

Diversity, Inclusion and Anti-Oppression Advisory Committee

Report

The 7th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee
October 17, 2019

Attendance PRESENT: R. Hussain (Chair), J. Braithwaite, F. Cassar, C. DuHasky, B. Hill, M. Mlotha and D. Turner (Clerk)

ABSENT: M. Buzzelli, Z. Hashmi, and D. Jama

ALSO PRESENT: F. Andrighetti, K. Husain, S. Khan, M. Sereda, and B. Sreng

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 Community Diversity and Inclusion Strategy Update

That J. Braithwaite BE APPROVED as the representative member from the Diversity, Inclusion and Anti-Oppression Advisory Committee to sit on the Community Diversity and Inclusion Strategy Leadership Table.

4. Consent

4.1 5th and 6th Reports of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 5th and 6th Reports of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meetings held on August 15, 2019, and September 19, 2019, respectively, were received.

5. Sub-Committees and Working Groups

5.1 Awards and Recognition Sub-Committee Report - DRRIA Evaluations 2019

That the following actions be taken with respect to the 2019 Diversity, Race Relations and Inclusivity Award:

- a) Top Event Productions BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Small Business/Labour (under 50 members) category;

- b) 3M Employee Resource Group BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Large Business/Labour (50+ members) category;
- c) Big Bike Giveaway BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Social/Community Services/Not for Profit (under 50 members) category;
- d) Community Living London BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Social/Community Services/Not for Profit (50+ members) category; and,
- e) Western Muslim Students Association BE AWARDED the 2019 Diversity, Race Relations and Inclusivity Award, in the Youth/Young Adult Groups or Organizations category.

6. Items for Discussion

6.1 Music Movement Motivation - The Saidat Show Live "Feel Good Tour"

That it BE NOTED that the promotional materials from The Saidat Show Live "Feel Good Tour", as appended to the agenda, were received.

6.2 2019 DIAAC Work Plan

That the following actions be taken with respect to the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) work plan:

- a) the attached revised 2019 DIAAC work plan BE FORWARDED to Municipal Council for approval; and,
- b) a draft 2020/2021 DIAAC work plan BE DEVELOPED for presentation to the committee by their January 2020 meeting date.

7. Adjournment

The meeting adjourned at 1:10 PM.

DIAAC Sub-committee Work Plans 2019

DRIA Award and Recognition (A & R) Sub-Committee Work Plan 2019 (1 st Monday of the month, late afternoon)				
Goal	Activities	Budget	Status	Responsibility
1. Plan and Execute an Annual Awards and Recognition Event in collaboration with the City	<p>1.1 Maintain the Project Plan and complete tasks on scheduled dates</p> <p>1.2 Develop budget for approval by DIAAC and keep costs within budget.</p>	\$1,600	<p>1.1 Ongoing</p> <p>1.2 Budget approved</p>	F. Cassar with assistance by Awards Sub-Committee members and support from CoL: Administration and Communication
2. Increase awareness and participation of the Annual Rewards and Recognition program	<p>2.1 Maintain an inventory of all nominators/nominees including contact information and invite participation of the annual event</p> <p>2.2 Assess the benefits and nature of incentives to increase nominee participation</p> <p>2.3 Scheduled information session with Rogers Cable</p> <p>2.4 Update and distribute template to provide Councilors with information relative to events to assist with promotion and recognition. Present to CPSC.</p> <p>2.5 Work with CoL Communications to increase awareness and engagement in annual nominations process via social media</p> <p>2.6 Leverage International Human Rights Day which could potentially be same date as Awards celebration</p>	<p>2.1 Ongoing;</p> <p>2.2 Will assess CoL swag</p> <p>2.3 CoL Communications to coordinate Rogers Community News update;</p> <p>2.4 Ongoing;</p> <p>2.5 Ongoing as required;</p> <p>2.6 Ian Silver to follow-up with United Nations contact.</p>	<p>All Sub-Committee members</p> <p>CoL Communications And Administration</p>	

3. Promote A+R Winners	3.1 Provide Councillors with information of winners within their areas and encourage recognition	3.1 Ongoing	Awards Sub-Committee and CoL Administration	
4. Educate and Engage DIAAC Committee members	4.1 Invite DIAAC Committee members to participate in site visits of nominees to learn about the organization and support a potential nomination of the annual Awards program. 4.2 Provide education at DIAAC Committee meetings or other forums as available.	4.1 Ongoing 4.2 Ongoing	DIAAC and Awards Sub-Committee members	
5. Maintain Awards and Recognition By-Laws and Policy	5.1 Annually review DRIA policy and Bylaw A.7012-284 to ensure it is up to date. 5.2 Review By-Law related to Mayor's New Year's Honours List.	5.1 On hold, pending DIAAC updates (2019). Policy reviewed in March, 2017. By-laws modified in 2016. 5.2: In Progress: Will review Mayor's Award By- Law Change action plan to recommend linkage and promotion of A&R program with the Mayor's Award in Community.	Awards Sub-Committee members in partnership with DIAAC	

DIAAC- Education & Awareness Sub-committee Work Plan 2019
(1st Wednesday of the month, ~ 12PM)

Goal	Implementation	Budget	Status	Responsibility
1. Develop & facilitate educational	1.1 Facilitate a community awareness event	\$1500		Education

<p>opportunities</p>	<p>1.1.1 Theme: Gender & Intersectionality</p> <p>1.1.2 Identify partnerships in the community for collaborative events.</p> <p>1.1.3 Plan for International Day for the Elimination of Racial Discrimination/Black History Month.</p> <p>1.1.4 Identify promotional opportunities and strategies for community events.</p>	<p>\$200</p>	<p>October</p> <p>Ongoing</p> <p>March 2020</p> <p>Ongoing</p>	<p>subcommittee</p> <p>Ed'n subcommittee & DIAAC</p> <p>Ed'n subcommittee</p> <p>Ed'n subcommittee Communication</p>
<p>2. Educate new members of DIAAC</p>	<p>2.1 Collaborate with P&P to create new and revised content to enhance the DIAAC new member's orientation package</p> <p>2.1.1 Propose & provide supplemental orientation content to P&P:</p> <ul style="list-style-type: none"> -org chart illustrating DIAAC in relation to Council & City Councillors. -list of commonly used operational definitions within CofL context. Eg. recommendation verbiage -provide document outlining pre-approved list of budget item. -write up of sub-committee mandates. -list of common staff contacts. -suggestions/guidelines of AC initiatives. 	<p>Nil</p>	<p>November</p> <p>November</p>	<p>Education and Policy & Planning subcommittee</p> <p>Education subcommittee</p>

	<ul style="list-style-type: none"> -policy on speakers/delegates -flow chart from DIAAC recommendation to staff implementation. -member attendance policy suggestions -budget submission process -City Councillor Contact List <p>2.2 Assist P&P in revision of TOR for DIAAC.</p>	Nil	Ongoing	Education and Policy & Planning subcommittee
3. Educate committee members	<p>3.1 Invite speakers to present to DIAAC.</p> <p>3.2 Work with Civic Administration to further identify and clarify existing CofL resources, processes and initiatives that support or can assist DIAAC in its mandate. Eg. Communications, Mayor's Office etc.</p> <p>3.3 Identify ideas, issues or initiatives taking place in other municipalities, provinces and countries that overlap the mandate of DIAAC. Bring findings to DIAAC for discussion and possible recommendations to Council.</p> <p>3.4 Invite to DIAAC, members of the public who have recent or past lived experiences concerning discrimination & anti-oppression in London.</p> <p>3.5 Highlight a pressing issue or incident that has taken place in London that would be of interest to DIAAC.</p> <p>3.6 Keep apprised of recent events in London via news media & other sources pertaining to discrimination in London to report to DIAAC. Bring to DIAAC's attention.</p>	<p>\$200</p> <p>Nil</p> <p>Nil</p> <p>Minimal (cost of parking pass/bus tickets)</p> <p>Nil</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Education subcommittee Civic Administration</p> <p>Education subcommittee and Policy & Planning subcommittee</p> <p>Education subcommittee & DIAAC</p> <p>Education subcommittee</p>

4. Raise profile of DIAAC in community	4.1 Provide to P&P subcommittee suggestions regarding DIAAC's web page on London.ca	Nil	Ongoing	Education and Policy & Planning subcommittee
	4.2 Propose name tags for interested DIAAC members for use at city-wide DIAAC events & related events. 4.2.1 Provide to Chair, Vice-Chair and Subcommittee Chairs as minimum	\$200	Ongoing	
	4.3 Collaborate/piggyback on smaller projects/events with other organizations that overlap DIAAC's mandate.	TBD	Ongoing	Cross Cultural Learner Centre, London Immigration Partnership, LUSO, NECC
	4.4 Compile database of contacts for faith centres, neighborhood associations, ethno-cultural organizations and other organizations for DIAAC and other subcommittees use for outreach purposes. 4.4.1 Connect with Civic Administration for access to current database	Nil	Ongoing	
5. Share in role of research, knowledge attainment and providing recommendations to achieve mandate	5.1 Combined efforts of keeping apprised of best practices in other geographic areas and identifying issues happening within the CoL.	Nil	Education, Policy & Planning and Awareness subcommittee	Ongoing

DIAAC – Policy & Planning Sub-committee Work Plan 2019
(1st Wednesday of the month, ~ 12PM)

Goal	Implementation	Budget	Status	Responsibility
1. Review of policies at CoL related to Diversity and	1.1 Monitor development and implementation of the Diverse Voices 4 Change recommendations. Including voluntary disclosure for all appointments	Nil	September	Policy & Planning

<p>Inclusion</p>	<p>1.1.1. Diverse Voices 4 Change submitted their recommendations to Council following their research program. DIAAC has requested to be updated as recommendations are implemented/finalized by Staff.</p> <p>1.2 Provide input into the Community Diversity & Inclusion Plan and monitor implementation of plan.</p> <p>1.2.1. Offer resources and information that may be pertinent for the Diversity & Inclusion plan.</p> <p>1.2.2. Providing ongoing consultation & review</p> <p>1.2.3. Monitor and provide support of strategies that are to be implemented at municipal level.</p> <p>1.3 Monitor implementation of Truth and Reconciliation Commission</p> <p>1.3.1. Request process to be updated on TRC implementation</p> <p>1.4 Offer support and monitor progress of immigration strategy</p> <p>1.5 Review the following polices when they are up for review by City of London:</p> <p>1.1.1 CoL policies will be assigned to be</p>	<p>Nil</p> <p>Nil</p> <p>Nil</p>	<p>- Aden has requested Rosanna Wilcox and City Clerk attend September Policy & Planning subcommittee meeting for update.</p> <p>Ongoing</p> <p>September</p> <p>- Aden has requested Rosanna Wilcox to present re: progress of TRC recommendations</p> <p>Ongoing</p> <p>- Once submitted, the final copy will be sent to P&P prior to going to Council</p>	<p>Policy & Planning</p> <p>Policy & Planning</p> <p>Policy & Planning</p>
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	<p>reviewed on biannual basis. We will request to be notified when policies specifically relating to Diversity & Inclusion, Accommodations and Indigenous affairs, the P&P committee be earmarked to also review.</p>			
<p>2. Encourage greater diversity in all advisory committees</p>	<p>2.1 Develop standard statements that encourage greater diversity for the Terms of Reference of other City advisory committees</p> <p>2.2 Promote appointments process to diverse communities in city of London.</p> <p>2.2.1. In keeping with transparency and inclusivity, DIAAC has discussed that the appointments process may require further promotion among community members, to ensure a broad and diverse pool of candidates for appointment to committees.</p>	<p>Nil</p> <p>TBD</p>	<p>Ongoing</p> <p>Ongoing - Discuss opportunities with City Clerk at September meeting.</p>	<p>Policy & Planning</p> <p>Policy & Planning</p>
<p>3. Support the development of DIAAC's structure</p>	<p>3.1 Review Terms of Reference and membership structure of DIAAC</p> <p>3.2 Facilitate the development of annual work plans for DIAAC; monitor and measure subsequent activities</p> <p>3.2.1.Review draft sub- committee work plans</p> <p>3.2.2.Consolidate into an aligned document</p> <p>3.2.3.Develop monitoring and measurement protocols</p> <p>3.3. Provide recommendations and</p>	<p>Nil</p> <p>Nil</p>	<p>Complete - Finalized and sent to Pat.</p> <p>July 2018</p> <p>August 2018</p> <p>Ongoing</p>	<p>Policy & Planning</p> <p>DIAAC</p> <p>Policy & Planning</p> <p>Policy & Planning</p>

	<p>supplemental materials to enhance the DIAAC new member orientation</p> <p>3.3.1.Collaborate with Clerk's Office on recommendations submitted via proposed new member orientation checklist.</p> <p>3.3.2.Facilitate development of DIAAC document to be completed by Education sub-committee - Put together materials to be reviewed by Policy & Planning, contribute to creation of DIAAC specific orientation. - Consider diverse ways of distributing orientation materials</p> <p>3.3.3.Develop the following documents: Established meeting practices, Roles and Responsibilities & Acronym List</p>	<p>Nil</p> <p>Nil</p>	<p>Summer 2017 – Completed. Discussed w/ Saleha Khan re: incorporating Gender & Equity Lens into new members orientation</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Policy & Planning</p> <p>Education and Policy & Planning subcommittee</p> <p>All subcommittees</p>
<p>4. Developing relationships with City of London</p>	<p>4.1 Establish positive relationships with Council</p> <p>4.1.1. Explore opportunities to work with Council members 4.1.1.1. Propose that all new council members meet w/ DIAAC.</p> <p>4.2 Explore relationships within the Corporation of the City of London whose work is impacted by diversity and inclusion; offering DIAAC as a resource</p> <p>4.2.1. Reach out to contact people in the following areas of the Corporation, inviting them to a P&P sub-committee meeting to learn about the work they do and possible interfacing with DIAAC: Intergovernmental Liaison Communications, Culture & Municipal</p>	<p>Nil</p> <p>Nil</p>	<p>Ongoing - Review once Equity &Inclusion lens is complete (Fall 2018)</p> <p>May 2018-2019</p>	<p>Policy & Planning</p> <p>Policy & Planning</p>

	<p>Policies, Community Development & Funding, Homelessness, Human Resources, Emergency Measures, Planning, Parks & Recreation, Housing, Social Services & Deerness, Transportation and Engineering</p> <p>4.2.2. Develop introductory message and prioritization of outreach.</p>		To be discussed at September DIAAC meeting	
5. Educate new members of DIAAC	<p>5.1 Collaborate with Education subcommittee to create new and revised content to enhance the DIAAC new member's orientation package</p> <p>5.1.1. Contribute to creation of orientation materials and provide recommendations/feedback as requested by Education subcommittee.</p>	Nil	Ongoing – to be completed prior to start of new term	Policy & Planning and Education subcommittee
6. Raise profile of DIAAC in community	6.1 Assist Education subcommittee with suggestions regarding DIAAC's web page on London.ca	Nil	June 2018 - Suggestions presented and approved in 2018	Education and Policy & Planning subcommittee