

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

5th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
August 15, 2019

Attendance PRESENT: R. Hussain (Chair), J. Braithwaite, M. Buzzelli, F. Cassar, C. DuHasky, Z. Hashmi, B. Hill, M. Mlotha; and P. Shack (Secretary)

REGRETS: D. Jama, R. Nasser and C. Szturm

ALSO PRESENT: K. Husain, K. Koltun, T. Mooney and J. Turner

The meeting was called to order at 12:03 PM.

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

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 Emancipation Day, 7th Annual Emancipation Celebration

That it BE NOTED that the attached and verbal presentation from J. Turner, Organizer, Emancipation Day, with respect to Emancipation Day Celebrations to be held on September 22, 2019, was received.

3.2 Community Diversity and Inclusion Strategy (CDIS) Update

That it BE NOTED that the attached and verbal presentation from K. Koltun, Coordinator, Government and External Relations, with respect to the Community Diversity and Inclusion Strategy (CDIS) update, was received.

4. Consent

4.1 4th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 4th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on July 18, 2019, was received.

5. Sub-Committees and Working Groups

5.1 Policy and Planning Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from R. Hussain, with respect to the Policy and Education Sub-Committee.

5.2 Awards and Recognition Sub-Committee - December 10, 2019 Awards Night

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from F. Cassar, with respect to the Award and Recognitions Sub-Committee; it being further noted that F. Cassar will attend the Community and Protective Services (CPSC) meeting on August 13, 2019, to inform the CPSC of the 2019 London Diversity, Race Relations and Inclusivity Awards to be presented on December 10, 2019.

6. Items for Discussion

6.1 2019 Work Plan

That consideration of the 2019 Work Plan of the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) BE DEFERRED to the next meeting of DIAAC, it being noted that the 2018 Work Plan and any updates will serve as the basis for the 2019 Work Plan for approval at next meeting.

7. Adjournment

The meeting adjourned at 1:32 PM.



**INFORMATION PACKAGE FOR THE 7TH
ANNUAL EMANCIPATION DAY
CELEBRATION!**

**A DAY TO CELEBRATE THE FREEDOM
FROM SLAVERY.**

**Held at Westminster Ponds behind Parkwood
Institute (550 Wellington Road, South). Best
entrance is off of Commissioners Road. Please look
for the “Meeting Tree” signs. Look for the school bus
that will take everyone from the tent to the trail that
leads to the Meeting Tree.**

Held on Sunday, September 22, 2019.

Launch of National Forest Week.

1:45 p.m. to 4:30 p.m

- **Special performance from gospel singer Josline Steele-Manguen.**
- **Guitarist Mike Trudgen.**
- **With Singer Jenna Goldsack performing The National Anthem.**
- **Historians, Joe O’Neil.**
- **Prayer conducted by Rev. David Norton.**
- **Many more guests to help celebrate Emancipation Day!**
- **Justine Turner; historian and organizer will lead the program with historical notes throughout.**



Free tree give-away’s by (donations are kindly accepted.)

- **Enjoy food, fun and socialize after.**



Photo taken from the 6th Annual Emancipation Day Celebration. This is the ceremony around the Meeting Tree.

Organized by Justine Turner. If you have any questions you can email: Justine@emancipationdaycelebration.com. Or you can call 519-697-3430.

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**



#CDIS

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



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.

#CDIS

Roles and Responsibilities

Champions

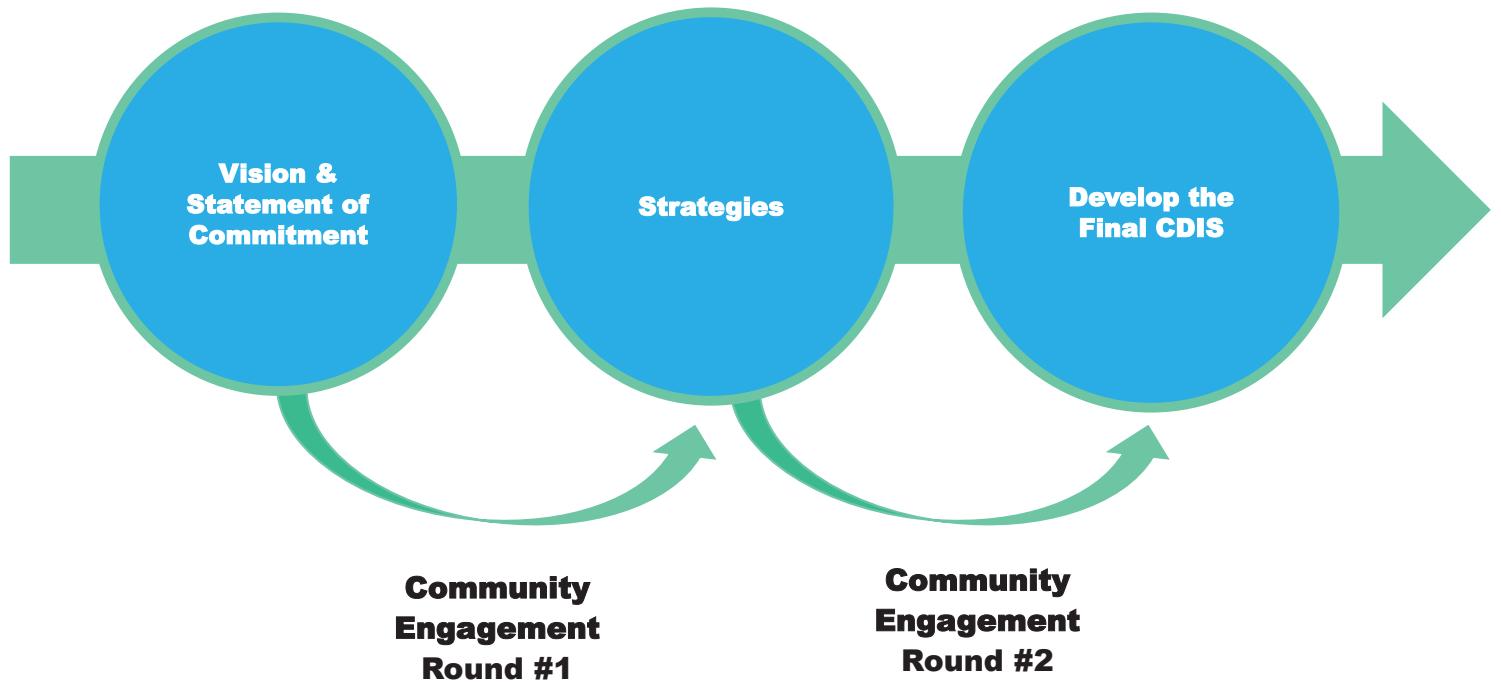


Steering Committee

#CDIS

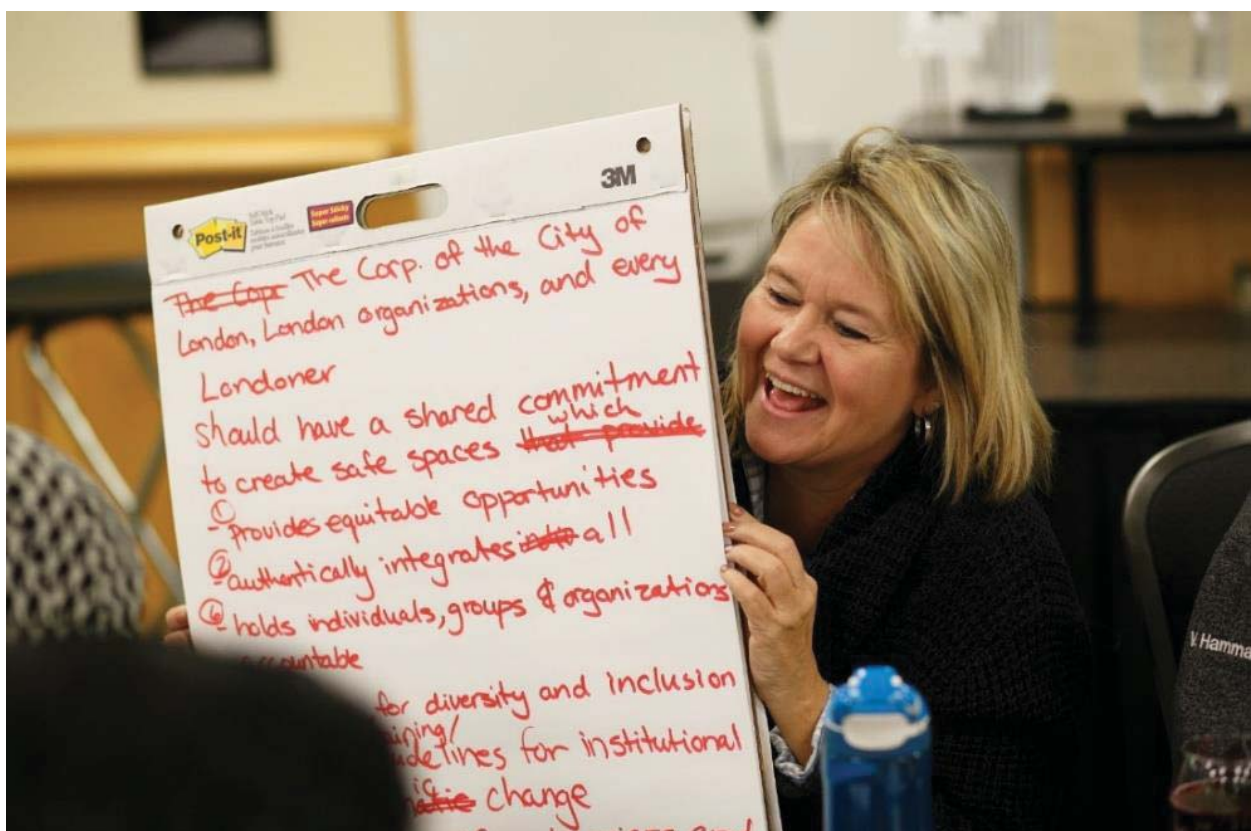


Our Process (January – March)



#CDIS

First Champions Meeting



#CDIS

Second Champions Meeting



#CDIS

Third Champions Meeting



#CDIS

Our Process (April & Onward)



#CDIS

Vision

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

#CDIS

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.

#CDIS

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. #CDIS

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.

#CDIS

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)

#CDIS

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



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:

Kinga Koltun

City of London

kkoltun@London.ca

London.ca/CDIS

#CDIS