

Tue, Nov 7, 2017

Hi Anne-Marie,

I'm sorry this got lost in my emails. I do agree with your preliminary response of "any dimension of oppression that candidates would self-disclose and/or that is trackable". I was trying to do some research on what equity group data has been collected in the past in other municipalities, but that information is hard to find. I couldn't find it on the Federation of Canadian Municipalities site or Statistics Canada. I will reach out to FCM and Shawna (who held the Diverse Voices for Change event where I learned about this) and see if they have anything further to add. Below I've listed some of the specific groups identified by the Canadians for All Women Initiative (CAWI) in their Advancing Equity and Inclusion Lens. I've also listed some resources that have supported the idea of keeping track of equity groups (most identify keeping track of radicalized groups instead of equity groups). I'm wondering if it may be best to send this information to the City Clerk as guidance? Also, looking at Statistics Canada, they list four groups (women, indigenous groups, visible minorities and disabilities) in the Employment Equity Act. I realize this leaves a lot of groups but not sure if we need to comply with this as well or if that is only for federal employees (I've included the link below)?

Employment Equity Act - <https://www.canada.ca/en/public-service-commission/services/appointment-framework/employment-equity-diversity/employment-equity-groups.html>

Groups known to risk exclusion (as per CAWI):

- Aboriginal peoples
- Francophones
- LGBTQ
- Immigrants
- Older Adults
- Persons with Disabilities
- Persons living in poverty
- Racialized people
- Rural residents
- Women
- Youth

Potential Resources

- Canadian Coalition of Municipalities Against Racism and Discrimination Toolkit
 - <http://unesco.ca/~media/unesco/sciences%20sociale/ccmard%20toolkit%20web-en.pdf>
- Welcoming and Inclusive Communities Toolkit by the Alberta Urban Municipalities Association
 - https://auma.ca/sites/default/files/Advocacy/Programs_Initiatives/WIC/wic_toolkit_-_march_2_2015_2.pdf

- Advancing Equity and Inclusion – A Guide for Municipalities by City for All Women Initiative
 - http://www.cawi-ivtf.org/sites/default/files/publications/advancing-equity-inclusion-web_0.pdf
- Indicateurs pour L'Évaluation des Politiques Municipales Visant à Contrer le Racisme et la Discrimination
 - http://www.ieim.uqam.ca/IMG/pdf/Cahiers_CRIEC_28_2005_fr.pdf

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Dear London Police Service and London Police Board,

Re: London Police Service Community Consultation Process

Thank you for inviting the Diversity, Inclusion and Anti-Oppression Advisory Committee of the City of London to provide feedback and contribute to the London Police Service Business Plan for 2019-2021. We would like to focus our contribution on the area of Victims' Services.

Our first area of feedback is related to the Review of Unfounded Cases. Firstly, we would like to commend the London Police Service (LPS) for completing and publishing the review to the public and for the efforts/initiatives put in place. We look forward to learning more about the Advisory Committee for community-based care review processes and the additional training development for sexual assault investigators. While we are glad that the changes in reporting/classifying cases have occurred, we feel that there are still areas for improvement in the transparency of the review process. Particularly, we feel that it is important to not only investigate the reporting of the case, but also the behaviour and treatment of police officers in these cases to identify potential biases/assumptions that could lead to the mis-coded cases and also could lead to victims choosing not to follow through with the case. In addition, we felt there were inadequacies in the review of reports, and would like to see a more in-depth break down of demographics of the victims (in accordance with the privacy act) to identify more vulnerable persons/groups.

<https://www.londonpolice.ca/en/about/review-of--unfounded--sexual-assault-cases.aspx>

Second, as it relates to Victim Services, we would like to highlight the increased need for transparency and accountability when it comes to "street checks". We would like to see increased transparency in reporting to the public re: racial profiling cases, complaints and demographics and its impact in London. We are aware that LPS worked with City Councilor Mo Salih to form a Community Working Group in 2016, however we believe it is important to report on the progress made from this group, including the training packages that were created to support diversity. We would also like to see effective reporting in the follow-up programming for police officers.

<https://www.londonpolice.ca/en/about/resources/Documents/Chief-Pare-Meeting-Notes-Dec-15-2016.pdf>

Although we have chosen to focus on the specific issues of unfounded cases and "street checks", our general feedback for London Police Services is to support greater training, accountability and transparency as it relates to Victim Services and serving London constituents with an anti-oppression lens. We thank you for this opportunity to provide feedback on the London Police Service Business Plan and look forward to reviewing the plan on completion. Should you **require/like** further feedback from the Diversity, Inclusion and Anti-Oppression Committee, please do not hesitate to contact **xxxxxxx**.

Sincerely,

Diversity, Inclusion and Anti-Oppression Advisory Committee