10TH REPORT OF THE
LONDON DIVERSITY & RACE RELATIONS ADVISORY COMMITTEE

Special meeting held on November 1, 2006, commencing at 4:12 p.m.

PRESENT: P. Shanahan (Chair), K. Hendricks, S. Kassam, J. Olawuyi, U. Shabazz, M. Singeris and H. Lysynski (Secretary).

ALSO PRESENT: J. Mitchell.


I YOUR COMMITTEE RECOMMENDS:

1. (5,8) That the City of London Race Relations Recognition Award Nomination Form and the process for disseminating the information to interested community groups and businesses BE AMENDED in accordance with the attached Appendix "A"; it being noted that the memo, attached as Appendix "B", from the Chair of the London Diversity & Race Relations Advisory Committee, outlines the rationale for these changes.

II YOUR COMMITTEE REPORTS:

Community Updates

2. That the London Diversity and Race Relations Advisory Committee (LDRRAC) was advised of the following community updates:

(a) the Gay, Lesbian, Bisexual and Transgender community held a meeting at Aeolian Hall on October 29, 2006 that was well attended by members of the Municipal Council; and

(b) the Ministry of Citizenship and Immigration is holding a meeting during the week of November 6 to 10, 2006 with respect to "Welcoming Cultural Diversity in London"; it being noted that P. Shanahan, S. Kassam and C. Lord will be attending the meeting and P. Shanahan will report back at the next regular meeting of the LDRRAC.

Community Events and Education Sub-Committee

3. (B) That the London Diversity and Race Relations Advisory Committee (LDRRAC) heard a verbal presentation from M. Singeris with respect to the implementation of a report to be provided at the next regular meeting of the LDRRAC about the outcome of the Open House that was held on September 27, 2006.

Policy and Planning Sub-Committee

4. (C) That the London Diversity and Race Relations Advisory Committee (LDRRAC) heard a verbal presentation from P. Shanahan with respect to meetings of the Policy and Planning Sub-Committee. The LDRRAC was advised that the Sub-Committee has met with V. McAleah-Major, Director of Human Resources, and S. Bahm, Manager III, Occupational Health & Safety & Corporate Training, to discuss the Diversity module that is being added to the curriculum at the Ivey School; it being noted that the following items were discussed at the Sub-Committee meetings:

(a) the course has been renamed to "Moving To A More Supportive Workplace Culture";

(b) the LDRRAC will have a member on the Panel that is being set up by Ivey; it being noted that Shelina Kassam has been appointed as LDRRAC's representative;
(c) during the morning session of the course, there will be panel sessions and during the afternoon session, there will be tables set up with different questions being asked at each table with respect to diversity, with the LDRRAC being able to facilitate a discussion;

(d) Managers will be attending the course first, and then the rest of the Staff will attend the course; and

(e) the LDRRAC will be informed of the results of the Managers' course.

The LDRRAC was also advised that the Sub-Committee has met with V. McAlea-Major, Director of Human Resources, and S. Bahm, Manager III, Occupational Health & Safety & Corporate Training or to discuss the staff survey that will be circulated at the end of November, 2006, on the City of London's harassment policies; it being noted that the LDRRAC will be able to review the questions and to interpret the results of the surveys and assist in amending the current policies.

The LDRRAC was further advised that the Policy and Planning Sub-Committee has met with P. Crawley, Communications Specialist, Corporate Communications, in preparing a submission for "Our Diverse Cities".

5. (2) That the London Diversity and Race Relations Advisory Committee (LDRRAC) was advised by its Committee Secretary that it has a current budget of $935.85; it being noted that the Committee Secretary will obtain the amounts of the outstanding bills relating to the Open House prior to the next regular meeting of the LDRRAC.

6. (4) That the London Diversity and Race Relations Advisory Committee (LDRRAC) set aside up to $175.00 of its budget to reimburse its members that attend the Celebrating London's Cultural Diversity Conference being held on November 3, 2006; it being noted that the Members will be reimbursed after they provide the Committee Secretary with their registration.

7. That the London Diversity and Race Relations Advisory Committee (LDRRAC) asked its Committee Secretary to order nametags for the 2007 LDRRAC and have them available for the December meeting, if possible.

8. That the London Diversity and Race Relations Advisory Committee (LDRRAC) deferred receiving a delegation from R. Pauls and M. Naric, Networking for an Inclusive Community with respect to its mandate to its next meeting to be held November 16, 2006.

9. That the London Diversity and Race Relations Advisory Committee (LDRRAC) deferred receiving a delegation from J. Fielding, Chief Administrative Officer with respect to an update on the Human Rights Process and the Ivey School Curriculum to its meeting to be held in February, 2007.

10. That the London Diversity and Race Relations Advisory Committee (LDRRAC) noted and filed the following:

9. That the London Diversity and Race Relations Advisory Committee (LDRRAC) from its meeting held on September 21, 2006;
Resignation of R. Manuel

(b) (3) the resignation of R. Manuel from the LDRRAC;

Diversity Training Workshop

(c) (7) a communication from the London Cross Cultural Learner Centre with respect to the Training Workshop entitled “Understanding Culture” that was held on October 24, 2006; and

Ability First Conference

(d) (9) a communication from the Chief Administrative Officer with respect to the “Ability First” conference that was held on November 1, 2006.

Confidential Matters

11. (6) That the London Diversity & Race Relations Advisory Committee (LDRRAC) met in camera from 6:00 p.m. to 6:10 p.m. with respect to the Mayor’s New Year’s Honours List. The LDRRAC is submitting a confidential report to the Municipal Council regarding this matter. (See Confidential Appendix to the 10th Report of the London Diversity and Race Relations Advisory Committee enclosed for Council Members only.)

Next Meeting

12. That the next meeting of the London Diversity and Race Relations Advisory Committee (LDRRAC) will be held on November 16, 2006 at 11:45 a.m.

The meeting adjourned at 6:10 p.m.
City of London  
Race Relations Recognition Award  
Nomination Form  

Preamble:  
In celebration of the International Day for the Elimination of Racial Discrimination, The Corporation of the City of London will present a Race Relations Recognition Award each year in March.

Purpose:  
The purpose of the Award is to:

1. acknowledge and recognize agencies and/or organizations who initiate and take positive actions to further race relations in London and to eliminate racial discrimination in our community;

2. heighten awareness of positive race relations in London within The Corporation of the City of London, businesses, organizations, and public and private institutions, including their members, employees, and customers; and

3. encourage ongoing city-wide activities which promote/advance London as a welcoming city.

Eligibility Criteria:  
To be eligible a nominee must:

1. be The Corporation of the City of London, a business, organization, public or private institution;

2. have been operating in London continuously during the past 12 months, as a minimum;

3. have made their qualifying contribution in the City of London within the past 12 months; and

4. consent to the nomination.
Nomination Criteria:

1. Nominations can be made by any individual who works or resides in the City of London. The nominator must be familiar with the activities of the nominee, and may be called upon for an interview by the Selection Committee.

2. Nominations will be received from within the following categories, but awards may not necessarily be presented in each category, each year:
   - Business and Labour
   - Education and Training
   - Social and Community Services
   - Public and Private Institutions
   - The Corporation of the City of London, its Departments, Advisory Committees, City Boards and Commissions.

3. Nomination submissions must include:
   - Category
   - Description of nominee and the reason for nomination, including the following information;
     1. What activities, programs or services has the agency or organization been involved with relating to the promotion of race relations or the elimination of racial discrimination?
     2. How have these actions contributed to the reduction or elimination of racial discrimination in our community?

Categories: (Please check one category.)

- Business and Labour
- Education and Training
- Social and Community Services
- Public and Private Institutions
- Corporation of the City of London – Departments, Boards, Commissions and Advisory Committees
Nominee:

Name of the Agency or Organization being nominated:

__________________________________________________________

Address: ________________________________________________

City: ________ Province: ________ Postal Code: ________

Key Contacts and Position Titles: _____________________________

__________________________________________________________

Individuals: ____________________________________________

Program Initiative: ______________________________________

Department or Committees Most Responsible For: _____________

__________________________________________________________

Business Telephone: ____________________________ E-mail: ____________ Fax: __________________

(Organizations are encouraged to recognize those Individuals, Departments or Advisory Committees that have been most influential in furthering race relations).

Nominator:

Name: _________________________________________________

Address: ______________________________________________

City: ________ Province: ________ Postal Code: ________

Business Telephone: ____________ Residence Telephone: __________

Email: ____________________________ Fax: __________________

Nominator's Signature: __________________________________

Date: _________________________________________________
Seconder (Optional):

Name: ________________________________

Address: ______________________________

City: ___________ Province: ___________ Postal Code: ___________

Business Telephone: ________________ Residence Telephone: __________

Email: ______________________________ Fax: _________________________

Nominator's Signature: ______________________________

Date: ______________________________

All submissions should be received on or before May 31, 2007 and sent to:

London Race Relations Advisory Committee
c/o Committee Secretary, City Clerk’s Office
City of London
300 Dufferin Avenue, P.O. Box 5035
London, ON N6A 4L9
Phone: 519-661-2500 Ext 4856
Fax: 519-661-4892
E-mail: hiysynsk@london.ca
Backgrounder

Race Relations Recognition Award

Issue:

To streamline the nomination process for the five categories of awards.

Background:

The Race Relations Recognition Award was created by council on January 27, 2000 as a mechanism to commemorate the United Nations International Day for the Elimination of Racial Discrimination which occurs on March 21st annually.

The award can be made in up to five categories which are Business and Labour, Education and Training, Social and Community Services, Public and Private Institutions and the Corporation of the City of London, its Departments, Advisory Committees, City Boards and Commissions.

Since its inception the award it has been difficult to generate nominations in all the categories. One of the major reasons cited by many community contacts was that questions on the nomination form were difficult to answer by the nominator. While they may be familiar with the organization and its service or program, they did not have detailed analysis of impacts, whether results were replicable or expandable.

The London Diversity and Race Relations Advisory committee has reviewed the application with a view to simplifying the nomination process and are also considering a variety of promotional initiatives to raise awareness of the award through a broad base of community organizations.

We would ask for your support in approving the revisions that are being proposed.

Respectfully submitted

Pat Shanahan
Chair
London Diversity and Race Relations Advisory Committee