

**7TH REPORT OF THE
LONDON DIVERSITY & RACE RELATIONS
ADVISORY COMMITTEE**

Meeting held on July 19, 2012, commencing at 12:04 p.m.

PRESENT: M. Edwards (Chair), N. Abdo, C. Callander, D. Cardoso, R. Elijah, M. Rabi, P. Shanahan, M. Singeris and J. Martin (Secretary).

ALSO PRESENT: D. Allan, F. Andrighetti, D. Goodwin, K. Husain, C. Keller, D. Lacey, K. McManus, D. Stolarski, and T. Tomchick-Condon.

REGRETS: N. Buteau, S. Kassam, J. Robinson and J. von Wahl.

I YOUR COMMITTEE REPORTS:

- Election of Chair 1. That the London Diversity and Race Relations Advisory Committee (LDRRAC) elected M. Edwards as its Chair for the term ending November 30, 2012.
- Election of Vice Chair 2. That the London Diversity and Race Relations Advisory Committee (LDRRAC) elected P. Shanahan as its Vice Chair for the term ending November 30, 2012.
- Chair's Update 3. That the Chair welcomed the new committee and provided a brief overview of the committee encouraging member participation in the various sub-committees, as well as the main advisory committee; it being noted that a summary of the sub-committee activities and terms of reference will be included in the next meeting agenda.
- Orientation 4. That the London Diversity and Race Relations Advisory Committee (LDRRAC) heard an orientation presentation from J. Martin, Committee Secretary, on behalf of the City Clerk.
- Policy & Planning Sub-committee 5. (c) That the London Diversity & Race Relations Advisory Committee (LDRRAC) heard a verbal update and reviewed and received the attached report from P. Shanahan, on behalf of the Policy & Planning Sub-committee; it being noted that the members are invited to provide feedback with respect to the Workplace Diversity Statement by August 2, 2012.
- Nominations Sub-Committee 6. (e) That the London Diversity & Race Relations Advisory Committee (LDRRAC) heard a verbal update from M. Edwards with respect to upcoming nominations; it being noted that the LDRRAC requested its Committee Secretary to provide the nomination forms to committee members for their review and comment.

- Budget 7. (Added) That the London Diversity & Race Relations Advisory Committee (LDRRAC) heard a verbal update from its Committee Secretary with respect to the LDRRAC budget.
8. That the London Diversity & Race Relations Advisory Committee (LDRRAC) received and noted the following:
- 6th Report of the LDRRAC (a) (1) the 6th Report of the LDRRAC, from its meeting held May 16, 2012;
- LDRRAC Appointments (b) (2) a Municipal Council resolution adopted at its meeting held on June 12, 2012 with respect to the appointments to the LDRRAC for the term ending February 28, 2015;
- Ontario Medal for Good Citizenship (c) (3) a communication dated May 2012, from Charles Sousa, Minister, Ministry of Citizenship and Immigration, with respect to nominations for the Ontario Medal for Good Citizenship.
- Community Updates 9. That the London Diversity & Race Relations Advisory Committee was advised of the following community updates, by its members:
- a) Cultural Prosperity Planning Day;
 - b) Pride London Festival;
 - c) Thousand Acts of Kindness;
 - d) Active Living Conference; and,
 - e) Ramadan.
- Next Meeting 10. That the London Diversity & Race Relations Advisory Committee will hold its next meeting on September 20, 2012.

The meeting adjourned at 1:15 p.m.

LDRRAC Policy & Planning Sub-Committee
Meeting held on July 12, 2012

Current Workplace Diversity Statement:

A workforce environment that is truly diverse draws upon and respects the unique characteristics, skills and experiences of all employees. Diversity encompasses many individual attributes such as; gender, race, ancestry, language, age, sexual orientation, religion, socio-economic status, disAbility, thinking styles, opinions and life experiences. We believe that by further increasing the wide array of perspectives resulting from diversity our organization becomes more creative, flexible and productive as we increase our service capacity. Diversity benefits individuals, the corporation and our community. We recognize that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels in the organization and in all the services that we provide as these enrich the organization and workplace.

This statement affirms that the Corporation of the City of London values diversity and inclusiveness and believes that diversity and inclusiveness are central components towards building a more supportive workplace.

Council Resolution:

The City of London Workplace Diversity Statement **BE REFERRED** to the Chief Human Resources Officer to review and report back with revised wording for the Statement, that provides emphasis with respect to “diversity”, “inclusiveness”, “workforce” and “workplace”, keeping in mind the need to be concise and impactful in the Statement’s final wording.

Proposed Revisions to the Workplace Diversity Statement:

Diversity strengthens. We honour and value the human rights and uniqueness of every individual. The City of London will continue to foster an inclusive workplace that respects the dignity and perspectives of all.