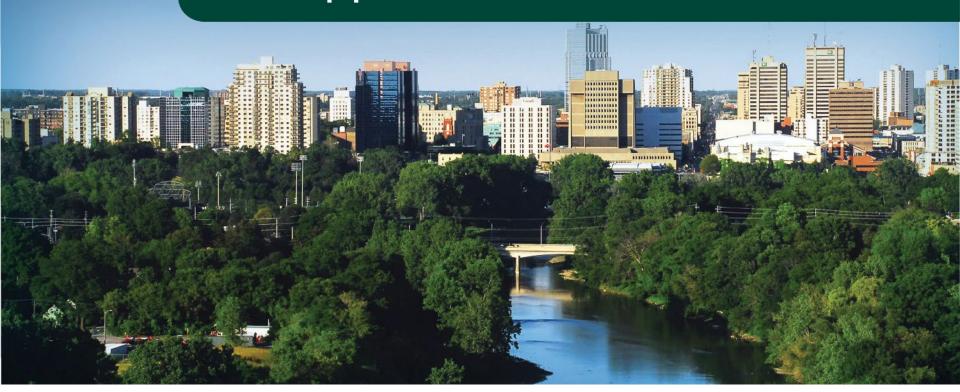# City of London's Anti-Racism and Anti-Oppression Framework

Presented by:

Anti-Racism & Anti-Oppression Division

Background

• Since 2017, the City of London has had two tools available to staff to integrate equity into their work.

• Although the tools have been available to staff, the application of them has not been consistent and the expectation to apply them has been optional.

• Training on how to use the tools was also optional and to date, there has been minimal take up.

Background continued

• The Gender Equity Lens was introduced in 2017 and was developed to help staff understand and respond to the changing composition and unique needs of diverse women who work for the Corporation and who live and work in the City.

• The Equity and Inclusion Lens was introduced in May 2019 and was based on the City of Ottawa's Equity and Inclusion Lens, with content adapted and adopted for use at the City of London and input provided by the DIACAC and ACAC

Background continued

- In 2020, Municipal Council affirmed its commitment to eradicating racism and oppression in all its forms.

- Civic Administration was directed to create a single Anti-Racism and Anti-Oppression tool that encompasses all aspects of intersectionality and the social practices that accompany its use, including the systems and supports in place to ensure active and meaningful use of the tool in all aspects of our work.

- Other recommendations included gathering metrics on workforce census to demonstrate progress with hiring to reflect the diversity of the community and the creation of the Anti-Racism and Anti-Oppression Division.

Anti-Racism and Anti-Oppression Division Mandate

Our mandate is to create and sustain action-focused, positive, and lasting systemic change in the City of London so that race or membership in an equity-deserving group does not predict one's access to opportunities or ability to engage whole heartedly in the London community. We will do this through relationship building, research, community engagement, best practices, education, critical self-reflection and shared leadership.

Research

- Our team conducted extensive research into equity frameworks and tools across the globe with a particular focus on municipal/local governments

- We explored best and emerging practices in the application of equity tools with a focus on ensuring an intersectional approach as we looked to merge the Gender Equity lens within a broader Equity Tool.

- We also assessed the types of questions and inquiries that we receive from other areas of the Corporation. We asked ourselves:
  - How can our tool help our colleagues embed equity in their work?
  - What kind of a tool would lead to improved outcomes for equity-deserving communities?

Training

- To support the application of the Framework and Equity Tool, our team developed an Anti-Racism and Anti-Oppression Foundations training course which will be required for all staff to complete. The training consists of two online modules as well as a live session to integrate the learning into specific service areas.

- An additional module has been created for staff who will be responsible for applying the Equity Tool. This virtual module reviews how to use the tool and offers the option of coaching sessions with members of our team to support the integration and application.

Anti-Racism and Anti-Oppression Framework

The Anti-Racism and Anti-Oppression Framework has been designed to support the Corporation by embedding the principles of equity and inclusion in all aspects of our work, from design to implementation of corporate policies, procedures, programs, projects, plans, services, and decisions.

Framework Overview

- Our Commitments
- Our Mandate
- Purpose of Framework
- Guiding Principles
- A Shared Understanding
- Equity Tool
- Reflection Tool

Guiding Principles

- Commitment to Truth and Reconciliation
- Intersectionality
- Trauma and violence-informed approach
- Curiosity
- Humility and grace
- Discomfort
- Accountability

Equity Tool Questions

- Which equity-deserving groups may be impacted by your proposal?

- What do you know/need to know about those who are impacted?

- How will you engage and elicit input from those groups?

- What will you do differently and how will you achieve that change?

- How will you measure the equity impacts?

Pilot Projects

To test the efficacy of the tool and to assess our training modules, we worked with our Senior Leadership Team to choose 4 pilot projects which included:

- Updating a physical space
- Reviewing our recruitment procedure
- Planning for Community Engagement sessions
- Assessing service delivery in non-official languages

Reflection Tool

The Framework includes a Reflection Tool designed to be completed after the application of the Equity Tool. This Reflection Tool encourages staff to apply critical thinking about lessons learned through applying the tool, planning for future projects and advocating for further systemic changes.

Pilot Projects - Impact and Feedback

The pilot projects were able to share ways they modified their projects after using the Equity Tool

An example is when staff were designing a front desk area, they were able to identify and address several key areas of inclusion by reimagining the physical space beyond accessibility and considering things like artwork, signage, and improved communication

Next Steps

- **September 2022**
  - Report to Strategic Priorities and Policy Committee and Council
  - Introduce Framework to Enterprise Leadership Team
  - Work with Senior Leadership Team to identify key priority projects to begin application of the Equity Tool
- **September 2022- September 2023**
  - Broader rollout of the Framework and Equity Tool including ongoing availability of coaching sessions to ensure support to those using it
  - Elicit ongoing feedback on the tool from those who are applying it
  - Share regular updates and obtain feedback with DIACAC and ACAC
- **September 2023**
  - Conduct a review of feedback and update tool as required
  - Continue rollout to remaining staff

Questions for DIACAC

1. Do you have any questions for us about the process we took to develop the Framework or Equity Tool?

2. As we finalize the Framework and Equity Tool, is there anything else that you think we need to include?

3. How would you like us to share regular updates on the use of and impact of the tool?