

**1ST REPORT OF THE**  
**DIVERSITY INCLUSION AND ANTI-OPPRESSION**  
**ADVISORY COMMITTEE**

Meeting held on December 14, 2017, commencing at 12:11 PM, in Committee Room #2, Second Floor, London City Hall.

**PRESENT:** R. Hussain (Chair), A. Hamza, Z. Hashmi, S. Lewkowitz, M. Mlotha, L. Osbourne, M. Prefontaine, A. Sanchez, S. Sharma and I. Silver and H. Lysynski (Acting Secretary).

**ABSENT:** F. Cassar.

**ALSO PRESENT:** F. Andrighetti, K. Husain, S. Khan and T. Wall.

---

**I. CALL TO ORDER**

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

2. Election of Chair and Vice Chair for the term ending November 30, 2018

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee elected R. Hussain and L. Osbourne as Chair and Vice Chair, respectively, for the term ending November 30, 2018.

**II. OPENING CEREMONIES**

3. Acknowledgement of Indigenous Lands

That it BE NOTED that the meeting was opened with an Acknowledgement of Indigenous Lands by R. Hussain.

4. Traditional Opening

That it BE NOTED that no traditional opening was received.

**III. SCHEDULED ITEMS**

None.

**IV. SUB-COMMITTEES & WORKING GROUPS**

5. (ADDED) Awards and Recognition Sub-Committee

That it BE NOTED that a verbal presentation was provided by I. Silver, on behalf of the Awards and Recognitions Sub-Committee, relating to the 2017 London Diversity, Race Relations & Inclusivity Awards.

6. (ADDED) Education and Awareness Sub-Committee

That the following actions be taken with respect to the verbal update provided by L. Osbourne, on behalf of the Education and Awareness Sub-Committee:

- a) two copies of the Facilitators Training Guide prepared by the All Women Initiative BE PURCHASED; it being noted that the purchase price of the Guide is \$40.00 plus tax; and,
- b) up to \$200.00 BE ALLOCATED from the 2018 Diversity Inclusion and Anti-Oppression Advisory Committee budget for Sub-Committee room bookings; it being noted that rooms and parking are not always available at City Hall.

7. (ADDED) Policy and Planning Sub-Committee

That A. Hamza BE APPOINTED as the Chair of the Policy and Planning Sub-Committee; it being noted that the new Diversity Inclusion and Anti-Oppression Advisory Committee Members were encouraged to join the Sub-Committees.

**V. CONSENT ITEMS**

8. 11th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That the 11th Report of the DIAAC BE AMENDED in clause 6 to correct the spelling of L. Osbourne.

**VI. ITEMS FOR DISCUSSION**

9. March 21st - Day for the Elimination of Racism

That consideration of the March 21st Day for the Elimination of Racism discussion BE POSTPONED to the next meeting of the Diversity Inclusion and Anti-Oppression Advisory Committee.

10. London Black History

That M. Mlotha BE REQUESTED to provide an update on Black History month activities at the next meeting Diversity Inclusion and Anti-Oppression Advisory Committee.

## VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

### 11. (ADDED) Federation of Canadian Municipalities Diverse Voices For Change

That, the following actions be taken with respect to the Federation of Canadian Municipalities Diverse Voices For Change initiative:

- a) the City Manager and the City Clerk BE ADVISED that the Diversity Inclusion and Anti-Oppression Advisory Committee (DIAAC) supports the Governance Working Group's enhanced recruitment process and recommends the implementation of year-round promotions for vacancies on Advisory Committee's, Agencies, Boards and Commissions;
- b) posters BE CREATED for year-round use at community and municipal facilities, including but not limited to, libraries and recreation centres;
- c) collaboration for programs similar to the City of Toronto and the DiverseCity OnBoard program BE ESTABLISHED to promote Advisory Committees, Agencies, Boards and Commissions when necessary;
- d) a straight forward section or link for applying for Advisory Committee's, Agencies, Boards and Commissions BE ESTABLISHED in the "Get Involved" section of the City of London website with an enhanced digital strategy; it being noted that this section should indicate the number of vacancies for each of the Advisory Committee's, Agencies, Boards and Commissions;
- e) the City Clerk and/or the City Manager BE REQUESTED to attend the next DIAAC meeting when the Federation of Canadian Municipalities Diverse Voices For Change initiative will be discussed; and,
- f) the DIAAC BE PROVIDED with copies of all reports to the Municipal Council relating to the Federation of Canadian Municipalities Diverse Voices For Change initiative and the Community, Diversity and Inclusion Strategy. (See attached communication from L. Osbourne with respect to this matter.)

## VIII. ADJOURNMENT

The meeting adjourned at 1:45 PM.

**NEXT MEETING DATE: January 18, 2018**