

# Diversity, Inclusion and Anti-Oppression Advisory Committee

## Report

2nd Meeting of the Diversity, Inclusion and Anti-Oppression Advisory Committee  
January 20, 2022  
Advisory Committee Virtual Meeting - during the COVID-19 Emergency  
Please check the City website for current details of COVID-19 service impacts.

Attendance                      PRESENT: M. Buzzelli (Chair), B. Hill, W. Khouri, B. Madigan,  
and M. Mlotha; A. Pascual (Committee Clerk)

ABSENT: H. Abu Karky and C. DuHasky

ALSO PRESENT: F. Andrighetti, K. Arnold, Y. Asare-Bediako,  
M. Fontaine, S. Grady, A. Husain, K. Koltun, R. Morris, M.  
Stone, and B. Westlake-Power

The meeting was called to order at 12:04 PM; it being noted that  
the following members were in remote attendance: M. Buzzelli,  
B. Hill, W. Khouri, B. Madigan, and M. Mlotha.

### 1. Call to Order

#### 1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

### 2. Opening Ceremonies

#### 2.1 Acknowledgement of Indigenous Lands

That Civic Administration BE REQUESTED to include a template for the  
Acknowledgement of Indigenous Lands on all future Diversity, Inclusion  
and Anti-Oppression Advisory Committee Agendas;

it being noted that the meeting was opened with an Acknowledgement of  
Indigenous Lands by M. Buzzelli.

#### 2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

### 3. Scheduled Items

#### 3.1 Mobility Master Plan

That it BE NOTED that the presentation, as appended to the agenda, from  
M. Fontaine, Public Engagement and S. Grady, Traffic and Transportation  
Engineer, with respect to the Mobility Master Plan, was received.

### 4. Consent

#### 4.1 1st Report of the Diversity, Inclusion and Anti-Oppression Advisory Committee

That it BE NOTED that the 1st Report of the Diversity, Inclusion and Anti-  
Oppression Advisory Committee, from its meeting held on December 16,  
2021, was received.

**5. Sub-Committees and Working Groups**

5.1 Awards and Recognition Sub-Committee

That it BE NOTED that no report was received from the Awards and Recognition Sub-Committee.

5.2 Education and Awareness Sub-Committee

That it BE NOTED that no report was received from the Education and Awareness Sub-Committee.

5.3 Policy and Planning Sub-Committee

That it BE NOTED that no report was received from the Policy and Planning Sub-Committee.

5.4 Community Diversity and Inclusion Strategy

That it BE NOTED that a verbal update from K. Koltun, Supervisor, Policy and Strategic Issues, with respect to the Community Diversity and Inclusion Strategy Leadership Table, was received.

**6. Items for Discussion**

6.1 Anti-Racism and Anti-Oppression Unit Update

That it BE NOTED that a verbal update from R. Morris, Director, Anti-Racism and Anti-Oppression Unit, with respect to the Anti-Racism and Anti-Oppression Unit, was received.

6.2 Islamophobia Working Group Update

That it BE NOTED that the attached presentation from R. Morris, Director, Anti-Racism and Anti-Oppression Unit, with respect to the Islamophobia Working Group, was received.

6.3 Truth and Reconciliation Calls to Action Update

That the Truth and Reconciliation Calls to Action Update BE DEFERRED to the next Diversity, Inclusion and Anti-Oppression Advisory Committee meeting.

**7. Additional Business**

7.1 (ADDED) Black History Month – City of London Activities

That it BE NOTED that a verbal update from Y. Asare-Bediako, Black Community Liaison Advisor, with respect to the Black History Month - City of London Activities, was received.

7.2 (ADDED) UN International Day for the Elimination of Racial Discrimination – DIAAC Participation

That it BE NOTED the Diversity, Inclusion and Anti-Oppression Advisory Committee (DIAAC) held a general discussion with respect to the UN International Day for the Elimination of Racial Discrimination;

it being noted that K. Arnold, Equity and Inclusion Advisor, provided a verbal update with respect to this matter.

**8. Adjournment**

The meeting adjourned at 1:28 PM.



# A London for All: An Action Plan to Disrupt Islamophobia

Diversity, Inclusion, and Anti-Oppression Advisory Committee

January 20, 2022



# June 15 Council Direction

- Council gave us 3 distinct directions:
  1. Work with local Muslim community, CDIS and key stakeholders to develop and report back on a plan to end Islamophobia locally.
  2. Seek input from the local Muslim community to determine a means which the City can remember and honour Our London Family
  3. Work with the local Muslim community and report back how the City can highlight and honour their contributions.



# Who was involved?

- In response to the Emergent Motion, an Anti-Islamophobia Working Group was created
- Approximately 80 members of the diverse Muslim community were engaged and invited to participate
- Approximately 30 community-based and public sector organizations were also engaged and invited to participate
- Local media representatives were invited to participate in separate but parallel process
- There was an overwhelming response and desire to be involved from both groups.





# What did we do?

- Oct 14 - Met with members of the London Muslim community
- Oct 27 – Met with community-based and public sector organization representatives
- Nov 8 – Held a joint session with both groups
- Nov 24 – Held a separate session for local media representatives
- Dec 1 – Met with members of the London Muslim community to discuss how to commemorate Our London Family and the contributions of local Muslim community members
- Nov-Dec – More than 20 one on one conversations held with community partners and individual Muslim community members
- Jan 20 – Held a feedback session to review draft recommendations



# What did we hear?

- The Muslim community is hurt, frightened, angry, frustrated and desperate for all levels of government to stand by their commitments made following the terror attack
- The voice of Muslim youth was overlooked in the aftermath of the terror attack and any initiatives that emerge must include their input
- Islamophobia is often gendered and targeted towards Muslim-identifying women
- Community partners are invested and eager to disrupt Islamophobia within their spaces
- Educational institutions have an increased responsibility to direct resources and attention towards dismantling Islamophobia



# Who are the recommendations for?

- **The Corporation of the City of London:** Many of these recommendations align with the policy recommendations submitted by the National Canadian Council of Muslims in advance of the National Summit on Islamophobia held in July 2021
- **Community based and public sector organizations:** These recommendations acknowledge that community partners also have a responsibility to further their efforts and collaborate with others to dismantle Islamophobia





# What did they recommend?

- Advocacy, Legislation & Public Policy
- Education & Awareness
- Programs & Services
- Accountability & Implementation
- Internal Policies & Practices



# What's Next?

- There are number of initiatives derived from the recommendations that are already underway
- Civic Administration now needs to develop an implementation plan that outlines how the applicable recommendations will be actioned
- The Anti-Islamophobia working group needs to continue to meet regularly to discuss progress on implementation activities and accountability