

2ND REPORT OF THE
DIVERSITY INCLUSION AND ANTI-OPPRESSION
ADVISORY COMMITTEE

Meeting held on January 18, 2018, commencing at 12:03 PM, in Committee Room #3, Second Floor, London City Hall.

PRESENT: L. Osbourne (Acting Chair), F. Cassar, A. Hamza, Z. Hashmi, M. Mlotha, A. Sanchez, S. Sharma and I. Silver and H. Lysynski (Acting Secretary).

ABSENT: R. Hussain, S. Lewkowitz and M. Prefontaine.

ALSO PRESENT: T. Allott, F. Andrighetti, K. Husain, S. Khan, K. Koltun, J. Tansley, T. Wall and R. Wilcox.

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 L. Osbourne.

3. Traditional Opening

That it BE NOTED that no traditional opening was received.

III. SCHEDULED ITEMS

None.

IV. SUB-COMMITTEES & WORKING GROUPS

4. Sub-Committee Updates

That it BE NOTED that a verbal presentation was provided by L. Osbourne, on behalf of the Education and Awareness Sub-Committee, relating to the work being undertaken to organize a Gender and Intersectionality Workshop.

5. Policy and Planning Sub-Committee Meeting

That the following actions be taken with respect to the Policy and Planning Sub-Committee minutes from its meeting held on January 11, 2018:

- a) it BE NOTED that the Policy and Planning Sub-Committee meeting minutes from its meeting held on January 11, 2018, were received; and,
- b) it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal presentation and received the attached submission from I. Silver, with respect to his meeting with Mr. E. Decker, Superintendent, London and District Catholic School Board, relating to school mascots.

V. CONSENT ITEMS

6. 1st Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 1st Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee from its meeting held on December 14, 2017, was received.

7. Municipal Council Resolution - Community Mental Health and Addiction Strategy for London: Moving Forward Together

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee held a general discussion with respect to the Community Mental Health and Addiction Strategy for London: Moving Forward Together initiative; it being noted that the DIAAC reviewed and received a Municipal Council resolution adopted at its meeting held on December 12, 2017, with respect to this matter.

8. Municipal Council Resolution - 11th Report of the Diversity Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the Municipal Council resolution adopted at its meeting held on December 12, 2017 with respect to the 11th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, was received.

VI. ITEMS FOR DISCUSSION

9. March 21 - Day for the Elimination of Racial Discrimination

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) held a general discussion with respect to the activities for the Day for the Elimination of Racial Discrimination; it being noted that S. Sharma will attend a London and Middlesex Local Immigration Partnership meeting and report back at the next meeting of the DIAAC.

10. London Black History Month

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the following with respect to Black History Month:

- a) a verbal presentation from M. Mlotha; and,
- b) the attached 2018 Trailblazer Award keynote speaker information from T. Allott, London Police Services.

VII. DEFERRED MATTERS/ADDITIONAL BUSINESS

11. (ADDED) Diverse Voices for Change

That the City Clerk BE REQUESTED to consider new, additional resources for Advisory Committee, Board and Commission membership recruitment in order to augment the diversity of applications for vacant positions specifically focusing on diverse, young women; it being noted that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the attached presentation from K. Koltun, Government and External Relations Office, with respect to the Diverse Voices for Change initiative.

12. (ADDED) Quebec City Massacre

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee was advised by Z. Hashmi that on the anniversary of the Quebec City massacre that occurred on January 29, 2017, there will be a commemoration and flags will be flown at half-mast.

13. (ADDED) London Police Services Board Meetings

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee was advised by T. Allott, London Police Services, that the London Police Services Board meetings will be held at London City Hall, starting January 18, 2018.

VIII. ADJOURNMENT

The meeting adjourned at 1:30 PM.

NEXT MEETING DATE: February 15, 2018



Community Mental Health and Addiction Strategy for London

Moving Forward Together

December 5th, 2017
Presentation to Community and Protective Services Committee



Outline

- Project Background
- Guiding Principles for Change
- Strategic Directions
- Implementation Plan
- Measuring Success
- Discussion and Questions

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Project Mission & Partners

The City of London partnered with OPTIMUS | SBR to support the development of the Community Mental Health and Addictions Strategy. To assist in the development of this Strategy, the City of London convened a Community Mental Health and Addictions Advisory Council to achieve the following project mission:

Project Mission

Improve the outcomes and experiences of people living with mental health issues and/or addictions (MH&A) in the city of London by collaboratively developing an actionable strategy.

The City of London's Advisory Council Partners include:

- Addiction Services of Thames Valley
- Canadian Mental Health Association – Middlesex
- Middlesex-London Health Unit
- South West Local Health Integration Network & Indigenous Lead
- Vanier Children's Services, Lead Agency

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Project Methodology

Data points from a range of formats and sources were considered to inform the development of the strategic plan and implementation plan, presented in this document:

Stakeholder Engagement	Assessment of Environment	Other Models
Providers of MH&A Services, Funders, Community and Cultural Groups: <ul style="list-style-type: none"> ▪ Over 30 interviews, focus groups and working sessions Residents, Patients, Clients, Families, Service Users, Public: <ul style="list-style-type: none"> ▪ Focus Group Participation – 2 focus groups ▪ Survey, over 180 responses 	Detailed Review <ul style="list-style-type: none"> ▪ Local, Provincial, National literature ▪ Advisory Council and partner documents ▪ Indigenous strategy documents 	Leading Practices <ul style="list-style-type: none"> ▪ Review Mental Health and Addiction Models in other locations (National)

Analysis and Prioritization

Community Mental Health & Addictions Strategy for London

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Clarity on Vision for Future

Successful systems have clarity on where they want to go, how they want to get there, who will do what, and what success looks like.

What do we want to be recognized for?



- Top 5 Results:**
1. Prevention
 2. Compassion
 3. Responsive
 4. Accessible
 5. Informed

- There are many working groups, committees, and tables in London related to MH&A that have been making a positive impact on the system
- As a collective, mental health and addiction system partners in London have an understanding of the ideal future system, defined by the voices of those who interact with it in various ways.

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5

Guiding Principles for Implementing Change

Successful implementation of the Community Mental Health and Addiction Strategy for London will require the collective support and action of local partners.

What do we need to focus on to achieve this?



- Top 5 Results:**
1. Collaboration
 2. Communication
 3. Access
 4. Education
 5. Funding

- In developing the implementation plan, the following principles have been considered:
 - Person-focused** – it will result in a better system for residents
 - Practical and realistic** – it can be done
 - Evidence-informed** – others have done it successfully
 - Willingness to implement** – system partners expressed desire to do it
 - Prioritized** – they will have the biggest short- and long-term impact

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6

London's Agenda for Change

The following strategic framework provides a proposed agenda to guide change activities, towards achieving the London-wide vision for mental health and addictions, developed through a consultation session held with community partners in October, 2017.

Vision
The Community Mental Health & Addiction system will achieve the best population health outcomes, experiences, and value for residents of London

Mission
To continuously enhance our local system through effective relationships and a focus on prevention, treatment, quality and integration



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7

Draft Implementation Plan: Overview

The following implementation activities have been developed through consultation with system partners in London.

Strategic Directions	Recommended High-level Steps
1. Expand Communication	1.1 Communicate MH&A services across providers, agencies, and the public 1.2 Open and build communication channels 1.3 Develop Indigenous-specific MH&A strategy
2. Enhance Access	2.1 Increase access to care outside traditional business hours 2.2 Define Circle of Care 2.3 Increase access to housing with essential supports to foster recovery 2.4 Develop inclusivity, diversity and equity framework
3. Foster Collaboration	3.1 Create governance structure to align MH&A services 3.2 Focus and align existing collaborative forums, tables and initiatives 3.3 Identify and address services gaps in MH&A services
4. Grow Awareness	4.1 Develop London Asset Map of MH&A services across all funders 4.2 Reinforce and coordinate a central, single door for info about local assets 4.3 Strengthen MH&A awareness, prevention and health promotion education
5. Build Capacity	5.1 Complete comprehensive capacity study of all MH&A services 5.2 Develop standardized guidelines informed by leading practice 5.3 Develop central intake and referral service for MH&A

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8

Expected Outcomes

Upon implementation of the Community Mental Health and Addictions Strategy for London, the following outcomes are expected.

Improved health and wellness outcomes for residents	Improved experiences of residents	Better system value
Efficiency through better integrated services	Improved access to information	Faster access to services
Smoother transitions throughout system	Reduced stigma	Improved system equity

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9

Questions & Discussion

CHOICE TOOLS. PRECISION AIM. BOLD ATTITUDE.

 OPTIMUS SBR

January 18, 2018

I met, today, with Ed DeDecker, Superintendent at the London and District Catholic School Board.

We discussed two issues. Firstly, involvement of the LDCSB with DIAAC. The Board is very keen to nominate a representative on DIAAC, and since they are mandated to appoint a diversity officer, that individual will be ideal. Meantime, we should send Ed our agenda, to keep him in the loop.

Regarding the mascot issue, I explained our concerns, and left it with Ed, to use the Crusaders as a teachable moment for Catholic Central and other affected schools.

This was a very positive meeting.

Ian Silver, M.A., B.Ed., P.B.Cert.Ed.



DEEDS NOT WORDS



Sgt. (Ret.) Lewis Coray



Stacey Coray

The keynote speaker for 2018 is Lewis Coray's son, Stacey Coray.

Stacey is a proud son, father, community supporter and Manager of Partnership Development with the Toronto Catholic District School Board.

Please come and hear what impact having a trailblazing police officer as a father had on his life and family.

KEYNOTE SPEAKER

LEWIS CORAY TRAILBLAZER AWARDS IN HONOUR OF BLACK HISTORY MONTH

FRIDAY, FEBRUARY 23, 2018, @ 6 P.M.

LONDON POLICE HEADQUARTERS, 601 DUNDAS STREET

Meet the 2018 Trailblazer Award winner and all of the entrants at this free event to recognize high school youth from the African, Caribbean and Black communities.

Sgt. (Ret.) Lewis Coray, the first Black police officer hired by the London Police Service, will be in attendance. The annual Trailblazer Award continues to celebrate his contribution to policing and to the London community.



LONDON POLICE SERVICE

For more information, contact

Cst. Theresa Allott, Diversity Officer

Phone: 519.660.5812 | diversityofficer@police.london.ca

Or visit the Youth Programs section at www.londonpolice.ca

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