

Report to Strategic Priorities and Policy Committee

To: Chair and Members
Strategic Priorities and Policy Committee
From: Cathy Saunders, City Clerk
Subject: Annual Recognition Awards
Meeting on: October 20, 2020

Recommendation

That, on the recommendation of the City Clerk, the following actions be taken with respect to the Annual Recognitions of the City of London:

- a) the staff report dated October 20, 2020 entitled “Annual Recognition Awards 2020”, BE RECEIVED; and
- b) notwithstanding the Diversity, Race Relations and Inclusivity Award Policy and the Mayor’s New Year’s Honour List Policy, the nominations submitted in 2020 for these awards BE FORWARDED to the Strategic Priorities and Policy Committee for consideration; it being noted that due to the COVID-19 emergency in person presentations and receptions will not occur.

Analysis

1.0 Background Information

1.1 Previous Reports Related to this Matter

Corporate Services Committee – July 13, 2020 – “Annual Retirement Dinner and 25-Year Club Reception”

1.2 Applicable Policy Information

Council Policy “Diversity, Race Relations and Inclusivity Award Policy” establishes the award to “promote public awareness of and encourage ongoing initiatives on diversity, race relations, inclusivity, anti-oppression and human rights and to promote/advance London as a welcoming city through the recognition and encouragement of efforts in certain categories within the community.” Nominations are reviewed by the Diversity, Inclusion and Anti-Oppression Advisory Committee and recommendations are made to the City Council for consideration and approval. The awards are presented by the Mayor, on behalf of the City Council, at a meeting with a date closest to December 10 – Human Rights Day.

Similarly, the “Mayor’s New Year’s Honour List Policy” establishes recognitions or “persons who have contributed in an outstanding manner to the community of London in one of the categories of Accessibility, Age Friendly, Arts, Distinguished Londoner, Diversity and Race Relations, Environment, Heritage, Housing, Humanitarianism, Safety & Crime Prevention and Sports.” The majority of these community nominations are vetted through advisory committees for a recommendation to City Council for consideration and approval.

Both of the above-noted policies are attached for information.

2.0 Discussion and Considerations

As part of the corporate response to the COVID-19 Emergency, advisory committees are meeting only as legislatively required. As such, the consideration of these nominations is not feasible. To date there have not been any submissions for either of

the awards; the nominations have been open all year. Traditionally, there is a more active call for nominations as the timing of the presentations approaches.

Should Council wish to proceed with these awards for 2020, a revised process can be implemented based on Council direction, notwithstanding the current policy. Nominations for the Diversity, Race Relations and Inclusivity Award could be considered by the Strategic Priorities and Policy Committee (SPPC) on November 17, with announcements occurring at the December 8, 2020 Council meeting.

Similarly, the nominations for the Mayor's New Year's Honour List could be considered at the November 17 or December 16 SPPC meeting, with announcements occurring at the January 12, 2021 Council meeting. Noting that there would not be any receptions or persons in attendance at the Council meeting(s) due to the current COVID-19 meeting protocols.

3.0 Financial Impact/Considerations

None.

4.0 Conclusion

Due to the COVID-19 emergency, changes to the annual recognitions by the City of London are required. The above-noted revisions will allow for these recognitions to continue in a different manner, for the year 2020.

Recommended by: **Cathy Saunders, City Clerk**



London
CANADA

Diversity, Race Relations and Inclusivity Award Policy

Policy Name: Diversity, Race Relations and Inclusivity Award Policy

Legislative History: Adopted June 13, 2017 (By-law No. CPOL.-20-216); Amended July 24, 2018 (By-law No. CPOL.-20(a)-392)

Last Review Date: March 30, 2019

Service Area Lead: City Clerk

1. Policy Statement

1.1 This policy establishes a City Council award to promote public awareness of and encourage ongoing initiatives on diversity, race relations, inclusivity, anti-oppression and human rights and to promote/advance London as a welcoming city through the recognition and encouragement of efforts in certain categories within the community.

2. Definitions

2.1 Not applicable.

3. Applicability

3.1 This Council policy applies to both eligible nominators and eligible nominees, as provided for in the eligibility criteria.

4. The Policy

Eligibility Requirements

4.1 Nominators can be any individual who works or resides in the City of London and is familiar with the activities of the nominee. The nominator may be called upon for an interview by the Awards and Recognition Sub-Committee of the Diversity Inclusion and Anti-Oppression Advisory Committee for the purpose of seeking additional information regarding a nomination.

4.2 Nominees must:

- a) represent one of the following categories:
 - small businesses/small labour (49 or fewer employees/members);
 - large businesses/large labour (50 or greater employees/members);
 - social/community service not-for-profits (49 or fewer employees/members);
 - social/community service not-for-profits (50 or greater employees/members);
 - youth and young adult (less than 26 years of age) groups or organizations;
- b) have been operating in London continuously during the past 12 months, at a minimum;
- c) have made their qualifying contribution in the City of London within the past 12 months;
- d) consent to the nomination;

- e) in the case of previous years' recipients, be nominated for a different achievement or initiative than what they have already received an Award or for which they have been nominated.

Award Process

- 4.3 a) All Londoners are invited to submit their nominations using the Nomination Form available on the City's website or obtained through the City Clerk's Office, 3rd Floor, City Hall, 300 Dufferin Avenue.
- b) September 30 is the deadline for sending award nominations to the Committee Secretary of the Diversity, Inclusion and Anti-Oppression Advisory Committee.
- c) Nominations will be received for each of the following categories:
- small businesses/small labour (49 or fewer employees/members);
 - large businesses/large labour (50 or greater employees/members);
 - social/community service not-for-profits (49 or fewer employees/members);
 - social/community service not-for-profits (50 or greater employees/members);
 - youth and young adult (less than 26 years of age) groups or organizations.
- d) Nomination submissions must include:
- category of nomination
 - 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, anti-oppression 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, anti-oppression 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, anti-oppression and human rights in London and to further promote London as a welcoming city?
- e) The Diversity, Inclusion and Anti-Oppression Advisory Committee will review the nominations and, in turn, select which nominations shall proceed to City Council, via the appropriate Standing Committee, for its consideration and approval.
- f) 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 part 4.3c), above.
- g) The nominators and nominees will be advised of the status of their nomination.

- h) Successful nominees will be presented with the Award by the Mayor, on behalf of the City Council, at the closest possible meeting date to December 10 – Human Rights Day.
- i) The Award shall be comprised of an appropriately worded plaque provided by the Diversity, Inclusion and Anti-Oppression Advisory Committee.



London
CANADA

Mayor's New Year's Honour List Policy

Policy Name: Mayor's New Year's Honour List Policy

Legislative History: Adopted June 13, 2017 (By-law No. CPOL.-18-214); Amended July 24, 2018 (By-law No. CPOL.-18(b)-390); Amended October 15, 2019 (By-law No. CPOL.-18(c)-288)

Last Review Date: October 15, 2019

Service Area Lead: City Clerk

1. Policy Statement

- 1.1 This policy establishes the Mayor's New Year's Honour List for the recognition of persons who have contributed in an outstanding manner to the community of London in one of the categories of Accessibility, Age Friendly, Arts, Distinguished Londoner, Diversity and Race Relations, Environment, Heritage, Housing, Humanitarianism, Safety & Crime Prevention and Sports.

2. Definitions

- 2.1 Not applicable.

3. Applicability

- 3.1 This Council policy applies to all persons who have contributed in an outstanding manner to the community of London in prescribed categories.

4. The Policy

4.1 Categories

Persons may be recognized in any of the following categories:

- a) Accessibility (i.e. contributions to foster an environment of inclusion that embraces citizens of all abilities);
- b) Age Friendly (i.e. contributions to empowering older adults and advancing an age friendly community);
- c) Arts (i.e. contributions to fostering and/or the production of human creativity);
- d) Distinguished Londoner (to be selected by the Mayor);
- e) Diversity and Race Relations (i.e. contributions to the elimination of hate and discrimination).
- f) Environment (i.e. contributions to the awareness, preservation and protection of the environment);
- g) Heritage (i.e. contributions to the awareness, preservation and protection of heritage resources);
- h) Housing (i.e. contributions to the provision of safe and accessible housing for all members of the community);
- i) Humanitarianism (i.e. contributions to human welfare through philanthropic and other efforts);

- j) Safety & Crime Prevention (i.e. contributions to a safe and secure community); or
- k) Sports (i.e. contributions to the awareness of and participation in sports activity and/or demonstrated excellence within a particular sports activity).

4.2 Nominating Committees/Organizations

The following Committees/Organizations shall nominate individuals in the respective categories:

- a) Accessibility – Accessibility Advisory Committee
- b) Age Friendly – Age Friendly London Network
- c) Arts – London Arts Council
- d) Distinguished Londoner – To be selected by the Mayor
- e) Diversity and Race Relations – Diversity, Inclusion and Anti-Oppression Advisory Committee
- f) Environment – Advisory Committee on the Environment
- g) Heritage – London Advisory Committee on Heritage
- h) Housing – London Housing Advisory Committee
- i) Humanitarianism – Diversity, Inclusion and Anti-Oppression Advisory Committee
- j) Safety & Crime Prevention – Community Safety and Crime Prevention Advisory Committee
- k) Sports – London Sports Council

4.3 Conditions

The following conditions shall apply to the nomination of individuals:

- a) a maximum of ten persons shall be named in any one year, with no more than one being from each of the ten categories referred to above subject to:
 - i) a person may not necessarily be named in each category each year;
 - ii) City Council may, at its sole discretion and on an exception basis, choose to recognize two individuals in any one category in a given year should the City Council determine that two individuals have inseparably partnered in contributing to their respective category, thereby increasing the aggregate amount of nominees beyond the usual maximum of ten persons to be named in any one year;
- b) the recipients shall be chosen for long standing contributions in their respective categories;
- c) the name of any one individual shall be included on the Honour List only once in their lifetime;
- d) any person currently serving as a member of any one of the Advisory Committees or organizations referred to in 4.2 shall not be eligible for naming to the list during their term of appointment;

- e) nominees being recommended by the Advisory Committees or organizations referred to in 4.2 shall have at least seventy-five percent of the total eligible votes on the respective Advisory Committee or organization.

4.4 Form of Recognition

- a) The recipients shall be honoured at the first meeting of City Council in January, with a reception for themselves and one guest, and presentation of an appropriately-worded certificate.
- b) A plaque shall be displayed in a prominent public area of City Hall honouring those persons named each year to the Mayor's New Year's Honour List and shall be updated annually by the City Clerk.