



300 Dufferin Avenue
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London
CANADA

7 Jul 2020

Members and Chair
Strategic Priorities and Policy Committee

re: Making anti-racism a strategic priority

Dear Colleagues,

At our meeting on 16 June 2020, the municipal council unanimously passed a motion acknowledging that systemic anti-Black, anti-Indigenous and people of colour racism exists in London, condemning racism in all its forms and affirming a commitment to help eradicate racism. The same motion, included below in its entirety, directed Civic Administration to take several actions.

Building on that motion, the undersigned are seeking support to amend the mandate of the Strategic Priorities and Policy Committee (SPPC) to include anti-racism, diversity, inclusion and anti-oppression as a strategic initiative. Amending the mandate of SPPC would demonstrate the seriousness of this issue and ensure that future reports on this issue go to SPPC, which includes all members of council.

We are also seeking a related amendment to the mandate of an advisory committee so that it reports to SPPC rather than Community and Protective Services Committee (CPSC). No amendments to the mandate of CPSC are required.

One of the actions directed by municipal council in June was for Civic Administration to report on the implementation of the equity and inclusion lens. To allow for more flexibility and timeliness in this initial reporting, we are open to each service area reporting separately on training on the equity and inclusion lens, how it has been applied to review of policies and how it has been applied to service area budgets. These reports could come to the relevant standing committee rather than SPPC. For example, Development and Compliance Services would report to the Planning and Environment Committee.

We are seeking support for the following motion:

- a) The mandate of the Strategic Priorities and Policy Committee BE AMENDED to include “Anti-racism, diversity, inclusion and anti-oppression” as a new bullet point under Strategic Initiatives.
- b) The terms of reference for the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) be amended to replace “Community and Protective Services Committee” with “Strategic Priorities and Policy Committee.”
- c) Civic Administration BE ENCOURAGED to bring forward initial reports by service area responding to the Municipal Council resolution on 16 June 2010 related to the implementation of the equity and inclusion lens to the most relevant standing committee for each service area (e.g. Development and Compliance Services would report to Planning and Environment Committee; Engineering and Environmental Services would report to Civic Works Committee, and so on).

Sincerely,

Arielle Kayabaga
Councillor, Ward 13

Mo Salih
Councillor, Ward 3

Ed Holder
Mayor

Jesse Helmer
Deputy Mayor
Councillor, Ward 4

Motion passed on 16 June 2020

(5.1) Anti-Black, Anti-Indigenous, People of Colour Racism

WHEREAS the Municipal Council of The Corporation of the City of London acknowledges that systemic anti-Black, anti-Indigenous and people of colour racism exists in London;



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AND WHEREAS the Municipal Council unequivocally condemns racism in all of its forms:

AND WHEREAS the Municipal Council acknowledges that the Corporation's workforce is not reflective of the population it services and that it will continue to work to ensure a reflective workforce;

AND WHEREAS the Municipal Council affirms the commitment to help eradicate anti-Black, anti-Indigenous and people of colour oppression:

NOW THEREFORE IT BE RESOLVED THAT the Civic Administration BE DIRECTED to:

- a) report back to a future meeting of the appropriate Standing Committee with an update on the implementation of the Community Diversity & Inclusion Strategy, providing specific details with respect to the equity and inclusion lens of the Strategy and the next steps that will be taken to end racism in London;
- b) report back to the appropriate Standing Committee with respect to metrics that may be or are currently implemented to demonstrate progress with respect to hiring to reflect the diversity of the community; and
- c) report back to the appropriate Standing Committee with respect the establishment of a Black Liaison Officer position at the City of London, similar to the previously approved Indigenous Liaison Officer position, including input from the community and related financing, with respect to this matter.

Motion Passed