

October 8, 2019

Diversity, Inclusivity and Anti-Oppression Advisory Committee (DIAAC)

**2019 Recommendations of the City of London's Diversity, Race Relations and Inclusivity Award (DRIA)**

The Awards and Recognition Sub-Committee of DIAAC have completed their evaluation of the 2019 nominees of the DRIA program and are pleased to report the following:

- Double the number of nominations was received in 2019 over 2018. 14 submissions were received:

<b>Category</b>	<b>Number of Nominations Received</b>
Small Business/Labour (< 49 members)	4
Large Business/Labour (> 50 members)	2
Social/Community Services/Not for Profits (< 49 members)	4*
Social/Community Services/Not for Profits (> 50 members)	2
Youth/Young Adult (< 26 years of age), Groups or Organizations	2

\*The nomination of Brasileiras of London was moved into this category from Social/Community Services/Not for Profits (> 50 members) by the Sub-Committee

- With the exception of one nomination, the nominees were new to the City of London's DRIA program

The recommended selections of each category are:

<b>Category</b>	<b>Recommended Selections</b>
Small Business/Labour (< 49 members)	Top Event Productions
Large Business/Labour (> 50 members)	3M Employee Resource Group
Social/Community Services/Not for Profits (< 49 members)	Big Bike Giveaway
Social/Community Services/Not for Profits (> 50 members)	Community Living London
Youth/Young Adult (< 26 years of age), Groups or Organizations	Western Muslim Students Association

Following is a summary of:

1. the evaluation and ranking criteria
2. each nominee
3. individual and average group ranking
4. the By-Law B2017-284 regarding the award

Thank you for your consideration of these nominees and the recommended selections.

DIAAC's Award and Recognition Sub-Committee

# LDRRAC – Diversity, Race Relations and Inclusivity Award

## 2019 Committee Member Evaluation

**Ranking:** Based on the information provided in the nomination form, each member of the Awards and Recognition Sub-Committee will evaluate each nominee using the following rating system:

4 – excellent    3 - very good    2 – good    1 – fair    0 - not appropriate

1. 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?
2. Have been operating in London continuously during the past 12 months, at a minimum; Have made their qualifying contribution in the City of London within the past 12 months
3. 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?
4. What are the potential for expansion and/or inspiration for replication of the initiative?
5. 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?

Number	Name of Organization And Initiative(s)	#1:	#2	#3:	#4:	#5	Total Rank	Comments
<b>Small Business/Labour (&lt;49 members)</b>								
1.	INVORG	2	3.5	3.25	3	3.5	<b>3.05</b>	<ul style="list-style-type: none"> <li>- London based business that assists small, mid-sized government, (i.e. SW LHIN and its 52 agencies), not-for-profit organizations (CCLC) and other businesses with innovation by closing the gap between IT, strategic planning and the organization’s goals &amp; objectives. Strives to maximize the productiveness of our clients by reducing the operational cost (paperwork) and increasing the optimal use of resources (reduced duplication of effort)</li> <li>- Client Relationship Management (CRM) like software that allows intake of newcomers, etc. and gathers all information on the newcomer, i.e.</li> </ul>

								<p>credentials, employment goals, medical, etc.</p> <ul style="list-style-type: none"> <li>- Secure system, cloud storage; hierarchical access dependent on need; translation feature</li> <li>- 10,000 registered in the system; 3 years in existence. The platform assists thousands of newcomers to London on a daily basis ensuring their care is at the core of the organization.</li> </ul>
2.	<b>Villager Publications</b>	2	3	2.5	2	2	<b>2.30</b>	<ul style="list-style-type: none"> <li>- Produces a series of quality magazines with the goal of building community by supporting local events, arts and entrepreneurs, business and service organizations.</li> <li>- Pride Villager was developed to serve the LGBT2Q+ community in London and area to promote appreciation and understanding within that community as well as a liaison to reach the friends and family of the community as well as resources available in the area.</li> <li>- Started in Spring 2018; Working on 3rd issue; Will be distributed at 40 different public libraries in London and region</li> <li>- More time needed to evaluate value and sustainability</li> <li>- Would like to see broader diversity, race relations and inclusivity</li> </ul>
3.	<b>London Multicultural Festival</b>	3	3.5	3.25	4	3.25	<b>3.45</b>	<ul style="list-style-type: none"> <li>- Ethnic groups participate in the festival; arrange displays, performers and sell ethnic food. The festival is an inclusive event that provides ethnic communities in London with the opportunity to showcase their culture and heritage and build bridges with the broader community. It helps them become equal components of London's social fabric, and provide opportunities for Londoners from the ethnic groups and the broader community to learn about each other and remove cultural barriers.</li> <li>- Good show of ethnic diversity and participation increases year-over-year</li> <li>- Eight member board involved in a number of initiatives</li> <li>- Spreading these annual events, i.e. Halifax, Winnipeg, Regina</li> </ul>
4.	<b>Top Event Productions (TEP)</b>	3.5	3.25	3.5	4	3.75	<b>3.60</b>	<ul style="list-style-type: none"> <li>- Every week TEP produces shows of the Muslims, Hispanic and African communities. Shows represent the voice of many cultures. They are a window for the London community and from London to the rest of the world.</li> <li>- The shows showcase what is happening in London; how London is a great inclusive and vibrant City opens to all. A welcoming City. There are more than 40,000 people per month watching the videos over TV and social media channels</li> <li>- Operating for 12 years</li> <li>- Worked with: Hispanic, Muslim, African, French-Canadian, Canadian Writers, Black History month in bringing cultures to the screen</li> </ul>

Large Business/Labour (> 50 members)								
5.	3M Employee Resource Group	3	3.4	3.25	2	4	3.13	<ul style="list-style-type: none"> <li>- In spring 2018, 3M Canada created an Inclusion and Diversity Council, along with a Pride Employee Resource Group. The Council believes inclusion leads to engagement, engagement fosters creativity, creativity sparks innovation and innovation manifests as growth.</li> <li>- 3M Canada's initiatives have opened the doors constructive conversations related to inclusion and diverse lived experiences. A testament to this is the fact is in 2019, they saw the largest number of employees put their hands up for volunteering during Pride London Festival, in the parade and at the 3M&lt; booth in Victoria Park.</li> <li>- This year: <ul style="list-style-type: none"> <li>o Created an inclusion &amp; diversity council</li> <li>o Created a Pride employee resource group</li> <li>o Have raised awareness &amp; sensitivities on gender pronouns, sexual orientation &amp; preferences</li> <li>o 3M Pride day</li> <li>o Safe space training at many 3M locations</li> </ul> </li> <li>- Good model for other organizations to leverage; 3M expressed interest in seeing uptake by local organizations</li> </ul>
12.	Paystone Inc. (formerly Zomaron Inc.)	3	2.6	2	4	3	2.92	<ul style="list-style-type: none"> <li>- The company has various initiatives: 1) Spiritual space for various beliefs, 2) accommodation for women to keep certain perks while on maternity (Phone, other communication) as well as other flexibilities (flex-hours), and regular awareness</li> <li>- Excellent employee video (confidential) that was shared with DRIA sub-committee promoting diversity and inclusivity</li> <li>- Younger group of men who form this business; very charitable and open to new ideas</li> <li>- Impacted number of employees is app. 23</li> <li>- Good start to newer initiative; consider outreach opportunities</li> </ul>
Social/Community Services Not-for-Profits, (<50)								
6.	Al Taqwa Academy	3	2.75	3	3.50	3	3.05	<ul style="list-style-type: none"> <li>- Fosters academic and social learning in a faith-based environment. Offers quality education to Muslim children from diverse backgrounds and ethnicities</li> <li>- An employer of more than 20 individuals from various religious and cultural backgrounds providing job security and a steady income</li> <li>- Created room for long-term social integration and cohesion amongst immigrants from Muslim countries and others who practice Islam</li> <li>- Collaborates with parents to raise healthy and balanced children who are aware of the responsibilities and rights, respectful of the rights of others,</li> </ul>

								<ul style="list-style-type: none"> <li>- and who will grow to contribute positively to the Canadian society</li> <li>- Started with 4 students in 2000 and has grown to over 200 students; serving some orphan students</li> <li>- Good internal population; pursue outreach potential</li> </ul>
9.	<b>Chocolate Covered Coaching</b>	2.5	2.5	2.5	2.5	2.5	2.5	<ul style="list-style-type: none"> <li>- Anne and her husband Ed Wheatley have coached students in wrestling at the South Secondary School and as part of this program; Anne has additionally provided Life Coaching Services to teens from adverse backgrounds (i.e. teens in foster homes or from impoverished conditions) to help them overcome their adverse circumstances and help them enter society as functional adults and contributing citizens (2007-2010)</li> <li>- While Anne has not been involved with this initiative in the past 12 months, she is presently attempting to restart this initiative as part of a Community Care Program at the Western Wrestling Club in London.</li> <li>- Good integrative effort</li> <li>- Gap in services; very new</li> <li>- Eligible nominee for Mayor's Award?</li> </ul>
13.	<b>Brasileiras de London</b>	2	2.5	2	3	3	<b>2.50</b>	<ul style="list-style-type: none"> <li>- Reaches out/helps Brazilian women who are new immigrants to London</li> <li>- Small group who provide a wide range of support, i.e. developing new business, addressing insecurities of starting a new life, employment workshops, employment and volunteer opportunities</li> <li>- Started in 2002; helped 160 women and their families to date</li> <li>- Broader scope of newcomers would be ideal;</li> <li>- Consider sharing model with other ethnic groups</li> </ul>
14.	<b>Big Bike Giveaway</b>	3	4	3.5	4	4	<b>3.70</b>	<ul style="list-style-type: none"> <li>- Monica and Shayne Hodgson have been organizing the collection and repair of bicycles, and then give them away for free to community residents for 6 years</li> <li>- Engage and serve many organizations, i.e. Middlesex-London Health Unit; Helmets on Kids; London Cycle Link; London Transit Commission; London Police Association; MEC; Squeaky Wheel Bike Co-op; London Celebrates Cycling; Argyle Community Association; Forest City Velodrome; London Insurance Brokers Assoc.; London Public Library; LHSC; Fanshawe Police Foundations; Fanshawe Paramedics; CanBike; Goodwill, McDonald's; Old South Community Organization; Two Small Men with Big Hearts Moving; KGK Science</li> <li>- App. 1,500 bikes have been given away to community members from very diverse ethnic, religious, and socio-economic backgrounds. These individuals use the bike as primary means of transportation, i.e. see testimonials from individuals who have received bikes on the program's website.</li> </ul>

								<ul style="list-style-type: none"> <li>- The events foster inclusion and welcome all people. While waiting in line-ups, people from all backgrounds converse, and share stories of what the event means to them.</li> <li>- Program also encourages a healthier lifestyle as they attempt to get as many people on bikes as possible</li> <li>- Nominated in a previous year</li> <li>- App. 10 nominations received for this social service in 2019</li> </ul>
<b>Social/Community Services Not-for-Profits, (&gt;50)</b>								
7.	<b>Community Living London</b>	4	3	3.75	3.75	3.9	<b>3.68</b>	<ul style="list-style-type: none"> <li>- Operating since 1952. New Vision Advocates started in 2000, advocating for equal citizenship, acceptance and belonging</li> <li>- The New Vision Advocates is made up of people who have developmental disabilities, advocating for equal citizenship, acceptance and belonging in the community. They work to build a voice and presence in the community for people who have developmental disabilities, as they should have the same rights as everyone else; a strong community is an inclusive community.</li> <li>- Org supports over 1000 people with a developmental disability</li> <li>- Speaking engagements, including outside of province</li> <li>- Attended multiple city council meetings, i.e. advocating, i.e. discounted bus pass</li> <li>- Empowering young people to speak; assists with breaking their barriers</li> <li>- Limited scope of diverse population currently being served</li> </ul>
8.	<b>Pride Man's Chorus</b>	3.2	3	3.5	3	3	<b>3.14</b>	<ul style="list-style-type: none"> <li>- Pride Men's Chorus London is part of a movement of LGBTQ2 Choirs in the world. Pride Men's Chorus London made its unexpected debut at the Vigil for The Orlando Massacre hosted at Aeolian Hall on June 14, 2016.</li> <li>- Sing to enlighten and help those with closed minds and hearts to open up and celebrate diversity and love. Pride Men's Chorus London creates experiences through choral music that promote community, inclusiveness and excellence. With the goal of combating stereotypes and perceptions, we challenge the heteronormative worldview by inspiring our audience, the LGBTQ2 community and our broader community through advocacy and music.</li> <li>- Started 4 years ago; 12 concerts to date. Last 2 years, joined Pride Celebration Chorus at Pride Festival</li> <li>- More than 40 men sing in the chorus, and those with all levels of musical knowledge are invited to join; good diversity</li> <li>- Continue to broaden scope/outreach of initiative</li> </ul>

Youth/Young Adult (<26 years of age) Groups or Org.								
10.	<b>Western Muslim Students Association (MSA)</b>	3.7	3	3.5	3.5	3.7	3.48	<ul style="list-style-type: none"> <li>- Promotes inclusivity and religious diversity on campus and within the London community through initiatives such as Islam Awareness Month or community events such as Paint to Prosper welcoming the newcomers to Canada.</li> <li>- Raises awareness about social issues and fundraises for various causes. The MSA is playing a role in creating the leaders and social visionaries of tomorrow; active on and off campus</li> <li>- Open to all sectors &amp; backgrounds; broad range of projects; structured &amp; organized</li> <li>- Offers prayer space; student resources; excellent website</li> <li>- Interacts with various social clubs on campus; excellent website</li> <li>- +200 members</li> <li>- Continue to broaden scope and interactions/events with diverse groups</li> </ul>
11.	<b>Western Black Students Association (BSA)</b>	3.5	3	3.5	3.5	3.25	3.35	<ul style="list-style-type: none"> <li>- Student-run club dedicated to supporting the Black community at Western and enhancing their student experience!</li> <li>- Aim to keep members informed about political/social issues that affect Black people within UWO, London and ultimately the world</li> <li>- Run a lot of activities, i.e. fashion show, Future Black Physicians meeting; sports, etc.</li> <li>- Key event was SOUL – celebrates BSA’s contribution to the black community and reflects upon the year. Includes poets, rappers and dancers to highlight talent; attendees from Ontario</li> <li>- Primary focus is racial issues. Broaden scope and outreach</li> </ul>



### **Additional Eligibility Criteria:**

- 1. Are nominations in appropriate category?**
- 2. Have been operating in London continuously during the past 12 months, at a minimum;**
- 3. Have made their qualifying contribution in the City of London within the past 12 months; and**
- 4. Consent to the nomination; noting that previous years' recipients would remain eligible for nomination in future years on the condition that any subsequent nomination is not based upon the same achievement or initiative for which they have already received an award. This includes submissions from previous years if applicable.**

### **Diversity, Race Relations and Inclusivity Award By-Law B2017-284**

#### **1, The City of London Diversity, Race Relations and Inclusivity Award\* recognizes achievements that:**

1.1 Promote public awareness of and encourage ongoing initiatives on diversity, race relations, inclusivity and human rights and to promote/advance London as a welcoming city.

2.1 Encourage youth from all walks of life to represent the future aspirations of this Committee and recognize small, as well as large business and social/community service not for profits who promote awareness of diversity, race relations inclusivity and human rights and promoting/advancing London as a welcoming city.

Recipients will be presented with the Award by the Mayor, on behalf of the Municipal Council, at the closest possible meeting date to December 10 - Human Rights Day. There will be a maximum of five Awards presented in any one year, with no more than one Award being awarded in each of the five categories noted in section 3.2. The deadline for submissions is September 30th of each year. Your nominations are invited!

**Achievements you think deserve recognition!**

Londoners are invited to submit their nominations using the form available on the City's website or obtained through the City Clerk's Office, 3rd Floor, City Hall, 300 Dufferin Avenue.

September 30 is the deadline for sending award nominations to the Committee Secretary of the London Diversity & Race Relations Advisory Committee. Below is the criterion for award eligibility and award nomination as well as information on the selection process.

## **2. Eligibility Criteria**

To be eligible, a nominee must:

- 2.1. represent one of the following categories: small business and small labour; corporations, large business and large labour; social/community services ( not-for-profits), or youth/young adult groups or organizations;
- 2.2. have been operating in London continuously during the past 12 months, at a minimum;
- 2.3. have made their qualifying contribution in the City of London within the past 12 months; and
- 2.4. consent to the nomination; noting that previous years' recipients would remain eligible for nomination in future years on the condition that any subsequent nomination is not based upon the same achievement or initiative for which they have already received an award. This includes submissions from previous years if applicable.

## **3. Nomination Criteria**

- 3.1 Nominations can be made by any individual who works or resides in the City of London. The nominators must be familiar with the activities of the nominee, and may be called upon for an interview by the Awards and Recognition Sub-Committee of the London Diversity and Race Relations Advisory Committee.
- 3.2. Nominations will be received from within the following categories, but awards may
  - 3.2.1 Small Business and Small Labour (49 or fewer employees/members);
  - 3.2.2 Large Business/Corporations and Large Labour (50 or more employees/members);

3.2.3 Social/Community Services Not-for-Profits, (49 or fewer employees/members);

3.2.4 Social/Community Services Not-For-Profits, (50 or more employees/members)

3.2.5 Youth/Young Adult (< 26 years of age) Groups or Organizations

3.3. Nomination submissions must include:

- Category
- Profile of nominee
- Consent of nominee
- Information about the nominator (i.e., name, address, etc.)
- Brief description of the nominee and initiative, including the reasons for nomination
- Responses to the following four questions:

- 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?
- ii) 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?
- iii) What is the potential for expansion and/or inspiration for replication of the initiative?
- iv) 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?

All nominators and nominees will be advised of the status of their nomination prior to the presentation of the Award.

#### **4. Selection Process**

The Awards selection process will be as follows:

4.1. Nominees will be evaluated by the Awards and Recognition Sub-Committee of the London Diversity and Race Relations Advisory Committee. The Sub-Committee will ensure the nomination is assessed in the appropriate category.

4.2. Based on the information provided in the nomination form, each member of the Awards and Recognition Sub-Committee will evaluate each nominee using the following rating system:

4 – excellent      3 - very good      2 – good      1 – fair      0 - not appropriate

4.3. The nominee with the highest rating in each category will be recommended for an Award. The Award recommendations will be presented to the London Diversity and Race Relations Advisory Committee for approval and recommendation to the Community and Protective Services Committee, for consideration and subsequent recommendation to the Municipal Council.

\* The Award which came into effect August 27, 2013 (By-law A.-7012-284) replaces Council Policy 1(10) titled Race Relations Recognition Award. It is now called Diversity, Race Relations and Inclusivity Award.