

11TH REPORT OF THE
DIVERSITY INCLUSION AND ANTI-OPPRESSION
ADVISORY COMMITTEE

Meeting held on November 16, 2017, commencing at 12:03 PM, in Committee Room #5, Second Floor, London City Hall.

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

ABSENT: T. Allott and F. Cassar.

ALSO PRESENT: F. Andrighetti, S. Khan, K. Husain, J. Raycroft, C. Saunders, G. Tucker and T. Wall.

I. CALL TO ORDER

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

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. Welcoming Communities

That it BE NOTED that the attached presentation and communication from J. Tansley, Manager, Strategic Programs and Partnerships and Co-Chair, London and Middlesex Local Immigration Partnership (LMLIP) and M. D'Souza, Project Assistant, LMLIP, with respect to welcoming communities, was received; it being noted that the Diversity, Inclusion and Anti-Oppression Advisory Committee will coordinate a collaboration with the LMLIP with respect to Welcoming Communities and the Hands Against Racism Initiative in March 2018.

5. Equity and Inclusion Lens

That it BE NOTED that a verbal orientation from S. Khan, Specialist II, Organizational Development (Workplace Diversity & Inclusion) and T. Turner, Consultant, Turner Consulting Group, with respect to the Equity and Inclusion Lens, was received; it being noted that the City Clerk will provide the

DIAAC the resolution with respect to the review of city of London policies using the gender lens.

IV. SUB-COMMITTEES & WORKING GROUPS

6. Education and Awareness Sub-Committee

That it BE NOTED that the attached presentation, the draft brochure and a communication dated November 6, 2017 from L. Osborne, Education and Awareness Sub-Committee, were received.

7. Policy and Planning Sub-Committee

That it BE NOTED that the minutes of the Policy and Planning Sub-Committee from its meeting held on November 2, 2017, was received.

8. Awards and Recognition Sub-Committee

That it BE NOTED that no update was received from the Awards and Recognition Sub-Committee.

V. CONSENT ITEMS

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

That it BE NOTED that the 10th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on October 19, 2017, was received.

VI. ITEMS FOR DISCUSSION

10. Election 2018 - Equity Group Data

That the attached communication BE FORWARDED to the City Clerk for the purpose of moving forward with the request of the Diversity, Inclusion and Anti-Oppression Advisory Committee for equity group data to be collected from candidates in the 2018 election; it being noted that the Diversity, Inclusion and Anti-Oppression (DIAAC) received a communication from A. Hazma with respect to this matter.

11. London Police Services

That the attached letter BE FORWARDED to the London Police Services in response to it's request for feedback to the London Police Service Community Consultation Process.

VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

12. (ADDED) Next Meeting of the Diversity Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee set December 14, 2017 as its next meeting.

VIII. ADJOURNMENT

The meeting adjourned at 2:06 PM.

NEXT MEETING DATE: December 14, 2017



Presentation to

Diversity Inclusion Anti-Oppression Advisory Committee
Jill Tansley, Co-Chair, London & Middlesex Local Immigration Partnership
Maria D'Souza, Project Assistant, London & Middlesex Local Immigration Partnership
November 16, 2017



Today's Objectives

- LMLIP – Who We Are
- Why #AllAreWelcomHere Campaign now
- Partners, Opportunities and Challenges
- Our Plan November 2017 – March 21, 2018



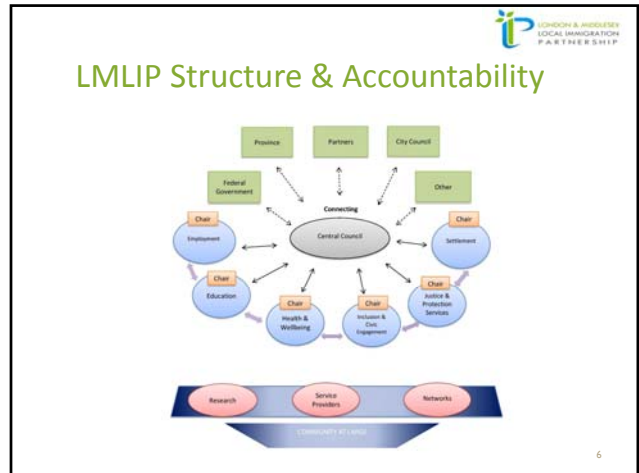
LMLIP is...

- A community collaborative that supports immigrants
- One of 60 LIPs across the country
- Funded by Immigration, Refugees and Citizenship Canada
- Supported by:
 - Ontario Ministry of Citizenship & Immigration
 - Association of Municipalities Ontario
- Co-led by the City of London and a community Co-Chair



Purpose of the LMLIP





Why #AllAreWelcomeHere Campaign Now?

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- Why LMLIP #AllAreWelcomeHere**
- One of the overarching themes of the LMLIP Strategic Plan 2016-2019 is Promoting a Welcoming Community
 - Demographic changes
 - Recent events promoting hate and intolerance
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Our Partners ..

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Our Project for 2017-2018

#AllAreWelcomeHere

LMLIP 1,000 Acts of Welcome Challenge is a local campaign to end racial, religious and ethnic prejudice and discrimination in London by engaging residents in creating a welcoming community - one welcoming act at a time! It will run from November 2017 to March 2018.

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The Key Components

Social Media

1000 Acts of Welcome

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The Key Components

Community Engagement

Lawn Signs

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Be involved! Be part of this campaign,
and make a difference!!

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THANK YOU!

Visit www.immigration.london.ca
www.immigration.middlesex.ca

Follow us on Twitter @ LMLIP
<https://www.facebook.com/londonmiddlesexlip/?fref=ts>

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Contact Information

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Project Assistant, LMLIP
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Recommendations

- ▶ A. Add 'Request to speak to an Advisory Committee of Council' to the City of London council & committee section of the website.
- ▶ B. Implement year-round promotions for advisory committee and board positions at the City of London website, as well as with community and municipal partners; libraries and recreation centres etc.
- ▶ C. Collect and post voluntary demographic information from candidates applying to committees and boards to assess who applies and who is appointed.

CDIS Priority

3 - CONNECT AND ENGAGE LONDONERS

WE LIVE IN AN INCREASINGLY DIVERSE CITY. WITHOUT OPPORTUNITIES TO CONNECT WITH ONE ANOTHER, BUILD RELATIONSHIPS AND CONTRIBUTE TO THE COMMUNITY, LONDONERS CAN FEEL ISOLATED AND EXCLUDED.

COMMUNITY CONNECTIONS AND ENGAGEMENT ALLOW LONDON TO BECOME MORE INCLUSIVE TO ALL OF ITS RESIDENTS. ALL LONDONERS SHOULD FEEL HONOURED, WELCOMED, CONNECTED, INCLUDED AND ENGAGED.

CDIS Strategies:

1. Promote events and opportunities for Londoners to collaborate, share, and access information.
5. Increase participation of Londoners from non-dominant groups on the City of London Advisory Committees, Boards and Commissions.
6. Ensure the City of London and other organizations understand and model best practices for inclusive engagement.

Recommendations

- ▶ **A. Add 'Request to speak to an Advisory Committee of Council' to the City of London council & committee section of the website.**
- ▶ Rationale: we seek to add transparency to the political and engagement process at the municipal level. This measure also looks to inform Londoners of the different venues to be heard.

Current Practice:

- ▶ Some version of this has been implemented by the following municipalities:
 - ▶ City of Markham
 - ▶ Region of Waterloo
 - ▶ City of Barrie
 - ▶ City of Hamilton

- ▶ The addition of this link would warrant a supplementary disclaimer/information page indicating other potential alternatives to pursue and city departments that may more appropriately address the individual(s) concern prior to the individual following through with this option.

Recommendations

- ▶ **B. Implement year-round promotions for advisory committee and board positions at the City of London website, as well as with community and municipal partners; libraries and recreation centres etc.**
- ▶ Rationale: information about these opportunities should be common knowledge to all.

Current practices

- ▶ City of Burlington website main page has inserted a 'Get Involved' link to engage the community. <https://www.burlington.ca>
- ▶ The City of Toronto:
 - ▶ works with DiverseCity onBoard program to promote committee and board opportunities.^{1,2}
 - ▶ has year-round poster campaigns. (Toronto.ca/ServeYourCity)
- ▶ To mitigate over submissions and to identify opportunities, the City of Guelph indicates the number of vacancies for each committee.³



Recommendations

- ▶ C. Collect and post voluntary demographic information from candidates applying to committees and boards to assess who applies and who is appointed.
- ▶ Rationale: to help identify and measure the success of the CofL's outreach and engagement initiatives in relation to the CDIS plan.

Current practices

- ▶ City of Markham: collects demographics info with committee applications. ⁴
- ▶ City of Toronto: collects and displays applied to appointed against census info. ⁵

Endnotes:

- ▶ ¹ Refer to: <http://toronto.diversecityonboard.ca/2015/09/09/diversecity-onboard-plays-role-in-diversifying-city-of-torontos-boards/>
- ▶ ² Refer to : <http://diversecityonboard.ca/wp-content/uploads/2015/09/DiverseCityCounts-1-ProvandMuniABCs.pdf>
- ▶ ³ Refer to: <http://guelph.ca/city-hall/council-and-committees/advisory-committees/>
- ▶ ⁴ Refer to: <http://www.markham.ca/wps/wcm/connect/markhampublic/30323d4a-7191-4538-ae2c-954b5e6e30d5/Advisory-Committee-Application-Form.pdf?MOD=AJPERES&attachment=true&CACHE=NONE&CONTENTCACHE=NONE>
- ▶ ⁵ Refer to: <http://www.toronto.ca/legdocs/pais/diversity.htm>

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

Aden Hamza, RN, BScN

UN Youth Representative of STTI International Honor Society of Nursing

National Youth Delegate to the Commonwealth Youth Council

Candidate for Masters of Science in Nursing - Western University

November, 2017

601 Dundas Street
P.O. Box 3415
London, ON
N6A 4K9

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