

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

4th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
March 15, 2018
Committee Room #4

Attendance PRESENT: R. Hussain (Chair), F. Cassar, S. Lewkowitz, M. Mlotha, L. Osbourne, M. Prefontaine, A. Sanchez, S. Sharma and I. Silver and H. Lysynski (Acting Secretary)

ABSENT: A. Hamza and Z. Hashmi

ALSO PRESENT: F. Andrighetti and K. Husain

The meeting was called to order at 12:04 PM.

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

2. Opening Ceremonies

2.1 Acknowledgement of Indigenous Lands

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

2.2 Traditional Opening

That it BE NOTED that no traditional opening was performed.

3. Scheduled Items

None.

4. Consent

4.1 3rd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 3rd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on February 15, 2018, was received.

5. Sub-Committees and Working Groups

5.1 Education & Awareness Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal presentation from L. Osbourne, Chair, Education and Awareness Sub-Committee, with respect to the activities of the Education and Awareness Sub-Committee.

5.2 Policy & Planning Sub-Committee

That the following actions be taken with respect to the Policy & Planning Sub-Committee minutes from its meeting held on March 1, 2018:

a) the Civic Administration BE REQUESTED to provide the Diversity, Inclusion and Anti-Oppression Advisory Committee with a list of policies being reviewed under the Gender and Equity Lens; and,

b) it BE NOTED that the Policy & Planning Sub-Committee minutes from its meeting held on March 1, 2018 were received.

5.3 Awards & Recognitions Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from F. Cassar, Chair, Awards & Recognitions Sub-Committee.

6. Items for Discussion

6.1 Brochure and Proposed Logo

That the following actions be taken with respect to the proposed Diversity, Inclusion and Anti-Oppression Advisory Committee brochure and logo:

a) the attached proposed brochure BE APPROVED with the following revisions:

- i) correcting the Nomination period for The City of London Diversity, Race Relations and Inclusivity Award to September 30 each year;
 - ii) reviewing *Accessibility for Ontarians with Disabilities Act* standards;
 - iii) removing the picture of the crosswalk and using one showing people using the crosswalk; and,
 - iv) including the City of London website link on the brochure; and,
- b) the proposed logo BE TABLED pending a review by Corporate Communications.

6.2 2018 Work Plan

That the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) Draft Work Plan BE REFERRED to the DIAAC Sub-Committees for review and to report back at the May 17, 2018 DIAAC meeting.

7. Deferred Matters/Additional Business

7.1 (ADDED) Child Minding

That the City Clerk BE REQUESTED to undertake a review of the potential provision of child minding for Advisory Committees and to report back at a future Diversity, Inclusion and Anti-Oppression Advisory Committee meeting.

7.2 (ADDED) Black History Month Closing Gala

That the following actions be taken with respect to Black History Month:

a) M. Mlotha BE APPOINTED as the Diversity, Inclusion and Anti-Oppression Advisory Committee representative on the Black History Month Committee; and,

b) it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal presentation from M. Mlotha with respect to the Black History Month activities.

7.3 (ADDED) Municipal Council Resolution - 2nd 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 March 6, 2018, with respect to the 2nd Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, was received.

7.4 (ADDED) Municipal Council Resolution - Appointment of Matt Sereda

That it BE NOTED that the Municipal Council resolution adopted at its meeting held on March 6, 2018, with respect to the appointment of M. Sereda, as a Non-Voting representative from the Thames Valley District School Board, was received.

7.5 All Are Welcome Here: United in Diversity Event

That the banner from the "All Are Welcome Here: United in Diversity" event being held on March 21, 2018, BE PRESENTED at the Municipal Council meeting to be held on March 27, 2018.

8. Adjournment

The meeting adjourned at 1:23 PM.

Accomplishments

Public Awareness Forums: wide ranging in topics, DIAAC has collaborated with local organizations and brought forth to the community an array of topics and issues surrounding diversity and inclusion. In recent years, DIAAC organized the Anti-racism forum to explore the affect racism has on London.

Hands against racism campaign: DIAAC launched a local social media initiative to send the message of unity and a stand



How can you participate?

Present your project, idea or suggestion to the committee?

Come forward with your lived experiences or present your expertise pertaining to oppression or discrimination?

We are looking for:

Individuals from the community and local non-profit organizations to become voting members, organization representatives or volunteers.

We need any and all Londoners looking to provide their feedback on initiatives that will make London a more inclusive place.

We encourage you to email:
DIAAC@London.ca

Diversity, Inclusion & Anti-Oppression Advisory Committee



Who we are

DIAAC (formerly known as LDRRAC) is an advisory committee with the City of London. It is made up of volunteer Londoners from different walks of life coming together to form an integral part of local government.

DIAAC serves as a resource to City Council. Our committee provides insight and recommendations that address concerns, enhances access and opportunity for Londoners regardless of abilities, cultural, ethno-racial, gender identity and expression, faith perspective, and sexual orientation.

Our mandate also includes bringing public awareness and gathering input on issues pertaining to racism, inequality and various forms of oppression.



How does DIAAC help the community?

- DIAAC offers a safe space for many voices to be heard.
- We provide a forum for Londoners to present their lived experiences and take part in discussions to suggest ideas, bring forward initiatives and impact municipal policies and practices.
- DIAAC works collaboratively with agencies in the community on applicable events and issues of interest to affect change in London.



Accomplishments

DIAAC has been involved in a number of programs, initiatives and changes impacting Londoners and the City of London. Below are just a few examples:

The City of London Diversity, Race Relations and Inclusivity Award: DIAAC coordinates an annual awards ceremony recognizing Londoners and local organizations, large and small, that champion best practices and initiatives which fosters positive race relations, promotes diversity, and inclusivity to advance London towards being a more welcoming and inclusive city for all.

To nominate a person or organization, contact:

DIAAC@London.ca

Nomination period is from January to September 1st each year.

Street checks: working with other stakeholders across the City, DIAAC helped London Polices Services in reviewing this practice.

Through community consultation, worked with the City of London to devise the city wide initiative of the **Community Diversity Inclusion Strategy (CDIS)** as well as the City of London's **Diversity Work Place** internal policy.