

Report to Strategic Priorities and Policy Committee

To: Chair and Members
Strategic Priorities and Policy Committee
From: Lynne Livingstone, City Manager
Subject: Update on the Community Diversity and Inclusion (CDIS) and Next Steps
Date: May 30, 2023

Recommendation

That, on the recommendation of the City Manager, the following actions **BE TAKEN** with respect to the Community Diversity and Inclusion Strategy (CDIS):

- a) this report on the progress and conclusion of the Community Diversity and Inclusion Strategy **BE RECEIVED** for information; and
- b) the Priority Working Group Members and the Leadership Table **BE THANKED** for their time and effort in leading the Community Diversity and Inclusion Strategy.

Executive Summary

Created by the community in 2017 through extensive engagement, London's Community Diversity and Inclusion Strategy (CDIS) represented a collective plan for building a more inclusive city united around the vision: *London is a diverse and inclusive community that honours, welcomes, and accepts all people; a place where people have the power to eliminate systemic oppressions.*

The CDIS was premised on community-driven change; volunteers in the community provided critical leadership in the development and implementation of CDIS initiatives. The work of the CDIS was supported by Civic Administration in a "backbone" role, which included: administrative support; meeting preparation and space; assistance with planning and reporting; and support for the six CDIS working groups and the CDIS Leadership Table. Implementation of the CDIS began in May 2019 and formally concluded in December 2021. The working groups continued to meet until the spring of 2022 to discuss the next steps for moving equity work forward within the City of London and the community.

This report provides an update on progress and a concluding summary of the Community Diversity and Inclusion Strategy and outlines the next steps for continuing to engage community members in supporting equity and inclusion initiatives.

Linkage to the Corporate Strategic Plan

The Community Diversity and Inclusion Strategy was aligned with the Strategic Plan under the Reconciliation, Equity, Accessibility, and Inclusion strategic area of focus and supports the following outcome: All Londoners have opportunities to participate in civic engagement.

Linkage to the London Community Recovery Network

The Community Diversity and Inclusion Strategy was aligned with London's Community Recovery Framework under the Fostering Community area of focus and supported the anti-racism and anti-oppression indicator.

Analysis

1.0 Background Information

1.1 Previous Reports Related to this Matter

- Corporate Services Committee – February 16, 2016 – Workplace and Community Diversity and Inclusion
- Community and Protective Services Committee – November 15, 2016 – Community Diversity and Inclusion Strategy Update
- Community and Protective Services Committee – March 28, 2017 – Community Diversity and Inclusion Strategy (CDIS) Update
- Community and Protective Services Committee – August 1, 2017 – Community Diversity and Inclusion Strategy (CDIS)
- Community and Protective Services Committee – October 10, 2018 – Community Diversity and Inclusion Strategy (CDIS) Update
- Strategic Priorities and Policy Committee – September 22, 2020 – Community Diversity and Inclusion Strategy Update

2.0 Discussion and Considerations

2.1 Purpose

The purpose of this report is to:

- highlight progress made in the two-year implementation of CDIS;
- summarize discussions with CDIS members regarding the work and future of CDIS; and,
- outline the next steps for engaging community members to support equity and inclusion efforts.

2.2 Background

The [Community Diversity and Inclusion Strategy](#) was presented to the Community and Protective Services Committee on August 1, 2017, and included 47 specific strategies aligned to five key priorities. Nearly all the strategies outlined relate to the work of the City of London, whether directly or indirectly.

On October 16, 2018, City Council endorsed the next steps of the Community Diversity and Inclusion Strategy implementation process, which included the formation of working groups focused on each of the five key priorities:

- Priority 1: Take concrete steps towards healing and reconciliation
- Priority 2: Have zero tolerance for oppression, discrimination, and ignorance
- Priority 3: Connect and engage Londoners
- Priority 4: Remove accessibility barriers to services, information, and spaces
- Priority 5: Remove barriers to employment

The implementation of the CDIS was structured on a two-year term which began in May 2019 and ended on December 31, 2021. The work was overseen by a Leadership Table comprised of Chairs from each Working Group, representatives from the Diversity, Inclusion and Anti-Oppression Community Advisory Committee and the Accessibility Community Advisory Committee as well as City support staff. The CDIS Leadership Table was co-chaired by City staff and a CDIS Working Group Chair.

Following extensive discussion, the CDIS Leadership Table recommended the creation of a new, sixth priority within the CDIS that focused specifically on addressing anti-Black racism in London. The Priority 6 Working Group began meeting in February 2021.

The working groups held their final meetings in the spring of 2022.

2.2.1 CDIS Leadership Table Recommendations

In September 2020 the CDIS Leadership Table brought forward twelve recommendations aimed at eradicating anti-Indigenous and anti-Black racism within the City of London and the community. Following Council direction, Civic Administration has been working on implementing the recommendations.

The following resolution was endorsed in principle by Council at its September 29, 2020, meeting:

The recommendations of the CDIS outlined in Appendix A (page 251 of the Agenda), to end anti-Black and anti-Indigenous racism in London BE ENDORSED in principle; it being noted that the implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) will be reviewed by the Leadership Table for consideration.

Several significant projects relating to the recommendations have been completed through the work of the Anti-Racism and Anti-Oppression Division, and this work will continue in 2023. Refer to **APPENDIX A** for the list of twelve recommendations and their status.

2.3 Key Issues and Considerations

While many of the CDIS strategies were successful, it became evident during the implementation phase of the strategy that some of strategies require significant time and resources and are not readily feasible for community volunteers to implement. Additionally, the Anti-Racism and Anti-Oppression Division was being developed and it became clear that many strategies now fall within the purview of the new Division and have since been actioned by Civic Administration. The implementation phase was further impacted by the COVID-19 pandemic, during which more than half of previous CDIS working groups members stepped away from the work.

2.3.1 Highlights of progress

The following are highlights of projects completed since the launch of CDIS implementation:

1. Completion of nine CityStudio projects focused on research aimed at supporting the working groups;
2. Diversity and Inclusion in London series in partnership with Rogers TV;
3. Webinar series in partnership with Immploy with focus on diverse and immigrant talent;
4. Lunch and learn series to highlight the anti-racism and anti-oppression work happening in the community;
5. Providing advice and feedback on City of London projects and initiatives such as the Community Safety and Well-Being Plan, Mobility Master Plan;
6. Submission of proclamation requests to mark dates of significance; and,
7. Supporting the Saunders Secondary School Girls' hockey team's request to add greetings in Ojibwaymowin, Oneida and Lenape languages to the welcome wall at Bostwick Community Centre.

2.3.2 Summary of discussion with Leadership Table and Priority Working Groups

Between summer 2021 and fall 2022, the CDIS Leadership Table and Working Groups had several meetings and provided online feedback via email and surveys to evaluate the work accomplished to date and discuss how to advance equity and inclusion initiatives in the community and with the Anti-Racism and Anti-Oppression Division. Two key themes arose from these discussions: (1) there are many limitations including time and resources leading to the conclusion that community volunteers should provide input on projects through meaningful engagement rather than implementing strategies themselves, and (2) strategies should be resourced, developed and implemented by the systems who perpetuate racism and oppression with the support and input from the community.

Civic Administration presented at the November 2022 meeting of the Accessibility Community Advisory Committee and the December meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee to highlight the work to date and proposed next steps. Members of both committees were supportive of the proposed approach.

2.3.3 Next steps for engaging community members to support equity and inclusion initiatives

Given the Anti-Racism and Anti-Oppression Division's mandate includes meaningful community engagement we will continue to develop community engagement opportunities with the following aims: (1) sharing with the community about the work of the division, (2) creating networking opportunities for staff and community members, and (3) sharing information about City projects and initiatives and ways for community members to get involved.

In addition, former CDIS members and other interested community members will continue to be involved in the work of the Anti-Racism and Anti-Oppression division, including the Multi-Year Accessibility Plan, the Action Plan to Disrupt Islamophobia, the London Newcomer Strategy, the development of an Anti-Black Racism Action Plan, as well as a Truth and Reconciliation Action Plan.

These steps will be communicated and promoted through a variety of means including e-mail and social media.

Financial Impact and Considerations

Community engagement efforts will be resourced through existing budgets.

Conclusion

The work of equity and inclusion is complex, challenging, and ever changing. The CDIS membership has focused its efforts on building the implementation body, electing Chairs, developing a Leadership Table, creating work plans, continuing, and expanding community engagement, and responding to emerging priorities. The community's needs and priorities will continue to be valued and heard through the proposed community engagement approach. This work will require ongoing collaboration between community members and the City of London to ensure the work happening within the community is relevant, and sustainable.

Civic Administration extends its gratitude to all the CDIS Steering Committee, Priority Working Group members and the Leadership Table as well as community partners for their ongoing commitment and support of this work.

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Submitted by: Jill Tansley, Manager, Strategic Programs and Partnerships and
Rumina Morris, Director, Anti-Racism and Anti-Oppression

Recommended by: Lynne Livingstone, City Manager

- c. Diversity Inclusion and Anti-Oppression Community Advisory Committee
Accessibility Community Advisory Committee

APPENDIX A

Recommendations to end anti-Black and anti-Indigenous racism in London CDIS Leadership Table

Recommendation	Status
1. Provide an update on the implementation of the recommendation of the Calls to Action by the Truth and Reconciliation Commission.	A report was brought to Council on May 3 2022, providing an update on the City's efforts towards implementing the Calls to Action of Truth and Reconciliation Commission Report and a commitment to develop a Truth and Reconciliation Action Plan by 2024.
2. Provide an update on the implementation and application of the Equity and Inclusion lens and the de-colonization lenses, with specific 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.	On September 27, 2022, Council endorsed the Anti-Racism and Anti-Oppression Framework which includes an Equity Tool which will be applied to the work of Civic Administration. In addition, an Equity and Inclusion Audit is being conducted to develop an employee-informed Equity and Inclusion Action Plan.
3. 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. Furthermore, provide information on steps taken to identify and remove barriers faced by persons from diverse backgrounds when seeking committee membership.	In September 2022, Council approved the Anti-Racism and Anti-Oppression Framework and Equity Tool. The tool has been applied to the recruitment for Advisory Committees, boards and Commissions including the recent London Police Services Board public appointment.
4. 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.	An Equity and Inclusion Audit is currently being carried out and a report will be brought forward in early 2023 which will provide disaggregated data on the demographic profile of City of London employees.
5. 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.	Together, People Services and the Anti-Racism and Anti-Oppression Division are developing an employee-informed 2024-2027 Equity and Inclusion Action Plan which will offer measurable actions towards creating a more equitable and inclusive workplace including addressing barriers to employment and retention.
6. Build and foster a strong relationship with members of the Black communities of London, including but not limited to: <ol style="list-style-type: none"> a. Black history Month Organizing Committee; b. Black Lives Matter London; c. Black Community Employment Working Group; 	The Black Community Liaison Advisor was hired in September 2021 and has been working on fostering strong relationships and connections with diverse Black people, communities and organizations who serve Black people.

Recommendation	Status
<ul style="list-style-type: none"> d. Congress of Black Women of Canada – London Chapter; and, e. Organizations representing Black communities, such as, African, Caribbean, Black Francophone, etc. 	
<p>2. Build and foster strong relationships with members of the Indigenous communities in and around London. Including but not limited to:</p> <ul style="list-style-type: none"> 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). 	<p>The Indigenous Community Liaison Advisor was hired in May 2021 and has been working on fostering strong relationships and connections with diverse Indigenous people, communities and organizations who serve Indigenous people including the three surrounding First Nations and urban Indigenous populations.</p>
<p>8.1 Proclaim, recognize and celebrate key important dates to foster strong relationships between the City and Black and Indigenous communities;</p> <ul style="list-style-type: none"> 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. 	<p>The Anti-Racism and Anti-Oppression Division has been working with the City Clerk, the Communications team and the Recreation and Sports division, to support community partners to mark significant dates of importance, through proclamations, lighting, flags, social media, public displays and internal communications.</p>
<p>8.2 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.</p>	<p>The Equity Tool will be applied to the Issuance of the Proclamations Policy.</p>
<p>9. 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.)</p>	<p>A city-wide Anti-Racism Roundtable is being considered for local leaders of anchor institutions. As well, a sector-wide collaboration is being considered for equity and inclusion practitioners working within the community.</p>

Recommendation	Status
<p>10. Hire an Anti-Racism Facilitator to lead the work of an Anti- Racism Roundtable to:</p> <ol style="list-style-type: none"> 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 	<p>The Anti-Racism and Anti-Oppression Division will work with community partners to determine the best approach to lead and facilitate a roundtable.</p>
<p>11. 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.</p>	<p>The Indigenous Community Liaison Advisor was hired in May 2021, and the Black Community Liaison Advisor was hired in September 2021.</p>
<p>12. Create a designated team, lead 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.</p>	<p>The Anti-Racism and Anti-Oppression Division was established in June 2021 within the City Manager’s Office and includes the following the roles:</p> <ul style="list-style-type: none"> • Accessibility and Inclusion Advisor • Black Community Liaison Advisor • Director, Anti-Racism and Anti- Oppression • Equity and Inclusion Advisor • Indigenous Community Liaison Advisor • Manager, Strategic Programs and Partnerships • Muslim Community Liaison Advisor • Senior Coordinator, Community Engagement – Equity and Inclusion • Senior Coordinator, Immigration