

Diversity Inclusion Anti-Oppression Advisory Committee
2021 Diversity, Race Relations and Inclusivity Award

To: DIAAC Members
From: Awards & Recognition Subcommittee
Subject: 2021 DRRIA Recommendations
Date: October 13, 2021

The Awards & Recognition Subcommittee met on October 7th, 2021 to review and evaluate the nominations received for the city of London 2021 Diversity, Race Relations and Inclusivity Awards. There were a total of 9 nominations submitted. Contained herein are our recommendations.

The recommended selections for each category are:

Category 1 - Small Business/Small Labour (<49 members)

No recipient

Category 2 - Corporations/Large Business/Large Labour (>50 members)

No recipient

Category 3 - Social/Community Services Not-for-Profits, (<50 members)

Rights and Responsibilities Awareness Initiative

Category 4 - Social/Community Services Not-for-Profits, (>50 members)

NEST (Network for Economic and Social Trends)

Category 5 - Youth/Young Adult (<26 years of age) Groups or Organization

No recipient

Thank you for your consideration of these nominees and the recommended selections.

Evaluation Process:

Ranking: Based on the information provided in the nomination form, each member of the Awards and Recognition Sub-Committee will evaluate each nominee using the following rating system:

4 – Excellent 3 – Very Good 2 – Good 1 – Fair 0 – Not Appropriate

1. How has the initiative contributed to the promotion of diversity race relations, inclusivity and human rights in London and promoting London as a welcoming city?
2. Have been operating in London continuously during the past 12 months, at a minimum; Have made their qualifying contribution in the City of London within the past 12 months
3. What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?
4. What are the potentials for expansion and/or inspiration for replication of the initiative?
5. How can receiving this Award be used to further promote diversity, race relations, inclusivity, and human rights in London and to further promote London as a welcoming city?

No.	Name of Organization And Initiative(s)	#1	#2	#3	#4	Total	Rank
Small Business/Small Labour (<49 members)							
6	Student Asim	Not eligible due to duration of initiative.					
7	Shifting Perspectives	2.5	3	3	2.5	11	
Corporations/Large Business/Large Labour (>50 members) – No nominations received.							
Social/Community Services Not-for-Profits, (<50 members)							
1	Rights and Responsibilities Awareness Initiative	3.5	3.5	3	4	14	1
3	London Chamber of Commerce	Not eligible due to duration of initiative.					
4	London Baha'i Women's Group	Not eligible due to duration of initiative.					
8	Gender Equality Coalition of Ontario	Not eligible due to duration of initiative.					
9	Type Diabeat-it	2	2	2.5	1	7.5	2
Social/Community Services Not-for-Profits, (>50 members)							
2	NEST (Network for Economic and Social Trends)	3.5	4	3.5	4	15	1
5	New Vision Advocates	Not eligible. Initiative submitted in 2019.					
Youth/Young Adult (<26 years of age) Groups or Organization – No nominations received.							

Comments from Sub-Committee members:

1. Rights and Responsibilities Awareness Initiative

- Provides supports to newcomers to London, including new immigrants and refugees, through webinars where RRAI offers education sessions pertaining to legal, financial and cultural matters.
- Initiative provides vital information to new immigrants to make them aware of how the justice and legal systems work here in Canada, especially for those who may have difficulties with accessing information.
- RRAI has organized a total of 19 seminars since June of 2020 indicating that they are a motivated group.
- RRAI is a registered charity so it is very likely that their work will continue for a long time.

2. NEST – Network for Economic and Social Trends

- Operates under Western University and aims to foster community and university partnerships to enrich their research work on various topics including social inequality, migration and ethnic relations, transitional justice, and post-conflict resolution.
- Partnership with the community will help raise awareness about these topics.
- Collaboration with community partners is key in successful application of any policy development and NEST has done great work with collaborating with other groups in London.
- NEST is part of the organizing group for the annual All Are Welcome (March 2021) and Life as a Refugee (June 2021) events in London.

3. London Chamber of Commerce – **INELIGIBLE**

- LCC represents many businesses in London so their initiative can inspire its members to adopt similar initiatives in their respective workplaces.
- However, the initiative is still fairly new even though the LCC has existed for a long time and it will take a while to see what the results of the initiative will be.
- Nomination does not fit the eligibility requirement of the initiative having taken place in the last 12 months. Nominator can be asked to re-submit for next year's awards.

4. Baha'i Women's Group – **INELIGIBLE**

- Nomination does not fit the eligibility requirement of the initiative having taken place in the last 12 months. Nominator can be asked to re-submit for next year's awards.

5. New Vision Advocates at CLL – **INELIGIBLE**

- CLL provides support to people with developmental disabilities.
- New Vision Advocates have mobilized their community partners to create a voice for persons with disabilities to advocate for services they need during the pandemic.
- Through their advocacy work, the Federal Government pledged their support by providing \$300 for each eligible person with a disability.
- Their advocacy work also includes collaborating with groups inside and outside of Canada. In celebration of the International Day of Persons with Disabilities, the group collaborated with other advocacy groups in Australia and Whitehorse to host a virtual event for people with disabilities and their families.
- However, this initiative has been deemed ineligible as the new vision advocates were recognized in 2019 with a DRRIA award.

6. Student Asim – **INELIGIBLE**

- Digital Platform is a new way of spreading awareness and can be used as a tool to educate people, especially young people who are using social media.
- The platform is being used to educate people about other people's culture as well as being a platform where people can feel safe to share their experiences of racism.
- Helps in eradicating Islamophobia.
- The concept has a lot of potential and can definitely flourish however the time when the platform has launched does not meet the requirement of having operated in London in the past 12 months. Nominator will be asked to re-submit for next year's awards.

7. Shifting Perspectives

- Great initiative to educate and raise awareness by providing anti-racism training.
- It would be great if the group also offered the training to other institutions and if they held more sessions since the work that they do is very relevant especially with that's happening in London and all over the world to combat systemic racism.
- This type of training is essential to every workplace so it would be great if other businesses also had the chance to receive it.
- It would also be great to hear some additional feedback from the participants to learn more about how the training has helped them in their daily lives and how it has changed their actions.

8. Gender Coalition of Ontario – **INELIGIBLE**

- Nomination does not fit the eligibility requirement of the initiative having taken place in the last 12 months. Nominator can be asked to re-submit for next year's awards.

9. Type Diabeat-it

- Great initiative which has been going on for a long time. Has received media coverage for the work that they do.
- It would have been great if the nominator had additional documentation about the initiative since it has been going on for a long time.
- Perhaps the nominator can be asked to re-submit with additional context to allow for a more substantial evaluation.
- Submission seems inadequate.

Comments About the Nomination Form:

- For next year's form, the Sub-Committee will have to re-evaluate the box indicating when the initiative started. Must clearly indicate that initiative has been in operation for the last 12 months. Instead of using "Spring 2021" as an example, provide a date. This might have caused some confusion with some of the nominations received this year.
- Ask nominators to provide context and additional information about the initiative so that a thorough evaluation can be done.