

TO:	CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE MEETING ON NOVEMBER 7, 2017
FROM:	MARTIN HAYWARD, CITY MANAGER AND CATHY SAUNDERS, CITY CLERK
SUBJECT:	FCM DIVERSE VOICES FOR CHANGE UPDATE

RECOMMENDATION

That, on the recommendation of the City Manager and the City Clerk, the following actions be taken with respect to the FCM Diverse Voices for Change Initiative:

- a) part e) of the Municipal Council resolution from its meeting held on September 5, 2017 BE REFERRED to the Governance Working Group for consideration as part of the report already going to the Working Group on an enhanced recruitment process, so as to avoid unnecessary duplication; it being noted that part e) states as follows:
 - “e) the City Clerk BE REQUESTED to consider organizing a public workshop, similar to the "form-a-palooza" workshop organized by Mayor Muriel Bowser of the District of Columbia, to improve the application form for advisory committees, agencies, boards and commissions.”; and
- b) the balance of this report, detailing the implementation status of the various recommendations contained in the report dated August 29, 2017, entitled “FCM Diverse Voices for Change Initiative”, BE RECEIVED for information; it being noted that a further update will be provided at a future date.

PREVIOUS REPORTS PERTINENT TO THIS MATTER
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Corporate Services Committee – November 3, 2015
Corporate Services Committee - December 13, 2016
Corporate Services Committee – August 29, 2017

BACKGROUND

In response to the submission of the final report of the FCM Diverse Voices for Change (DV4C) Working Group, the Municipal Council, at its meeting held on September 5, 2017 resolved:

“That the following actions be taken in effort to increase the participation of women from diverse communities in municipal decision making processes:

- a) the staff report entitled “FCM Diverse Voice for Change Initiative”, dated August 29, 2017, including the findings of the diversity census (Appendix “A” to the staff report), and focus groups (Appendix “B” to the staff report) BE RECEIVED for information;
- b) the City Manager and the City Clerk BE DIRECTED to review and report back, prior to the tabling of the 2018 Budget, with an implementation plan to action the recommendations identified in the report, including information with respect to required resources and budget for the implementation;
- c) the Mayor and the City Clerk BE AUTHORIZED to enter into the Financial Contribution Agreement, appended to the staff report dated August 29, 2017 as Appendix “C”, with the Federation of Canadian Municipalities (FCM) to receive funding for the Diverse Voices for Change (DV4C) initiative;
- d) all participants BE THANKED for their involvement with the project to date; and

- e) the City Clerk BE REQUESTED to consider organizing a public workshop, similar to the "form-a-palooza" workshop organized by Mayor Muriel Bowser of the District of Columbia, to improve the application form for advisory committees, agencies, boards and commissions. (4/24/CSC)"

DISCUSSION

Initial consultation has been undertaken with the City Solicitor's Office regarding the City Clerk's ability to gather diversity information for candidates as part of the Municipal Election process. Unfortunately, the applicable legislation restricts the City Clerk to gathering personal information only for the purpose of conducting the election and, further, the form used to collect that information is prescribed by the Province. It is, therefore, very unlikely that the City of London will be able to gather personal information on election candidates beyond that provided for in the relevant legislation. However, further investigation will be done and a more definitive answer reported out at a future date.

With respect to the City's advisory committees, agencies, boards and commissions, the City Clerk was previously requested to report through the Governance Working Group on an enhanced recruitment process, which could include, amongst other things, a process for the voluntarily disclosure of personal information that will help inform the Striking Committee and the Municipal Council in their efforts to populate advisory committees, agencies, boards and commissions with members who reflect, as best possible, the diversity of London's population. It is therefore recommended that part e) of the above-noted September 5, 2017 Council resolution be referred to the Governance Working Group for consideration as part of the report already going to the Working Group on an enhanced recruitment process, so as to avoid unnecessary duplication.

The following list depicts the status of the various recommendations contained in the implementation status of the various recommendations contained in the report dated August 29, 2017, entitled "FCM Diverse Voices for Change Initiative":

RECOMMENDATION	STATUS	ASSOCIATED COST
Outreach and Application Process		
Use existing meetings and events at the City to promote governance bodies	Will undertake more consistent efforts for promotion as opportunities arise.	None
Do outreach/presentations to existing diverse groups in the City	Will work with staff to identify potential audiences	May incur costs, depending on time of day/venue
Ensure presentation and communication materials reflect diversity	Requires clarification	To be determined
Hold open houses	Under consideration pending outcome of outreach/presentations to existing diverse groups in the City	May incur costs, depending on time of day/venue
Provide more description of what each advisory committee, board and commission does on the website and when doing presentations and outreach	Will develop plain language summaries for each advisory committee, board and commission to which the City makes citizen appointments to be contained on one webpage and in one handout for presentation/outreach purposes	None
Provide alternative to online application form	Hard copy application forms are currently available through the City Clerk's Office. Will explore additional distribution sites for the application form, including communication	Minor

RECOMMENDATION	STATUS	ASSOCIATED COST
	points for existing diverse groups in the City.	
Include specific requirements/qualifications on application form	Will consider implementing a separate application form for each governance body	To be determined
Voluntary self-disclosure	Will explore process in consultation with Legal Services	None
Include lived experience as acceptable experience	This is currently considered for those opportunities that are less technical in nature/don't require specialized knowledge	None
Use plain language on all forms	In progress	None
Allow people on First Nation reserves to be appointed to governance bodies	For consideration as part of the Municipal Council's exploration of ways to enhance indigenous relations	To be determined
Inform people when they aren't appointed and why	Because each Council Member votes individually on each candidate, it is most often not possible to identify a specific reason(s) for a candidate not being selected for a specific appointment	None
Systemic Issues		
Diversity training for all appointed citizens and members	Will explore development of an enhanced training program to be part of the orientation process for new members	To be determined
Mentorship for new members	Will explore appropriate resource to provide mentorship	None
Childminding and/or childcare reimbursement	Currently under investigation	To be determined
Flexible meeting times	Meetings need to follow a relatively consistent schedule in order to ensure the availability of support resources who are required to support more than one committee. Each term the scheduling of meetings is reviewed to ensure it best accommodates the needs of the committee members and the availability of the necessary support staff.	Timing of meetings can affect staff costs.
Create an Indigenous Relations Office	For consideration as part of the Municipal Council's exploration of ways to enhance indigenous relations	To be determined
Internal Barriers		
Do outreach into community spaces	Already addressed under outreach and application process	May incur costs depending on time of day/venue
Create community champions by doing the	To be considered once diverse community groups	To be determined

RECOMMENDATION	STATUS	ASSOCIATED COST
train-the-trainers so diverse community members can share with their own communities, information on local government and how to get involved	are identified as part of the outreach and application process	
Increase opportunities for ways that diverse community members can interact positively with local government	The City's ongoing efforts towards enhanced community engagement should increase opportunities	To be determined

CONCLUSION

A future report will be submitted to advise of progress with respect to the various recommendations noted above. With a view to avoiding unnecessary duplication of effort, it is suggested that part e) of the Municipal Council resolution dated August 29, 2017 be referred to the Governance Working Group as part of its work on this matter.

PREPARED BY AND RECOMMENDED BY:	RECOMMENDED BY:
CATHY SAUNDERS CITY CLERK	MARTIN HAYWARD CITY MANAGER