2, London N5Y 3M2

Name(s) of Contact People (including position titles) ★

Gabriele Schotter (project coordinator), Elisabete Rodrigues (Executive Director)

Business Phone # ★

519-452-1466

Business E-mail address ★

elisabete@lusocentre.org, gabriele@lusocentre.org

Organization Website (if one exists)

www.lusocentre.org

Which of the following categories does this group/organization fit into? ★

Small business/small labour (49 or fewer employees/members)

Large business/large labour (50 or more employees/members)

Social/community services (including Not-for Profits) (49 or fewer employees/members)

Social/community services (including Not-For-Profits) (50 or more employees/members)

Youth/young adult groups or organizations (younger than 26 years of age)

Does the nominee meet the eligibility criteria? ★

Yes

No

Not sure

Section 2 - Your Reason for Nominating

Section 3 - Nominator Information

By submitting this form, you are hereby confirming that the Nominee has consented to the nomination.

Please be advised that all nominations submitted become part of the public record. The nominations will be published on a public agenda and made available electronically through the City of London public Internet website.

The personal information collected on this application form is collected under the authority of the *Municipal Act, 2001*, as amended, and will be used to respond to questions or comments submitted to the City of London from members of the public using www.london.ca, City of London Diversity, Race Relations and Inclusivity Award - Nomination Form. Questions about this collection of personal information should be addressed to the City Clerk, 300 Dufferin Avenue, PO Box 5045, London, ON N6A 4L9. Tel: 519-661-CITY (2489) ext. 4937.

| |
|---|
| 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? |
| What is the potential for expansion and/or inspiration for replication of the initiative? |
| 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? |

NOMINATOR INFORMATION

| | |
|---|--|
| Name: Janet McAllister /chair Networking for an Inclusive Community | |
| Address: 100 Collip Circle Ste 100 | |
| City: London, ON | Postal code: N6G 4X8 |
| Telephone: 519 858-5158 ext 20081 | Fax: |
| E-mail: janet.mcallister@camh.ca | Signature: Janet McAllister |
| Date: Sept. 29 2017 | Note: By signing this form you are hereby confirming that the Nominee has consented to the nomination. |

Submissions must be received by September 30 to:

London Diversity and Race Relations Advisory Committee
 c/o Committee Secretary, City Clerk's Office
 City of London
 300 Dufferin Avenue, PO Box 5035
 London, ON N6A 4L9

Phone: 519-661-2500 Ext. 5417
 Fax: 519-661-4892
 E-mail: jmartin@london.ca

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Diversity, Race Relations and Inclusivity Award Nomination Form

London
CANADA

NOMINEE INFORMATION

| | |
|--|---------------|
| Name of organization: | |
| Business Address: | |
| City: | Postal code: |
| Name(s) of contact people (including position titles): | |
| | |
| Business Telephone: | Business Fax: |
| Business E-mail: | |
| Category: (check one) | |
| <input type="checkbox"/> Small business/small labour (49 or fewer employees/members) | |
| <input type="checkbox"/> Large business/large labour (50 or more employees/members) | |
| <input type="checkbox"/> Social/community services (including Not-for-Profits) (49 or fewer employees/members) | |
| <input type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members) | |
| <input type="checkbox"/> Youth/young adult groups or organizations (<26 years of age) | |

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

| |
|--|
| Program initiative: |
| Date of implementation: |
| Key department(s) or committees involved: |
| Key people involved: |
| Description of initiative: |
| 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? |

Program Initiative

Cultural Awareness and Sensitivity Initiative for housing staff working with Syrian Newcomers

Date of Implementation

The resources were presented to housing companies in the months of May and June of 2017. The presentations are still on going, we have expanded our reach to organizations, that work with Syrian Newcomers, but not necessarily in the housing sector. Some examples are the Health Unit, WILL employment or NIC.

Key department(s) or committees involved

In October 2016 Gabriele Schotter continued and finished the project by June 30, 2017. The Steering committee provided advice and acted as a resource. The committee included the following members:

- ❖ Matthew Meyer (LHSC and Lead Researcher- Community Health Collaborative)
- ❖ Laura Camarillo-Comiskey (Training Coordinator- Across Languages)
- ❖ Ammar Al-Kwif (Safe Integration Facilitator, Muslim Resource Centre)
- ❖ Elisabete Rodrigues (Executive Director, LUSO Community Services)
- ❖ Stefan Sago (Sago films- film-maker)
- ❖ Eugene Tremblay (CAS, Muslim Resource Centre, Syrian Taskforce)

Key people involved

- ❖ **LUSO Community Services (Settlement Staff):** Providing addresses of Syrian families in their area
- ❖ **Elisabete Rodrigues (Executive Director, LUSO):** Discussing the timeline and first steps to guide project direction, advisor throughout the project
- ❖ 5 years ago.
- ❖ **Housing staff:** Offering their expertise and discussing their experiences in regards to housing Syrian Newcomers, getting to know their needs and how they can be best incorporated in the resources
- ❖ **Ammar Al-Kwif**, verifying the resources in its cultural content
- ❖ **LUSO Settlement worker staff**, verifying the cultural content of the resources
- ❖ **Mai Ashour**, Settlement Worker at LUSO, providing the voice over for the videos as well as the translating the cards from English into Arabic.
- ❖ **Jacob Winter**, Program Assistant at LUSO, providing the voice over for the videos as well as being the technical support and proof reader throughout the project.

Description of the Initiative

The project provided customized training to housing staff, landlords and building managers about the cultural differences and how to best support Syrian newcomers residing in their buildings.

The main focus of the project was to educate the housing sector in London about Syrian culture as well as to provide information and tools for the sector to ensure that Syrian families settled successfully and maintained housing. The tools will enable housing staff to be better prepared in communicating and understanding their current and future

tenants by using these tools, which in return will make Syrian newcomers feel welcome and integrate quicker and more successfully into their community.

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?

The project provided customized training to housing staff, landlords and building managers about the cultural differences and how to best support Syrian newcomers residing in their buildings.

There were countless benefits to supporting the housing sector about their tenants, including:

- ❖ Better communication about housing related issues from both perspectives (landlord and tenant).
- ❖ Faster and easier integration within the housing complex and community.
- ❖ More positive approaches to addressing misunderstandings and conflicts when housing staff understand why problems may occur.
- ❖ Reducing and preventing stigmas and prejudice, which creates a more positive community overall.
- ❖ For newcomers, understanding that their new community is working to support them builds rapport and opportunities.

Resource Tools- description and development process



Brochure- Syrian Newcomers – A guide for the housing sector

We created a 16-page brochure/booklet, this tool includes the following sections

1. Information about Syria,
2. Syrian vs Canadian housing experience,
3. Cultural and Social Customs
 - a. Apartment related
 - b. Interaction related
4. Language and Communication
5. Family, Education and Parenting

650 brochures were printed for dissemination.

Useful phrases translation cards and socializing tips



Based on feedback from Housing staff, we selected 25 useful sentences to put into a portable card deck. The sentences were translated into Arabic and printed onto keycards. The pack also included 10 socializing tips for working with Syrian Newcomers. The cards are extremely user friendly, easy to carry around, indestructible, and colour coded.

Video sequences



Last but not least, we created six video clips between 5-10 minutes in length. The user will be able to choose which subject he/she is most interested in and watch them in any order. The themes are based on the brochure and carry the exact same category title for easy reference. This resource tool will give the viewer are more in depth understanding on the “why” of daily challenges and on tips to resolve them.

4. Training and Implementation

. The consultations included:

- ❖ Brief overview of the purpose of the tools as well as the project development; highlighting how the housing sector was involved in developing the tools.
- ❖ Providing them with resource packages, followed by a step by step introduction of the translation cards, brochure and video sequences.
- ❖ The housing staff was informed on how the tools are intended to be used, why different types of tools were developed and on distribution options for the resources within their company.
- ❖ understanding in order to allow Syrian newcomers to more effectively integrate into Canadian society.

In total 15 housing companies (various numbers of staff present) and 3 private sponsors received the training session.

Up to September 22, 2017, the following community members/organizations also received a presentation and are aware of these tools:

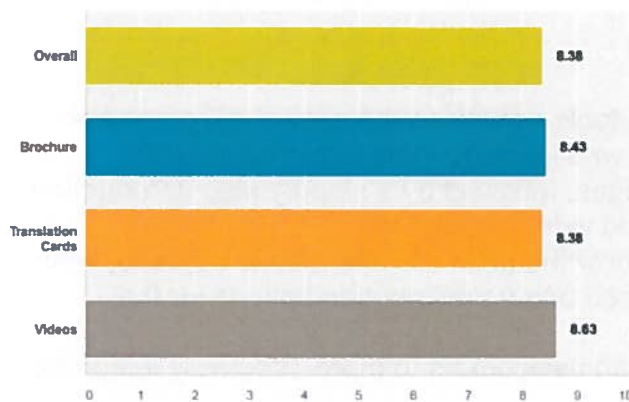
- ❖ Mayor Brown, Marcel Marcellin (Senior Policy Advisor)
(Sharing the tools whenever possible)
- ❖ Steering committee, they will share the tools whenever possible and will promote them in their own line of work)
- ❖ Teresa Allott ,Diversity officer with the London police, (she will share the videos on their internal server for easy access for all of London police)
- ❖ Social Housing Operational Advisory Committee. It was Social Housing Staff here with the City and also Kolleen Hickman who represents the Co-operative Housing Sector, Chris Payne from the non-profit housing sector, Cathy Park from the Federal Housing Sector and Josh Brown, Executive Director from London & Middlesex Housing Corporation.
- ❖ NIC (Network for Inclusive Communities)
- ❖ Health Unit- Melanie Elms, health nurse
- ❖ Will Employment
- ❖ LUSO Staff, including all Settlement Workers in School

What short or long-term impact will the initiative have on the promotion of diversity, race, relations, inclusivity and human rights in London and promoting London as a welcoming city?

After the training sessions, an online survey was developed to evaluate the efficacy of the tools developed. Out of 16 organizations contacted, eight provided feedback on the tools. Responses were very consistent, and showed that housing staff responded positively to the tools and used them frequently.

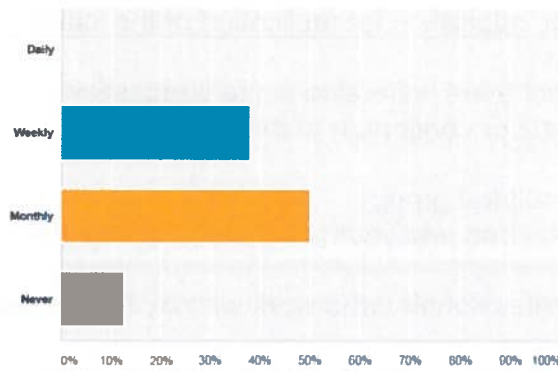
**How useful did you find the resource tools?
(1-10, with 10 being the most useful)**

Answered: 8 Skipped: 0



How frequently do you use the resource tools?

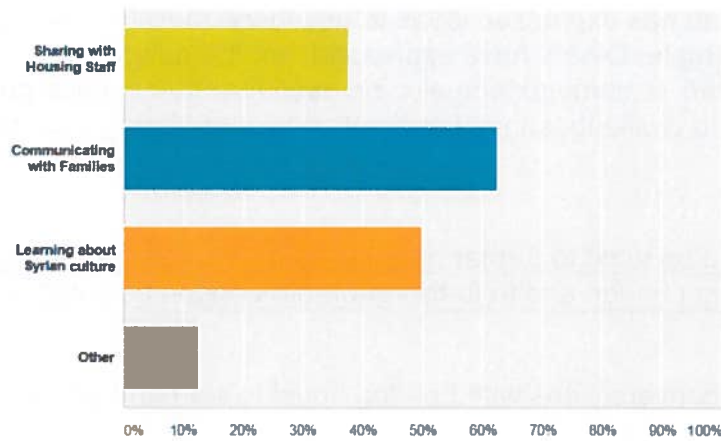
Answered: 8 Skipped: 0



**Note that for the respondent who reported that they did not use the tools, they qualified that they already speak Arabic*

How have you been using the resource tools?

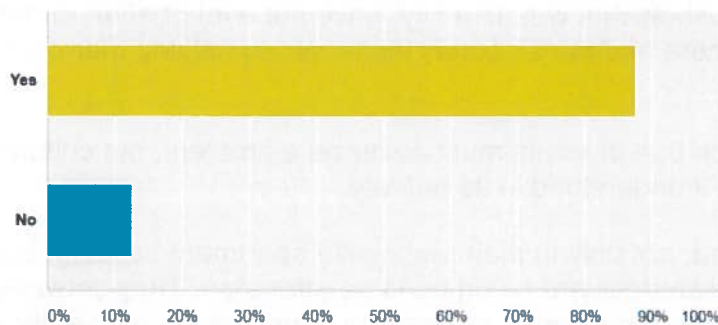
Answered: 8 Skipped: 0



Other included a private sponsorship group which will use the resources in future sponsorship activities

Would similar tools be helpful for other cultural groups?

Answered: 8 Skipped: 0



Suggested groups included: Chinese (2), Spanish, Burmese, Congolese, Hindi, Nepali

What is the potential for expansion and/or inspiration for replication of the initiative?

After 8 months of working on this project there were also some suggestions and ideas on how to possibly have a phase 2 or continuum to this project.

- ❖ Re-create this project for another cultural group
- ❖ Create another resource tool for children and youth of Syrian families (family-oriented services).
- ❖ Create a resource tool for other professionals, who work with Syrian families on a regular base.
- ❖ Possibility of expanding the consultations to other cities in Ontario or/and services in London.

The project coordinator is currently still working to expand the knowledge of the resources to all organizations in London that work with Syrian Newcomers the

Some housing companies/staff has expressed ideas to use these tools to develop their own translation cards for example. Others have expressed that the newcomer-information in the brochure can, to some extent, also be used for other cultural groups and have opened their eyes to challenges they have not considered being a problem.

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?

I have had many interesting conversations with London housing staff and one comment has always stood out:

"I wish I would have had that from the beginning, everything makes so much more sense now. I understand them a lot better by having this material. Having the chance to welcome Syrian Newcomers more informed and better prepared is amazing.

No doubt has London received resources that will make a huge difference on how Syrian Newcomers will be able to settle and integrate into our city and ultimately Canada. These resources show that we, as a city, have put a lot of effort and thought into bringing Newcomers here and are sincerely interested in helping them to integrate as fast as possible.

The resources clearly teach that diversity must never be a problem, but cultures need to be seen as an enrichment if understood in its entirety.

Newcomers will be included, not only in their respective apartment building, but also in our communities if these resources are being used as reference. They show very clearly how different we all are, in our upbringing, beliefs and experiences, but yet they give simple advice on how we can embrace these differences and enrich our lives, if both sides choose to do so.

Here are some comments from housing companies:

"We LOVED the session and have been talking about it since. My colleagues in Kitchener are jealous that we have someone like you, so I will be sharing all the information you provide us. Thank you again!"

"Thank you so much for coming in today to speak with us regarding the Syrian Newcomer Initiative. What you have put together is absolutely amazing and helpful!"

"Thank you for your very informative meeting this morning. We all enjoyed it thoroughly. You did a huge amount of work preparing for this and it was very professional."

"Thanks so much! Yes, this is really essential and such a nice resource to have "on hand"."

City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

Section 1 - Information of Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **Sanctuary London**

Address of Nominee (please include City, as well as postal code): **531 Talbot Street, London ON N6A 2S5**

Name(s) of Contact People (including position titles): **Darryl Reckman (Executive Director) and Gil Clelland (Executive Director)**

Business Phone #: **519-280-8895 (Darryl) and 519-902-9774**

Business E-mail address: darryl@sanctuarylondon.ca and gil@sanctuarylondon.ca

Organization Website (if one exists): www.sanctuarylondon.ca

Which of the following categories does this group/organization fit into?: **Social/Community Services (49 or fewer)**

Does the nominee meet the eligibility criteria?: **Yes**

Section 2 - Your Reason for Nominating

What is the initiative this group/organization implemented?: **1) Sanctuary Homes 2) Generous Spaces 3) Educational Opportunities**

At what time during this year did this initiative take place? (eg. Spring 2017): **2017**

Name the key individuals, departments or committees involved: **Darryl Reckman, Gil Clelland, Sanctuary London Board, and community members and volunteers**

Brief description of initiative: **1) Sanctuary Homes -- a community house duplex, where 4 women and 4 men live in side by side homes, and where people who have never known stable and trusting places to live finally have a place to call 'home'. This is a unique answer to homelessness in the city, and models after the international organization L'Arche. 2) Generous Spaces Group -- a group which welcomes and creates safety for those questioning or learning or part of the**

LGBTQ+ community, so that conversations can happen and mutual acceptance, respect, and trust can increase. Sanctuary strives to create more safe places in the city. 3) Educational opportunities--in various ways, Sanctuary London provides education to Londoners to learn about diversity, oppression, and inclusivity through nursing placements, drop-ins, educational walks in the city, experiential learning, speaking events, community events, hearing stories shared by our friends from the streets, and shared activities. (Please see PPT and Word attachments.)

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? eg. Number of people who benefited from this initiative, success stories, etc.: **Sanctuary London's mission is to be a welcoming community space for the vulnerable, homeless, and excluded in London, and those facing poverty of all kinds—relational, social, economic, etc. This organization strives to be a place of home, belonging, safety, and healthy relationships, and a place where all are welcomed, no matter their background, life story, struggle, faith, gender, sexual orientation, race, and more. Those facing mental health, addictions, and social barriers are fully welcomed. Inclusivity, diversity, and acceptance are at the heart of Sanctuary's work: to bring the outsider in. This welcome extends to all Londoners who are invited to come and get involved and learn by doing, thereby helping to shape London as a welcoming and anti-oppressive city. (PLEASE SEE POWERPOINT FOR FURTHER INFORMATION AND PHOTOS) With these values always at the core, Sanctuary London has focused on a few particularly impactful initiatives this year: 1) Sanctuary Homes 2) Generous Spaces 3) Education for Londoners** 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? **1) Sanctuary Homes—2017 was the first full year of having both the men and women's homes living in community. 4 men and 4 women live side-by-side in separate units in the duplex and for the first time, some of these otherwise homeless folks are experiencing a safe and stable place to live that aims to feel like family and community. Not just a physical home, but a place to call home where they can hang their hat and be themselves. Here, they are treated to with dignity, care, and respect. This type of home is a unique answer to homelessness in London. The set-up involves two anchor members living with two housemates who need support, and follows a similar model of housing that L'Arche offers in London and internationally. Please see attached Word Documents for more...**

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?: **Sanctuary London aims towards creating stability and a sense of home in those who face chaotic and high-risk lifestyles. This increases the likelihood of those folks who are street-level to begin using city-offered services (such as Intercommunity Health & mental health legal counselling) and increases their chances towards stable home (for example, Sanctuary Homes). But even more important, the experiential learning that comes from the invitation to the rest of the London community to join our community brings a deeper awareness of the**

struggles of economic and social poverty, and increases togetherness and relationship-building, which leads to less oppression and learning to respond through a lens of acceptance and understanding. Sanctuary London continues to reach out to Londoners and broader areas. They connect with Sanctuary Toronto, which is a similar organization, and have ties with many other organizations that are doing excellent work in the area of service and education for those facing poverty and exclusion in their cities. Sanctuary staff host community events, such as the annual Ysselstein's farm/swimming/dinner summer trip, benefits concerts in London and further places such as Grand Bend and Goderich, and an upcoming Mystery Masquerade Dinner and Theatre. While these proceeds are given to the ongoing work of Sanctuary London, these opportunities involve speakers, stories shared by our Sanctuary folks, time for one-on-one conversation, and sharing of information about poverty and oppression. We invite the larger London community to be part of our experience, because we learn better up close. We can learn about diversity, race relations, inclusivity and human rights in London from afar, by sitting at a table at a conference and taking the information given to us, OR we can participate actively and learn through experience. The latter way often proves to be the better way to be changed and impacted deeply... Please see attached Word Document for more.

What is the potential for expansion and/or inspiration for replication of the initiative?: For the Community House (Sanctuary Homes)—they have been living in this community house as a new program and gaining experience as they go. Through this learning curve, improvements are being made all the time. In the future, it might be possible to have additional homes following the same community-family model where stability and trust can be built. In addition, we are learning that this kind of living-together can happen in many ways, and in many scenarios. A year and a half ago, there was no housing offered by Sanctuary London—it was only a dream. Now there is a duplex that houses 8 people. In future, there is potential to expand further in finding ways to help our street-level friends find a safe home. For Generous Spaces, there is potential for the group to grow in number/size, and for more groups to occur. Also, with continued mentoring from the Toronto organization, more learning will continue. The Toronto organization also hosts a yearly conference, which members from the Sanctuary London could potentially attend. Connections with other partners in London and/or the Pride Parade leaders could shape even more impactful initiatives that create safe and welcoming spaces in London. More than that, the group has raised a space for the community to ask questions, examine issues, and desire to learn more. Most judgment of others comes from fear. The group allows us to trust one another with the hard questions we might otherwise be afraid to ask. For Education, there is always room for expansion and inspiration for replication. Education happens exponentially. The more Londoners and nursing placement students and others who attend Sanctuary, the more that will have an increased understanding and empathy for those who are homeless and struggling with poverty. As each person who joins us shares their stories with others in London, this understanding and learning will grow more quickly. And this gives me hope... Please see attached Word Document for more.

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?: **If Sanctuary London were to receive this award, I sincerely believe it would benefit them to further promote diversity, race relationships, anti-oppression, and human rights in London and to further promote London as a welcoming city. Welcome is the core value of Sanctuary, and every step they take within their organization is with the aim to promote and increase a sense of genuine welcome. The staff and community would be encouraged in their work, which is a real gift when so many situations they witness every day are difficult and when they are constantly working against so many barriers of oppression that still exist. The award would offer an opportunity for others in the city to become more aware of Sanctuary London and the work they are doing to increase diversity and acceptance, and to break down barriers of discrimination. Therefore, they could establish further partnerships and positive working relationships, and form more connections to share their progress with the city of London. This leads to mutual encouragement and increased dialogue between many organizations in London all working towards a similar goal. This award would also offer a chance for recognition and credibility for their work which would help them in requests for funding and grants for Sanctuary Homes, Generous Space work, and health and education in the city, as well as meeting the day-to-day needs of their poverty community such as costs for resources for meals and other drop-in activities. Sanctuary London's funds are completely self-raised, and they are not receiving any funding or grants from the government.**

Do you wish to attach a document or photo in support of your nomination?:

Another document or photo?:

Another document or photo?:

Another document or photo?:

Section 3 - Nominator Information

Your Name: **Debra Franke**

Your Address (please include postal code): **475 Adelaide Street North, London, ON N6B 3J1**

Your Phone #:

Your e-mail (a copy of this submission will be sent to the e-mail address you provide):

Submitted on: **9/30/2017 12:56:54 AM**

City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

Section 1 - Information of Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **Hoops For Hope**

Address of Nominee (please include City, as well as postal code): **749 Little Gray Street, London, ON N5Z 1P2**

Name(s) of Contact People (including position titles): **River Christie-White**

Business Phone #: **519-701-2796**

Business E-mail address: aberdeen1111@gmail.com

Organization Website (if one exists):

Which of the following categories does this group/organization fit into?: **youth/young adult groups or organizations**

Does the nominee meet the eligibility criteria?: **Yes**

Section 2 - Your Reason for Nominating

What is the initiative this group/organization implemented?: **Hoops for Hope is an initiative to provide awareness of, and to raise funds for Indigenous autism awareness**

At what time during this year did this initiative take place? (eg. Spring 2017): **Every weekend during the summer, and many other weekends during the year**

Name the key individuals, departments or committees involved: **River Christie-White**

Brief description of initiative: **River uses hoop dancing to raise autism awareness**

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? eg. Number of people who benefited from this initiative, success stories, etc.: **See attached**

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?: **River's program is transferrable to many other cultures, and is a bridge between Indigenous and other cultures in the city.**

What is the potential for expansion and/or inspiration for replication of the initiative?: **Rive4r is expanding this, to include first aid training for indigenous youth**

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?: **Recognition of Hoops for Hope would give a strong message, that autistic individuals can and are willing to contribute to diversity within our city, and will strengthen the inclusive nature of our population.**

Do you wish to attach a document or photo in support of your nomination?: **Nominee.docx**

Another document or photo?: **River1.jpg**

Another document or photo?:

Another document or photo?:

Section 3 - Nominator Information

Your Name: **Ian Silver**

Your Address (please include postal code): **104-1500 Richmond Street, London, ON, N6G 4V1**

Your Phone #:

Your e-mail (a copy of this submission will be sent to the e-mail address you provide): ian.silver@alumni.utoronto.ca

Submitted on: **10/1/2017 12:31:08 PM**

Nominee:- Hoops For Hope

This program is the brainchild of River Christie-White. River is a 15 year old, a student at Beal Secondary School, and a member of Oneida of the Thames First Nation. River has Asperger's syndrome, a form of autism. He was non-verbal until age 7, and credits for his progress, the excellent supports he received from TVDSB, specifically Aberdeen School. For the past five years, he has performed as a hoop dancer at powwows across Canada, raising funds for indigenous autism awareness and programming, with the help of, and to support the work of, Autism Ontario - <http://www.autismontario.com>. River attends powwows every weekend during the summer, as well as special events in London and area.

One in 66 Indigenous youth suffers from autism, far in excess of the national average, and a statistic rarely known. As an adjunct, River speaks regularly with regional chiefs and councils, and suggests his initiative as a template for other indigenous communities. To supplement his program, River, a licensed first aid instructor with St. John Ambulance, <http://www.sja.ca/English/Pages/default.aspx>, has started a youth group on the reserve, to assist young people in obtaining first aid certification.

Contributing to diversity

Intersectionality is very important in a diverse world. River uses Indigenous culture to make the wider community aware of autism, and its impact. The intersection of culture and disability is a model for all communities. His dancing talents are widely recognised in London, increasing and promoting the image of a diverse city.

River's program is transferrable to many other cultures, and is a bridge between Indigenous and other cultures in the city.

Recognition of Hoops for Hope would give a strong message, that autistic individuals can and are willing to contribute to diversity within our city, and will strengthen the inclusive nature of our population.

**Diversity, Inclusion and Anti-Oppression Advisory Committee
2017 Workplan**

| Project/Initiative | Background | Lead | Proposed Timeline | Proposed Budget | Strategic Plan Alignment |
|--|---|--|--------------------------|------------------------|---|
| Review Terms of Reference and membership structure of DIAAC | | Policy & Planning Sub committee | 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 orientation checklist. ● 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 | Policy and Planning Sub committee Education sub-committee All sub-committees | Summer 2017 | Nil | Innovative and supportive organizational practices -Use innovative and best practices in all organizational and management activities. |

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| <p>Establish positive relationships with Council</p> | <ul style="list-style-type: none"> • Explore opportunities to work with Council members | <p>Policy & Planning Sub committee</p> | <p>Ongoing</p> | <p>Nil</p> | <p>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.</p> |
| <p>Provide input into the Community Diversity & Inclusion Plan</p> | <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 municipal level. | <p>Policy & Planning Sub committee</p> | <p>Ongoing</p> | <p>Nil</p> | <p>Strengthening our community -Diverse, inclusive, and welcoming community. Support all Londoners to feel engaged and involved in our community</p> |
| <p>Explore relationships within the Corporation of the City of London whose work is impacted by diversity and inclusion; offering DIAAC as a resource</p> | <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, | <p>Policy & Planning Sub committee</p> | <p>On-going</p> | <p>Nil</p> | <p>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.</p> |

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| | Social Services & Dearness Develop introductory messaging and prioritization of outreach | | | | |
| Monitor implementation of Truth and Reconciliation Commission | Request regular updates from staff to ensure TRC recommendations are being implemented at municipal level | Policy & Planning Sub committee | | | 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 & Planning Sub committee | 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 Strategy | Offer support and monitor progress of immigration strategy | Policy & Planning Sub committee | 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. |

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| <p>Liaise with community organizations to help promote their activities and DIAAC to the broader community</p> | <ul style="list-style-type: none"> • Invite community organizations to speak about current issues in diversity and inclusion • Inventory current information sources for organizations connected to community, diversity and inclusion • Brainstorm methods of coordinating information sharing and promotion | <p>Awards & Recognition Sub committee</p> | <p>Ongoing</p> | <p>\$400 for education events, research and resource development</p> | <p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p> |
| <p>Plan DRRI Award ceremony</p> | <ul style="list-style-type: none"> • City of London Administered Award celebrating Diversity, Race Relations and Inclusivity | <p>Awards & Recognition Sub committee</p> | <p>Ongoing</p> | <p>\$1600</p> <ul style="list-style-type: none"> • Plaques \$600 • Food & Drink 70 ppl @\$10 = \$700 • Calendar – all nominees \$300 • s | <p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community Leading in Public Service</p> |
| <p>Collaborate with Civic Administration on review of processes for the DRRI Awards and Mayor's New Year's Honours List selection</p> | <ul style="list-style-type: none"> • Follow-up with Clerks regarding action of the May 24th, 2014 Council resolution to review and comment on DIAAC's request for Civic Administration to provide leadership responsibility for the DRRI Award • Work collaboratively with Civic Administration to review current processes and provide suggestions for improvement based on | <p>Awards & Recognition Sub committee</p> | <p>Ongoing</p> | <p>Nil</p> | <p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p> |

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| | <p>DRRI Award recipient feedback</p> <ul style="list-style-type: none"> Review DIAAC/sub-committee involvement with identification and recommendation of recipients for the Mayor's New Year's Honours List | | | | |
| Research and recommend additional forms of awards and recognition to DIAAC | <ul style="list-style-type: none"> Investigate other City Advisory Committees and collaborate (Ottawa, Peel, Hamilton regions) on awards and recognition practices | Awards & Recognition Sub committee | Ongoing | Nil | Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community |
| Increase awareness and participation while coordinating the Annual Rewards and Recognition program | <ul style="list-style-type: none"> Develop an inventory of all nominators and nominees including contact information and invite participation of the annual event Assess the benefits and nature of incentives to increase nominee participation, ie bio's of nominees on website Schedule information session with Rogers Cable Develop template to provide Councillors with information relative to events to assist with promotion and recognition Invite MP and MPP's (to awards celebration to | Awards & Recognition Sub committee | Ongoing | Nil | <p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p> <p>Leading in Public Service – Collaborative Engaged Leadership – Continue to build strong working relationships between City Council, Civic</p> |

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| | increase recognition and awareness (in Parliament) | | | | Administration the City's agencies, boards and commissions and community partners. |
| Promote Awards & Recognition Winners | <ul style="list-style-type: none"> • Provide Councillors with information of winners within their areas and encourage recognition • Provide Education Committee with names of winners and request presentation at DIAAC meeting | Awards & Recognition Sub committee | On-going | Nil | <p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community</p> <p>Leading in Public Service – Collaborative Engaged Leadership – Continue to build strong working relationships between City Council, Civic Administration the City's agencies, boards and commissions and community partners.</p> |
| Educate Committee members | <ul style="list-style-type: none"> • Identify alternate ways to increase knowledge of diversity, race relations and inclusivity activities in the city | Awards & Recognition Sub committee | On-going | | Strengthening our community – Diverse, inclusive and welcoming community. Support |

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| | <ul style="list-style-type: none"> • Provide Education Committee with names of all nominations and request participation at DIAAC meetings | | | | <p>all Londoners to feel engaged and involved in our community</p> <p>Innovative and supportive organizational practices – use innovative and best practices in all organizational and management activities</p> |
| Collaborate with City on Awards and Recognition Process | <ul style="list-style-type: none"> • Follow up with City to confirm internal contact to liaise with the Awards and Recognition Sub-committee to support activities • Determine interest of the City's Marketing or Communications team to meet to collaborate on the City's annual Communication Plan | Awards & Recognition Sub committee | Ongoing | Nil | <p>Leading in Public Service – Collaborative Engaged Leadership – Continue to build strong working relationships between City Council, Civic Administration the City's agencies, boards and commissions and community partners.</p> |
| Orient new DIAAC members on Awards and Recognition | <ul style="list-style-type: none"> • Provide summary of relevant Awards to be included in the Orientation Package for new DIAAC members | Awards & Recognition Sub committee | Ongoing | Nil | <p>Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel</p> |

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| | | | | | engaged and involved in our community |
| Arrange Community speakers (local and regional) to speak to DIAAC | <ul style="list-style-type: none"> Develop schedule for voting committee members to present a brief bio of themselves Coordinate DIAAC Award recipients present Invite the London Police Services DIAAC rep to present Invite members of the public who experience discrimination or abuse in London to speak at DIAAC meeting Invite other experts and community members to speak to DIAAC | Education and Awareness sub-committee | On-going (Every other month) | \$1000 | Strengthening our community – Diverse, inclusive and welcoming community. Support all Londoners to feel engaged and involved in our community |
| Develop & facilitate educational opportunities | <p>Facilitate a community awareness event</p> <ul style="list-style-type: none"> Theme: Gender/The Meaning of Gender Identify partnerships in the community for event Plan for International Day for the Elimination of Racial Discrimination Identify promotional opportunities and strategies for community events | <p>Ed'n subcommittee & DIAAC</p> <p>Ed'n subcommittee</p> <p>Ed'n subcommittee</p> <p>Communication</p> | <p>November /January</p> <p>June-July</p> <p>January</p> <p>July</p> | <p>\$700-\$1000</p> <p>\$200</p> | |
| Educate new members of DIAAC | Collaborate with P&P to create new and revised content to enhance the DIAAC new member's orientation package | Education & P&P subcommittee | Ongoing | Nil | |

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| | <ul style="list-style-type: none"> Provide recommendations and feedback to P&P on the following: <ul style="list-style-type: none"> -org chart illustrating DIAAC in relation to Council -list of commonly used operational definitions within CofL context -provide document outlining pre-approved list of budget item <p>Assist P&P in revision of TOR for DIAAC.</p> | Ed'n subcommittee | Ongoing | | |
| | | Ed'n & P&P subcommittee | Ongoing | | |
| Educate committee members | <ul style="list-style-type: none"> Invite faith leaders to open DIAAC meetings Invite speakers to present to DIAAC Invite Civic Administration to speak with DIAAC regarding processes and implement initiatives that support diversity, inclusion and anti-oppression Implement I³, identify innovations, ideas and initiatives taking place in other municipalities, provinces and countries that overlap the mandate of DIAAC. Bring findings to DIAAC for discussion and possible recommendations to Council Invite to DIAAC, members of the public who have lived experiences concerning discrimination in London Encourage DIAAC | Ed'n subcommittee | TBD | \$1000 | |
| | | Ed'n subcommittee | Ongoing | \$200 | |
| | | Civic Administration | Ongoing | Nil | |
| | | Ed'n subcommittee | Ongoing | Nil | |
| | | Ed'n subcommittee & DIAAC | Ongoing | Minimal(cost of parking pass/bus tickets) | |
| | | DIAAC | Ongoing | Nil | |

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| | members to volunteer and provide introductions of themselves at each meeting | | | | |
| Raise profile of DIAAC in community | <ul style="list-style-type: none"> • Provide to P&P subcommittee suggestions regarding DIAAC's web page on London.ca • Collaborate/piggyback on smaller projects/events with other organizations that overlap DIAAC's mandate • Compile database of contacts from churches, neighborhood associations, ethno-cultural organizations, etc. for DIAAC and other subcommittees use for outreach purposes • Connect with Civic Administration for access to current database • Initiate mail out and personal outreach campaign to new and current contacts compiled from database • Develop promotional material for DIAAC <ul style="list-style-type: none"> ○ New brochure design ○ Collect photos of DIAAC events including members of DIAAC ○ Design a template powerpoint highlighting DIAAC. Use at public | Education & P&P subcommittee Cross Cultural Learner Centre, London Immigration Partnership, LUSO, NECC Education subcommittee Civic Admin Communic | July Ongoing Ongoing Ongoing October | Nil TBD Nil | |

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| | <p>events where applicable</p> <ul style="list-style-type: none"> • Revise 'OpenHouse' strategy approach. Focusing more general community outreach over professional industry outreach | | September | | |
| Share in role of research, knowledge attainment and providing recommendations to achieve mandate | <ul style="list-style-type: none"> • Identify partnership opportunity with Fanshawe College to develop a work pool to accomplish small projects. • Identify partnerships with surrounding high schools to establish volunteer opportunities for student to assist DIAAC in accomplishing its mandate • Work with Civic Administration to further identify and clarify existing resources that can assist DIAAC in its mandate • Assess partnership benefits with Western in establishing a Community Engagement Learning between Western students and DIAAC. This to be considered in tandem with objective 5.1 | <p>Ed'n subcommittee</p> <p>Local high schools. Eg. Central H.S., Beal.</p> <p>Civic Administration</p> <p>Ed'n subcommittee & Western - Community Psychology dep't</p> | <p>November</p> <p>September</p> <p>September</p> <p>September</p> | <p>Nil</p> <p>Nil</p> <p>Nil</p> <p>Nil</p> | |