

Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report

The 7th Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee
October 17, 2022

Attendance PRESENT: R. O'Hagan (Chair), K.-A. Burke, N. Fahd, P. Gill, R. Gill, B. Hill, L. Ochoa; H. Lysynski (Committee Clerk).

ABSENT: S. Evoy, M. Castillo, N. Fragis and J. Pineda

ALSO PRESENT: K. Arnold and B. Westlake-Power

The meeting was called to order at 12:30 PM; it being noted that the following Members were in remote attendance: R. O'Hagan (Chair), K.-A. Burke, N. Fahd, P. Gill, R. Gill, B. Hill, L. Ochoa

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 it BE NOTED that the meeting was opened with an Acknowledgement of Indigenous Lands by R. O'Hagan.

2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

3. Scheduled Items

None.

4. Consent

None.

5. Sub-Committees and Working Groups

5.1 Awards and Recognition Sub-Committee

That the following actions be taken with respect to the 2022 Diversity, Race Relations and Inclusivity Award (DRRIA):

a) the Jess Jones Recreation Therapy Inc. BE AWARDED the 2022 Diversity, Race Relations and Inclusivity Award, in the Small Business/Small Labour (49 or fewer employees/members);

b) the Amazon Delivery Station BE AWARDED the 2022 Diversity, Race Relations and Inclusivity Award, in the Large Business/Large Labour (50 or more employees/members);

c) the ATN Access Inc. BE AWARDED the 2022 Diversity, Race Relations and Inclusivity Award, in the Social/Community Services (including Not-for-Profits) (49 or fewer employees/members);

- d) the London Airshow BE AWARDED the 2022 Diversity, Race Relations and Inclusivity Award, in the Social/Community Services/Not for Profit (50+ members) category; and,
- e) the Awards and Recognition Sub-Committee report with respect to the 2022 DRRIA Recommendations BE RECEIVED.

6. Items for Discussion

None.

7. Adjournment

The meeting adjourned at 12:55 PM.

2022 Diversity, Race Relations and Inclusivity Award

Committee Member Evaluation

Ranking: Based on the information provided in the nomination form, each member of the Awards and Recognition Sub-Committee will evaluate each nominee using the following rating system:

4 – Excellent 3 – Very Good 2 – Good 1 – Fair 0 – Not Appropriate

1. How has the initiative contributed to the promotion of diversity race relations, inclusivity and human rights in London and promoting London as a welcoming city?
2. Have been operating in London continuously during the past 12 months, at a minimum; Have made their qualifying contribution in the City of London within the past 12 months
3. What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?
4. What are the potentials for expansion and/or inspiration for replication of the initiative?
5. How can receiving this Award be used to further promote diversity, race relations, inclusivity, and human rights in London and to further promote London as a welcoming city?

Name of Organization And Initiative(s)	#1	#2	#3	#4	#5	Total Rank
Small Business/Small Labour (<49 members)						
Jess Jones Recreation Therapy		2				2
Amazon Delivery	1					1
Corporations/Large Business/Large Labour (>50 members)						
Social/Community Services Not-for-Profits, (<50)						
ATN Access Inc			3			3
London Air Show		2				2
Social/Community Services Not-for-Profits, (>50)						
Youth/Young Adult (<26 years of age) Groups or Organization						



London
CANADA

Diversity, Race Relations and Inclusivity Award Nomination Form

NOMINEE INFORMATION

Name of group or organization: <u>Jess Jones Recreation Therapy Inc.</u>	
Business Address: <u>29 Kilworth Drive, Komoka Ont.</u>	
City: <u>Komoka</u>	Postal code: <u>N0A 1K0</u>
Name(s) of contact people (including position titles): <u>Jessie Jones, owner + Recreation Therapist</u>	
Business Telephone: <u>519 902 5377</u>	Business Fax: <u>—</u>
Business E-mail: <u>Jessie@jessjonesrecreationtherapy.com</u>	
Category: (check one) <input checked="" type="checkbox"/> Small business/small labour (49 or fewer employees/members) <input type="checkbox"/> Large business/large labour (50 or more employees/members) <input type="checkbox"/> Social/community services (including Not-for-Profits) (49 or fewer employees/members) <input type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members) <input type="checkbox"/> Youth/young adult groups or organizations (<26 years of age)	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

What is the initiative this group/organization implemented? <u>FASD (Fetal alcohol spectrum disorder) youth Group</u>
When did the initiative take place / eg. Spring 2022 <u>June 2022 (Summer 2022 - ongoing)</u>
Do you know who the key department(s) or committees involved were? Please name: <u>Jess Jones Recreation therapy - Community</u>
Key people involved: <u>Jess Jones</u>
Brief description of initiative: <u>The FASD youth Group provides opportunities to improve life skills, executive functioning skills and social skills through therapeutic recreation interventions.</u>
How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? <u>This initiative has contributed to inclusivity by supporting the FASD community, their carepartners and allows children, youth and families to connect, create and stay curious in a safe and welcoming space while improving quality of life.</u>

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?

By supporting the FASD Community, we are giving families the opportunity to flourish with tools to help navigate their complicated journeys

What is the potential for expansion and/or inspiration for replication of the initiative?

We serve humans of all ages and abilities! by meeting the FASD Community where they are, we continue to meet new people from all backgrounds and experiences.

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?

Receiving this award will shine a light on the progressive action we are taking to advocate, educate and create innovative programs for the FASD Community in London, Ontario.

NOMINATOR INFORMATION

Your Name:

Jessie Jones

Address:

136 Edgehill place

City:

London Ont

Postal code:

N6G 2T7

Telephone:

519 902 5377

Fax:

E-mail:

jessie@jessiejonesrecreationtherapy.com

Signature:

Jessie Jones

Date:

Sept. 2/2022

Note: By submitting this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by 9:00 a.m. on Monday, October 3, 2022 to:

City Clerk's Office
City of London
300 Dufferin Avenue, PO Box 5035
London, ON N6A 4L9

Phone: 519-661-CITY (2489) Ext. 5417

Fax: 519-661-4892

E-mail: advisorycommittee@london.ca

NOTICE OF COLLECTION OF PERSONAL INFORMATION

Please be advised that all nominations submitted for the Diversity, Race Relations and Inclusivity Award become part of the public record. The nominations will be published on a public agenda and made available electronically through the City of London public internet website. The personal information collected on this form is collected under the authority of the Municipal Act 2001, as amended, and will be used to administer the Diversity, Race Relations and Inclusivity Award program. Questions about this collection should be addressed to the City Clerk at 300 Dufferin Avenue, London, Ontario N6A 4L9 Tel: 661-CITY (2489) Ext. 4937



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Diversity, Race Relations and Inclusivity Award Nomination Form

NOMINEE INFORMATION

Name of group or organization: <u>Amazon Delivery Station</u>	
Business Address: <u>2244 Huron Street AND 580 Industrial Court</u>	
City: <u>London</u>	Postal code: <u>N5V 0A8 AND N5V 1V1</u>
Name(s) of contact people (including position titles): <u>Christine Vandendriessche - Station Manager</u> <u>Iqbal Malik - HRBP</u>	
Business Telephone: <u>226-926-3865</u>	Business Fax:
Business E-mail: <u>CVandend@amazon.com</u>	
Category: (check one)	
<input type="checkbox"/> Small business/small labour (49 or fewer employees/members)	
<input checked="" type="checkbox"/> Large business/large labour (50 or more employees/members)	
<input type="checkbox"/> Social/community services (including Not-for-Profits) (49 or fewer employees/members)	
<input type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members)	
<input type="checkbox"/> Youth/young adult groups or organizations (<26 years of age)	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

What is the initiative this group/organization implemented? <u>Diversity Equity and Inclusion Program</u>
When did the initiative take place? eg. Spring 2022 <u>2022</u>
Do you know who the key department(s) or committees involved were? Please name: <u>DEI Committee, HR, Safety, Operations</u>
Key people involved: <u>Everyone was involved. Too many to name.</u> <u>Everyone from associates to managers to support services like HR Safety.</u>
Brief description of initiative: <u>Internal awareness programs, events, + celebrations for DEI. Includes affinity groups like Black Employee Network (BEN), GLAMazon (LGBTQ), and Women at Amazon. Celebrate diversity through food, décor, and celebrations. Like Ramadan, Eid, Holi. Externally, community involvement including volunteer work at Ronald McDonald House, Habitat for Humanity, and greenspace cleanup. Donations made to local organizations like Children's Hospital,</u>
How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? <u>Amazon fosters a culture of inclusive experiences, from the way we hire and develop employees, select vendors, support our sellers to how we launch and market our products. Community organizations have seen support from Amazon through volunteers, donations and fundraising awareness campaigns.</u>

meals on wheels and youth opportunities unlimited.

What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?

Increased awareness of diversity and inclusion.
Community support through volunteer and monetary donations.


What is the potential for expansion and/or inspiration for replication of the initiative?

Best practice sharing within Amazon and other organizations

How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?

Showcase best in class initiatives for DEI to motivate and inspire other businesses and community organizations.
Promote London as a place where DEI focused organizations exist to attract talent to London area

NOMINATOR INFORMATION

Your Name: <u>Christine Vandendriessche</u>	
Address: <u>2044 Huron Street</u>	
City: <u>London</u>	Postal code: <u>N5V 0A8</u>
Telephone: <u>226-926-3865</u>	Fax:
E-mail: <u>vandend@amazon.com</u>	Signature: 
Date: <u>Sept 30/22</u>	Note: By submitting this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by 9:00 a.m. on Monday, October 3, 2022 to:

City Clerk's Office
City of London
300 Dufferin Avenue, PO Box 5035
London, ON N6A 4L9

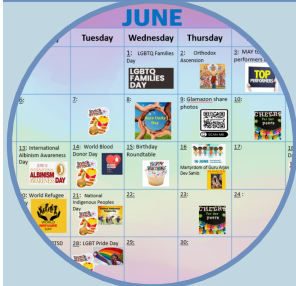
Phone: 519-661-CITY (2489) Ext. 5417
Fax: 519-661-4892
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DIVERSITY EQUITY AND INCLUSION

At Amazon
Delivery Stations



1. ENGAGEMENT EVENTS

Calendar with monthly planned events based on DEI celebrations

2. FOOD AND CELEBRATION

Celebrate diversity through food from different cultures
Celebrate cultures through events, decorations and awareness campaigns



3. LEADERSHIP PRINCIPLES

Remind team members to seek diverse perspectives, learn, be curious, and earn trust.

4. AFFINITY GROUPS

Bring Amazon employees together across businesses and locations around the world. Celebrate and elevate groups like Black Employee Network (BEN), Glamazon (LGBTQ), Women at Amazon



5. COMMUNITY EVENTS

Community involvement including donations and volunteer work.
2022 Events: Park cleanup, Ronald McDonald House, Tree planting, Habitat for Humanity, The Great Cycle Challenge

At Amazon, we love to celebrate diversity!

ABOUTAMAZON.COM

Donations



CHILDREN'S
HOSPITAL

MEALS
ON
WHEELS



Fundraising



GREAT
CYCLE
CHALLENGE

volunteering

RONALD
MCDONALD
HOUSE



LONDON
CLEAN AND
GREEN

HABITAT FOR
HUMANITY





AMZL DEI Newsletter <i>May</i> ISSUE 1 MAY 2022						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Asian American Pacific Islander Heritage Month
 Crossword challenge final day of submission - 25
 Snack attack days - 3, 7, 17, 21, 24, 28, 31
 Birthday roundtable - 11
 Ice Cream truck day (tentative) - 10, 14
 Raincheck date for Ice cream truck - 28, 31

JUNE						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

JULY 2022						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

AUGUST 2022						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				





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Diversity, Race Relations and Inclusivity Award Nomination Form

NOMINEE INFORMATION

Name of group or organization: ATN Access Inc.	
Business Address: 1 Adelaide St North, unit #15	
City: London	Postal code: N6B 3P78
Name(s) of contact people (including position titles): Vito Mendonca - Community Relations Development Manager	
Business Telephone: 519.433.7950 ext.125	Business Fax:
Business E-mail: v.mendonca@atn.ca	
Category: (check one) <input type="checkbox"/> Small business/small labour (49 or fewer employees/members) <input type="checkbox"/> Large business/large labour (50 or more employees/members) <input checked="" type="checkbox"/> Social/community services (including Not-for-Profits) (49 or fewer employees/members) <input type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members) <input type="checkbox"/> Youth/young adult groups or organizations (<26 years of age)	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

What is the initiative this group/organization implemented? ATN offers services and training opportunities for people with disabilities and barriers.
When did the initiative take place? eg. Spring 2022 Ongoing - ATN was established in 1984 and continues to offer services and support today.
Do you know who the key department(s) or committees involved were? Please name: Bobbie Jo Barker - Executive Director ATN staff, volunteers and board members.
Key people involved: Bobbie Jo Barker - Executive Director
Brief description of initiative: ATN excels in providing individualized services and accommodations. Creating a truly inclusive and inspirational environment. ATN works with a community of supporters and partners to offer services, training opportunities and workshops to, not only our clients, but also local employers, other social service agencies and training institutions.
How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? ATN Access Inc. provides life changing services, programs and training opportunities to help empower people with disabilities and barriers to fully engage in their communities. find meaningful employment and develop greater social networks. ATN does opportunity differently and believes in opportunities for all!

<p>What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?</p> <p>ATN aims to continue to provide opportunities for new programs and initiatives to help everyone in our community fully participate in life and receive invaluable services and training.</p>
<p>What is the potential for expansion and/or inspiration for replication of the initiative?</p> <p>ATN strives to use Universal Design principles and an Occupational Therapy lens to exceed traditional accessibility standards and re-envision community spaces and services. Thus helping to ensuring full inclusion for persons with disabilities. These principles can be further utilized and disseminated in the broader community.</p>
<p>How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?</p> <p>We anticipate our client base, persons with disabilities, will demonstrate increased engagement, confidence, and self-efficacy with interacting with their city. providing education to local businesses, we anticipate increased reimagined workplace accessibility in our local economy and increased labour market participation by persons with disabilities.</p>

NOMINATOR INFORMATION

Your Name: Megan Papadakos	
Address:	
City: London	Postal code: N6A 2W9
Telephone:	Fax:
E-mail:	Signature: Megan Papadakos
Date: September 23, 2022	Note: By submitting this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by 9:00 a.m. on Monday, October 3, 2022 to:

City Clerk's Office
City of London
300 Dufferin Avenue, PO Box 5035
London, ON N6A 4L9

Phone: 519-661-CITY (2489) Ext. 5417

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Diversity, Race Relations and Inclusivity Award Nomination Form

NOMINEE INFORMATION


Name of group or organization: LONDON AIRSHOW	
Business Address: 180 SIMCOE	
City: LONDON	Postal code: N6B1H9
Name(s) of contact people (including position titles): JASON MCCLATCHEN VOLUNTEER COORDINATOR	
Business Telephone: 519-204-4537	Business Fax:
Business E-mail: info@airshowlondon.com	
Category: (check one) <input type="checkbox"/> Small business/small labour (49 or fewer employees/members) <input type="checkbox"/> Large business/large labour (50 or more employees/members) <input type="checkbox"/> Social/community services (including Not-for-Profits) (49 or fewer employees/members) <input checked="" type="checkbox"/> Social/community services (including Not-for-Profits) (50 or more employees/members) <input type="checkbox"/> Youth/young adult groups or organizations (<26 years of age)	

INITIATIVE INFORMATION (attach additional sheets or supporting material as required)

What is the initiative this group/organization implemented? ORGANIZES THE LONDON AIRSHOW UTILIZE VOLUNTEERS
When did the initiative take place? eg. Spring 2022 SEPTEMBER 2022
Do you know who the key department(s) or committees involved were? Please name: security, volunteer, executive, hospitality, grounds, parking,
Key people involved: Holly Doty executive Director, Jaon McClatchen, Meaghah Holder Event executive, Jennifer Williams onsite contact
Brief description of initiative: I am disabled and use a wheelchair. I have been volunteering at the London airshow for the last 6 years. As a person with a disability, the London Airshow Organizers have worked with me to be included in volunteering in a safe and an accommodating. They make the airshow accessible and safe for all like from making exceptions for paratransit pickups, making sure my meals are gotten to me when the grass fields were too rough or soft for my wheelchair. I am always welcome back asked back at the end of the show before the next year show happens. I am treated with respect and dignity and inclusion.
How has the initiative contributed to the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city? I am disabled and use a wheelchair. I have been volunteering at the London airshow for the last 6 years. As a person with a disability, the London Airshow Organizers have worked with me to be included in volunteering in a safe and an accommodating. They make the airshow accessible and safe for all like from making exceptions for paratransit pickups, making sure my meals are gotten to me when the grass fields were too rough or soft for my wheelchair. I am always welcome back asked back at the end of the show before the next year show happens. I am treated with respect and dignity and inclusion.

<p>What short or long-term impact has/will the initiative have on the promotion of diversity, race relations, inclusivity and human rights in London and promoting London as a welcoming city?</p> <p>London Airshow show no matter what your race, disability, they use persons from various diversities.they will find a position for all to continue to run the London Airshow</p>
<p>What is the potential for expansion and/or inspiration for replication of the initiative?</p> <p>More inclusion of all persons of diversities even new comers to get experience andcommunity involvment</p>
<p>How can receiving this Award be used to further promote diversity, race relations, inclusivity and human rights in London and to further promote London as a welcoming city?</p> <p>Recieving this award will show that City of London has organizations that include persons of various diversity as race, disability with respect and dignity that London is a welcoming city</p>

NOMINATOR INFORMATION

Your Name: PENNY MOORE	
Address:	
City: LONDON	Postal code: N5Z4Z9
Telephone:	Fax:
E-mail:	Signature: 
Date: September 22, 2022	Note: By submitting this form you are hereby confirming that the Nominee has consented to the nomination.

Submissions must be received by 9:00 a.m. on Monday, October 3, 2022 to:

City Clerk's Office
City of London
300 Dufferin Avenue, PO Box 5035
London, ON N6A 4L9

Phone: 519-661-CITY (2489) Ext. 5417

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