

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

1st Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
January 17, 2019

Attendance PRESENT: R. Hussain (Chair), S. Lewkowitz, M. Mphatso, L. Osbourne, S. Sharma, I. Silver and P. Shack (Secretary)

REGRETS: F. Cassar, Z. Hashmi and M. Prefontaine
ALSO PRESENT: F. Andrighetti, K. Husain, S. Khan, B. Sreng, A. Thorne and T. Tomchick-Condon
The meeting was called to order at 12:13 PM.

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

1.2 Election of Chair and Vice Chair for the Term Ending June 1, 2019

That the existing appointments of the Chair and Vice Chair for the Diversity, Inclusion and Anti-Oppression Advisory Committee BE EXTENDED to June 1, 2019, to coincide with the end of the current term.

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. Hussain.

2.2 Traditional Opening

That it BE NOTED that no traditional opening was received.

3. Scheduled Items

3.1 Community Diversity and Inclusion Strategy Report Update

That it BE NOTED the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) heard a verbal update from R. Wilcox, Director, Community and Economic Innovation and K. Koltun, Research Intern, with respect to the Community Diversity and Inclusion Strategy Report (CDIS); it being noted that DIAAC had concerns with the notation that 74% of the strategies have been initiated, further noting that the use of this statistic may discourage new participation.

3.2 Anti-Racism Policy

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from S. Khan, Workplace Diversity and Inclusion Specialist with respect to the Anti-Racism Policy.

3.3 Workplace Diversity and Inclusion

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from S. Khan, Workplace Diversity and Inclusion Specialist, with respect to the Workplace Diversity and Inclusion Report.

4. Consent

4.1 13th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 13th Report of the Diversity, Inclusion and Anti-Oppression Committee, from its meeting held on November 15, 2018, was received.

4.2 Municipal Council Resolution with respect to the recruitment and appointment of Advisory Committee members for the up-coming term.

That it BE NOTED that the Municipal Council resolution from its meeting held on November 20, 2018, with respect to the recruitment and appointment of Advisory Committee members for upcoming term, was received.

4.3 Municipal Council Resolution with respect to the 13th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee from its meeting held on November 15, 2018.

That it BE NOTED that the Municipal Council resolution from its meeting held on December 18, 2018, with respect to the 13th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, was received.

4.4 Letters of Resignation

a. Resignation - A. Hamza

That it BE NOTED that the communication dated November 28, 2018, from A. Hamza with respect to her resignation from the Diversity, Inclusion and Anti-Oppression Advisory Committee, was received.

b. Resignation - A. Sanchez

That it BE NOTED that the communication dated November 15, 2018, from A. Sanchez, with respect to her resignation from the Diversity, Inclusion and Anti-Oppression Advisory Committee, was received.

5. Sub-Committees and Working Groups

5.1 Education and Awareness Sub-Committee

That it BE NOTED that no report was received from the Education and Awareness Sub Committee.

5.2 Policy and Planning Sub-Committee

That it BE NOTED that the Education and Awareness Sub-Committee and the Policy and Planning Sub-Committee merge together until the end of this current term; it being noted that L. Osbourne will be the chair.

5.3 Award and Recognitions Sub-Committee

That the Award and Recognitions Sub-Committee meeting minutes from its meeting held on December 7, 2018, BE RECEIVED.

6. Items for Discussion

None.

7. Deferred Matters/Additional Business

7.1 (ADDED) London and Middlesex Local Immigration Partnership

That the following actions be taken with respect to the London Middlesex Local Immigration Partnership event being held on March 19, 2019:

- a) the amount of \$300.00 BE APPROVED for the London Middlesex Local Immigration Partnership event, to be held on March 19, 2019;
- b) the amount of up to \$350.00 BE APPROVED to purchase a pop up banner;

it being noted that DIAAC has sufficient funds in its 2019 budget for these expenses, and that R. Hussain will provide more information with respect to the above event at the next meeting.

7.2 (ADDED) Equity Lens and Inclusion Update

That it BE NOTED the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from S. Khan, Workplace Diversity and Inclusion Specialist, with respect to Equity Lens and Inclusion.

8. Adjournment

The meeting adjourned at 1:53 PM.