

Recommendations to LDRRAC from the Nominations Sub-committee

With respect to the reinstatement and rejuvenation of the City of London Race Relations Recognition Award Program, LDRRAC's Nominations Sub-committee makes the following recommendations for the consideration of the London Diversity and Race Relations Advisory Committee:

1) **Purpose of the Award**

The sub-committee recommends that:

- 1) the award be used to 'promote public awareness on diversity, anti-racism, inclusivity and human rights'.
- 2) the name of the award be changed to the 'Diversity, Race Relations and Inclusivity Award'.
- 3) within the three fold purpose of the award, the wording be amended to read: 'encouraging ongoing initiatives within the City of London which promote/advance London as a welcoming city'.

2) **Date for the Award**

The sub-committee recommends that: the award should be given in conjunction with Human Rights Day, which is recognized annually on December 10. This day recognizes the 'Universal Declaration of Human Rights (UDHR)', which was adopted by the United Nations General Assembly on December 10, 1948. This represents a change from the current annual award date of March 21, which was is known as the International Day for the Elimination of Racial Discrimination.

3) **Eligibility Criteria for the Award**

The sub-committee recommends that: that the award eligibility should be changed to allow past winners of the award to be eligible in future years. However, the eligibility should stipulate that the same initiative from a past nominee cannot be recognized more than once.

4) **Nomination Categories of the Award**

The sub-committee recommends that: the nomination categories be changed to the following:

- a) Small Business and Small Labour (sizes to be determined in consultation with the City)
- b) Corporations, Large Business and Large Labour (sizes to be determined in consultation with the City)
- c) Institutions (including both public and private)
- d) Social/Community Services (including Not-for-Profits), Education and Training
- e) Youth/Young Adult Groups or Organizations

5) **Increasing Nominations for the Award**

The sub-committee recommends that:

- 1) the award be reinstated and rejuvenated in keeping with the recommendations above, as it is anticipated that these changes to the existing award will assist with the goal of increasing the number of nominations received for the award.
- 2) the Corporation of the City of London be asked to provide support and resources from the City's Communications Department to assist with the publicity/promotion of the award (e.g.

preparing and disseminating both public service announcements and promotional materials, etc.).

- 3) should the above recommendations be adopted by Council, various strategies to help publicly promote the award (including a public 're-launch' of the award and the creation of a communications strategy to support the award) be discussed and considered at future LDRRAC meetings.

City of Opportunity Internship Program

- Background
- Parameters
- Process
- Next steps

Background

Supports our efforts in attracting, engaging, developing and celebrating exceptional people in public service who are representative of our community.

Background

Result: A Strong Economy

Result: A Vibrant And Diverse Community

Background

Paid work placements with the City for:

- persons with identified disabilities
- new immigrants
- recent local post-secondary graduates

Background

Benefits to participants may include:

- Strategies to overcome potential employment barriers
- Increased job readiness and marketability
- Participation in Corporate training and development opportunities
- Professional networks and employment references

Parameters

- 6 internships each year
- 4 month duration
- 3 internships September
- 3 internships January

Parameters

- Overseen by Human Resources Service Partner
- Dedicated host from the division

Process

- Requests for internship funding
- Division completes form
- HR assesses and selects

Process

- Usual recruitment/selection process
- Intern is a temporary employee under the HR work unit

Process

- HR Service Partner assigned
- Divisional host identified
- Internship Work Plan developed
- Ongoing feedback and evaluation

Next steps

- Final stages of consultation
- Finalize process, forms, resources
- Invitation for funding requests