

**Appendix A**  
**Recommendations to end anti-Black and anti-Indigenous racism in London**  
**CDIS Leadership Table**

The Corporation of the City of London shall:

1. Provide an update on the implementation of the recommendation of the Calls to Action by the Truth and Reconciliation Commission.
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.
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.
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.
6. Build and foster a strong relationship with members of the Black communities of London, Including but not limited to:
  - a. Black history Month Organizing Committee;
  - b. Black Lives Matter London;
  - c. Black Community Employment Working Group;
  - d. Congress of Black Women of Canada – London Chapter; and,
  - e. Organizations representing Black communities, such as, African, Caribbean, Black Francophone, etc.
7. Build and foster strong relationships with members of the Indigenous communities in and around London. Including but not limited to:
  - 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).
- 8.1 Proclaim, recognize and celebrate key important dates to foster strong relationships between the City and Black and Indigenous communities;

- 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;
- g. November 2 – 6 2020 (First week of November): Treaties Recognition Week.

**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.

**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](#).)

**10.** Hire an Anti-Racism Facilitator to lead the work of an Anti- Racism Roundtable to:

- a. Engage executive Leadership
- b. Share best practices
- c. Create a supportive network amongst leaders
- d. Explore sharing of resources to support fiscal responsibilities across the sectors.

**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.

**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.