

Friday, September 11, 2020

Re: Community Diversity and Inclusion Strategy (CDIS) Update

To the Chair and Members of the Strategic Priorities and Policy Committee (SPPC):

On behalf of the Leadership Table of the CDIS Implementation Body, please find enclosed the presentation and related materials for our delegation to the SPPC Committee meeting on September 22nd, 2020.

The CDIS Leadership Table members look forward to providing an update on our progress and sharing important information with the Committee about actions we have taken in response to the pandemic and to the pressing need to address anti-Black racism in London.

The CDIS Implementation Body began developing work plans in late 2019 to create and prioritize actions, identify key partners, and track progress. Despite delays caused by the coronavirus pandemic, work plan development continued and was completed in August 2020.

Our Leadership Table has had extensive discussions on how to best respond to and support the Black Lives Matter movement and how to align our work with other anti-racism efforts. Combatting anti-Black and anti-Indigenous racism has always been integral to the CDIS. However, to ensure that these issues are approached with the urgency and focus they deserve, our Leadership Table decided to add a sixth priority to the CDIS focused on addressing anti-Black racism in our community.

In addition to creating a sixth priority, the CDIS Leadership Table has developed 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. This list of recommendations is attached, along with our presentation and information about our Leadership Table members.

We are hopeful that our recommendations will provide a catalyst for further discussion, introspection, and change. We look forward to continuing our work in partnership with the City of London and the community, creating a London where all peoples feel honoured, welcomed, and accepted.

Sincerely,

Ashfaq (Kash) Husain

Co-Chair

CDIS Leadership Table



Sohuwesyoklati, Brian Hill - Chair Priority 1

Brian Hill – Oneida of the Thames First Nation, Bear Clan. Father, Grandfather and foster parent. I have spent most of my adult life trying to educate to dispel the long held stereotypes that are currently carried by Non-native communities in my local area. I have been involved with sharing and showing First Nation perspectives to various Non –Native groups, organizations and political bodies in an effort to better the working relationship between our two groups of people. I have lived both on and off reserve at various times in my life and have gained perspectives from both worlds. I have been an active member of the N’Amerind Friendship Centre in London for many years as a volunteer and as a member of the Board of Directors. Being involved with the Friendship Centre has given me opportunities to work with the Mayor and Council of the City of London, the London Police Service, Thames Valley School Board and London and Middlesex Childrens Aid Society plus other social service agencies that have interactions with First nation people in the urban setting.



Rumina Morris - Chair Priority 2

Rumina Morris is an Equity and Inclusion expert providing consulting, coaching, and counselling services to organizations and individuals. Rumina spent most of her career in leadership positions where she managed diverse teams in the human service sector. Rumina has been a strong advocate for Social Justice and Human Rights and has used her privilege as a leader to draw attention to systemic inequities and demand change.



Shobhita Sharma- Chair Priority 3

Shobhita Sharma is a communications professional with a passion for storytelling and community building. A public relations practitioner, and a former multimedia journalist, she currently works at 3M as a marketing communications strategist for the Transportation and Electronics Business Group.

As a passionate Londoner, Shobhita is involved with a number of causes in the community. She serves as the chair of Priority III - Connect and Engage Londoners for the City's Community Diversity and Inclusion Strategy. She also serves as a board member for WIL Employment Connections and Childreach. She is also a member of the Diversity and Inclusion Council at 3M, and serves as the vice-chair for the 3M Pride Employee Resource Network. In 2017-2018, together with fellow Londoner Adam Caplan, Shobhita hosted a technology-based podcast, Towards London.

Shobhita is a proud Western alumna. She holds a master’s degree in Journalism and a B.A. (Hons) in Media, Information, and Technoculture and a Minor in General Cinema.



Ashfaq (Kash) Husain - Chair Priority 2 & Leadership Table Co-Chair

Ashfaq is a retired Electrical Power Systems Engineer. He has lived in London for 25 years. For 20 of these years, Ashfaq has volunteered with the City. He serves on the Diversity, Inclusion, and Anti-Oppression Advisory Committee (DIAAC) as a non-voting resource member. He was the Chair of the Accessibility Advisory Committee, and currently serves as a non-voting member. He believed strongly in giving back to his community, and sharing his knowledge, experience, and passions with others.



German Gutierrez - Chair Priority 5

German is a Bachelor of Science in Communication and Majored in Journalism. He is also a Certified Professor of Languages and University professor in the field of Journalism. He is a Past Member of the Trust Committee of the Colombian Banking Association, a Past Council President of LULAC (League of United Latin-American Citizens, USA), a Past Member of the Board of Will-Employment Connections in London, ON. (2005-2008), and a past Member of the Central Council of the London and Middlesex Local Immigration Partnership. (LMLIP) (2011- 2013).

He was also a Member of the Board of Trustees of the London Public Library and Member of the Board of Directors of Museum London. He is currently the Vice President for Canada of the Commission on Freedom of Speech and Liberty of the Press of the Interamerican Press association.

German has been a Professor of the Faculty of Social Communications of several Colombian Universities and was the Dean of the Faculty of Communications of what later became **Manuela Beltran University** of Bogotá (1994-1996). He is a Journalist and News Anchor with 29 years' experience in Magazines, Radio and Television (1985-Current) and is a Professor with the School of Language and Liberal Studies at **Fanshawe College**.

German received a Certificate of Recognition Presented by the Honourable Mike Colle, Minister of Citizenship and Immigration of Ontario on Oct 14, 2006, for work done in support of immigrants. He also received a congratulatory certificate from the House of Commons for contributions in support of the Latin Community on March 31st of 2011.



Janice Braithwaite – Diversity, Inclusion and Anti-Oppression Advisory Committee Representative

Janice Braithwaite is a Talent Acquisition Specialist at Start.ca. She has been in this role for 2 years and is now solely responsible for the recruitment at Start.ca. She has worked in the recruitment industry for 10 years, gaining experience in a wide variety of specialties from, IT,

Legal, Marketing, Sales and much more.

She is a Certified Internet Recruiter from AIRS, an ADP Company. When she's not recruiting, she's volunteering her time with the Diversity, Inclusion and Anti-Oppression Advisory Committee at the City of London & the Community Diversity & Inclusion Leadership Table. She's an outgoing, enthusiastic individual, who strives to make a difference every day.



Gerry LaHay- Accessibility Advisory Committee Representative

Gerry LaHay is a long term London resident. He is a member of the City of London Accessibility Advisory Committee, and a passionate community advocate.

Gerry is a local commentator and an author.

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; and,
- 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.