

**Diversity, Inclusion and Anti-Oppression Advisory Committee
2017 Workplan**

	Project/Initiative	Background	Lead	Proposed Timeline	Actions	Proposed Budget	Strategic Plan Alignment
	Review the following polices when they are up for review by City of London:	The policy review and modernization process is in the process of completion this year. Policies will be assigned to be reviewed on biannual basis. We will request to be notified when policies specifically relating to Diversity & Inclusion, Accommodations and Indigenous affairs, the P&P committee be earmarked to also review.	Policy & Planning	Ongoing	Aden will make request to Rosanna.	Nil	
1.1	Monitor development and implementation of the Diverse Voices 4 Change recommendations. Including voluntary disclosure for all appointments	Diverse Voices 4 Change submitted their recommendations to Council following their research program. DIAAC has requested to be updated with as recommendations are implemented/finalized by Staff.	Policy & Planning	On-going Would like the DV4C recommendations to be implemented by the end of summer.	City Clerk to attend P&P committee meeting in July to provide update.	Nil	
1.2	Provide input into the Community Diversity & Inclusion Plan and monitor implementation of plan.	<ul style="list-style-type: none"> Offer resources and information that may be pertinent for the D&I plan Providing ongoing consultation & review Monitor and provide support of strategies that are to be implemented at municipal level. 	Policy & Planning Sub committee	Ongoing		Nil	Strengthening our community - Diverse, inclusive, and welcoming community. Support all Londoners to feel engaged and involved in our community
1.3	Monitor implementation of Truth and Reconciliation Commission	Request regular updates from staff to ensure TRC recommendations are being implemented at municipal level	Policy & Planning Sub committee	Ongoing	-Reach out to Intergovernmental relations for update and see if there is a		Collaborative Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's

		<ul style="list-style-type: none"> • 			<p>process to continue to be updated about progress of TRC. -Rosanna Wilcox to provide an update in July meeting</p>		<p>agencies, boards and commissions, and community partners.</p>
1.4	Immigration Strategy	Offer support and monitor progress of immigration strategy	Policy & Planning Sub committee	Ongoing	<p>-It is ongoing, Emily and Jill are responsible for that. -Once submitted, the final copy will be sent to P&P prior to going to Council</p>		<p>Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.</p>
2.1	Promotion of appointments process to diverse communities.	In keeping with transparency and inclusivity, DIAAC has discussed that the appointments process may require further promotion among community members, to ensure a broad and diverse pool of candidates for appointment to committees.	Policy & Planning	Summer/Fall 2018	Discuss with City Clerk's office in July meeting.	??	
2,2	Encourage greater diversity in all advisory committees	Develop standard statements that encourage greater diversity for the Terms of Reference of other City advisory committees	Policy & Planning Sub committee	Ongoing			<p>Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.</p>
3.1	Review Terms of Reference and membership structure of DIAAC		Policy & Planning Sub committee	Spring 2018	To be reviewed and finalized at June meeting.	Nil	Organizational Practices

3.2	Facilitate the development of annual work plans for DIAAC; monitor and measure subsequent activities	<ul style="list-style-type: none"> Review draft sub- committee work plans Consolidate into an aligned document Develop monitoring and measurement protocols 	Policy & Planning Sub committee	On-going	<p>April DIAAC meeting -Notified members that workplans would need to be submitted.</p> <p>May DIAAC meeting – Education sub-committee submitted their workplan to DIAAC.</p>	Nil	Collaborative Engaged Leadership-Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.
3.3	- Provide recommendations and supplemental materials to enhance the DIAAC new member orientation	<ul style="list-style-type: none"> Collaborate with Clerk's Office on recommendations submitted via proposed new member orientation checklist. Facilitate development of DIAAC document to be completed by Education sub-committee Develop the following documents: <ul style="list-style-type: none"> Established meeting practices Roles and Responsibilities Acronym List 	Policy and Planning Sub committee Education sub-committee All sub-committees	Summer 2017 Acronym List completed Feb 2016	<p>Orientation manual complete. Have discussed w/ Saleha re : incorporating Gender & Equity Lens session for new members.</p> <p>Put together all materials to be reviewed by P&P - Generalized orientation manual, checklist, customized versions.</p> <p>- Diverse ways to disperse that information.</p>	Nil	Innovative and supportive organizational practices -Use innovative and best practices in all organizational and management activities.
4.1	Establish positive relationships with Council	<ul style="list-style-type: none"> Explore opportunities to work with Council members 	Policy & Planning Sub committee	Ongoing	<p>Review once Equity &Inclusion lens is complete (Fall 2018)</p> <p>- Propose that all new council members meet w/ DIAAC.</p>	Nil	Collaborative Engaged Leadership-Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.

4.2	Explore relationships within the Corporation of the City of London whose work is impacted by diversity and inclusion; offering DIAAC as a resource	<ul style="list-style-type: none"> Reach out to contact people in the following areas of the Corporation, inviting them to a P&P sub-committee meeting to learn about the work they do and possible interfacing with DIAAC: Intergovernmental Liaison Communications, Culture & Municipal Policies, Community Development & Funding, Homelessness, Human Resources, Emergency Measures, Planning, Parks & Recreation, Housing, Social Services & Deerness, Transportation and Engineering 	Policy & Planning Sub committee	May 2018 - 2019	-Develop introductory message and prioritization of outreach – connect w/ Leroy re: messaging. - Should we be a resource for these other groups at City Council? * DIAAC - *	Nil	Collaborative Engaged Leadership- Continue to build strong working relationships between City Council, A Civic Administration, the City's agencies, boards and commissions, and community partners.
5	Educate new members of DIAAC	<p>Collaborate with P&P to create new and revised content to enhance the DIAAC new member's orientation package</p> <ul style="list-style-type: none"> Provide recommendations and feedback to P&P on the following : <ul style="list-style-type: none"> -org chart illustrating DIAAC in relation to Council -list of commonly used operational definitions within CofL context -provide document outlining pre-approved list of budget item <p>Assist P&P in revision of TOR for DIAAC.</p>	Nil	<p>Education & P&P subcommittee</p> <p>Ed'n subcommittee</p> <p>Ed'n & P&P subcommittee</p>		<p>Ongoing</p> <p>Ongoing</p>	
6	Raise profile of DIAAC in community	4.1 Provide to P&P subcommittee suggestions regarding DIAAC's web	Nil	Education & P&P subcommittee		Presented at June DIAAC	

		page on London.ca				committee – approved.	
--	--	-------------------	--	--	--	-----------------------	--