

CDIS Overview

Diversity, Inclusion and Anti-Oppression Community Advisory Committee
(DIACAC)

**Anti-Racism and
Anti-Oppression**

November 10, 2022



London
CANADA

CDIS – Community Diversity and Inclusion Strategy

CDIS Priority 1	CDIS Priority 2	CDIS Priority 3
1. Conversations with the London International Airport have begun regarding adding a Welcome Wall to the space during an upcoming renovation. 2. Providing feedback on key City projects e.g., Engineering projects.	1. Research on racism, ableism and xenophobia in London. 2. Partnership with the London Public Library to highlight the different lived experiences in our community.	1. Diversity and Inclusion in London series in partnership with Rogers TV. 2. Lunch and learn series focused on highlighting the work happening in the community.
CDIS Priority 4	CDIS Priority 5	CDIS Priority 6
1. Research on ableism within the community. 2. Developed a list of accessibility resources available in London.	1. Webinar series in partnership with Immploy with focus on diverse and immigrant talent. 2. Research on employment barriers faced by international students.	1. Submitted a proclamation request for Black History Month which was endorsed by Council. 2. Prepared a list of Black owned businesses to promote during Black History Month.

CDIS Priority Working Groups

1. Take concrete Steps towards healing and reconciliation
2. Have zero tolerance for oppression, discrimination and ignorance
3. Connect and engage Londoners
4. Remove accessibility barriers to services, information and spaces
5. Remove barriers to employment
6. Anti-Black Racism

- Launched in May 2019 and final townhall concluded September 10th, 2022
- Comprised of six (6) Working Groups that work toward achieving strategies across six (6) priority areas outlined below

12 Recommendations

The Corporation of the City of London shall:

- Provide implementation update of the recommendation of the Calls to Action by the Truth and Reconciliation Commission.
- Implementation and application update of the Equity and Inclusion lens and the de-colonization lenses, with reference to what steps have been taken to identify and remove anti-Black and anti-Indigenous racism materials and systemic barriers present in existing City of London policies, procedures, and operating manuals.
- Provide an update on the implementation of the Diverse Voices for Change project recommendations, with specific focus on addressing lack of diversity amongst members of its Advisory Committees, Boards and Commissions, and of other Committees and Task Forces. Provide information on steps taken to identify and remove barriers faced by persons from diverse backgrounds when seeking committee membership.
- Provide an update on the implementation of the Employee Census Report, and the annual changes of the composition of City of London workforce, and next steps to be taken in respect to addressing; hiring, retention, and promotion of Black, Indigenous employees, and employees from other equity seeking groups. Ensure the disaggregated data from the Census is also made available.
- Prepare and implement a detailed plan to change the face of City Hall to reflect the composition of the city of London. Addressing issues relating to, greater diversity amongst Senior Leadership Team, and the members of the Police Force, Fire Services, and other Union Executive members. Ensure the plan includes specific targets and deadlines.
- Build and foster a strong relationship with members of the Black communities of London, Including but not limited to:
 - a. Black history Month Organizing Committee;
 - b. Black Lives Matter London;
 - c. Black Community Employment Working Group;
 - d. Congress of Black Women of Canada – London Chapter; and,
 - e. Organizations representing Black communities, such as, African, Caribbean, Black Francophone etc.

12 Recommendations Continued

- **Build and foster strong relationships with members of the Indigenous communities in and around London. Including but not limited to:**
 - a. The urban Indigenous community;
 - b. Chippewas of the Thames First Nation;
 - c. Oneida Nation of the Thames;
 - d. Munsee-Delaware Nation;
 - e. Atlohsa Native Family Healing Services;
 - f. N'Amerind Friendship Centre; and,
 - g. Southwestern Ontario Aboriginal Healing Access Centre (SOAHAC).
- **Proclaim, recognize and celebrate key important dates to foster strong relationships between the City and Black and Indigenous communities;**
 - a. February: Black History Month;
 - b. March 21: U.N Day for the Elimination of Racial Discrimination;
 - c. May 5: National Day of Awareness to Commemorate Missing and Murdered Indigenous Women and Girls;
 - d. June: Indigenous History Month;
 - e. June 21: National Indigenous Peoples Day;
 - f. September 30: Orange Shirt Day/ National Day for Truth and Reconciliation;
 - g. November 2 – 6 2020 (First week of November): Treaties Recognition Week.
- **Review and amend the City of London's proclamation by-law to ensure it is community friendly, this will make sure community members are able to easily submit requests.**
- **Call for a city-wide Anti-Racism Roundtable bringing executive leadership together from across London's human services sector (non-profit, and social services), and local businesses and organizations to create a multi-stakeholder collaboration towards the shared goal of eliminating systemic racism. A strategic collaboration will earn trust with the community and promote broad-based sustained action.** (Model after Peel Region Regional Diversity Round Table, and the York Region Inclusion Charter.)
- **Hire an Anti-Racism Facilitator to lead the work of an Anti-Racism Roundtable to:**
 - a. Engage executive Leadership
 - b. Share best practices
 - c. Create a supportive network amongst leaders
 - d. Explore sharing of resources to support fiscal responsibilities across the sectors.
- **Initiate the immediate hiring of an Indigenous Community Liaison Officer, a Black Community Liaison Officer, and revise the vacant role of Diversity and Inclusion Specialist to become the Director of Anti-Racism and Anti-Oppression, with special consideration given to the Management/Leadership level and compensation for these positions.**
- **Create a designated team within the City of London, led by the Director of Anti-Racism and Anti-Oppression and comprised of the Indigenous Community Liaison Officer, the Black Community Liaison Officer, Accessibility Specialist, Anti- Racism Roundtable Facilitator, and the Community Diversity and Inclusion Strategy support staff, to ensure that all those involved in equity work are strategically working together in one Service Area. The Director of Anti-Racism and Anti-Oppression shall report to the City Council through the City Manager.**

ARAO 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.



Rumina Morris - Director

Provides leadership and guidance to the Anti-Racism Anti-
Oppression Division with a focus on supporting the organization
and the community in taking tangible actions to dismantle racism
and oppression.

Anti-Racism & Anti-Oppression Division



Jill Tansley, Manager, Strategic Programs and Partnerships

- Newcomer Day and Newcomer Strategy
- Work with London & Middlesex Local Immigration Partnership



Kinga Koltun – Senior Coordinator, Community Engagement - Equity & Inclusion

- Policy on Significant Cultural, Religious, and Social Dates and Diversity Calendar
- London Newcomer Day
- Community Engagement Structure Development



Krista Arnold, Equity and Inclusion Advisor

- Internal engagement to inform a new Equity and Inclusion Plan
- Workforce census at the City
- Relaunching Employee Resource Groups



Melanie Stone, Accessibility and Inclusion Advisor

- Review of Draft Accessibility Plan
- Community trainers for employment of persons with disabilities related themes
- Engagement and research



Alizabeth George-Antone, Indigenous Community Liaison Advisor

- Working on Indigenous community engagement to help guide the work towards a City of London Truth and Reconciliation Action Plan



Yvonne Asare-Bediako, Black Community Liaison Advisor

- Developing an Action Plan to address Anti-Black Racism
- Black Youth Mentorship
- Black History Month

Anti-Racism & Anti-Oppression Division Continued



Lauren Lee
Immigration Intern

- Supports the work of Jill Tansley
- Newcomer Day and Newcomer Strategy
- Work with London & Middlesex Local Immigration Partnership



Zahra Khawaja
Community Engagement - Equity & Inclusion Intern

- Supports the work of Kinga Koltun
- Policy on Significant Cultural, Religious, and Social Dates and Diversity Calendar
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Anti-Racism  **Anti-Oppression**

What We Heard

- The community deserves to have a clear understanding of the relationship between and roles of the Anti-Racism and Anti-Oppression division, the Diversity, Inclusion and Anti-Oppression Community Advisory Committee, Accessibility Community Advisory Committee and themselves.
- There are legitimate limits to the capacity and resources that community volunteers must have in order to move large scale projects forward.
- The responsibility to address systemic racism and oppression must lie with the City and community groups and organizations.
- Many of the recommendations outlined within the CDIS strategies are already being done either by the City or others within the community.
- Creating a more equitable and inclusive community requires a partnership between the City and its residents and their respective priorities and needs.

SurveyMonkey Feedback

- An expressed desire for opportunities to network, learn, and engage moving forward.
- **Key Takeaway** - Collaboration with community partners and organizations doing similar work, and not duplicating those efforts.
- Continued involvement and opportunities for CDIS Members to be able to stay engaged with the work of ARAO Division and related initiatives
- A need for accountability and transparency in light of CDIS being discontinued / “not let the work be put on a shelf”

Next Steps

- A report will be brought to the Strategic Priorities and Policy Committee outlining the work to date and how it will look moving forward.
- Quarterly Anti-Racism and Anti-Oppression Forums will be scheduled in the upcoming year
- Diversity, Inclusion and Anti-Oppression Community Advisory Committee members will be invited to participate.