

Bill No. 440
2018

By-law No. CPOL.-369-375

A by-law to repeal By-Law No. CPOL.-118-370 being “City of London Race Relations Policy” and replace it with a new Council policy entitled “City of London Race Relations/Anti-Racism Policy.”

WHEREAS section 5(3) of the *Municipal Act, 2001*, S.O. 2001, C.25, as amended, provides that a municipal power shall be exercised by by-law;

AND WHEREAS section 9 of the *Municipal Act, 2001*, S.O. 2001, C.25, as amended, provides a municipality with the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority;

AND WHEREAS the Municipal Council of The Corporation of the City of London wishes to repeal By-law No. CPOL.-118-370 being “City of London Race Relations Policy” and replace it with a new Council policy entitled “City of London Race Relations/Anti-Racism Policy”;

NOW THEREFORE the Municipal Council of The Corporation of the City of London enacts as follows:

1. By-law No. CPOL.-118-370 being “City of London Race Relations Policy” is hereby repealed.
2. The Policy entitled “City of London Race Relations/Anti-Racism Policy” attached as Schedule “A” is hereby adopted.
3. This by-law shall come into force and effect on the date it is passed.

PASSED in Open Council on July 24, 2018.

Matt Brown
Mayor

Catharine Saunders
City Clerk

First Reading – July 24, 2018
Second Reading – July 24, 2018
Third Reading – July 24, 2018

Schedule "A"

Policy Name: City of London Race Relations/Anti-Racism Policy

Legislative History: Enacted September 19, 2017 (By-law No. CPOL.-118-370)

Last Review Date: July 23, 2018

Service Area Lead: Specialist, Organizational Development (Diversity and Inclusion)

1. Policy Statement

Racism will not be accepted or tolerated in London. The people of The City of London honour and believe in the dignity and worth of every person and are committed to tearing down racism. The citizens acknowledge and reinforce that each person has the right to live, work, receive services, and participate fully in an environment free of discrimination and harassment based on bias, bigotry or prejudice against a race or racialization of an individual or a group within the society.

2. Definitions

2.1. **Corporation** – refers to The Corporation of the City of London

2.2. **Race** – shall include: race, ancestry, place of origin, colour, ethnic origin, citizenship and creed (religion), in accordance with the prohibited grounds of Ontario's *Human Rights Code*, as well as expression through language, accent and dress.

3. Applicability

This Policy applies to The Corporation of the City of London ("Corporation"), including its Advisory Committees, Agencies, Boards and Commissions and provides expressed values for enabling the entire community to work toward the elimination of racism. This policy applies to:

- all levels of Civic Administration, all employees, visitors and vendors on record;
- individuals of The City of London; and,
- the community of The City of London including its agencies, organizations and businesses;

4. The Policy

Racism is alive and thrives in our community; we begin by acknowledging that racism exists. It is a learned behaviour based on fear and ignorance of the unknown and personalized perceptions and assumptions. Racism can be blatant, subtle or hidden, internalized and is often denied. It can be practiced culturally, environmentally, structurally, and institutionalized. Racism will destroy the fabric of our pluralistic, multi-cultural society we live in, if it remains unchallenged and it is not stopped.

Our challenges are to:

- recognize racist attitudes and behaviours
- recognize attitudes and behaviours that encourage racism
- unlearn racism
- unite against racism
- eliminate racism

The purpose of this Policy is:

- to promote The City of London as a city that is welcoming and safe for all people;
- to strengthen city-wide awareness of the existence of racism in London, in order that we can eliminate it; and
- to provide an evolving community model, which provides the framework for all Londoners to work together to achieve the Strategic Directions of this Policy.

The London Community including individuals, and the Corporation, will work toward achieving the following:

CORPORATION

1. **Develop an Implementation Plan for this Policy** by taking the lead, providing the required resources, and by making it a priority to work in partnership with individuals and the community to realize the intent of this Policy for the elimination of racial discrimination and harassment.
2. **Promote mutual Awareness, Inclusion, Understanding and Appreciation of all people** so that everyone, regardless of race, can have a full and meaningful participation in our community.
3. **Develop and Implement Race Relations Communication and Public Education Strategies** designed to identify and raise awareness of the existence of racism and eliminate all types of racial barriers.
4. **Ensure that Employment Policies and Practices** are free of racially discriminatory barriers in the workplace.
5. **Enhance the Training, and Education of Staff and Volunteers** to provide them with the skills, and awareness about attitudes, policies, procedures, and practices that may or may not be intentionally discriminatory, but have the impact of being discriminatory.
6. **Involve Londoners in Planning for, Accessing, Providing, and Evaluating Services** which are respectful of the needs of our various racial communities.
7. **Establish Mechanisms to ensure that Racial Discrimination and Racial Harassment are not Encouraged or Allowed**, which could apply both internally and externally to any person, business or organization that deals with the Corporation.

INDIVIDUALS/COMMUNITY

1. **Support the Development of an Implementation Plan For this Policy** by working in partnership with the Corporation, individuals and the community to realize the intent of this Policy for the elimination of racial discrimination and harassment.
2. **Promote mutual Awareness, Inclusion, Understanding and Appreciation of all people** so that everyone, regardless of race, can have a full and meaningful participation in our community.
3. **Develop & Implement Race Relations Communication and Public Education Strategies** designed to identify and to raise awareness of the existence of racism and eliminate all types of racial barriers.
4. **Ensure that Employment Policies and Practices** are free of racially discriminatory barriers in the workplace.
5. **Enhance the Training, and Education of Staff and Volunteers** to provide them with the skills, and awareness about attitudes, policies, procedures, and practices that may or may not be intentionally discriminatory, but have the impact of being discriminatory.
6. **Participate in Planning for, Accessing, Providing, and Evaluating Services** which are respectful of the needs of our various racial communities.
7. **Endeavor to Establish Mechanisms to ensure that Racial Discrimination and Racial Harassment are not Encouraged or Allowed**, which could apply both internally and externally.