London's Community Diversity and Inclusion Strategy 2017

August 15, 2019

#CDIS

Our Direction

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.*"

Based on Council direction and stakeholder input, the CDIS will be a document which articulates:

- A Vision
- A Statement of Commitment
- A list of Strategies

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15
19 STRATEGIC PLAN FOR THE CITY OF LONDON
2015 • 2019

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Open Call

Are you passionate about diversity & inclusion?

We are looking for residents to develop London's Community Diversity & Inclusion Strategy.

Learn more and apply at **london.ca/CDIS**

Applications due December 16, 2016

Questions?
Contact: Kinga Koltun | 519-661-2500 x5638

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In November 2016 the City of London issued call for volunteers 'Diversity and Inclusion Champions'.

200 Londoners, reflecting a range of backgrounds and perspectives, stepped forward to be a part of the process.
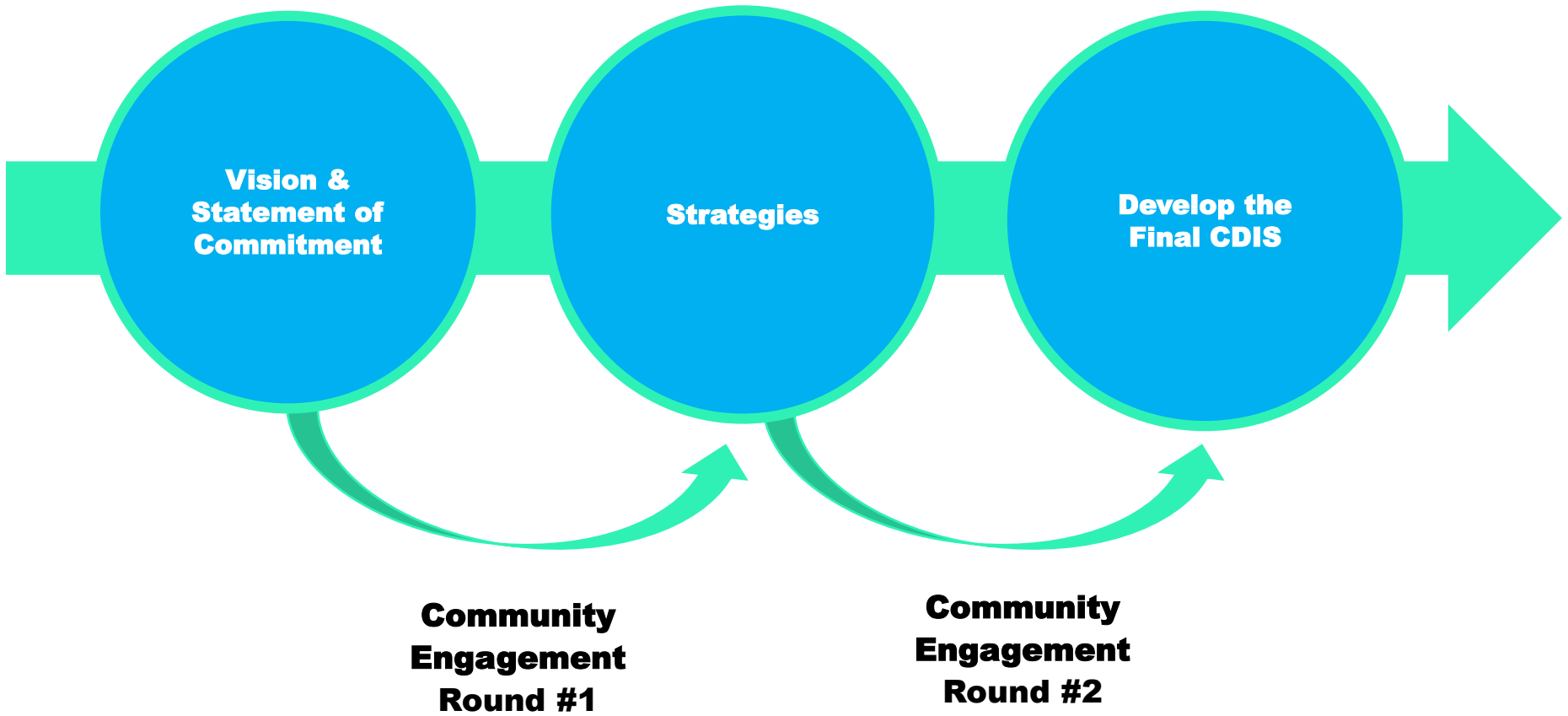
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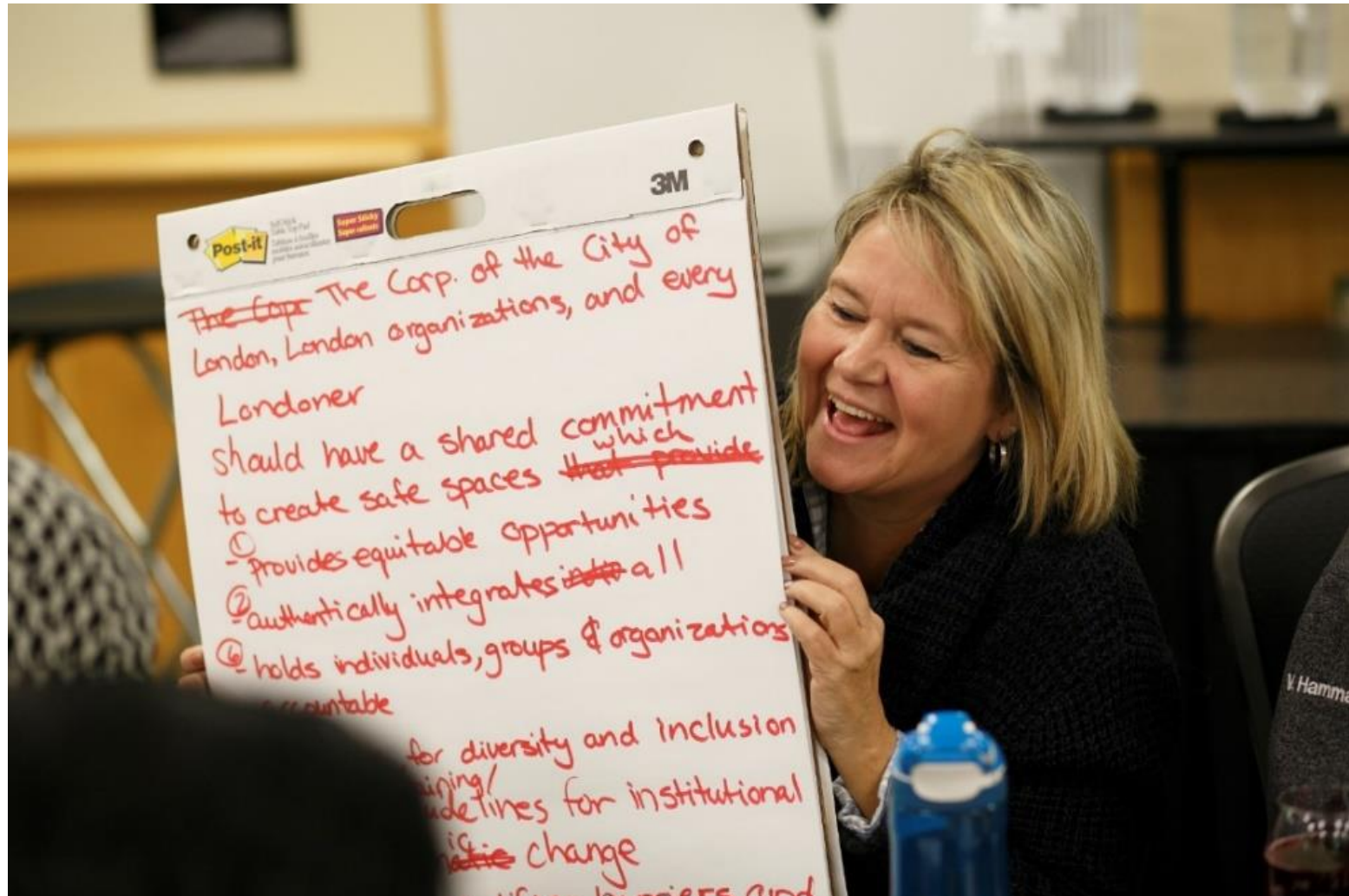# Roles and Responsibilities

Champions

Steering Committee

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Our Process (January – March)

Vision & Statement of Commitment

Strategies

Develop the Final CDIS

Community Engagement Round #1

Community Engagement Round #2

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First Champions Meeting

Second Champions Meeting

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Third Champions Meeting

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Our Process (April & Onward)

Review Strategies with Stakeholder Groups

Finalize the Community Diversity & Inclusion Strategy

Present to Committee & Council for Endorsement

Public Launch

April & May

June

August 1, 2017

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Vision

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

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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.

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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.

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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.

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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. (Tri-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)

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Early 2019

January 28th – March 25th the City held an open call for those interested in volunteering to work on the implementation of the CDIS.

The volunteers will be part of five working groups aligned with the CDIS priorities.

The implementation work commenced in May 2019.

Are you passionate about diversity & inclusion?

We are looking for **volunteers** to implement London's Community Diversity & Inclusion Strategy.

Learn more and apply at getinvolved.london.ca/CDIS
Applications due March 25, 2019

Questions?
Kinga Koltun 519-661-CITY (2489) x5638

London CANADA

May & June

MAY

JUNE

Next Steps

- **Currently finalizing the method for selection of Working Group Chairs**

- **In September all five Working Groups will meet individually to appoint their Chairs and set a meeting schedule**

- **September updates to DIAAC and Accessibility Advisory Committee and discussion re: representatives for Leadership Table**

Thank You

For More Information & Questions:

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London.ca/CDIS

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