

TO:	CHAIR AND MEMBERS STRATEGIC PRIORITIES AND POLICY COMMITTEE MEETING OCTOBER 20, 2020
FROM:	CHERYL SMITH MANAGING DIRECTOR, NEIGHBOURHOOD, CHILDREN AND FIRE SERVICES
SUBJECT:	COMMUNITY DIVERSITY AND INCLUSION STRATEGY LEADERSHIP TABLE RECOMMENDATIONS: PROGRESS AND NEXT STEPS

RECOMMENDATION

That, on the recommendation of the Managing Director, Neighbourhood, Children and Fire Services and with the concurrence of the City Manager, this report **BE RECEIVED** for information.

PREVIOUS REPORTS PERTINENT TO THIS MATTER

- [Workplace and Community Diversity and Inclusion Update](#) (February 16, 2016)
- [Community Diversity and Inclusion Strategy Update](#) (November 15, 2016)
- [Community Diversity and Inclusion \(CDIS\) Update](#) (March 28, 2017)
- [Community Diversity and Inclusion Strategy \(CDIS\)](#) (August 1, 2017)
- [Community Diversity and Inclusion Strategy \(CDIS\) Update](#) (October 10, 2018)
- [Community Diversity and Inclusion Strategy Update](#) (September 22, 2020)
- [Steps Toward Anti-Racism and Anti-Oppression at the City of London](#) (September 22, 2020)

LINK TO THE STRATEGIC PLAN FOR THE CITY OF LONDON

The Community Diversity and Inclusion Strategy is aligned with the Strategic Plan under the Strengthening our Community Strategic Area of Focus and supports the following outcome: Londoners are engaged and have a sense of belonging in their neighbourhood and community.

BACKGROUND

At the September 29, 2020 Council meeting it was resolved that the following actions be taken with respect to the Community Diversity and Inclusion Strategy (CDIS) Leadership table:

- a) the staff report dated September 22, 2020 regarding community diversity and inclusion strategy update **BE RECEIVED** for information;
- b) the recommendations of the CDIS outlined in Appendix A (page 251 of the Agenda), to end anti-Black and anti-Indigenous racism in London **BE ENDORSED** in principle; it being noted that the implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) will be reviewed by the Leadership Table for consideration;
- c) the CDIS Priority Work Plans, outlined in Appendix A (page 238 of the Agenda) of the above-noted staff report, **BE ENDORSED** in principle; it being noted that the implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) will be reviewed by the Leadership Table for consideration;

it being noted that the Strategic Priorities and Policy Committee received a communication dated September 11, 2020 and a presentation from the CDIS Leadership Table; and it being further noted that the Strategic Priorities and Policy Committee heard a verbal delegation from Shobhita Sharma, Chair, Priority 3 and Gerry LaHay, Accessibility Advisory Committee, CDIS Leadership Table with respect to this matter. (4.2/16/SPPC) (2020-HO5).

During the September 22, 2020 Strategic Priorities and Policy Committee (SPPC) meeting, Civic Administration committed to bring back an update on the implementation plan for the Leadership Table's 12 recommendations for the next meeting.

The purpose of this report is to provide an update on progress and planned future actions for implementing the 12 recommendations presented by the CDIS Leadership Table.

CDIS Leadership Table Recommendations: Progress and Planned Future Actions

At the September 22, 2020 SPPC meeting, members of the CDIS Leadership Table presented 12 recommendations to the City of London to undertake as part of its anti-racism and anti-oppression efforts.

A number of recommendations presented by the CDIS Leadership Table align with recommended next steps outlined in the Steps Toward Anti-Racism and Anti-Oppression at the City of London report presented to SPPC on September 22, 2020 and supported by Council on September 29, 2020.

Civic Administration met with the CDIS Leadership Table on October 1, 2020 to review each recommendation with the Leadership Table participants and discuss possible next steps towards implementation. Details are highlighted below:

Recommendations	Next Steps
1. Provide an update on the implementation of the recommendation of the Calls to Action by the Truth and Reconciliation Commission.	<ul style="list-style-type: none"> Civic Administration will be providing a report to Council before the end of 2020. This will outline actions taken by the municipality in response to the Calls to Action.
2. Provide an update on the implementation and application of the Equity and Inclusion lens and the de-colonization lenses, with specific reference to what steps have been taken to identify and remove anti-Black and anti-Indigenous racism materials and systemic barriers present in existing City of London policies, procedures, and operating manuals.	<ul style="list-style-type: none"> On September 29, 2020, Council directed Civic Administration to proceed with the development of a single Anti-Racism and Anti-Oppression Lens that encompasses all aspects of intersectionality and the social practices that accompany its use. This work will be led by the new Anti-Racism and Anti-Oppression unit in 2021.
3. Provide an update on the implementation of the Diverse Voices for Change project recommendations, with specific focus on addressing lack of diversity amongst members of its Advisory Committees, Boards and Commissions, and of other Committees and Task Forces. Furthermore, provide information on steps taken to identify and remove barriers faced by persons from diverse backgrounds when seeking committee membership.	<ul style="list-style-type: none"> Civic Administration will be bringing forward a report to an upcoming Governance Working Group meeting on “Voluntary Disclosure of Identifying Information with respect to Diversity in Applications for Public Appointments for Advisory Committees, Boards and Commissions”. In collaboration with the new Anti-Racism and Anti-Oppression Unit, Civic Administration will continue to identify and remove barriers faced by persons from diverse backgrounds when seeking committee memberships.
4. Provide an update on the implementation of the Employee Census Report, and the annual changes of the composition of City of London workforce, and next steps to be taken in respect to addressing; hiring, retention, and promotion of Black, Indigenous employees, and employees from other equity seeking groups. Ensure the disaggregated data from the Census is also made available. 5. Prepare and implement a detailed plan to change the face of City Hall to reflect the composition of the city of London. Addressing issues relating to, greater diversity amongst Senior Leadership Team, and the members of the Police Force, Fire Services, and other Union Executive members. Ensure the plan includes specific targets and deadlines.	<ul style="list-style-type: none"> On September 29, 2020, Council directed Civic Administration to update the survey’s content and methodology and develop new metrics to guide strategies for the hiring, retention, and promotion of employees from equity-seeking groups, including employees who are Black, Indigenous, or People of Colour. Improving workforce metrics will be an iterative process. Work will begin immediately with the first round of improvements to be reflected in the 2021 annual report to Council on workforce metrics. This work must be done with the guidance of, and in partnership with the new Anti-Racism and Anti-Oppression unit.
6. Build and foster a strong relationship with members of the Black communities of London, including but not limited to: <ol style="list-style-type: none"> Black History Month Organizing Committee; Black Lives Matter London; Black Community Employment Working Group; Congress of Black Women of Canada – London Chapter; and, Organizations representing Black communities, such as, African, Caribbean, Black Francophone, etc. 	<ul style="list-style-type: none"> Civic Administration has initiated dialogue with organizations representing Black communities in London to inform the development of the Black Liaison Officer position. When the position is filled, the Black Liaison Officer will provide leadership in continuing to foster these relationships, supported by the Anti-Racism and Anti-Oppression unit. Productive working relationships with Black communities in London are a shared responsibility across all Service Areas at the City of London; the Black Liaison Officer will provide support for building these relationships, as appropriate.

<p>7. Build and foster strong relationships with members of the Indigenous communities in and around London. Including but not limited to:</p> <ol style="list-style-type: none"> a. The urban Indigenous community; b. Chippewas of the Thames First Nation; c. Oneida Nation of the Thames; d. Munsee-Delaware Nation; e. Atlohsa Native Family Healing Services; f. N’Amerind Friendship Centre; and, g. Southwestern Ontario Aboriginal Healing Access Centre (SOAHAC). 	<ul style="list-style-type: none"> • Civic Administration has initiated dialogue with Indigenous organizations and communities to inform the development of the Indigenous Relations Officer position. • Civic Administration met with senior staff members of Chippewa of the Thames First Nation, Oneida Nation of the Thames and Munsee-Delaware First Nation to begin the process of bringing political leaders from each of these communities to meet with political leadership at the City. That process was paused in early 2020 as COVID-19 began to emerge as a risk, and planning has not moved forward. • Recruitment for the Indigenous Relations Officer role will take place this fall. The individual in this role will provide leadership in continuing to foster these relationships, and will work as part of the Anti-Racism and Anti-Oppression unit. • Productive working relationships with Indigenous organizations and communities in London are a shared responsibility across all Service Areas at the City of London; the Indigenous Relations Officer will provide support for building these relationships, as appropriate. • Additionally, the City of London and N’Amerind Friendship Centre have entered into a Memorandum of Understanding that aims to improve the lives of urban Indigenous people in London through relationship-building, collaboration on relevant policy and program areas, and communication and information exchange.
<p>8.1 Proclaim, key important dates to foster strong relationships between the City and Black and Indigenous communities;</p> <ol style="list-style-type: none"> a. February: Black History Month; b. March 21: U.N Day for the Elimination of Racial Discrimination; c. May 5: National Day of Awareness to Commemorate Missing and Murdered Indigenous Women and Girls; d. June: Indigenous History Month; e. June 21: National Indigenous Peoples Day; f. September 30: Orange Shirt Day/ National Day for Truth and Reconciliation; and, g. November 2 – 6 2020 (First week of November): Treaties Recognition Week. <p>8.2 Review and amend the City of London’s proclamation by-law to ensure it is community friendly, this will make sure community members are able to easily submit requests.</p>	<ul style="list-style-type: none"> • Council has established the “Issuance of Proclamation Policy” on a pilot basis to provide an opportunity for community members to request recognition of important events. • Civic Administration is available to provide support for community members wishing to complete proclamation requests for consideration by Council via the Corporate Services Committee. • Council approved the new proclamation policy and process in January 2020 as a one-year pilot. • In the coming months, Civic Administration will undertake a review of the pilot and report back to Council on the results and potential recommendations for change. • Civic Administration will include an assessment of accessibility and ease of use as part of this review. • The City of London recognizes and celebrates significant dates through its social media channels.
<p>9. Call for a city-wide Anti-Racism Roundtable bringing executive leadership together from across London’s human services sector (non-profit, and social services), and local businesses and organizations to create a multi-stakeholder collaboration towards the shared goal of eliminating systemic racism. A strategic collaboration will earn trust with the community and promote broad-based sustained action. (Model after Peel Region Regional Diversity Round Table, and the York Region Inclusion Charter.)</p> <p>10. Hire an Anti-Racism Facilitator to lead the work of an Anti-Racism Roundtable to:</p> <ol style="list-style-type: none"> a. Engage executive Leadership b. Share best practices c. Create a supportive network amongst 	<ul style="list-style-type: none"> • In collaboration with the CDIS Leadership Table, Civic Administration will support the call for a city-wide Anti-Racism Roundtable in 2021 bringing together key stakeholders and leaders from across London focusing on the shared goal of eliminating systemic racism. • This will be an opportunity for participants to learn from each other, share resources, tools, and strategies; and identify opportunities to work together to eliminate systemic racism in London. • Through the new Anti-Racism and Anti-Oppression unit, Civic Administration will secure a facilitator to support this recommendation.

<p>leaders</p> <p>d. Explore sharing of resources to support fiscal responsibilities across the sectors.</p>	
<p>11. Initiate the immediate hiring of an Indigenous Community Liaison Officer, a Black Community Liaison Officer, and revise the vacant role of Diversity and Inclusion Specialist to become the Director of Anti-Racism and Anti-Oppression, with special consideration given to the Management/Leadership level and compensation for these positions.</p> <p>12. Create a designated team within the City of London, led by the Director of Anti-Racism and Anti-Oppression and comprised of the Indigenous Community Liaison Officer, the Black Community Liaison Officer, Accessibility Specialist, Anti-Racism Roundtable Facilitator, and the Community Diversity and Inclusion Strategy support staff, to ensure that all those involved in equity work are strategically working together in one Service Area. The Director of Anti-Racism and Anti-Oppression shall report to the City Council through the City Manager.</p>	<ul style="list-style-type: none"> • On September 29, 2020, Council approved the creation of a new unit focused on anti-racism and anti-oppression, which will be established within the City Manager's Office. • This new team will be comprised of the following positions: <ul style="list-style-type: none"> • Director (new) • Black Liaison Officer (new) • Indigenous Relations Officer (funded, but not yet filled) • Accessibility Specialist (existing) • Workplace Diversity and Inclusion Specialist (existing) • It is anticipated that the recruitment for these positions will begin in early 2021, immediately following the approval of the 2021 Budget Update.

FINANCIAL IMPACT

As noted in the Anti-Racism and Anti-Oppression report, "Civic Administration will endeavour to identify savings within existing approved budgets to fund both the Director position and Black Liaison Officer position as part of the new Anti-Racism and Anti-Oppression unit. In the event that sufficient resources cannot be reallocated to this area, a request for additional funding will come forward through the 2021 budget process."

Beyond the above, there are no additional financial impacts associated with this report. Future activities arising from or aligned with the recommendations provided by the Community Diversity and Inclusion Strategy Leadership Table can be funded from the existing 2020-2023 Multi-Year Budget.

CONCLUSION

The Community Diversity and Inclusion Strategy represents a collective aspiration and plan for change. It is not the work of any one organization or individual, but rather a responsibility of all who seek to build a more inclusive community. The City of London is a vital part of this plan for change, and Civic Administration is committed to advancing Council's vision by continuing anti-racism and anti-oppression work with, and for, Londoners.

PREPARED AND SUBMITTED BY:	RECOMMENDED BY:
TREVOR FOWLER MANAGER, NEIGHBOURHOOD STRATEGIC INITIATIVES AND FUNDING	CHERYL SMITH MANAGING DIRECTOR, NEIGHBOURHOOD, CHILDREN AND FIRE SERVICES
CONCURRED BY:	
LYNNE LIVINGSTONE CITY MANAGER	

c. Community Diversity and Inclusion Strategy Leadership Table
Anti-Racism and Anti-Oppression Internal Working Group