

Community and Protective Services Committee

Report

14th Meeting of the Community and Protective Services Committee
October 10, 2018

PRESENT: Councillors M. Cassidy, V. Ridley, B. Armstrong, M. Salih, P. Squire, Mayor M. Brown

ALSO PRESENT: Councillors J. Helmer and H. Usher; J. Bunn, H. Chapman, S. Datars Bere, P. Foto, M. Hayward, O. Katolyk, G. Kotsifas, J. Richardson, M. Schulthess, C. Smith, S. Spring, S. Stafford and R. Wilcox

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

2. Consent

Moved by: M. Salih

Seconded by: P. Squire

That Items 2.1, 2.2, 2.3, 2.4, 2.6, 2.7 and 2.8 BE APPROVED.

Yeas: (4): V. Ridley, B. Armstrong, M. Salih, and P. Squire

Absent: (0): M. Cassidy and Mayor M. Brown

Motion Passed (4 to 0)

2.1 9th Report of the Animal Welfare Advisory Committee

Moved by: M. Salih

Seconded by: P. Squire

That the following actions be taken with respect to the 9th Report of the Animal Welfare Advisory Committee, from its meeting held on September 6, 2018:

a) Alice Balluku, Ward 13 Councillor for London Youth Advisory Council, BE INVITED to attend a future meeting of the Animal Welfare Advisory Committee, with respect to key important issues regarding vulnerable animals in our city; and,

b) clauses 1.1, 2.1 to 2.3, 3.1, 5.1 and 6.1, BE RECEIVED.

Motion Passed

2.2 1st Report of the Town & Gown Committee

Moved by: M. Salih

Seconded by: P. Squire

That the following actions be taken with respect to the 1st Report of the Town and Gown Committee, from its meeting held on September 13, 2018:

a) J. Smith, Fanshawe College Student Union President, BE REQUESTED to contact the Cycling Advisory Committee to request information on establishing a Bicycle Sharing Program for the Fanshawe College Downtown campus; and,

b) clauses 1.1, 1.2, 2.1, 3.1 to 3.4, 4.1 and 5.1 to 5.4, BE RECEIVED.

Motion Passed

2.3 8th Report of the Accessibility Advisory Committee

Moved by: M. Salih

Seconded by: P. Squire

That the following actions be taken with respect to the 8th Report of the Accessibility Advisory Committee, from its meeting held on September 27, 2018:

a) the following actions be taken with respect to Accessibility Advisory Committee (ACCAC) representatives on various groups:

i) P. Moore BE APPOINTED as the ACCAC representative on the Transportation Advisory Committee;

ii) the Civic Administration BE ADVISED that requests for site visits from the Trails Advisory Group should be submitted to the Chair of the ACCAC and she will ensure that a member of ACCAC is available to attend; and,

iii) the Civic Administration BE ADVISED that site plans that need reviewing should be sent to J. Madden, M. Dawthorne and J. Menard; and,

b) clauses 1.1, 2.1 to 2.4, 3.1 to 3.5, 4.1, 5.2 and 7.1, BE RECEIVED.

Motion Passed

2.4 6th Report of the Community Safety & Crime Prevention Advisory Committee

Moved by: M. Salih

Seconded by: P. Squire

That the 6th Report of the Community Safety and Crime Prevention Advisory Committee, from its meeting held on September 27, 2018, BE RECEIVED.

Motion Passed

2.6 Ontario Transfer Payment Agreements - Seniors Active Living Centres Program for Kiwanis Seniors Community Centre, Hamilton Road Seniors' Centre & Community Centre and North London Optimist Community Centre

Moved by: M. Salih

Seconded by: P. Squire

That, on the recommendation of the Managing Director, Neighbourhood, Children and Fire Services, the proposed by-law, as appended to the staff report dated October 10, 2018, BE INTRODUCED at the Municipal Council meeting to be held on October 16, 2018, to:

a) approve the template Agreement, substantially in the form appended to the above-noted by-law, between The Corporation of the City of London and Her Majesty the Queen in right of Ontario, as represented

by the Minister of Seniors and Accessibility, with respect to funding for Seniors Active Living Centre Programs at Kiwanis Seniors Community Centre, Hamilton Road Seniors Centre and Community Centre and North London Optimist Community Centre;

b) delegate authority to the Managing Director, Neighbourhood, Children and Fire Services and his/her written designates, to insert the name of the centre onto the first page, and to insert contact information on Schedule B of the above-noted Agreement;

c) delegate authority to the City Manager and the Managing Director, Neighbourhood, Children and Fire Services and their written designates, to approve agreements with respect to programs under the Seniors Active Living Centres Act, 2017, or any successor legislation, to be entered into between The Corporation of the City of London and Her Majesty the Queen in right of Ontario, and any schedules, thereto, and any amendments, thereto, and such further other documents (including project budgets, cash flows and other financial reporting), that:

i) are consistent with the requirements contained in the above-noted Agreement;

ii) do not require additional funding or are provided for the City's current budget; and,

iii) do not increase the indebtedness or liabilities of The Corporation of the City of London; and,

d) authorize the Mayor and the City Clerk to execute the contracts, agreements, schedules, amendments and documents approved above. (2018-L04)

Motion Passed

2.7 Vehicle for Hire By-law Amendments

Moved by: M. Salih

Seconded by: P. Squire

That, on the recommendation of the Managing Director, Development and Compliance Services and Chief Building Official, the Vehicle for Hire By-law L-130-71, as appended to the staff report dated October 10, 2018, BE INTRODUCED at the Municipal Council meeting to be held on October 16, 2018, to provide for the licensing, regulating and governing of vehicles for hire, including cabs, accessible cabs, limousines, private vehicles for hire and accessible vehicle for hire, owners and brokers. (2018-P09)

Motion Passed

2.8 Nuisance Feeding of Wildlife - Proposed Amendments to Public Nuisance By-law PH-18

Moved by: M. Salih

Seconded by: P. Squire

That, on the recommendation of the Managing Director, Development and Compliance Services and Chief Building Official, the proposed by-law, as appended to the staff report dated October 10, 2018, BE INTRODUCED at the Municipal Council meeting to be held on October 16, 2018, to enact various amendments to the Public Nuisance By-law PH-18, to address nuisance feeding of wildlife. (2018-P01)

Motion Passed

2.5 9th and 10th Reports of the Diversity, Inclusion and Anti-Oppression Advisory Committee

Moved by: M. Salih

Seconded by: B. Armstrong

That the following actions be taken with respect to the 9th and 10th Reports of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meetings held on September 20, 2018 and October 3, 2018, respectively:

a) the 9th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee BE RECEIVED;

b) the following actions be taken with respect to the 10th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee:

i) the following actions be taken with respect to the 2018 Diversity, Race Relations and Inclusivity Award:

A) M.I. understanding BE AWARDED the 2018 Diversity, Race Relations and Inclusivity Award, in the Small Business/Labour (under 49 members) category for their initiative to increase Gender Diversity Literacy (see attached nomination);

B) Police Ethnic and Culture Exchange (PEACE Team) BE AWARDED for the 2018 Diversity, Race Relations and Inclusivity Award, in the Corporations Large Business/Labour (over 50 Members) category for their initiative to hire diverse high school youth, giving them full-time summer employment and community engagement and learning opportunities (see attached nomination);

C) Emancipation Day celebration BE AWARDED THE 2018 Diversity, Race Relations and Inclusivity Award, in the Social Community Services Not for Profit (under 50) category for their Emancipation Day Celebration initiative (see attached nomination);

D) My Sisters Place BE AWARDED the 2018 Diversity, Race Relations and Inclusivity Award, in the Social Community Services Not for Profit (over 50) category for their Helping Women, Helping People initiative (see attached nomination); and,

E) N'Amerind Friendship Centre BE AWARDED the 2018 Diversity, Race Relations and Inclusivity Award, in the Youth/Young Adult Groups or Organizations category for their formation of the 1st Youth First Cultural Exchange (see attached nomination); and,

ii) clauses 1.1, 2.1 and 2.2, BE RECEIVED.

Yeas: (4): V. Ridley, B. Armstrong, M. Salih, and P. Squire

Absent: (0): M. Cassidy and Mayor M. Brown

Motion Passed (4 to 0)

3. Scheduled Items

3.1 London Homeless Coalition Update

Moved by: V. Ridley

Seconded by: Mayor M. Brown

That the presentation from A. Oudshoorn, as appended to the agenda, with respect to an update on the London Homeless Coalition, BE RECEIVED. (2018-S14)

Yeas: (4): M. Cassidy, V. Ridley, M. Salih, and Mayor M. Brown

Absent: (0): B. Armstrong, P. Squire

Motion Passed (4 to 0)

3.2 Community Diversity and Inclusion Strategy (CDIS) Update

Moved by: Mayor M. Brown

Seconded by: V. Ridley

That, on the recommendation of the Community Diversity and Inclusion Strategy Steering Committee, the following actions be taken with respect to an update on the Community Diversity and Inclusion Strategy (CDIS):

a) the next steps, as outlined in the staff report dated October 10, 2018, BE ENDORSED as the process for implementing and monitoring the CDIS; it being noted that Appendix B will be revised to indicate that the Chairs of the Steering Committees will be elected by the members of the individual working groups; and,

b) the above-noted report BE RECEIVED;

it being noted that the attached presentation from R. Wilcox, Director, Community and Economic Innovation and S. Lewkowitz, CDIS Steering Committee, with respect to this matter, was received.

Motion Passed

Voting Record:

Moved by: Mayor M. Brown

Seconded by: V. Ridley

Motion to approve part a).

Yeas: (3): M. Cassidy, V. Ridley, and Mayor M. Brown

Nays: (1): M. Salih

Absent: (0): B. Armstrong, P. Squire

Motion Passed (3 to 1)

Moved by: Mayor M. Brown

Seconded by: V. Ridley

Motion to approve part b).

Yeas: (5): M. Cassidy, V. Ridley, M. Salih, P. Squire, and Mayor M. Brown

Absent: (0): B. Armstrong

Motion Passed (5 to 0)

4. Items for Direction

None.

5. Deferred Matters/Additional Business

5.1 Deferred Matters List

Moved by: V. Ridley
Seconded by: M. Cassidy

That the Deferred Matters List for the Community and Protective Services Committee, as at October 1, 2018, BE RECEIVED.

Yeas: (4): M. Cassidy, V. Ridley, M. Salih, and P. Squire

Absent: (0): B. Armstrong, and Mayor M. Brown

Motion Passed (4 to 0)

6. Confidential

6.1 Personal Matters/Identifiable Individual

That the Community and Protective Services Committee convene in closed session with respect to the following matter:

6.1. Personal Matters/Identifiable Individual

A personal matter pertaining to identifiable individuals, including municipal employees, with respect to the 2019 Mayor's New Year's Honour List.

Motion Passed

The Community and Protective Services Committee convened in camera from 1:52 PM to 1:55 PM with respect to the above-noted matter.

7. Adjournment

The meeting adjourned at 1:55 PM.

Nominee

Name of Youth, Group or Organization you are nominating:

M.I. understanding

Address of Nominee (please include City, as well as postal code)

244 Briscoe St E London ON N6C 1X6

Name(s) of Contact People (including position titles)

Paula Jesty, Principal/Owner

➤ **Small business/small labour (49 or fewer employees/members)**

Does the nominee meet the eligibility criteria? yes

Project

What is the initiative this group/organization implemented?

www.Prideunderstanding.ca

When did the initiative take place? eg. Spring 2018

Pride understanding was launched January, 18, 2018 and is ongoing.

Do you know who the key department(s) or committees involved were? Please name:

Pride London Festival, Thames Valley District School Board, Kid's Mental Health Optimist Club of Canada, Fanshawe College, PFLAG Canada & London Chapter, The 519 Community Centre Toronto, Rainbow Optimist Club – Southwestern Ontario.

Brief description of initiative:

Pride understanding is a communication tool designed to start a conversation to increase GENDER DIVERSITY LITERACY. A series of videos & stories were created that help create a safe environment to ask questions, start a discussion to increase empathy, understanding and decrease stigma.

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? eg. Number of people who benefited from this initiative, success stories, etc.

Over 20,000 people have been reached and impacted. This has been done through presentation and YouTube views of the videos. Presentations have been made to School Board superintendents, principals, teachers, community organizations, politicians, community organizations and the general public. Pride understanding had a booth at Pride London Festival's Pride in the Park July 27, 28 and 29 and also had a presence in the Pride Parade. Pride Understanding had a display at Forest City Comicon and was very well received

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?

One of the results was the development of material for curricula in the area of gender diversity, equity and inclusion with the focus on early intervention, understanding and the decrease of stigma; through the art of storytelling as a method of communicating, educating and increasing awareness. This initiative supported early learning around multiculturalism, human rights, diversity and the fundamental values that keep marginal communities from being isolated, leading to rejection and bullying. Other initiatives developed through this project included: the community exhibits to strengthen engagement with students, families and the community, supportive curriculum to successfully enhance existing school and community programs and to support the development of new programs centered around equity and inclusion.

What is the potential for expansion and/or inspiration for replication of the initiative?

An Ontario Trillium Foundation Grow Grant has been applied for to create another series of video stories and expand to other school boards and areas across Ontario. Organizations in Toronto, Windsor and Sarnia already have reached out to start working with the Pride understanding team. The Rainbow Optimist Club – Southwestern Ontario will be promoting and using Pride understanding to increase understanding and gender diversity literacy in the rural LGBTQ2Q+ youth, their families and their communities.

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?

By receiving this Award, London would be leading by example. It would be seen as a more open, understanding and welcoming City. By starting the conversations that Pride understanding can facilitate residents have a better understanding. London will be getting closer to the goal of being seen as a Creative City.

Nominator

Martin Withenshaw



Diversity, Race Relations and Inclusivity Award Nomination Form

London
CANADA

NOMINEE INFORMATION

Name of group or organization: <i>London Police Service</i>	
Business Address: <i>601 Dundas St</i>	
City: <i>London</i>	Postal code: <i>N6B 1X1</i>
Name(s) of contact people (including position titles): <i>Anthea Fordyce - Secondary School Resources Officer</i> <i>Jacquie Wilson "</i>	
Business Telephone: <i>519-661-5670</i>	Business Fax:
Business E-mail: <i>a.fordyce@londonpolice.ca</i>	
Category: (check one)	
<input type="checkbox"/> Small business/small labour (49 or fewer employees/members)	
<input checked="" type="checkbox"/> Large business/large labour (50 or more employees/members)	
<input type="checkbox"/> Social/community services (including Not-for-Profits) (49 or fewer employees/members)	
<input type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members)	
<input type="checkbox"/> Youth/young adult groups or organizations (<26 years of age)	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

What is the initiative this group/organization implemented? <i>Police Ethnic And Culture Exchange (PEACE Team)</i>
When did the initiative take place? eg. Spring 2018 <i>Summer 2018 (running since 1994)</i>
Do you know who the key department(s) or committees involved were? Please name: <i>Anthea Fordyce - Secondary School Resource Officer in Community Services</i> <i>Jacquie Wilson "</i>
Key people involved: <i>Anthea Fordyce</i> <i>Jacquie Wilson</i>
Brief description of initiative: <i>The PEACE team looks to hire diverse high school youth, giving them fulltime summer employment + lots of community engagement + learning opportunities</i>
How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? <i>-Hiring diverse youth, much community engagement + involvement in diverse learning + specifically the role London Police played in creation of Youth First Cultural Exchange + the running of the program</i>

<p>What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?</p> <p>Short - summer work experience, full time pay, understanding + immersion in diverse City of London, Relationship building</p> <p>Long - poss. financial support for Post Secondary, poss career w/ Police better + more understanding of Community + roles</p>
<p>What is the potential for expansion and/or inspiration for replication of the initiative?</p> <p>Opportunity to share experience of Youth First Cultural Exchange to other Services (Police + otherwise)</p> <p>- Continued opportunities can strengthen relationships</p>
<p>How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?</p> <p>- shows London organizations working together</p> <p>- shows LPS caring @ youth, their futures + life choices</p> <p>- shows London cares @ youth</p>

NOMINATOR INFORMATION

Your Name: Theresa Allott	
Address: 601 Dundas St	
City: London	Postal code: N6B 1K1
Telephone: 519-660-5812	Fax:
E-mail: diversityofficer@londonpolice.ca	Signature: T Allott
Date: 2018-09-25	Note: By submitting this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by September 30 to:

Diversity, Inclusion and Anti-Oppression Advisory Committee
c/o Committee Secretary, City Clerk's Office
City of London
300 Dufferin Avenue, PO Box 5035
London, ON N6A 4L9

Phone: 519-661-CITY (2489) Ext. 5417

Fax: 519-661-4892

E-mail: pshack@london.ca

NOTICE OF COLLECTION OF PERSONAL INFORMATION

Please be advised that all nominations submitted for the Diversity, Race Relations and Inclusivity Award become part of the public record. The nominations will be published on a public agenda and made available electronically through the City of London public internet website. The personal information collected on this form is collected under the authority of the Municipal Act 2001, as amended, and will be used to administer the Diversity, Race Relations and Inclusivity Award program. Questions about this collection should be addressed to the City Clerk at 300 Dufferin Avenue, London, Ontario N6A 4L9 Tel: 661-CITY (2489) Ext. 4937

City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

Section 1 - Information of Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **Emancipation Day Celebration**

Address of Nominee (please include City, as well as postal code): **801-985 Huron Street, London, N5Y 5E4**

Name(s) of Contact People (including position titles): **Justine Turner, Event Organizer**

Business Phone #: **5196973430**

Business E-mail address: **justine@emancipationdaycelebration.com**

Organization Website (if one exists):

Which of the following categories does this group/organization fit into?: **Social/Community Services (49 or fewer)**

Does the nominee meet the eligibility criteria?: **Yes**

Section 2 - Your Reason for Nominating

What is the initiative this group/organization implemented?: **Emancipation Day Celebration**

At what time during this year did this initiative take place? (eg. Spring 2017): **September 23, 2018**

Name the key individuals, departments or committees involved: **Justine Turner**

Brief description of initiative: Emancipation Day Celebration is an annual event held to celebrate the historical significance of the black community in London and their ancestors who sought freedom from slavery. The first incarnation of event ran from 1948 to 1986 and was re-established in 2013 by Justine Turner to promote inclusivity and diversity by creating a shared and welcoming space for Londoners to learn about black history.

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? eg. Number of people who benefited from this initiative, success stories, etc.: **Across North America and the Caribbean, Emancipation Day Celebrations commemorate the freedom of enslaved people of African descent. It is an important day in which we acknowledge the struggle and loss suffered by the hundreds of thousands of people who tirelessly fought for freedom from slavery. In London, Emancipation Day Celebration has a long tradition of bringing diverse groups together to celebrate freedom from this dark period of history. For many Londoners of African descent, it is a day to remember the suffering and determination of their ancestors who travelled here seeking safety and a life free of bondage. For allies and other event attendees, Emancipation Day Celebration represents an opportunity to acknowledge the incredible struggle and sacrifice of those who sought freedom, while also celebrating London's history as a beacon of safety for so many on their arduous journey of hope. As a city with a predominantly white-Caucasian demographic, it is especially important that events like Emancipation Day Celebration exist to provide a welcoming and inclusive space to learn about black history in the city. The event encourages all Londoners to join and learn more about the history of slavery in North America and the symbolism of the Meeting Tree. This helps to promote diversity and foster a shared understanding by beautifully showcasing black history through songs and stories. The Meeting Tree and the work of the event organizer to protect it is also an important aspect that promotes inclusivity and belonging. The Meeting Tree exemplifies that all Londoners are connected to history through the nature arounds us and reminds us to respect each other and our environment.**

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **The growth of this event over the last five years demonstrates its value in the London community and especially those of African descent. As the event continues to grow and expand in the future, the larger community will become more knowledgeable about the event and as a result black history in the city. This will inspire others to become involved in the Emancipation Day Celebration as well as other events celebrating diversity and black history in London. Of equal importance is the Meeting Tree and its symbols of strength, courage, perseverance, hope and safety celebrated at the Emancipation Day Celebration. Through the work of the event organizer, the Meeting Tree was designated as a Heritage Tree in 2012 and has become a centerpiece of the day. Heritage Tree designation ensures that it will be preserved in the city to allow future generation to learn about its historical**

importance to many in the black community in London.

What is the potential for expansion and/or inspiration for replication of the initiative?: **This event will continue to expand each year as more and more Londoners become aware of it as well as the Meeting Tree and its significance to many in London's black community. Through this, the larger community will become more knowledgeable about the event and as a result black history in the city. This will inspire others to become involved in the Emancipation Day Celebration as well as other events celebrating diversity and black history in London. This could lead to potential future community collaborations including other installations that commemorate its significance or benches for people to sit in the vicinity to take in its beauty and reflect on its importance to the city.**

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: **Through the Emancipation Day Celebration a striking element of London's history is retold and remembered for attendees who visit and learn of its significance through the ceremony at the Meeting Tree. By receiving this award, this important work will have increased recognition in the community through news, social media and other City of London promotions. The award would also reinforce the importance of efforts of those who strive to commemorate black history in our community and encourage others to learn more and become involved. Finally, this award is an opportunity to educate Londoners about Emancipation Day Celebration and the Meeting Tree. This will help ensure that the event goes on for many years and continues to engage Londoners—now and for generations to come.**

Do you wish to attach a document or photo in support of your nomination?: **Emancipation Day Celebration 2018 Poster.jpg**

Another document or photo?:

Another document or photo?:

Another document or photo?:

Section 3 - Nominator Information

Your Name: **Amber Matthews**

Your Address (please include postal code):

Your Phone #:

Your e-mail (a copy of this submission will be sent to the e-mail address you provide):

Submitted on: **9/30/2018 5:47:03 PM**

City of London - City of London Diversity, Race Relations and Inclusivity Award - Nomination Form

Section 1 - Information of Group/Organization Being Nominated

Name of Youth, Group or Organization you are nominating: **My Sisters Place**

Address of Nominee (please include City, as well as postal code): **566 Dundas St.
London N6B 1W8**

Name(s) of Contact People (including position titles): **Rita Senior Staff,Indigenous
and Cultural Program Administration**

Business Phone #: **519-697-9570**

Business E-mail address: **mysistersplace@cmhamiddlesex.ca**

Organization Website (if one exists): **My Sisters Place London Middlesex
C.M.H.A.**

Which of the following categories does this group/organization fit into?: **Social/Community Services (49 or fewer)**

Does the nominee meet the eligibility criteria?: **Yes**

Section 2 - Your Reason for Nominating

What is the initiative this group/organization implemented?: **Helping
Women,Helping People**

At what time during this year did this initiative take place? (eg. Spring 2017): **365
days a Year all years established**

Name the key individuals, departments or committees involved: **Day and Evening
Program C.M.H.A.**

Brief description of initiative: **Good,Great Awesome Mental Health and Inclusion Advocacy Legal Support And Community Supports also Peer Support**

How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? eg. Number of people who benefited from this initiative, success stories, etc.: **Saves Lives Everyday,That are in Very extreme he man rights battles Pscho Social,Physical,Emotional,Mental ect. Also So many in Transition and at Risk of or are already homeless**

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?: **A Very Vital Resource in Our Community that is there for all these concerns and Human Rights Battles ongoing**

What is the potential for expansion and/or inspiration for replication of the initiative?: **Good Great Very!**

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?: **Important to acknowledge their Great Work Great Outcomes and Raise Awareness for better Funding**

Do you wish to attach a document or photo in support of your nomination?:

Another document or photo?:

Another document or photo?:

Another document or photo?:

Section 3 - Nominator Information

Your Name: **Sheilagh Lesarge**

Your Address (please include postal code):

Your Phone #:

Your e-mail (a copy of this submission will be sent to the e-mail address you provide):

Submitted on: **9/21/2018 12:59:39 PM**



Diversity, Race Relations and Inclusivity Award Nomination Form

London
CANADA

NOMINEE INFORMATION

Name of group or organization: N'Amerind Friendship Centre (London)	
Business Address: 260 Colborne St	
City: London Ont	Postal code: N6B 2S6
Name(s) of contact people (including position titles): Rochelle Cornelius - Wasa Nabin Coordinator Sandy Albert - Urban Aboriginal Healthy Living Coordinator	
Business Telephone: 519-673-0131	Business Fax:
Business E-mail: r.cornelius@namerind.on.ca	
Category: (check one)	
<input type="checkbox"/> Small business/small labour (49 or fewer employees/members)	
<input type="checkbox"/> Large business/large labour (50 or more employees/members)	
<input checked="" type="checkbox"/> Social/community services (including Not-for-Profits) (49 or fewer employees/members)	
<input type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members)	
<input type="checkbox"/> Youth/young adult groups or organizations (<26 years of age)	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

What is the initiative this group/organization implemented? Youth First Cultural Exchange
When did the initiative take place? eg. Spring 2018 July 23, 24 + 25 2018
Do you know who the key department(s) or committees involved were? Please name: Wasa Nabin Coordinator - Rochelle Cornelius + Sandy Albert
Key people involved: Rochelle Cornelius Sandy Albert
Brief description of initiative: N'Amerind lead the formation of 1st ever Youth First Cultural Exchange + partnered w LPS, WFD, LEMS, Atlohsa, SOAHAC, TVDSB + LDCSB to develop 3 interactive days of First Responders + Indig. youth cultural exchange. Focus on relationship building + possible future career
How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? - worked on strengthening relationships between First Responders + Indig. youth - exchange of culture + knowledge sharing - provided info on pass careers in first response to indig. youth - showed collaboration + partnerships between the many organizations involved

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?

Short - making others more approachable + open to sharing + listening
to others

Long - poss more representation in workforce of first responders

What is the potential for expansion and/or inspiration for replication of the initiative?

- expansion - already planned for 4 days next year
- continue to have LPS summer youth part of program
- share with other communities

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?

- shows what Ldn organizations working together can do
- shows that Ldn organizations care @ youth, relationships + future jobs + success

NOMINATOR INFORMATION

Your Name: Theresa Allott	
Address: 601 Dundas St	
City: London	Postal code: N6B 1X1
Telephone: 519-660-5812	Fax:
E-mail: diversity.officer@london.ca	Signature: T Allott
Date: 2018-09-21	Note: By submitting this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by September 30 to:

Diversity, Inclusion and Anti-Oppression Advisory Committee
 c/o Committee Secretary, City Clerk's Office
 City of London
 300 Dufferin Avenue, PO Box 5035
 London, ON N6A 4L9

Phone: 519-661-CITY (2489) Ext. 5417
 Fax: 519-661-4892
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NOTICE OF COLLECTION OF PERSONAL INFORMATION

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London's Community Diversity and Inclusion Strategy

2018 Update

October 10, 2018

Agenda

1. CDIS Overview
2. 2018 Update
3. Proposed Implementation Body structure
4. Approach to CDIS strategies that affect the City of London
5. Next steps

Community Diversity & Inclusion Strategy (CDIS)

- Council's 2015-2019 Strategic Plan identifies a need to develop a Community Diversity & Inclusion Strategy (CDIS) as a way to build a '*diverse, inclusive and welcoming community*' by '*supporting all Londoners to feel engaged and involved in our community.*'

Community Diversity & Inclusion Strategy (CDIS)

- In order to develop the strategy, the City of London issued an open call in 2016 for volunteer 'Diversity and Inclusion Champions'
- 200 Londoners, reflecting a diversity of backgrounds and perspectives, stepped forward to be part of this process
- A volunteer Steering Committee comprised of representatives from Council's DIAAC and others selected through an open application process, provided oversight to this process

Community Diversity & Inclusion Strategy (CDIS)

- CDIS presented to CPSC on August 1, 2017 and included the following components:
 - A **Vision**
 - A **Statement of Commitment**
 - Five **Priorities**
 - **Strategies** to advance each priority
 - A section called **What We Heard**
 - A **Glossary**

Vision

London is a diverse and inclusive community that honours, welcomes, and accepts all people; where people have the power to eliminate systemic oppressions.

Statement of Commitment

The City of London commits to:

- ▶ Mandating equity and exemplifying our vision of London as a diverse and inclusive community.
- ▶ Learning and honouring the unique histories and lived experiences of all peoples in our community.
- ▶ Removing systemic barriers to accessibility as experienced by our community by listening and responding to the voices of those who are marginalized.

As Londoners, we commit to:

- ▶ Working together with the City of London towards our vision of a diverse and inclusive community.
- ▶ Modelling the community we aspire to be: respecting others, learning, acknowledging our biases, and celebrating the diversity and history of our community.
- ▶ Being passionate allies with our neighbours and fellow Londoners, and standing up for one another to ensure we live in a city where everyone belongs.

Priorities

1. Take concrete steps towards healing and reconciliation.

2. Have zero tolerance for oppression, discrimination and ignorance.

3. Connect and engage Londoners.

4. Remove accessibility barriers to services, information and spaces.

5. Remove barriers to employment.

What We Heard

During their last meeting the Community Diversity and Inclusion Champions brainstormed ways to address the needs as well as barriers and oppressions faced by specific populations within London.

When looking at all of these perspectives it is key to understand the concept of intersectionality. Intersectionality can be defined as the intersection, or crossover, of our many identities affect how each of us experience the community. These intersections occur within a context of connected systems and structures of power (e.g., laws, policies, state governments, other political and economic unions, religious institutions, and media). (Advancing Equity and Inclusion, A Guide for Municipalities) Due to the intersecting identities and the relationship with structures, many groups and individuals find themselves with little to no influence and ability to make changes to increase their power. They also risk ongoing discrimination, and tend to have fewer resources.

What We Heard

Indigenous, First Nations, Métis and Inuit

There are three communities located in close proximity to London, they are the Chippewas of the Thames First Nation, Munsee Delaware Nation and Oneida Nation of the Thames. Many members of these communities as well as other Indigenous peoples, Métis and Inuit have chosen to make London their home. Champions identified infrastructure, education, changing mindsets, and reconciliation as playing a role in the lives of local Indigenous peoples. A large emphasis was placed on the *Truth and Reconciliation Commission – Calls to Action* (TRC) and ways in which both the City of London and the community can work together with the local Indigenous peoples to implement the strategies. This included ideas such as:

- Establishing an implementation and accountability plan and creating ways to measure progress;
- Ensuring local Indigenous peoples lead the change within the community;
- Establishing an Indigenous relations office within the City of London, and;
- Working with the local Indigenous peoples to create health, homelessness and housing strategies geared to the needs of Indigenous peoples.

Glossary of Terms

The following definitions are provided to assist users with the general understanding of issues related to diversity management. The definitions come from various sources, which are credited following each explanation. Language related to diversity management is complex and frequently undergoes transformation into new words, phrases, terms, concepts, and understandings. (Exert from: Halifax Regional School Board, Diversity Definitions)

These terms were devised in collaboration between community anti-oppression educators, City staff, and City of London's Diversity Inclusion and Anti-Oppression Advisory Committee noting that many terms were adopted from DIAAC's "Diversity Definitions" resource tool. We acknowledge permission of DIAAC to use the tool.

Ableism

Attitudes in society that devalue and limit the potential of persons with disabilities. People with disabilities are assumed to be less worthy of respect and consideration, less able to contribute and take part, and of less value than other people. Ableism can be conscious or unconscious and is embedded in institutions, systems or the broader culture of a society. (Ontario Human Rights Commission)

Accessibility

A general term for the degree of ease that something (e.g., device, service, physical environment and information) can be accessed, used and enjoyed by persons with disabilities. The term implies conscious planning, design and/or effort to make sure something is barrier-free to persons with disabilities. Accessibility also benefits the general population, by making things more usable and practical for everyone, including older people and families with small children. (Ontario Human Rights Commission)

Accessible

Does not have obstacles for people with disabilities – something that can be easily reached or obtained; facility that can be easily entered; information that is easy to access. (Ontario Human Rights Commission)

Accessibility for Ontarians with Disabilities Act (AODA), 2005

The purpose of the AODA is to develop, implement and enforce accessibility standards to remove barriers for Ontarians with disabilities on or before January 1, 2025 in relation to: goods, services, facilities, accommodations, employment and buildings, structures and premises. The AODA came into effect on June 4, 2005. (Ontario Human Rights Commission)

Affirmative Action

Action designed to address the historic disadvantage that identifiable groups (e.g., women, racialized persons) have experienced by increasing their representation in employment and/or higher education. (Ontario Human Rights Commission)

African Canadian

A Canadian of African origin or descent. (Ontario Human Rights Commission)

Afrocentricity

Placing African ideals at the center of any analysis that involves African culture and behaviour. (Asante, Molefi. 1987. *The Afrocentric Idea*.)

Ageism

Prejudice or discrimination against a particular age-group, especially the elderly. (Ontario Ministry of Children and Youth Services)

Allyship

A process, and everyone has more to learn. Allyship involves a lot of listening. Sometimes, people say "doing ally work" or "acting in solidarity with" to reference the fact that "ally" is not an identity, it is an ongoing and lifelong process that involves a lot of work. (TI-College Libraries Research Guide, Allyship and Anti-Oppression: A Resource Guide)

Alternative (alternate) Format

A method of communication that takes into account a person's disabilities. Examples include providing a text version of a website, or a large print version of a document for someone with a visual disability. (Ontario Human Rights Commission)

Community Diversity & Inclusion Strategy (CDIS)

- On August 22, 2017, Council resolved the following:
 - a) the Community Diversity and Inclusion Strategy, as appended to the staff report dated August 1, 2017, BE ENDORSED in principle; it being noted that this aspirational document was developed by Londoners who share City Council's interest in a more diverse and inclusive London;
 - b) the CDIS Steering Committee BE REQUESTED to report back to the Community and Protective Services Committee on a proposed structure to support implementation;
 - c) the Civic Administration BE DIRECTED to report back to the Community and Protective Services Committee regarding strategies in the CDIS which refer to, or could affect, The Corporation of the City of London; and,
 - d) a letter of thanks and acknowledgement BE PROVIDED from the Mayor, on behalf of City Council, to all Londoners who contributed to the CDIS process.

2018 Update

- The past year has been focused on initiating the work of CDIS
- 74% of the strategies have been initiated by the community and the City of London
- Progress being made across all priorities, as well as a number of CDIS-wide strategies

Proposed Implementation Body

On August 22, 2017, Council resolved that:

‘the CDIS Steering Committee BE REQUESTED to report back to the Community and Protective Services Committee on a proposed structure to support implementation’

Proposed Implementation Body Functions

Engagement	The implementation body will engage the community about what is happening and opportunities to get involved. This will include both individuals and organizations. Addressing diversity and inclusion means working with the entire community every step of the way.
Research	The implementation body will use research and data to help develop work plans and make decisions about how to implement the recommendations.
Planning	The implementation body will work with the community to prioritize the recommendations and develop work plans that outline: <ul style="list-style-type: none"> - How a recommendation is being implemented; - Who is doing it; and, - When it will happen. Work plans should include clear goals that hold people accountable for action.
Coordination	The implementation body is responsible for coordinating the work of all groups working on CDIS. Bringing the community together to implement the various aspects of CDIS is one of the most important functions of the implementation body.
Evaluation	The implementation body will measure the work of CDIS using both stories and statistics. The implementation body will measure the impact the recommendations are having, as well as how well the implementation body itself is working and whether any changes are required.
Reporting	Reporting to Council and the community will happen annually as a way to share stories of progress and to engage residents and organizations in opportunities to be involved. This will include a detailed report on overall progress, evaluation, and plans for the next year.

Proposed Implementation Body Structure

Membership	Participation is open to anyone who is interested in supporting and advancing the CDIS vision: <i>London is a diverse and inclusive community that honours, welcomes and accepts all people; where people have the power to eliminate systemic oppressions.</i>
Working Groups	<p>There will be five (5) Priority Working Groups established around the priorities identified in CDIS;</p> <ol style="list-style-type: none"> i. Take concrete steps towards healing and reconciliation; ii. Have zero tolerance for oppression, discrimination and ignorance; iii. Connect and engage Londoners; iv. Remove accessibility barriers to services, information and spaces; and, v. Remove barriers to employment. <p>The Working Groups will champion and guide the implementation and monitoring of their respective CDIS priorities. Each Working Group will be supported by City of London staff.</p>
Leadership Table	<p>The CDIS Leadership Table will be made up of ten (10) members:</p> <ol style="list-style-type: none"> a) Three (3) City of London Staff b) One chair from each of the five (5) Working Groups c) One (1) representative from the Diversity Inclusion, and Anti-Oppression Advisory Committee (DIAAC), and; d) One (1) representative from the Accessibility Advisory Committee (ACCAC). <p>Other resource personnel will be invited to attend meetings as required.</p>
Term	Commitment is a minimum of two years.
Compensation	An honorarium of \$2,000 per year will be provided to the chairs of the Working Groups.

Proposed Implementation Body

- Approach recognizes the critical role of community leadership, as well as the City of London's important role in CDIS
- City staff will be part of the CDIS Leadership Table and the City will provide key support to the Leadership Table and Working Groups

Proposed Approach to Strategies that Affect the City of London

- Nearly all of the 47 strategies outlined in the plan touch the City of London, whether directly or indirectly
- City staff will continue to assess the financial and resource implications of this work
- Based on this assessment, business case(s) will be submitted for consideration to the next Multi-Year Budget process

Financial Impact

- The City of London position focused on Indigenous relations will be funded temporarily for 2 years through the Efficiency, Effectiveness and Economy Reserve
- The compensation provided to the chairs of the CDIS Working Groups can be accommodated through existing budgets
- Financial and resource requirements of the plan will continue to be monitored and a business case(s) will be brought forward to the next Multi-Year Budget process

Next Steps

- The community, City of London and various partners will continue to actively implement CDIS
- Work will continue to define the City of London position focused on Indigenous relations
- Pending Council approval, recruitment for the CDIS Implementation Body will begin
- City staff will continue to monitor the financial and resource implications of the work of CDIS and submit business case(s) as part of the next Multi-Year Budget process

Thank You

