

# **London's Community Diversity and Inclusion Strategy**

**August 2021**



# Agenda

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- Why this presentation
- Introduction to CDIS
- Current State of CDIS
- Roles and Responsibilities for the Representative

# Our Direction

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## Council's 2015-2019 Strategic Plan

Identified a need to develop a Community Diversity & Inclusion Strategy (CDIS) as a way to build a “*diverse, inclusive and welcoming community*” by “*supporting all Londoners to feel engaged and involved in our community.*”

Based on Council direction and stakeholder input, the CDIS will be a document which articulates:

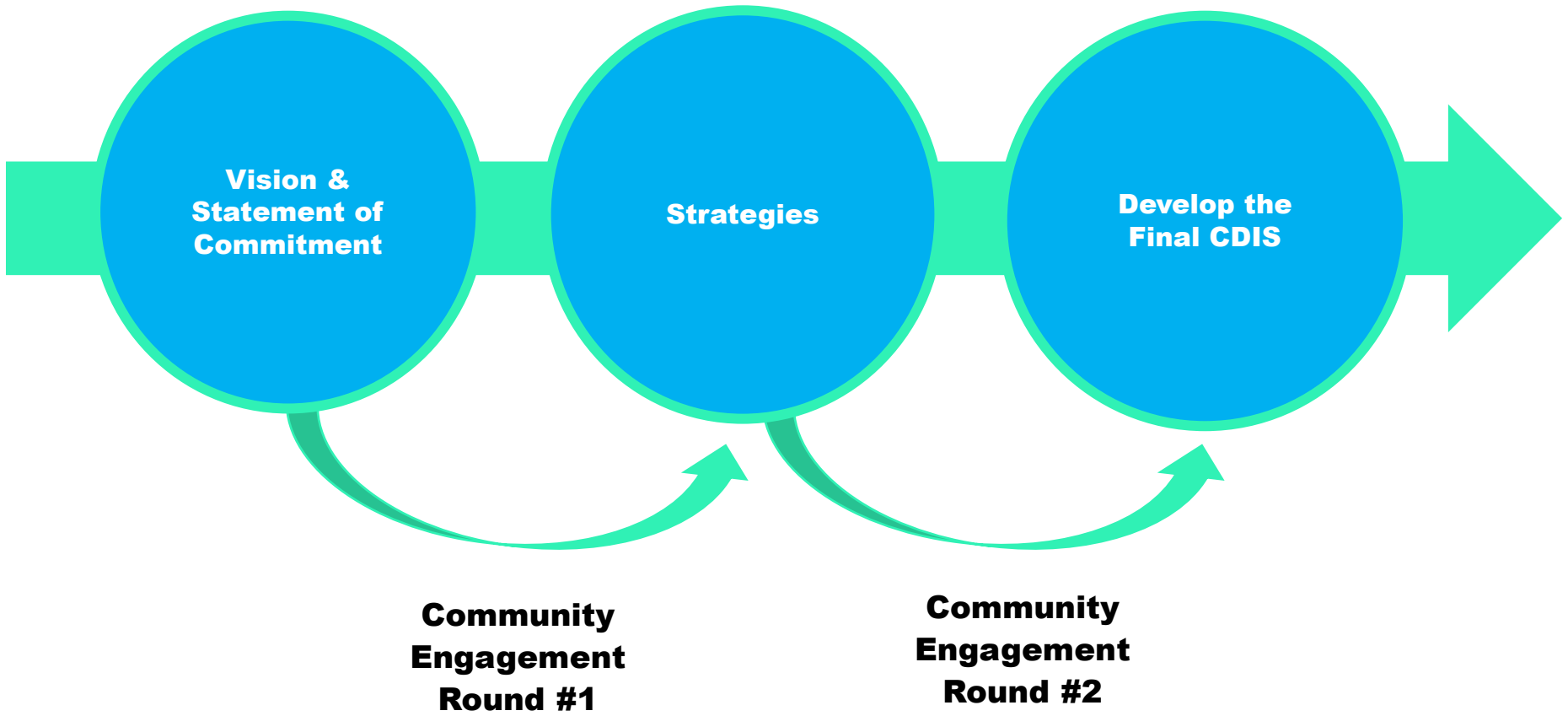
- **A Vision**
- **A Statement of Commitment**
- **A list of Strategies**

## Council's 2019-2023 Strategic Plan

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.

# Process (January '17 – March '17)

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# Process (April '17 & Onward)

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**Review  
Strategies  
with  
Stakeholder  
Groups**

**April & May**

**Finalize the  
Community  
Diversity &  
Inclusion  
Strategy**

**June**

**Present to  
Committee &  
Council for  
Endorsement**

**August 1, 2017**

**Public  
Launch**

# **Vision**

**London is a diverse and inclusive community that honours, welcomes, and accepts all people; where people have the power to eliminate systemic oppressions.**

# Statement of Commitment

## The City of London commits to:

- Mandating equity and exemplifying our vision of London as a diverse and inclusive community.
- Learning and honouring the unique histories and lived experiences of all peoples in our community.
- Removing systemic barriers to accessibility as experienced by our community by listening and responding to the voices of those who are marginalized.

## As Londoners, we commit to:

- Working together with the City of London towards our vision of a diverse and inclusive community.
- Modelling the community we aspire to be: respecting others, learning, acknowledging our biases, and celebrating the diversity and history of our community.
- Being passionate allies with our neighbours and fellow Londoners, and standing up for one another to ensure we live in a city where everyone belongs.



# Priorities

- 1. Take concrete steps towards healing and reconciliation.**
- 2. Have zero tolerance for oppression, discrimination and ignorance.**
- 3. Connect and engage Londoners.**
- 4. Remove accessibility barriers to services, information and spaces.**
- 5. Remove barriers to employment.**



# What We Heard

During their last meeting the Community Diversity and Inclusion Champions brainstormed ways to address the needs as well as barriers and oppressions faced by specific populations within London.

When looking at all of these perspectives it is key to understand the concept of intersectionality. Intersectionality can be defined as the intersection, or crossover, of our many identities affect how each of us experience the community. These intersections occur within a context of connected systems and structures of power (e.g., laws, policies, state governments, other political and economic unions, religious institutions, and media). (Advancing Equity and Inclusion, A Guide for Municipalities) Due to the intersecting identities and the relationship with structures, many groups and individuals find themselves with little to no influence and ability to make changes to increase their power. They also risk ongoing discrimination, and tend to have fewer resources.

# What We Heard

## Indigenous, First Nations, Métis and Inuit

There are three communities located in close proximity to London, they are the Chippewas of the Thames First Nation, Munsee Delaware Nation and Oneida Nation of the Thames. Many members of these communities as well as other Indigenous peoples, Métis and Inuit have chosen to make London their home. Champions identified infrastructure, education, changing mindsets, and reconciliation as playing a role in the lives of local Indigenous peoples. A large emphasis was placed on the *Truth and Reconciliation Commission – Calls to Action* (TRC) and ways in which both the City of London and the community can work together with the local Indigenous peoples to implement the strategies. This included ideas such as:

- Establishing an implementation and accountability plan and creating ways to measure progress;
- Ensuring local Indigenous peoples lead the change within the community;
- Establishing an Indigenous relations office within the City of London; and
- Working with the local Indigenous peoples to create health, homelessness and housing strategies geared to the needs of Indigenous peoples.



# Glossary of Terms

The following definitions are provided to assist users with the general understanding of issues related to diversity management. The definitions come from various sources, which are credited following each explanation. Language related to diversity management is complex and frequently undergoes transformation into new words, phrases, terms, concepts, and understandings. (Exert from: Halifax Regional School Board, Diversity Definitions)

These terms were devised in collaboration between community anti-oppression educators, City staff, and City of London's Diversity Inclusion and Anti-Oppression Advisory Committee noting that many terms were adopted from DIAAC's "Diversity Definitions" resource tool. We acknowledge permission of DIAAC to use the tool.

## Ableism

Attitudes in society that devalue and limit the potential of persons with disabilities. People with disabilities are assumed to be less worthy of respect and consideration, less able to contribute and take part, and of less value than other people. Ableism can be conscious or unconscious and is embedded in institutions, systems or the broader culture of a society. (Ontario Human Rights Commission)

## Accessibility

A general term for the degree of ease that something (e.g., device, service, physical environment and information) can be accessed, used and enjoyed by persons with disabilities. The term implies conscious planning, design and/or effort to make sure something is barrier-free to persons with disabilities. Accessibility also benefits the general population, by making things more usable and practical for everyone, including older people and families with small children. (Ontario Human Rights Commission)

## Accessible

Does not have obstacles for people with disabilities – something that can be easily reached or obtained; facility that can be easily entered; information that is easy to access. (Ontario Human Rights Commission)

## Accessibility for Ontarians with Disabilities Act (AODA), 2005

The purpose of the AODA is to develop, implement and enforce accessibility standards to remove barriers for Ontarians with disabilities on or before January 1, 2025 in relation to: goods, services, facilities, accommodations, employment and buildings, structures and premises. The AODA came into effect on June 4, 2005. (Ontario Human Rights Commission)

## Affirmative Action

Action designed to address the historic disadvantage that identifiable groups (e.g., women, racialized persons) have experienced by increasing their representation in employment and/or higher education. (Ontario Human Rights Commission)

## African Canadian

A Canadian of African origin or descent. (Ontario Human Rights Commission)

## Afrocentricity

Placing African ideals at the center of any analysis that involves African culture and behaviour. (Asante, Molefi. 1987. The Afrocentric Idea.)

## Ageism

Prejudice or discrimination against a particular age-group, especially the elderly. (Ontario Ministry of Children and Youth Services)

## Allyship

A process, and everyone has more to learn. Allyship involves a lot of listening. Sometimes, people say "doing ally work" or "acting in solidarity with" to reference the fact that "ally" is not an identity, it is an ongoing and lifelong process that involves a lot of work. (Tri-College Libraries Research Guide, Allyship and Anti-Oppression: A Resource Guide)

## Alternative (alternate) Format

A method of communication that takes into account a person's disabilities. Examples include providing a text version of a website, or a large print version of a document for someone with a visual disability. (Ontario Human Rights Commission)

# CDIS Implementation

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## 1. CDIS Leadership Table

## 2. Five Working Groups

- I. Take concrete steps towards healing and reconciliation
- II. Have zero tolerance for oppression, discrimination and ignorance
- III. Connect and engage Londoners
- IV. Remove accessibility barriers to services, information and spaces
- V. Remove barriers to employment

## 3. City of London Backbone Support

# CDIS Highlights – Working Groups

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## Priority 1

Collaborate with Saunders S.S girls hockey team for the Bostwick Welcome Wall to include the languages of the three neighbouring First Nations communities.



## Priority 2

As part of a CityStudio project the working group has partnered with the LMLIP to develop a toolkit focused on discrimination, anti-racism, xenophobia, and allyship. The project will begin in September.



## Priority 3

Hosting a number of lunch and learns focused on highlighting the work in the area of EDI happening in the community



## Priority 4

Compiling a list of accessibility services available within London.



## Priority 5

Partnered with Immploy to deliver a series of webinars focused on immigrant employment.



# CDIS Recommendations

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In September 2020, the CDIS Leadership Table brought a list of recommendations aimed at addressing anti-Black and anti-Indigenous racism in the Corporation of the City of London. These recommendations can be divided into three themes:

1. Recommendations on ongoing City projects;
2. Recommendations on community engagement; and,
3. Recommendations on City staffing.

Civic administration reported on progress and next steps in October 2020.



# Priority Six

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Following extensive discussion, the CDIS Leadership Table recommended the creation of a new, sixth priority within the CDIS that will focus specifically on addressing anti-Black racism in London.

The Leadership Table confirmed that anti-Indigenous racism is best addressed through the existing Priority 1: *Take concrete steps towards healing and reconciliation* Working Group.

This priority will be created through an extensive consultation process with community leaders and residents.

The recruitment process for the Steering Committee closed on January 11, and the group has been meeting since February.

# Roles and Responsibilities

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- Identify opportunities for collaboration with their respective Advisory Committee;
- Act as a liaison between the CDIS Leadership Table and their respective Advisory Committee, and;
- Report to the CDIS Leadership Table during the bi-monthly meetings.
- Report to DIAAC about CDIS projects and work alignment.

The CDIS Leadership Table meets on bi-monthly basis in February, April, June, October, and December. The meetings are from 6:30pm – 8:30pm.

**Next Meeting:** August 19, 6:30pm – 8:30pm

# CDIS Next Steps

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# CDIS Next Steps

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## Things to Consider

- Many of the strategies within the CDIS are no longer current.
- CDIS Working Group Chairs term is up at the end of 2021.

## Questions

- How can we work more effectively with community members and partners?
- Has the CDIS structure worked, or should it be changed?
- What are some of the top priorities for Londoners today?
- How can we better work together?

# Thank You

For More Information & Questions:

**Kinga Koltun**

City of London

[kkoltun@London.ca](mailto:kkoltun@London.ca)

London.ca/CDIS

