

# Diversity, Inclusion and Anti-Oppression Advisory Committee

## Report

6th Meeting of the Diversity, Inclusion & Anti-Oppression Advisory Committee  
May 17, 2018  
Committee Room #4

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

ALSO PRESENT: M. Elmadhoon, K. Husain, S. Khan, M. Morris, M. Sereda, J. Tansley and T. Tomchick-Condon

REGRETS: F. Cassar, Z. Hashmi, A-M. Sanchez and S. Sharma

The meeting was called to order at 12:00 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. Husain.

#### 2.2 Traditional Opening

That it BE NOTED that no traditional opening was received.

### 3. Scheduled Items

#### 3.1 Complete Streets Update

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the attached presentation from M. Morris, Engineer-In-Training, with respect to a Complete Streets update.

#### 3.2 Access to Services Without Fear

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received the attached presentation from J. Tansley, Manager, Strategic Programs and Partnership, with respect to accessing services without fear.

#### 4. Consent

##### 4.1 5th Report of the Diversity, Inclusion & Anti-Oppression Advisory Committee

That it BE NOTED that the 5th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on April 19, 2018, was received.

##### 4.2 Champion of Diversity Award

That it BE NOTED that the communication dated March, 2018, from L. Albanese, Minister of Citizenship and Immigration, with respect to the Champion of Diversity Award, was received.

##### 4.3 Lincoln M. Alexander Award

That it BE NOTED that the communication dated April 6, 2018 from L. Albanese, Minister of Citizenship and Immigration, with respect to the Lincoln M. Alexander Award, was received.

#### 5. Sub-Committees and Working Groups

##### 5.1 Education & Awareness Sub-Committee

That, the following actions be taken with respect to the Planning and Policy Sub-Committee meeting held on April 26, 2018:

a) the attached Education & Awareness Sub-Committee minutes from its meeting held on April 26, 2018 BE RECEIVED;

b) the following actions BE TAKEN with respect to the proposed Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) brochure; it being noted that the term for the existing DIAAC ends in February, 2019 and the DIAAC has a degree of urgency to reach out to community organizations and individuals in London about the DIAAC's existence prior to the next Advisory Committee appointment cycle to ensure diverse recruitment and future collaboration opportunities:

i) the City Clerk be requested to create an e-mail account for the DIAAC, DIAAC@london.ca, directed to the DIAAC Secretary and the DIAAC Chair's e-mail addresses, respectively; and,

ii) the City Clerk be requested to create a "smart" URL for the DIAAC page on London.ca, created here: <http://www.london.ca/city-hall/committees/advisory-committees/Pages/LDRRAC.aspx>;

c) the expenditure of \$55 US BE APPROVED for the purchase of the diversity tree licence from [www.123rf.com](http://www.123rf.com) for the proposed DIAAC brochure and for future use on promotional materials and community outreach, keeping in alignment with established past practices; it being noted that the DIAAC has sufficient funds in its 2018 budget for this expenditure;

d) the Municipal Council BE REQUESTED to approve the attached proposed DIAAC information brochure; and,

e) the proposed Education & Awareness Sub-Committee Work Plan BE REFERRED back to the Education & Awareness Sub-Committee to reduce the proposed budget.

5.2 Policy & Planning Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal presentation from A. Hamza, Chair, Policy & Planning Sub-Committee, with respect to the activities of the Policy & Planning Sub-Committee.

5.3 Award & Recognitions Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard verbal presentations from I. Silver and K. Husain, Members, Awards & Recognition Sub-Committee, with respect to the activities of the Awards & Recognition Sub-Committee.

**6. Items for Discussion**

None.

**7. Deferred Matters/Additional Business**

7.1 (ADDED) DIAAC Members Appointed to Community Organizations

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee received an enquiry from M. Mlotha relating to the status of her appointment as the Diversity, Inclusion and Anti-Oppression representative on the Black History Committee.

7.2 (ADDED) Potential Future Agenda Items

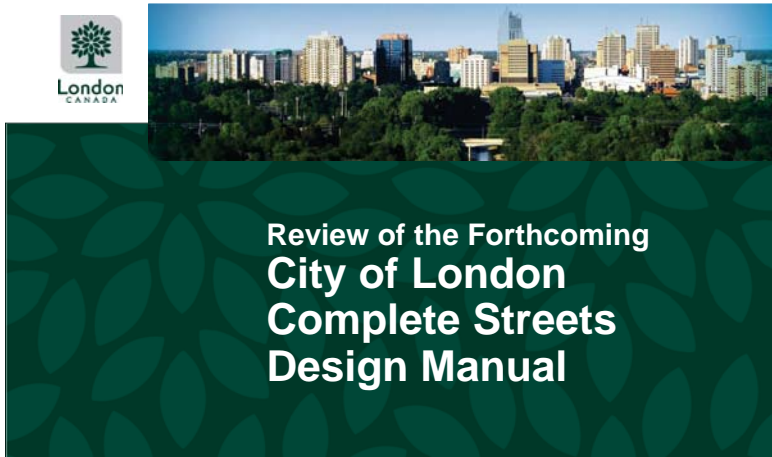
That it BE NOTED that the communication from L. Osbourne, with respect to proposed future agenda items, was received.

7.3 (ADDED) Reported Racial Incidents

That a representative(s) from the London Police Services Board BE INVITED to attend a future Diversity, Inclusion and Anti-Oppression Advisory Committee meeting to discuss and advise of the next steps that may be taken with respect to the May, 2018 The London Free Press article relating to reported racial incidents in London in 2017.

**8. Adjournment**

The meeting adjourned at 1:37 PM.



Presentation to the Diversity, Inclusion and Anti-  
Oppression Advisory Committee  
May 17, 2018

### Introduction – Complete Streets Manuals

Complete Streets Guides & Manuals have been developed by **many cities around the world** to help **direct and coordinate** street planning/design towards more balanced mobility options



### Introduction - What are Complete Streets?

“ A complete street is one that is designed to accommodate the mobility needs of **all ages, abilities, and modes of travel**. Safe and comfortable access for **pedestrians, bicycles, transit users, and the mobility challenged** are not design after-thoughts, but are **integral to the planning of the street** from the start. ”

- London Transportation Master Plan



### Background

The 2016 City of London Official Plan introduced a group of **Street Classifications**, which set the stage for more **context sensitive city building policies** and **redefining mobility** for Londoners

- Classifications Include:
- Rapid Transit Boulevards
  - Urban Thoroughfares
  - Civic Boulevards
  - Main Streets
  - Neighbourhood Connectors
  - Neighbourhood Streets
  - Rural Thoroughfares
  - Rural Connectors





### Background

Each **Street Classifications** was accompanied with policies to guide future planning and design towards a an **intended character and function**, while progressing towards **overall mobility goals**

DESIGN FEATURES	STREET CLASSIFICATION		
	Rapid Transit Boulevard	Urban Thoroughfare	City Boulevard
Planned Street Width (Width of Right-of-Way)	50m	40m	30m
<b>VEHICLE TYPE</b>			
Divided and/or Separated	+		
On-street Parking (Additional to Through Lanes)	+	+	+
On-street Parking (In-Through Lanes)			
Left Turn Lanes	+	+	+
Right Turn Lanes			
Planted Medians	+	+	+
Curb Extensions			
<b>PEDESTRIAN</b>			
Hard Surface (From Curb to Building Face)	+		
Standard Sidewalk (1.5m wide, Both Sides)	+	+	+
Coordinated Utilities	+	+	+
Street Trees	+	+	+
Street Furniture	+	+	+
Pedestrian scaled Lighting	+	+	+
Landscape Planting	+	+	+
Grass Boulevard	+	+	+
Enhanced Cross-walk Treatments	+	+	+
Low Impact Development	+	+	+



### Goals

The City of London Official Plan suggested the preparation of a Complete Streets Manual to establish:

- Overall cross-sections for the street classifications
- Design parameters for the public realm



### Background

Many stakeholders were included in consultation efforts for the development of the Complete Streets Design Manual and attended a **Stakeholder Workshop**, held on June 2nd, 2017. These groups included:

- Accessibility Advisory Committee
- Can-Bike
- Hyde Park Business Association
- Bell
- London Middlesex Road Safety Committee
- Middlesex Health Unit
- Start Communications
- Cycling Advisory Committee
- London Fire
- London Development Institute (LDI)
- Downtown London BIA
- London Hydro
- London Transit
- Union Gas
- Tree and Forests Advisory Committee
- Argyle BIA
- City of London Water
- London Environmental Network
- City of London Development Services





### London Complete Street Manual - Content

- Chapter 1: Complete Streets: Vision and Principles**
  - Complete Streets concepts and policy support
- Chapter 2: Elements of Complete Streets**
  - Complete Streets features
- Chapter 3: Undertaking Complete Streets Design**
  - Processes for balancing the needs of current and future users
- Chapter 4: Street Design for Roadways**
  - Street characteristics/priorities and conceptual cross sections, by street classification
- Chapter 5: Street Design for Intersections**
  - Intersection treatments that provide Complete Streets elements for specific combinations of street classifications
- Chapter 6: Moving Forward with Complete Streets**
  - Progress indicators for Complete Streets outcomes



### Local Policy Support

“ At the local level, policy support for complete streets is found in a number of documents, including the:

- Strategic Plan
- The London Plan
- Downtown Plan
- Design Specifications and Requirements Manual
- Cycling Master Plan
- London Rapid Transit
- London Road Safety Strategy
- London 2030 Transportation Master Plan ”



### Contents:

1. What are Complete Streets?
2. Who is This Guide For?
3. Review of Complete Streets Policies in London
4. Core Principles for Complete Streets

CHAPTER

1

COMPLETE STREETS: VISION AND PRINCIPLES



### Local Policy Support

“ Municipal Council adopted the following Vision Zero Principles:

- No loss of life is acceptable
- Traffic fatalities and serious injuries are preventable
- We all make mistakes
- We are all physically vulnerable when involved in motor vehicle collisions
- Eliminating fatalities and serious injuries is a shared responsibility between road users and those who design and maintain our roadways ”





**Core Principles**



**Prioritize Safe and Accessible Options for People**



**Embed Sustainability**



**Emphasize Vitality**



**Prioritize Connectivity**



**Ensure Context Sensitivity**



**Accessibility**

The Manual defines what a pedestrian is, describes the central role of walking and mobility device travel within London and outlines how the City will support pedestrians through Complete Streets.

**Key considerations:**

- Tactile walking surface indicators
- Separation of pedestrians and cyclists where practical
- Consideration of user needs and land uses in prioritizing street elements such as sidewalk width
- Design processes that emphasize consultation with stakeholder groups
- Pedestrian crossing refuge islands
- Accessible transit stop design



**Core Principles**



**Prioritize Safe and Accessible Options for People**

“The safety and mobility needs of all users is a priority in any street design exercise.”



**Emphasize Vitality**

“Streets that attract pedestrians enhance urban vitality in London.”



**Contents:**

General Considerations and Tools for:

1. Pedestrian Facility Design
2. Cycling Facility Design
3. Transit Facility Design
4. Motor Vehicles
5. Green Infrastructure
6. Utilities and Municipal Services

**CHAPTER**

**2**

**ELEMENTS OF COMPLETE STREETS**



**Pedestrian Facility Considerations**



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Buffered bicycle lane in London.

**Cycling Facilities Considerations**

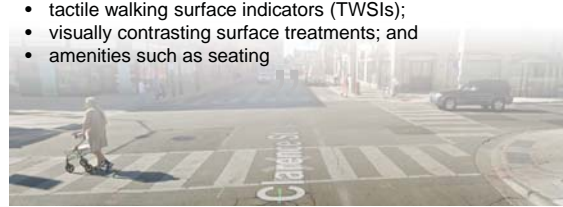


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**Design For Accessibility**

“ Pedestrians include those who are using a walker, crutches, a wheelchair or an electrically powered mobility device as well as individuals with a visual impairment. Design features should be used to accommodate all of London’s pedestrians, such as:

- appropriately wide pedestrian clearways;
- audible pedestrian signals;
- tactile walking surface indicators (TWSIs);
- visually contrasting surface treatments; and
- amenities such as seating



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“ **Provide connectivity:** As the slowest mode of transportation, pedestrians have the greatest sensitivity to route directness. ”



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Buffered bicycle lane in London.

“ **Prioritize vulnerable users:** Cyclists are more vulnerable than transit riders and motorists in a collision because they are not protected within a vehicle. ”



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**Contents:**  
(under development with City input)

1. Process Overview
2. Planning
3. Conceptualizing
4. Designing
5. Implementing

CHAPTER

**3**

UNDERTAKING COMPLETE STREETS DESIGN

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**Contents:**

- 1. Street Typologies
- 2. Design Guidance for:
  - Rapid Transit Boulevards
  - Urban Thoroughfares
  - Civic Boulevards
  - Main Streets
  - Neighbourhood Connectors
  - Neighbourhood Streets
  - Rural Thoroughfares
  - Rural Connectors

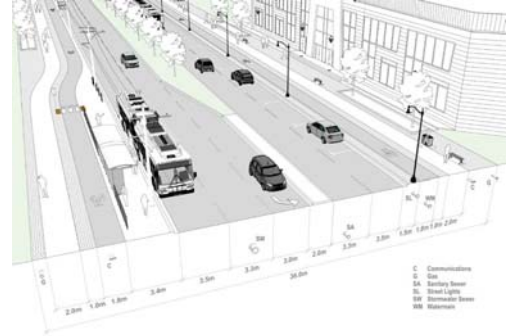
**CHAPTER**  
**4**  
**STREET DESIGN FOR ROADWAYS**



“ Physically separated and continuous cycling facilities are preferred.”

Example  
**Civic Boulevard**

“Civic Boulevards provide multi-modal connections between different neighbourhoods across the City including downtown.”

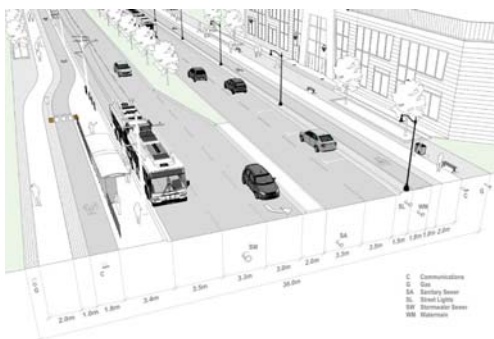


**STREET DESIGN FOR ROADWAYS**

“The variety of destinations along these corridors can generate significant volumes of walking trips”



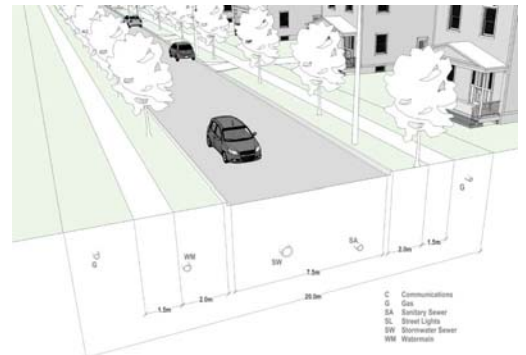
Example  
**Civic Boulevard**



**STREET DESIGN FOR ROADWAYS**



Example  
**Neighbourhood Street**

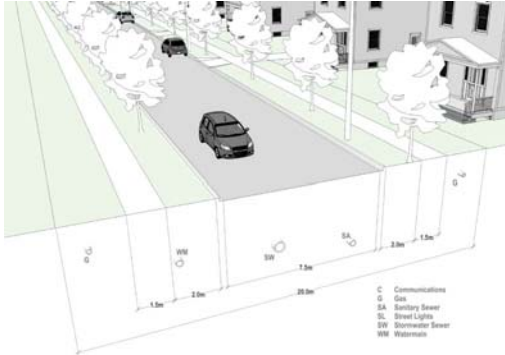


**STREET DESIGN FOR ROADWAYS**



Example  
**Neighbourhood Street**

“Neighbourhood Streets are where most Londoners, including many families, live; enhancing the livability, sense of community, and the ability to age-in-place are important considerations.”  
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**STREET DESIGN FOR ROADWAYS**



Example  
**Rapid Transit Boulevard Intersecting a Main Street**



**STREET DESIGN FOR INTERSECTIONS**



**Contents:**

1. Intersection Design Principles
2. Design Guidance for:
  - Rapid Transit Boulevard Intersecting a Main Street
  - Urban Thoroughfare intersecting a Civic Boulevard (Signalized)
  - Urban Thoroughfare Intersecting a Civic Boulevard (Roundabout)
  - Urban Thoroughfare Intersecting a Neighbourhood Connector
  - Civic Boulevard Intersecting a Neighbourhood Street

**CHAPTER**  
**5**  
**STREET DESIGN FOR INTERSECTIONS**



Example  
**Rapid Transit Boulevard Intersecting a Main Street**

“The pedestrian clearway widens as the planter boxes and trees are discontinued, providing for greater ease of pedestrian movement and queuing.”



**STREET DESIGN FOR INTERSECTIONS**

“Centre median design requires dedicated transit signals which use the same phasing as the through motor vehicle movement.”



**Contents:**

**(under development with City input)**

- 1. Principles of Performance Metrics
- 2. Options for Measuring Complete Streets Performance

CHAPTER

6

MOVING FORWARD WITH COMPLETE STREETS



Questions



**Next Steps**

- Share Draft with Stakeholders and Finalize late summer 2018
- Education campaign
- Move towards a network of Complete Streets



## Sanctuary City/Access to Services without Fear

Presentation to DIIAC, May 17, 2018

Jill Tansley, Manager, Strategic Programs & Partnerships

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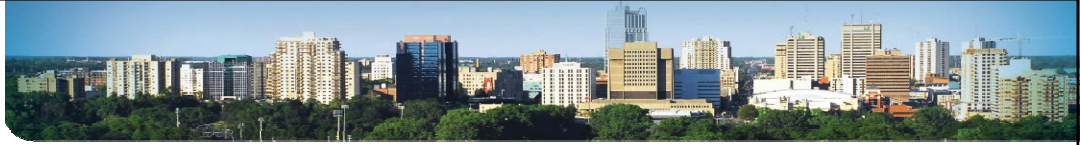


## Status update

- Review of work to date
- Consultant's report
- Report to committee, March 26, 2018
- Discussion with DIIAC, May 17, 2018
- Consideration of approaches
- Next Steps

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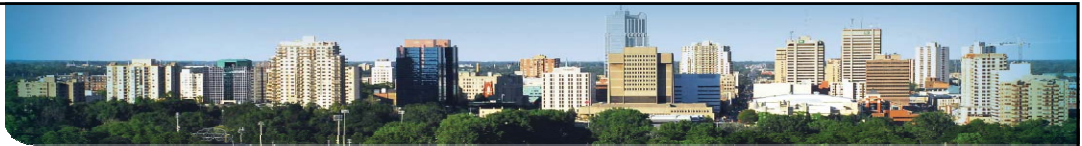


## Approach 1 – Information sharing and understanding

Activity	Desired Outcome
Creation of Inventory of existing municipal services	Awareness of services and increased access to services
Promotion of services	Increased use of services

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## Approach 2: Strengthen City’s capacity to provide services

Activity	Desired Outcome
Create Working Group	City divisions are aligned and working together to serve non-status/uncertain status individuals.
Develop policy	Clear directives of City staff interaction with residents who are non-status/uncertain status; access services free of fear.
Encourage selected boards to develop policy	Clear directives of boards’ interaction with residents who are non-status/uncertain status; access services free of fear.
Develop data collection mechanisms	Better information on numbers and needs.
Staff guidelines, training, and resources	Staff understand that they are only to ask about immigration status when required to access a specific service.
Public awareness communication plan	The public is aware of the rights of non-status individuals/individuals with uncertain status.

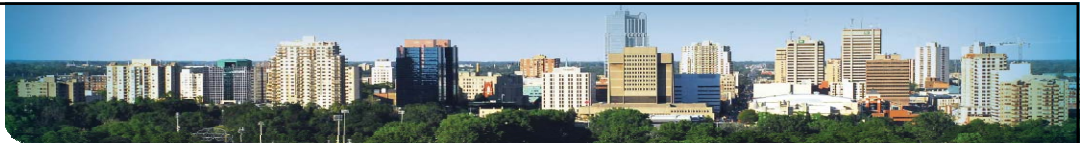
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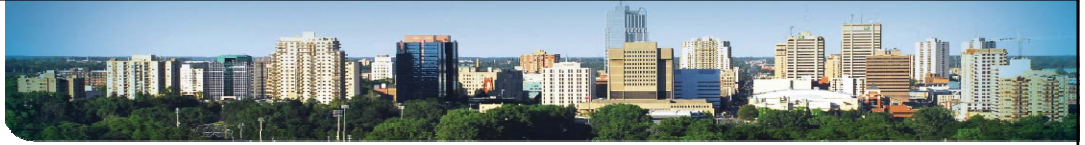
## Approach 2: Strengthen City’s capacity to provide services

Activity	Desired Outcome
Staff guidelines, training, and resources	Non-status/uncertain status individuals are more willing to access municipal services
Public awareness communication plan	Non-status individuals/uncertain status individuals are aware of and access services; Londoners develop better understanding of issue
Information line for enquiries	Non-status/uncertain status individuals receive information/clarification on which services they may access without fear that their immigration status will be requested



## Potential titles for initiative

- Access to City Services without Fear for Londoners
- Access to London: Services for All
- Access to London Services
- Services Free of Fear (City or Initiative)
- Open Access Services
- Sanctuary City



## Contact information

Jill Tansley  
Manager, Strategic Programs & Partnerships  
Housing, Social Services & Dearness Home  
City of London  
[jtansley@London.ca](mailto:jtansley@London.ca)  
Tel: 519 661-2489 x 7377

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## Meeting minutes

**Meeting:** DIAAC Education & Awareness Sub-Committee

**Date:** April 26, 2018

**Time:** 12:00pm - 1:30 pm

**Location:** Committee room #5

**Attendees:** Leroy Osbourne(Chair), Zeba Hasmi, Thomas Wall, Marilynn Prefontaine, Mphatso Mlotha\*, Ian Silver\*

\* - denotes regrets

Item	Discussion	Action Item/ Responsible Party
Work Plan	<p>Revised each section of the work plan realigning priorities to take on over the next several months and condensing or eliminating others.</p> <p>Work Plan will be circulated via email to group for final review before submission to DIAAC for May meeting.</p>	Leroy
Review of promotional material	<p>Discussed use of an image identifier for DIAAC and the use of CofL Logos.</p> <p>DIAAC's former moniker was LDDRAC and had the image identifier of 'people of different colours'. This was used in association with the City logo. A diversity tree was implemented on notepads, pens, brochures and keychain flashlights in another incarnation.</p> <p>The updated diversity tree will replace the people and will be used in proximity with the City logo therefore keeping with policy and past practice.</p> <p>The committee reviewed the different options of diversity trees to update the brochure. Finalized tree will be updated on the brochure.</p>	



## 5.1 a

DIAAC brochure	<p>Presented edits requested by DIAAC. Had discussion around adding additional images to ensure more inclusivity in the brochure.</p> <p>Additional images will be proposed to add to brochure.</p> <p>Motions to come before DIAAC for brochure - approve brochure to send on to standing committee, create email address- DIAAC@London.ca, short URL - london.ca/DIAAC, payment for licence for diversity tree.</p> <p>This version of the brochure is targeted to organization in the city.</p>	<p>Zeba &amp; Marilynn</p> <p>Leroy</p>
DIAAC database	<p>A number of contacts have been compiled from the various organizations in the City of London that would overlap DIAAC's mandate. The current database will be circulated for the rest of the committee to assist in updating.</p>	ALL
Gender & Intersectionality Workshop	<p>Scheduled for Oct</p> <p>Workshop will be aimed at policy and decision makers, HR personnel in the profit and non for profit sectors within London.</p> <p>Meetings will resume once we have a venue finalized on the proposed dates.</p> <p>Suggestion was made around adding gender within a religious context on the workshop agenda.</p>	
Proposed meeting schedule	<p><b>Wednesday, May 23rd</b></p> <p><b>Wednesday, June 27th</b></p> <p><b>Wednesday, July 25th</b></p>	

## Initiatives

**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 against racial intolerance.



## How can you participate?

Present your idea, project or suggestions 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 to join DIAAC.

representatives from local non-profit and other community agencies.

volunteers.

We need any and all Londoners looking to provide 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



[London.ca/DIAAC](https://london.ca/DIAAC)

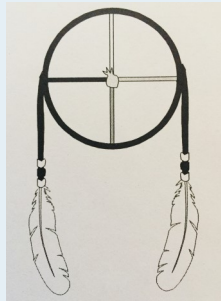


London  
CANADA

## 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, enhance access and opportunity for Londoners regardless of abilities, culture, ethnicity, gender identity and expression, faith perspective, and sexual orientation.



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



## How does DIAAC help the community?

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



## Initiatives

**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](mailto:DIAAC@London.ca)**

Nomination period is from January to September 30<sup>th</sup> each year.

**Street checks:** working with other stakeholders across the City, **DIAAC** helped London Polices Services to review 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.