

Diversity, Inclusion and Anti-oppression Advisory Committee (DIAAC)

Policy and Planning Subcommittee 2021 Year End Report

28 August 2021

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Preamble

The Policy and Planning (P&P) subcommittee of the Diversity, Inclusion and Anti-oppression Advisory Committee (DIAAC) wishes to submit its 2021 year-end report to London City Council.

At this moment, two factors motivate the submission of a year-end report in lieu of the normal committee workplan for the 2021-22 period/cycle. First, as with virtually all of the work of the City's advisory committees, DIAAC's activities were effectively halted by the COVID-19 pandemic from March 2020 to February May 2021 (and contributed to the cancellation of meetings in March and April 2021). Our work recommenced in full in May 2021. A second factor is the City's current review of advisory committees scheduled to be completed by November 2021. Uncertainty about if and whether advisory committees will continue to operate beyond 2021 necessitates a year-end report rather than a workplan at this stage.

Perhaps a paragraph dedicated to the impact of the review, citing the review terms here. Can signal here the impact of local (Afzaal family) and national events (Kamloops) to highlight importance of the nature of our work in light of the review and potential reconfiguration of Council-dedicated advisory work.

In this context, overarching goal of this report is to advise City Council of the importance of maintaining a neutral, non-partisan and community-based voice that can advise Council on matters of diversity, inclusion and anti-oppression.

Work to date

Prior to the pandemic shutdown in Spring of 2021, P&P was working on a number of priorities as indicated in its workplan. It should be noted that the workplan appended to this report (see Appendix A) is essentially the same as last year's plan (i.e. the plan for the 2019-2020 period) and was carried forward given in the pause in activity due to the pandemic. An example of our priorities was a new initiative started in early 2020 to examine gender-based policies (e.g. pay equity) that affect employment equity within the City.

DIAAC is composed of a number of subcommittees (Awards and Recognition, Education and Awareness) along with P&P. The subcommittees are independently chaired and staffed by Council-appointed

members or community members-at-large. All members are volunteers who give of their time, expertise and energy to help build a better community. Expertise on the P&P committee includes:

- Examples of experiences and expertise, perhaps pointing to the criteria for appointment
- Community, both verbal and written
- Policy analysis and social planning

Notwithstanding this expertise and commitment, there is nevertheless a need for members to ‘on-board’ and become familiar with advisory/sub-committee policies and procedures as well as other aspects of municipal administration such as the Clerk’s office. In light of this, one of our long-standing members - - Mphatso Mlotha - - led the development of an onboarding document (see Appendix B) to aid the integration of new members.

In whatever form future advisory committees take within the City, we urge Council to use the example of this document (i.e. Appendix B) as an indication of the need for intentional integration of new citizen volunteers.

Next Steps

- Brief overview of the workplan here.
 - Noted that 2.0 and 3.0 are in suspended animation
- Note that one of the ‘frustrations’ of DIAAC and P&P is perceived limits on setting our agenda. E.g. inviting guests to make presentations.
- A positive development recently, however, is wider attendance and participation at our meetings. We support and celebrate the development of the City’s new ARAO Division who have participated in DIAAC’s meetings of late. Similarly, we invite continued cross-fertilisation with CDIS. DIAAC shares several themes of mutual interest and support such as TRC, anti-Islamophobia and inclusion of citizens with disabilities. Thus, while we invite mutual support and development, we wish to stress the unique and important position of DIAAC as an arm’s length and independent entity service Council. This independence mutually frees DIAAC from encumbrances in working with municipal administration, for example, while also limiting conflict administration may feel as DIAAC undertakes its work to advise Council.