

FOR IMMEDIATE RELEASE  
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Contact: Ryan O'Hagan

### **Diversity and Inclusion with regards to London Board Appointments**

Council,

Last week at the Strategic Priorities and Planning Committee Meeting, councillors made recommendations for appointments to various councils and commissions in the city of London. While debating the appointments for the London Public Library board, councillors Rahman and Franke both brought up concerns about diversity in the initial list of applicants, noting that there was a lack of gender parity on the list.

While I absolutely support and applaud council for their attempts at ensuring diversity, it's also important to ensure that we collect that demographic information if we're going to use it as a criterion for being appointed to a board.

Some of you may have known prior to the meeting, but I identify as non-binary and use they/them pronouns. In seeking out gender parity, council inadvertently removed me from the slate of candidates, likely assuming that I was male. This highlights the crux of the problem: councillors were left making assumptions based on stereotypes (like name recognition, for example).

My recommendation would be to utilize the Anti-Racism and Anti-Oppression framework and equity tool to update the application process to ensure that all data is collected and examined both by the striking committee and councillors.

Best Regards,  
Ryan O'Hagan