



**London**  
CANADA

## **Diversity, Race Relations and Inclusivity Award Policy**

**Policy Name:** Diversity, Race Relations and Inclusivity Award Policy

**Legislative History:** Adopted June 13, 2017 (By-law No. CPOL.-20-216); Amended July 24, 2018 (By-law No. CPOL.-20(a)-392)

**Last Review Date:** August 10, 2021

**Service Area Lead:** City Clerk

### **1. Policy Statement**

- 1.1 This policy establishes a City Council award to promote public awareness of and encourage ongoing initiatives on diversity, race relations, inclusivity, anti-oppression and human rights and to promote/advance London as a welcoming city through the recognition and encouragement of efforts in certain categories within the community.

### **2. Definitions**

- 2.1 Not applicable.

### **3. Applicability**

- 3.1 This Council policy applies to both eligible nominators and eligible nominees, as provided for in the eligibility criteria.

### **4. The Policy**

#### Eligibility Requirements

- 4.1 Nominators can be any individual who works or resides in the City of London and is familiar with the activities of the nominee. The nominator may be called upon for an interview by the Awards and Recognition Sub-Committee of the Diversity Inclusion and Anti-Oppression Advisory Committee for the purpose of seeking additional information regarding a nomination.
- 4.2 Nominees must:
- a) represent one of the following categories:
    - small businesses/small labour (49 or fewer employees/members);
    - large businesses/large labour (50 or greater employees/members);
    - social/community service not-for-profits (49 or fewer employees/members);
    - social/community service not-for-profits (50 or greater employees/members);
    - youth and young adult (less than 26 years of age) groups or organizations;
  - b) have been operating in London continuously during the past 12 months, at a minimum;
  - c) have made their qualifying contribution in the City of London within the past 12 months;
  - d) consent to the nomination;

- e) in the case of previous years' recipients, be nominated for a different achievement or initiative than what they have already received an Award or for which they have been nominated.

#### Award Process

- 4.3 a) All Londoners are invited to submit their nominations using the Nomination Form available on the City's website or obtained through the City Clerk's Office, 3rd Floor, City Hall, 300 Dufferin Avenue.
- b) September 30 is the deadline for sending award nominations to the Committee Secretary of the Diversity, Inclusion and Anti-Oppression Advisory Committee.
- c) Nominations will be received for each of the following categories:
- small businesses/small labour (49 or fewer employees/members);
  - large businesses/large labour (50 or greater employees/members);
  - social/community service not-for-profits (49 or fewer employees/members);
  - social/community service not-for-profits (50 or greater employees/members);
  - youth and young adult (less than 26 years of age) groups or organizations.
- d) Nomination submissions must include:
- category of nomination
  - profile of nominee
  - consent of nominee
  - information about the nominator (i.e., name, address, etc.)
  - brief description of the nominee and initiative, including the reasons for nomination
  - responses to the following four questions:
    - i) How has the initiative contributed to the promotion of diversity, race relations, inclusivity, anti-oppression and human rights in London and promoting London as a welcoming city?
    - ii) What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity, anti-oppression and human rights in London and promoting London as a welcoming city?
    - iii) What is the potential for expansion and/or inspiration for replication of the initiative?
    - iv) How can receiving this Award be used to further promote diversity, race relations, inclusivity, anti-oppression and human rights in London and to further promote London as a welcoming city?
- e) The Diversity, Inclusion and Anti-Oppression Advisory Committee will review the nominations and, in turn, select which nominations shall proceed to City Council, via the appropriate Standing Committee, for its consideration and approval.
- f) There will be a maximum of five Awards presented in any one year, with no more than one Award being awarded in each of the five categories noted in part 4.3c), above.
- g) The nominators and nominees will be advised of the status of their nomination.

- h) Successful nominees will be presented with the Award by the Mayor, on behalf of the City Council, at the closest possible meeting date to December 10 – Human Rights Day.
- i) The Award shall be comprised of an appropriately worded plaque provided by the Diversity, Inclusion and Anti-Oppression Advisory Committee.