

# **Diversity, Inclusion and Anti-Oppression Advisory Committee**

## **Report**

The 8th Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee  
November 21, 2019  
Committee Room #3

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

NOT PRESENT: None

ALSO PRESENT: K. Husain

The meeting was called to order at 12:02 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 Intersex London - Education and Community Outreach

That it BE NOTED that a verbal presentation from P. Kearney, Founder, Intersex London, with respect to the organization's education/awareness campaigns and community outreach initiatives, was received.

### **4. Consent**

#### 4.1 7th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 7th report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, from its meeting held on October 17, 2019, was received.

#### 4.2 Municipal Council Resolution - 7th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the Municipal Council resolution, from its meeting held on November 12, 2019, with respect to the 7th Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee, was received.

**5. Sub-Committees and Working Groups**

5.1 Awards and Recognition Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from F. Cassar, with respect to the Awards and Recognition Sub-Committee; it being further noted that the attached sub-committee meeting minutes were received.

5.2 Education and Awareness Sub-Committee

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from M. Mlotha and K. Husain, with respect to the recent joint Education and Awareness Sub-Committee and Policy and Planning Sub-Committee meeting; it being further noted that the joint sub-committee meeting minutes, as appended to Item 5.3 on the agenda, were received.

5.3 Policy and Planning Sub-Committee

That the following actions be taken with respect to the Policy and Planning Sub-Committee update:

- a) that F. Cassar BE APPROVED as the secondary representative member from the Diversity, Inclusion and Anti-Oppression Advisory Committee to sit on the Community Diversity and Inclusion Strategy Leadership Table; and,
- b) that it BE NOTED that the Diversity, Inclusion and Anti-Oppression Advisory Committee heard a verbal update from M. Mlotha and K. Husain, with respect to the recent joint Education and Awareness Sub-Committee and Policy and Planning Sub-Committee meeting; it being further noted that the joint sub-committee meeting minutes, as appended to the agenda, were received.

**6. Items for Discussion**

6.1 2020/2021 Work Plan

That it BE NOTED that the committee held a general discussion with respect to the 2020/2021 work plan.

6.2 Upcoming Events/Meetings/Celebrations

That it BE NOTED that the committee held a general discussion with respect to upcoming/exigent events, meetings and celebrations.

**7. Adjournment**

The meeting adjourned at 1:22 PM.

# London Diversity and Race Relations Committee

## Awards and Recognition Sub-Committee Meeting

November 27, 2019

Time: 3:30 pm – 4:30 pm

**Attendees:** Zeba Hasmi, Fae Andrighetti, Flo Cassar, Kash Hussain, Ian Silver, Dan Turner, Dana Wachter

### **DRIA Award Planning**

- K. Hussain advised that the Accessibility Workshop has been cancelled on Dec. 10/19, freeing up Committee rooms 1 and 2. There was unanimous support to keep plans in place to use Committee Room 5 and the cafeteria. Nominees have been advised by letter to meet in Committee Room 5 and following the presentation at Council, to regroup in the cafeteria on 12<sup>th</sup> floor.
- D. Turner reported that 8 of 14 organizations have responded to the event. A follow-up will be conducted on Dec. 2/19 with those who haven't yet responded.
- It was agreed that a sign advising guests that video/pictures will be taken at the event. This will negate the need for guests to sign a consent form.
- D. Turner confirmed that letters to nominators expressing thanks for recognizing individuals in our community will be sent from Mayor's office.
- D. Turner reported that both the DRIA winners (at Chambers) and nominees (reception) have been notified that they may be asked to speak at the event.
- Due to the number of speakers at the celebration (i.e. CDIS, S. Khan plus winners and potentially nominees, the group decided to forfeit an ice-breaker game.
- Nine, City of London coffee mugs (individual cost of \$13.50 + tax) will be purchased by D. Turner to be given to nominees who were unsuccessful. Z. Hasmi will wrap.
- Ushers taking guests to the elevator and to Chamber are: F. Andrighetti, I. Silver and Z. Hasmi. F. Cassar will direct winners and stay with them while they are being called.

### **Action: F. Cassar:**

- Send I. Silver and D. Wachter the names of winners and respective categories. Complete.
- On day of event, advise guests:
  - room changes
  - videos/pics may be taken
  - parking passes are available

**Action: Z. Hasmi** to bring wrapped gifts (9) for unsuccessful nominees.

**Action: I. Silver** to order plaques and send invoice to D. Turner

**Action: K. Hussain:**

- Speak with K. Kolton re 3 minute overview of CDIS and that presentation will occur at the beginning of the reception
- Speak with S. Khan re 3 minute overview of Human Rights Day at the beginning of the reception

**Action: D. Turner:**

- Send reminder to DIAAC members encouraging them to participate in the event
- Submit order form to cafeteria once final count is known
- Discuss preferred timing for award winners to speak about their initiative with the Mayor's office, i.e. Council or Reception
- Purchase nine, City of London Mugs for unsuccessful nominees and give to Z. Hasmi for wrapping
- Speak to Security about monitoring Committee Room #5 while group is in Chamber.

**Action: D. Turner** to provide the following on the day of the event:

- Name tags (names to be added for those who confirmed attendance as well as blanks and pens for those who hadn't been identified)
- Secure podium and microphone
- Secure coat rack and determine best process for getting coats either back to guests or taken to cafeteria
- Parking passes

**Action: D. Wachter:**

- Create draft program
- Make reference to timing to be in Committee Room #5 and Cafeteria on 12<sup>th</sup> floor
- Print 100 programs
- Send media invitations
- Populate previous picture of DRIA on website

**Action: D. Wachter** on the day of the event:

- Bring sign advising guests that video/pictures will be taken
- Bring printed programs or give to D. Turner to bring
- Issue media release and follow up with pictures on website, i.e. link to newsroom and then to social media
- Take pics

**Action: All:** Give preliminary thought to content for the 2020/21 Work Plan. The 2019 Plan is attached, FYI.

**Next Meeting:** Tuesday, December 17, 2019 @ 3:30pm. Agenda will include a debrief of the 2019 DRIA Celebration and 2020/21 Work Plan.