

Bill No. 389
2013

By-law No. A.-_____

A by-law to delete and replace Council Policy 1(10) entitled "Race Relations Recognition Award" with a new policy entitled "Diversity, Race Relations and Inclusivity Award".

WHEREAS section 5(3) of the *Municipal Act, 2001* S.O. 2001, c.25, as amended, provides that a municipal power shall be exercised by by-law;

AND WHEREAS the Municipal Council of The Corporation of the City of London wishes to delete and replace Council Policy 1(10) entitled "Race Relations Recognition Award" with a new Policy entitled "Diversity, Race Relations and Inclusivity Award", in accordance with Municipal Council direction from its meeting on July 30, 2013;

NOW THEREFORE the Municipal Council of The Corporation of the City of London enacts as follows:

1. Council Policy 1(10) entitled "Race Relations Recognition Award" is hereby deleted and replaced with the attached new Policy 1(10) entitled "Diversity, Race Relations and Inclusivity Award".
2. This by-law shall come into force and effect on the day it is passed.

PASSED in Open Council August 27, 2013.

Joe Fontana
Mayor

Catharine Saunders
City Clerk

First reading – August 27, 2013
Second reading – August 27, 2013
Third reading – August 27, 2013

1(10) Diversity, Race Relations and Inclusivity Award

Commencing in 2013, Diversity, Race Relations and Inclusivity Award shall be presented each year at the Council Meeting as close to December 10, Human Rights Day, as possible.

Purpose:

The purpose of the Award is to:

1. Promote public awareness of and encourage ongoing initiatives on diversity, anti-racism, inclusivity and human rights and to promote/advance London as a welcoming city.
2. Recognize small business and small labour; corporations, large business and large labour; institutions (public and private); social/community services (including not-for-profits), education and training; and youth/young adult groups or organizations for their achievements in promoting awareness and encouraging ongoing initiatives on diversity, anti-racism, inclusivity and human rights and promoting/advancing London as a welcoming city.

Eligibility Criteria:

To be eligible, a nominee must:

1. represent one of the following categories: small business and small labour; corporations, large business and large labour; institutions (public and private); social/community services (including not-for-profits), education and training; or youth/young adult groups or organizations;
2. have been operating in London continuously during the past 12 months, at a minimum;
3. have made their qualifying contribution in the City of London within the past 12 months; and
4. consent to the nomination;

noting that previous years' recipients would remain eligible for nomination in future years on the condition that any subsequent nomination is not based upon the same achievement or initiative for which they have already received an Award.

Nomination Criteria:

1. Nominations can be made by any individual who works or resides in the City of London. The nominators must be familiar with the activities of the nominee, and may be called upon for an interview by the Nominations Sub-Committee of the London Diversity and Race Relations Advisory Committee.
2. Nominations will be received from within the following categories, but awards may not necessarily be presented in each category, each year:
 - Small Business and Small Labour (49 or fewer employees/members);
 - Corporations, Large Business and Large Labour (50 or more employees/members);
 - Institutions (including both public and private);
 - Social/Community Services (including Not-for-Profits), Education and Training; and,
 - Youth/Young Adult Groups or Organizations.
3. Nomination submissions must include:
 - category
 - profile of nominee
 - consent of nominee
 - information about the nominator (i.e. name, address, etc.)
 - brief description of the nominee and initiative, including the reasons for nomination

- responses to the following four questions:
 - i) How has the initiative contributed to the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?
 - ii) What short or long-term impact has/will the initiative have on the promotion of diversity, anti-racism, inclusivity and human rights in London and promoting London as a welcoming city?
 - iii) What is the potential for expansion and/or inspiration for replication of the initiative?
 - iv) How can receiving this Award be used to further promote diversity, anti-racism, inclusivity and human rights in London and to further promote London as a welcoming city?

Submission of Nominations:

1. The deadline for submissions is September 30th of each year.
2. Nomination forms can be obtained from the Secretary of the London Diversity and Race Relations Advisory Committee (LDRRAC) by calling 519-661-2500, Ext. xxxx. The nomination form will also be available on the City of London's website.
3. Completed nominations should be returned to:

Secretary, London Diversity and Race Relations Advisory Committee
 City Clerk's Office, Room 308
 300 Dufferin Avenue
 P O Box 5035
 London, ON N6A 4L9

Fax: 519-661-4892
 E-mail: xxxxxxxxx@london.ca

by the deadline mentioned above.

Selection Process:

The Award selection process will be as follows:

1. Nominees will be evaluated by the Nominations Sub-Committee of the London Diversity and Race Relations Advisory Committee.
2. Based on the information provided in the nomination form, each member of the Nominations Sub-Committee will evaluate each nominee using the following rating system:
 - 4 - excellent
 - 3 - very good
 - 2 - good
 - 1 - fair
 - 0 - not appropriate
3. The nominee with the highest rating in each category will be recommended for an Award.

The Award recommendations will be presented to the London Diversity and Race Relations Advisory Committee for approval and recommendation to the Community and Protective Services Committee, for consideration and subsequent recommendation to the Municipal Council.

The Award:

1. The Award recipients will be recognized and presented with the Award by the Mayor, on behalf of the Municipal Council, at a Municipal Council meeting to be held as close to December 10, Human Rights Day, as possible.
2. There will be a maximum of five Awards presented in any one year, with no more than one Award being awarded in each of the five categories noted above.
3. All nominators will be advised of the status of their nomination prior to the presentation of the Award.