



City of London
Municipal Candidates

SURVEY RESULTS

September 2018

About Pillar Nonprofit Network

Pillar Nonprofit Network strengthens individuals, organizations and enterprises invested in positive community impact. We support more than 610 nonprofits, social enterprises and social innovators by sharing resources, exchanging knowledge and creating meaningful connections across the three pillars of nonprofit, business and government.

Pillar Nonprofit Network believes that a connected network sparks collaboration and a willingness to lean on each other to help build an engaged, inclusive and vibrant community.

Our core priorities include:

- Increasing awareness of nonprofits and social enterprises as social and economic drivers
- Supporting nonprofits and social enterprises to develop an inclusive workplace
- Facilitating collaboration by connecting nonprofit organizations to each other and business and government
- Finding new ways, programs and services to address our community's most persistent challenges

Mission

To strengthen individuals, organizations and enterprises that are invested in positive community impact.

Vision

An engaged, inclusive and vibrant community.

Why a Survey to Municipal Candidates?

Over the past several municipal elections, Pillar Nonprofit Network has asked candidates running for municipal office to answer questions around issues that we felt were important in the community. This year, the questions we asked were around inclusion and equity because it has been identified as a key issue and area of focus in our community and as part of Pillar's strategic plan.

The current Council's 2015-2019 Strategic Plan identified the need to develop a Community Diversity & Inclusion Strategy (CDIS) as a way to "build a diverse, inclusive and welcoming community" by "supporting all Londoners to feel engaged and involved in our community".

In consultation with the community and led by a Steering Committee, the [Community Diversity and Inclusion Strategy](#) was presented to City Council in August 2017 for approval.

Questions Posed to Candidates

As we look at a new Council coming in at the end of 2018, we asked all candidates registered to run for the mayoral and ward seats the following questions:

1. What does equity and inclusion mean to you related to nonprofits and social enterprise?
2. How do you currently support equity and inclusion in London? Please give examples.
3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

The questions were sent out via email on **August 7, 2018** and responses were collected until **August 27, 2018**.

MAYORAL CANDIDATES

Ed Holder

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

My Cape Breton mom always said that community service is the price you pay to live somewhere. I have lived to that belief. It is a core value that I have committed to over the last 37 years to help all Londoners and why I have been active in more than 40 non-profit organizations in London, many in leadership roles.

2. How do you currently support equity and inclusion in London? Please give examples.

I have and continue to support in my political work, in my community service and in business. In the area of community service I have worked with more than 40 non-profit organizations supporting Londoners across all walks of life. I have helped raise more than \$50 million for charitable and non-profit groups, and hundreds of tons of food for the Food Bank. This has ranged from those in financial need with programs such as the Sunshine Foundation and the Business Cares Food Drive; to the military with my involvement with the Garrison Community Council and the Legion; to seniors with my work with Crime Stoppers and the Canadian Diabetes Association and many more.

In the political area, I served as Member of Parliament for seven years and through my office, actively supported thousands of Londoners with issues involving immigration, visas, Employment Insurance and Pension issues and other seniors issues, as well as making connections to other levels of Government. In my business life as President of a large insurance company, I helped create 120 new jobs, and in my work with business organizations I have been actively involved in helping other small businesses and non-profits grow their organizations and to create thousands of jobs.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I stand on my record. My 37 years of service to Londoners is a testament to my commitment to helping all Londoners and a powerful reason why I am running for Mayor is that I can continue to provide service to Londoners going forward as I always have. Rather than select just 2 examples which I think would not be in keeping with serving the breadth and needs of all Londoners, I invite you to review my record of commitment to Londoners over the past 37 years. I am absolutely committed to supporting the important work of non-profits in London as I already have and continue to do.

Dan Lenart

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

25% of Londoners are receiving Income Support from Government agencies. This would suggest upwards of 100,000 are affected. The potential of the Voluntary, Not-For-Profit Sector is huge, as far as helping out these folks. Many have given up on the idea of looking for a job, and have fallen off the rolls. They might not even have a current resume, just in case circumstances change. This sector is ideally suited to service these marginalized folks, to get them to where they want, and need to be.

2. How do you currently support equity and inclusion in London? Please give examples.

We have a writing group for the homeless in the Central Library, "Grit Uplifted", every Saturday at 2:00 p.m., where I facilitate when needed. A program on Talbot Street called "Sanctuary London" offers a lunch on Mondays, and a Supper on Wednesdays for the most vulnerable among us. I have been advising, and consulting them for 8 years, because of my 30 years experience in the social services (Community Mental Health).

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

Community groups offer services much more cost effective than institutional establishments. I know this from first hand experience in various agencies. Conflict doesn't have to escalate into crisis. Listening goes a long way. I used to train Mental Health workers at "Can- Voice", as president of the Board of Directors. I ran "City Arts Centre" for more than 10 years, and sat on its board. These were the most excluded members of our community. Community programs work, when and where the others fail, because we know how to gain TRUST from those who may have lost the ability to trust others, because of various difficulties, and challenges.

Paul Paolatto

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

The principles of Equity and Inclusion in the structure, conduct and culture of an organization should now be considered fundamental to the construct of any entity be they profit-centred or NFPs. To me, they represent a progressive organization centred in the practice of openness, fairness, and positive engagement and mutual-respect. They also represent me to an organization welcoming of diverse backgrounds, experiences, beliefs and ideas, to the shared benefit of the organization's internal stakeholders and external clients.

2. How do you currently support equity and inclusion in London? Please give examples.

My support for Equity and Inclusion in London can be demonstrated best in two examples. First, a quick review of and with any of my team members from any of my business units at the University since joining the organization as an ED in 2008, reflects my sincere belief in and commitment to the application of these principles, a practice that continues today. In my view, Equity and Inclusion provide my organization with a competitive advantage.

Second, prior to my departure from the London Police Service Board last year to pursue elected office, I played a material role in the introduction of more inclusive recruitment practices at London Police, and championed a material reduction in the discriminatory practice of carding during my tenure. While there is still more work to be done, we took a number of very positive steps in the near term that will realize real dividends to the organization in the future.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

First, I shall seek to instill equity and inclusion hiring practices within all City Hall business units, Boards and Commissions - something that still remains a barrier to entry for minorities. Second, I shall push to introduce greater Equity and Inclusion practices at all organizations that receive funding from the City by making such practices a condition of that funding within my four year term.

Tanya Park

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Let me begin with the simple fact many leadership positions in non-profits, both board and executive, are not reflective of the diversity of our community. We need to change this, but that can only happen when we — working beside those who are excluded — create actionable policies ensuring equity and inclusion are not just bullet points on a website.

2. How do you currently support equity and inclusion in London? Please give examples.

I advocated in council to ensure we proactively consult with our Indigenous partners and neighbours as part of the official policy of the City of London. I also advocated on, and voted for, the support for a newcomer strategy at council. As you know, I brought the sanctuary/safe cities debate to council and it is now official policy. Further, I worked with, and advocated alongside, community leaders to change the street check policy and updated it to ensure it was more inclusive and fair. I have also actively encouraged and advised diverse women

from across the province to connect and network through their municipal campaigns.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I will continue the work of council and I have already begun to make sure equity and inclusion are not talking points, but official policy in every action the city takes. By continuing to increase diversity on our boards and commissions, expanding dialogue and consultation with our Indigenous partners, and speaking with clarity and strength against any exclusionary action or racist attack that happens in our community, I will — as I've already demonstrated — continue to be a strong advocate for equity and inclusion

Vahide Bahramporian

Did not complete survey

Paul Cheng

Did not complete survey

Ali Hamadi

Did not complete survey

Nina McCutcheon

Did not complete survey

David Millie

Did not complete survey

Jordan Minter

Did not complete survey

Mohamed Moussa

Did not complete survey

Carlos Murray

Did not complete survey

Sean M. O'Connell

Did not complete survey

Jonas White

Did not complete survey

WARD 1 CANDIDATES**Melanie O'Brien**

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

I feel that equity and inclusion in relation to nonprofits and social enterprises are key to success for organizations in this realm as well as to the people who are involved with the organization. Equity and inclusion supports the people and brings the services to where they are needed most, and meeting people where they are at. Operating with this lens, nonprofits will bring in more donors, volunteers, and quality employees to assist with their cause. With inclusion, these people, and the organization will thrive because the supports are there to tap into. Social enterprises are such a pro-active, and energetic source to support organizations in income areas to allow for less pressure in the area of fundraising. A social enterprise that operates with an equity and inclusion lens, will thrive, and draw in likeminded people to support the cause. Without inclusion, good ideas will never be heard.

2. How do you currently support equity and inclusion in London? Please give examples.

I certainly try to shop local, and to support the smaller organizations and shops with my spending. I teach my children the importance of shopping local when possible, volunteering, and donating to worthy causes. I am an active volunteer in our community, and have been since I was a teenager. I do advocate for much needed services in our community to ensure that our fellow Londoners are cared for in the way they are needed, such as the safe injection sites. I support equity and inclusion through my work as Constituent Assistant to MP Irene Mathysen. I am incredibly fortunate that my boss allows me to use a holistic approach with folks who come in for help.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I would certainly like to demonstrate that equity and inclusion are a priority for me by not stopping the door knocking. Once elected, I firmly believe that a sitting council member needs to ensure that they are representing the constituents and not their own personal interests or opinions. I feel that speaking with people about their perspective on issues is very important to ensure that their voice is being brought forward.

I would like to continue to work in a holistic approach, supporting people where it is needed to help care for our fellow Londoners. I would like to advocate for an expansion to our transit system, to support people in gaining jobs. There are quite a few jobs that are available to unemployed Londoners now, the companies are not able to fill them as potential employees are not able to get to them. This is unreal. I firmly believe that we need to support this opportunity for people to gain self-sufficiency, increased mood and overall health, by supporting them in getting to work. This is an easy fix as far as I can see and it needs to be done now. People cannot take the opportunity if it is not supported. With this fix and support of Londoners, we are all better for it, our community is better for it. There are many other avenues that can certainly make London a greater community than it already is. I feel that it starts with supporting the people.

Michael van Holst

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

The purpose of most non-profits and social enterprises is to increase equity by using some or all of their potential profits to help a group that is in some way disadvantaged. Diversity is the degree to which all demographics are participating in the mission of the organization and inclusion is the extent to which all people feel welcome, are valued, can contribute, and have the opportunity to be mentored. Many good things happen when profit is not the sole motive.

2. How do you currently support equity and inclusion in London? Please give examples.

The city often holds lunchtime lectures on topics related to equity and inclusion at the Central Library and I make the effort to attend. I supported London's Community Diversity and Inclusion Strategy when it came to City Council and also the review of our policies with a gender/diversity lens.

Equity can be a matter of discovering who are the most disadvantaged and working first to assist them.

To increase equity, I volunteered to be Council's representative on the Food Policy Council which is involved in making sure that everyone has better access to healthy, affordable food. We helped secure a refrigerated truck which collects 5-10 thousand pounds of perishable food donations per week from grocery stores. We hope to greater increase food security by advocating for a food shipping terminal in the city.

A very disadvantaged and stigmatized group are those suffering from addiction. I volunteered to be Council's representative on the steering committee for the Community Drug and Alcohol Strategy. Our report with 23 recommendations and 98 action items comes out in September.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

All the above were undertaken in my role as the Ward 1 City Councillor. You know these issues were a priority for me because, aside from the odd vote, these actions involved a substantial but completely voluntary investment of my own time.

Bud Polhill

Did not complete survey

WARD 2 CANDIDATES

Shawn Lewis

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Equity and inclusion means ensuring opportunities exist for all individuals in our community to participate in nonprofit and social enterprise ventures. This includes actions like ensuring facilities and information packages are barrier free so that people with differing abilities can access opportunities. It also means making an outreach effort to the various communities within the larger community so that individuals with the skills and interests suited to opportunities are aware those opportunities exist.

2. How do you currently support equity and inclusion in London? Please give examples.

I'm an openly gay man and I'm a minor hockey team manager & assistant. Even 15 years ago, that wouldn't be something you'd hear. I support inclusion by living it, by demonstrating that my differences aren't scary (both to the hockey kids and the parents), they are just different. Prior to becoming a candidate, I was the host of LdnOntTV on Rogers London and made an effort to ensure that guests over the course of 3 seasons represented a variety of ages, backgrounds, faiths, and interests.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

One very important item on my "to-do" list as a council member will be working to have a pathway put in at Vimy Ridge Park, to make the park's monument space accessible to people with mobility challenges. This is important for our seniors and veterans in particular at this location. As the city continues to grow and build new infrastructure and renew old facilities, planning for accessibility is a MUST.

As a councillor I will also hold regular Ward meetings/townhalls, including the community in discussions around the issues before city council. One of the most important things a councillor can do is remember they are there to represent

others, not their personal agendas. By meeting with seniors, with home and school associations, with community organizations and associations, faith groups and others, I will be someone who brings the views of the community to council.

Bill Armstrong

Did not complete survey

Alan Jackson

Did not complete survey

WARD 3 CANDIDATES

Mo Mohamed Salih

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Equity and inclusion.

2. How do you currently support equity and inclusion in London? Please give examples.

I pride myself by regularly meeting and consulting with diverse groups and helping champion our support calls to actions. From anti carding advocacy to attending pride marches and other community functions.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I've raised multiple motions to ensure a more diverse and inclusive workforce. Such as the creation of the cities first diversity officer and supporting our cities DIAAC advisory committee recommend.

Harry Prince

Did not complete survey

WARD 4 CANDIDATES

Tricia Lystar

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Nonprofits and social enterprises are the glue that holds our community together. Without their supports, we would face both equity and inclusion challenges in all areas of life across the city.

2. How do you currently support equity and inclusion in London? Please give examples.

On a personal level, I have been a dedicated volunteer in the London Central Lions Club for over five years. The club executive as well as its members have prided themselves in offering support to varied non-profits, in particular those assisting hearing and visually impaired within the city in order to open up more opportunities for them.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I hope to work closely with housing and community groups within the city to ensure that affordable housing and a strong network of social services are in the spotlight continuously. Within city hall, I would like to see the practice of nepotism ended and ensure fair hiring practices as well as appointment to standing committees are balanced.

Stephen Orser

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Must be supported by council in a fair manner.

2. How do you currently support equity and inclusion in London? Please give examples.

I give private donations to a few groups.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

My voting record on council 2006-2010 then 2010-2014 are examples.

Connor Garrett

Did not complete survey

Jesse Helmer

Did not complete survey

Xuemei Jiang

Did not complete survey

WARD 5 CANDIDATES

Shane Clarke

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Equity and inclusion are essentially why nonprofits and social enterprises exist. As a veteran of London's nonprofit sector, I am so grateful that I've met so many great folks in the sector who are laying the foundation for a more equitable and inclusive city. We are all running a race, but some of us have a straight sprint ahead of us and some of us have a lane filled with hurdles. Nonprofits and social enterprises help to remove the hurdles: the barriers that keep people from reaching their full potential. Nonprofits and social enterprises play an integral role in the health of a community by providing crucial knowledge, resources, and support to folks who could use a hand up.

2. How do you currently support equity and inclusion in London? Please give examples.

As a poverty-reduction advocate with the Circles Program, delivered in partnership by Goodwill and the City of London's Social Services Office, my job involves working collaboratively with Londoners experiencing poverty to build a more equitable and inclusive community. We bring middle and low income Londoners together on a grassroots level to collaboratively problem-solve complex community issues related to poverty. We encourage low-income Londoners to use their voices and expertise, informed by lived-experience in poverty, to educate others and to advocate for systemic change with regard to the many gaps in our systems that keep people stuck. We empower folks who have been disempowered by surrounding them with community allies, connecting them to valuable resources and information, and listening to their expertise on how to plug the holes in our broken systems.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I will demonstrate that equity and inclusion are priorities to me with my votes on the legislation that will come before me. I have spent several years doing front-line work with Londoners experiencing poverty and homelessness. Many of the folks who I have supported are dealing with a host of complex barriers. Getting to know these folks and their stories has crystallized in my mind the reality that some of us are just dealt a really bad hand in the game of life. I will view all legislation that comes before me through the lens of equity and inclusion so that I can do what I can to try to make the game a little fairer for those who were dealt the bad hands. I will always advocate for the voice of lived-experience to be consulted extensively before voting on issues that affect vulnerable Londoners.

The voice of experience on any issue is more of an expert than an elected official at any level of government. Policy makers may know how policies and legislation are intended to function in practice and how services ought to look, but the real experts are the folks who depend on those services and know all too well how services actually look at ground level. I will demonstrate my commitment to equity and inclusion by empowering the experts.

Maureen Cassidy

Did not complete survey

Shiv Chokhani

Did not complete survey

Charles Knott

Did not complete survey

Stephanie Marentette Di Battista

Did not complete survey

Randy Warden

Did not complete survey

WARD 6 CANDIDATES**Mike Bloxam**

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Inclusion means that policies and decisions are based on the experiences and recommendations of a broad range of diverse people. It means supporting people from all different backgrounds and perspectives, everything from cultural and religious differences to economic and functional diversity. It is important to engage all communities and to act on their suggestions. For non-profits and social enterprises to be successful, people must feel included and become a part of the decision-making process. These organizations must be relevant if they wish to have any longevity. These same characteristics apply to successful politics, especially in local government.

2. How do you currently support equity and inclusion in London? Please give examples.

My work with the London Food Bank, leading the Community Harvest program, has shown me firsthand how our neighbours struggle to make ends meet. It has motivated me to push for more supports for people experiencing poverty, something that has been systematically ignored by all levels of government.

I have long pushed for different transportation options in London, specifically a cycling strategy. We must recognize that urban planning needs to include all Londoners in a multi-modal transportation network.

When I have worked on non-profit boards and committees, I have striven for diversity when recruiting new members so that we have a broad range of backgrounds to inform our group's decisions.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

One of the best vehicles for inclusion of all Londoners are the advisory committees to City Council. Equity issues are obviously fundamental to the Diversity, Inclusion and Anti-Oppression Advisory Committee and the Accessibility Advisory Committee. In fact, all of the advisory groups are key to getting policy input from Londoners of all walks of life on a range of issues. I will champion stronger connections between Council and the committees and will work to foster more collaboration with school boards & other major groups.

I am encouraged by the City's Diversity and Inclusion Strategy. I will prioritize these recommendations and ensure they are considered in all decisions I make as a councillor: everything from employment and leadership opportunities, to education and engagement efforts.

Phil Squire

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

These organizations give people who may not have the means on their own to create change to work as groups to create jobs and change for people without regard to status in society. My personal example was my time as a Director and Chair of Habitat for Humanity.

2. How do you currently support equity and inclusion in London? Please give examples.

In my professional life as a lawyer my clients in the areas of criminal law and mental health law are excluded from society. I help them to find a path back. Prior to being a councillor I always had the ability to support people to become included through Habitat for Humanity and as a Trustee at the London District Catholic School Board. So much of that work is equity and inclusion for families and children. As a councillor I have supported every step to make London more inclusive and equitable.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I do not believe that we get things done through meetings at city hall. I will continue to support both as a councillor and as an individual people who need my help. The two most relevant examples for me are my support of Lifespin through attendance at all of their events and advocating with them for better housing. Another example is my work on the Homelessness Count. I am a councillor who has participated in the count every year. It gives me a chance to see first hand the effects and solutions for homelessness. I always feel I have to walk the walk when it comes to making London fairer and more inclusive

WARD 7 CANDIDATES

Josh Morgan

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Equity and inclusion is about empowerment. It means providing the appropriate tools for organizations to have an equal opportunity to achieve their potential. This means listening and understanding the different needs and developing appropriate supports based on those various needs.

2. How do you currently support equity and inclusion in London? Please give examples.

I actively participate in engaged listening so that I am aware of the different voices in our community. I seek out advice from those who help me see perspectives beyond my own biases. I surround myself with people who do not have the same background, life experience or perspectives in hopes of broadening my own.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I will participate in training and experiences that are provided by both the City of London and various agencies in order to achieve the goal of broadening my own perspectives and knowledge. I will continue to use my position of influence to empower others who may not have the same opportunities because of systemic structures that are beyond their control. This may involve either appointment to positions, or providing opportunities to individuals or voices that may otherwise not be heard.

Joe Kolenko

Did not complete survey

WARD 8 CANDIDATES

Bill Downie

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Equity and Inclusion means everyone and anyone should have the right to social justice and civil rights in all aspects of life. No one should be left behind.

2. How do you currently support equity and inclusion in London? Please give examples.

I am a social activist through London and District Labour Council and my Local Union Unifor Local 27. We fight for fairness, health care for all, the fight on

poverty and inclusion of all people plus many other groups like women's community house.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I would eliminate racism and prejudice by fighting for immigrants, Indigenous people and all groups. We have been active against pegida a white supremacy group by denouncing their actions against Muslims at city hall and I have been active to promote Indigenous reconciliation by coordinating a community exercise to educate people about residential schools at Local 27 through LDLC.

Morena Hernandez

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Equity and inclusion within nonprofit and social enterprises for me means having organizational cultures and spaces where everyone is welcomed and has an opportunity to make a difference regardless of their background, race, culture, gender or other differences visible or not.

Having a diverse group at the table and on leadership teams brings different opinions, different ways of looking at things and changes how we serve our community. Moreover, it helps to raise awareness of issues that fundamentally affect the quality of life and opportunities that are available to people with a different life story.

2. How do you currently support equity and inclusion in London? Please give examples.

As a Hispanic woman living in London, diversity is part of my life story. I bring that experience to every table I sit at and it makes every group I work with more respectful and responsive of the needs of others in our community who are not able to be as vocal as the majority.

I am aware that people sometimes have questions about my heritage and I am always open to answering these questions. One of my favourite ways of doing

this is over a meal, where I can introduce friends old and new to something different and create a space that is safe for an open conversation.

I also support by volunteering with organizations like the London Track 3 Ski school whose organizational culture fosters diversity and inclusion through accessible downhill skiing and snowboarding. In this role I am able to meet people from other communities and build relationships that are often transformative.

Currently I am privileged to also work for a local non-profit organization that allows me to connect daily with families from London and across the country. These families come from all walks of life and I am able to support them in insuring that their children have the opportunity to feel included in decisions that affect them.

Lastly, I like learning from others by supporting community events. One of these events is the Dragon Boat Festival, where I participate as a proud member of The London Chapter of the Chinese Canadian National Council's dragon boat team. What I love most about being part of this team is that everyone is welcome. Each year they encourage their members to invite friends, colleagues and family to join the team.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

1) Equity and inclusion on advisory committees:

I am committed to bringing the communities we serve together. I understand the importance of community engagement and once elected I look forward to working with other members on council and leaders in the community to ensure that our advisory committees are representative of the community we serve.

2) Mentorship and community support:

As someone who brings some of the diversity to our community, I would also like use my platform as city councilor to raise awareness and provide support to underrepresented groups in our city.

I would do this through mentorship opportunities for youths and emerging leaders, by supporting events and working closely with organizations that champion diversity, inclusion and equity.

Osam Ali

Did not complete survey

Matthew Greer

Did not complete survey

Nour Hamid

Did not complete survey

Moon Inthavong

Did not complete survey

Tariq Khan

Did not complete survey

Steve Lehman

Did not complete survey

Matt Reid

Did not complete survey

WARD 9 CANDIDATES**Ben Charlebois**

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

When I think "equity" and "inclusion" in the context of social enterprise, I think of creative, compassionate people working to improve the lives of those who for whatever reason are not able to fully realize the benefits of living in a prosperous nation like Canada. To me, it means making sure that as many people as possible have the opportunity to share in the quality of life we've made possible, and striving to eliminate systemic barriers to inclusion where they exist.

2. How do you currently support equity and inclusion in London? Please give examples.

There are many Londoners who have dedicated themselves to the causes of equity and inclusion and I believe that to be an extremely noble calling. Personally, I strive to never stop learning about equity and inclusion, particularly as a person of privilege. I recognize that those states of being, those feelings of 'knowing enough' and 'discussing enough' arise out of privilege: I do not face systemic disadvantage, so the thought of *needing* to learn more is often at risk of taking a backseat to more personally-relatable matters. I enjoy engaging in these discussions with others, and encouraging others as I encourage myself to contemplate the things we often fail to notice about the rules of our society, and how they impact (or don't impact) us.

I was recently employed as an Advisor to the Attorney General. Equity and inclusion were extremely common threads in our policy agenda. While our office dealt with important matters such as access to justice and bail reform, myself and colleagues were tasked with looking at public and judicial appointments from an equity lens and looking for ways to reduce systemic barriers for those seeking appointment to the bench or to any of the Ministry of the Attorney General's many agencies, boards and tribunals.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I believe that every person needs to take a greater interest in the lives of our less fortunate neighbours. I'm running because I believe this city needs a greater vision for itself, and I believe it's the role of the local Councilor to champion grassroots politics and help further a vision that will inspire people to action. For me, that vision absolutely includes a city which takes aim at poverty, homelessness and mental health and addictions. As a Councillor, I would advocate for a greater effort in all of these areas. I would also hope to inspire Londoners to take up their own advocacy and stand beside them while they make these issues known to the federal and provincial governments.

Anna Hopkins

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Equity involves providing equal opportunity for all individuals regardless of race, religion, age, gender, disability or sexual orientation. Verna Myers, a diversity and inclusion expert says: "Diversity is being invited to the party; inclusion is being asked to dance."

Inclusion means fostering an environment where the perspectives of all are sought and respected in decision-making. For nonprofits, social enterprises and governments, it is important that decisions made address the needs of those the organizations are meant to serve. We must make special efforts to include diverse populations in decision-making.

Furthermore our organizations (for example a board of directors, or staff team) should strive to reflect the diversity of the community they are entrusted with serving.

2. How do you currently support equity and inclusion in London? Please give examples.

I am proud that the City of London has a Workplace Diversity and Inclusion Plan and a related committee made up of representatives from across our staff team. Additionally, the City has a Diversity, Inclusion and Anti-Oppression Advisory Committee which reports to Council through the Community and Protective Services Committee.

Before serving on Council I served as Treasurer for the Urban League of London where we worked to ensure more Londoners and a more diverse collection of Londoners could participate in building their communities and contribute to the City's decision-making. I also helped arrange all candidate meetings with "Women Our Votes Count".

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I have benefited from female mentors who have encouraged me to be a community leader and to run for office and I am paying it forward by

volunteering my time mentoring students through a Women and Politics class at the university. It is important that more women run and are elected to Council. This past term only four of 15 Councillors were women.

When making decisions at Council I always ask myself “Whose voice isn’t being heard?” There may be certain groups who are less likely to participate in local government because of processes that disenfranchise them. It may be difficult for single parents to be heard because of their busy schedules, or it may be difficult for those with mobility issues to travel to city hall. How do we ensure that the City is reaching out in new and innovative ways to ensure our decision represent the interests of all Londoners, not just those who are likely to participate?

Matt Millar

Did not complete survey

Kyle Thompson

Did not complete survey

Veronica Marie Warner

Did not complete survey

WARD 10 CANDIDATES

Kevin May

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Nonprofits and social enterprises play crucial roles in bringing awareness and change. They are advocates that identify the barriers that hinder people’s abilities to reach their full potential. They also educate and work with governments and community leaders to create environments that address these barriers and encourage people to succeed.

2. How do you currently support equity and inclusion in London? Please give examples.

I believe in creating an inclusive environment in my home and workplace. With my current employer, I worked with Leads employment services, who introduced us to Gary, a wonderful person whose disabilities had prevented him from finding fulfilling work. Gary has been with my team for almost 5 years now and is one of the most beloved, loyal and hard working employees we have. What started as a house keeping position is now a key member of my team, working with inventory, customer orders and identifying safety concerns. Gary always had the ability to be successful, we simply listened to him and helped develop a system that worked for him. I am truly grateful that Gary and I found each other.

In a more personal experience, my oldest son, Ronan has recently received a diagnosis for Autism. My wife and I have struggled to attain the official diagnosis for years and are relieved to go into this school year hoping to incorporate real change in his learning environment. We found that Ronan struggles with sensory processing and loud rooms or distractions make it difficult for him to concentrate. However, because all testing was done in the same environment Ronan, who has always read above age level, was considered to be approaching grade level. Next year, Ronan will be able to test in a separate room for testing along with other environment changes that fit more inline with how Ronan thinks.

I don't know if these are great examples, but I mention them because I believe that if we truly listen to people and there struggles, it is more often then not, environmental or cultural. No one was willing to give Gary a chance because they judged him before even talking to him. Ronan is not less intelligent because he performs better under less stressful conditions.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I am strongly in favour of accessibility for everyone. When snow falls, construction starts or new developments are built, ensuring that people with limited mobility are rarely considered. We see people in wheel chairs either trapped in their homes for days after a snow fall or risking their lives by travelling on busy streets because the sidewalks are not completely plowed. We

still have business in the down town core that do not have wheel chair access. I strive to change this.

I would also like to examine initiatives to encourage local business to hire people with disabilities. Heroes comic book store on Dundas has made a point to hire people on the spectrum, along with many tech and banking companies as they have seen the benefits of the way people on the spectrum think.

In March of this year, there were 70 reports of harassment and bullying in city hall. I don't believe this behaviour belongs anywhere let alone a professional environment. It people looking the other way, victim blaming or just plain apathetic to the situation that give harassment a place to grow. This part of our culture has lead to fewer opportunities for marginalized groups, women and Indigenous people in our community. If elected I would use my platform to highlight these barriers while holding harassers accountable for their actions.

Virginia Ridley

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Equity and inclusion mean that all people regardless of differences are afforded the same opportunities and supports required to have level opportunities to reach their goals. In terms of non-profit and social enterprises, it means that we must address barriers and ensure that there are supports in place to help everyone access the same opportunities.

2. How do you currently support equity and inclusion in London? Please give examples.

I have been a supporter of equity and inclusion. Specifically I pushed for a gendered lens in policy making, and supported a second and separate equity lens. I believe in fairness and equity, and think that when we are making decisions we need to access the supports and resources available in the community and the experts to help ensure that we are making decisions that benefit all Londoners.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I will continue to support equity and inclusion. I will continue to advocate for equal access and service for all people, and breaking down barriers that impact individuals or groups ability to participate.

I have advocated for and supported the implementation of gender and equity lenses for policy making.

I have chaired our governance working group ensuring that our policies are being reviewed and updated.

I will be spending 'a day in a chair' the first week of September to experience first hand how accessibility impacts Londoners.

Thomas Risley

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Just what the words say. Justice and fairness for all with no exclusions based on race, gender or religion.

2. How do you currently support equity and inclusion in London? Please give examples.

It is not something I champion on a daily basis as part of my life. I speak up in support of anyone I see being persecuted for their race, gender or religious beliefs.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

Equity and Inclusion like I said are not on the forefront of my thoughts in daily life or work. We just have to make sure that when decisions are made we take into consideration all points of view from all walks of life.

Gary Manley

Did not complete survey

Paul Van Meerbergen

Did not complete survey

WARD 11 CANDIDATES**Menno Meijer**

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Simply equal access to all citizens with equal treatment.

2. How do you currently support equity and inclusion in London? Please give examples.

It is a part of my daily life. I am a union steward and I am a reservist with Christian Peacemaker Teams, an organization that deals with non-violent conflict resolution and building bridges.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

London has a disproportionately large rate of poverty. The City must address this through a variety of measures including ensuring a living wage for all City contract workers and temporary staff to set an example to the business community.

Assistance with aiding entrepreneurs establishing new businesses by providing resources and simplifying the process of licensing to get the brilliant minds of London back in the saddle. Small business drives the local economy.

Stephen Turner

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

For me, equity and inclusion means that everyone has the ability to access and enjoy programs and services, regardless of their background or circumstances. I believe that all government services must be delivered with equity as front of mind, however, that may not be a lens used as commonly in the private or non profit sectors as, in many cases, there isn't as clear a mandate or legal obligation to do so. That said, I often see non-profits and social enterprises as leaders in ensuring that their programs and services are offered equitably and inclusively.

The first step to this is identifying barriers to participation or service for clients. Who is being served, how are they being served, and are there variations in the level of service provided or able to be accessed due to background or circumstance. This could include barriers for those due to accessibility challenges, race, gender, language or social and economic backgrounds. Equity doesn't mean everyone gets the same support, it means everyone gets the support they need in order to have the same opportunity to participate.

2. How do you currently support equity and inclusion in London? Please give examples.

As a council, we have taken equity and inclusion very seriously. I believe, largely, as a group, we have introduced quite a few initiatives to help ensure access to City programs and services to as many people as possible. This has included:

- Low income transit fares
- Mandating that plans and programs are undertaken with a gender and diversity lens
- Proclaiming and mandating London as a City 'Free of Fear, Services For All'
- Taking meaningful action on the Truth and Reconciliation Commission recommendations, including requesting and achieving indigenous representation on the London Police Services Board
- Eliminating police 'street checks'

...to name a few. Londoners deserve to have faith and trust in their government and that starts with being treated fairly and equitably so that everyone may have the best chances to succeed.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I will continue to hold the principles that we have supported over the current term and ensuring that the measures taken to date aren't just paid lip service but continue to be put into action. For me that will include looking at every policy and program we institute from a gender and diversity equity perspective and ask "who's not being represented here, and what do we need to do to fix that?" That will mean tackling how to improve the representation of those who have historically been under-represented in the decision-making process (which has often resulted in policy that is not fully inclusive).

Vicki Van Linden

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

The concepts of 'equity' and 'inclusion' in general are essential elements of social justice. And all three of those concepts are needed to make sure there is a place for everyone at 'life's table', and that we strive to ensure that one group is not prospering unfairly through the exclusion or exploitation of another.

- Social enterprises are a good way to provide income and a meaningful life through a job for those who are left out of our increasingly challenging job market where more people are becoming disadvantaged and jobless. Social enterprises can be designed to provide work that meets the needs of employees, as opposed to generating profit for stock-holders.

- I am employed by a not-for-profit animal protection organization. The not-for-profits that I know exist to further a social goal, in our case a more just relationship between humans and non-human sentient beings; extending equity and inclusion to those beyond our own species. A not-for-profit is not driven by

the profit motive, so ethical concepts like equity and inclusion can play a bigger role in the organization.

- To paraphrase a quote by Albert Schweitzer: “Until humanity extends our circle of compassion to include all living things [beings], humanity will not ourselves find peace.”

- Equity and inclusion are not possible without that widening of our circle of compassion to take in all marginalized groups, and refusing to view any of our neighbours as unworthy of their 'place at the table'.

2. How do you currently support equity and inclusion in London? Please give examples.

I do not participate in any organizations that exclude groups or individuals based on gender, sexual orientation, religion, or race. I include in my life and friendships those who do not share my core values on the rights of non-human animals. I do not surround myself only with those who agree with me, and try to always remember that caring people of good will can still disagree on important social values. It's important to me to avoid living a compartmentalized life that excludes those who don't share my beliefs.

I include the natural world, the environment, and non-human animals in my sphere of concern. When I advocate for the protection of an Environmentally Sensitive Area I do so for its own innate value, and for the sake of every creature who relies on that eco-system for survival. I strive to promote a more respectful and just relationship with the natural world that will provide better protection for our environment which of course helps to sustain us as well. I believe that the out-dated idea that the natural world exists mainly for our use has led to the climate change and pollution crisis that threatens us all.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

A stated element of my platform is to re-direct attention and funding for the next four years to housing and homelessness, making these a key priority. We can do this affordably by easing up on downtown renewal projects to let the high value investments already made like the Dundas Place flex street and the Fanshawe/Kingsmill Building project blossom and develop. We have already

made large investments so can focus for now on the critical matter of homelessness and housing. We need to give the same level of intensity and funding to providing a variety of housing options and supports to meet the needs of Londoners as we have done for downtown renewal.

I will vote to support safe injection sites, as well as lobbying upper levels of government for residential treatment programs in our city. And, I will vote to provide funding to the grass-roots street level organizations that provide essential assistance to vulnerable Londoners so that they can better do their work.

It's also important to me to maintain local services and facilities within walkable distances in our neighbourhoods. We need to maintain the smaller facilities that provide community opportunities for recreation, socializing, and education and avoid centralizing such services in large facilities that can be difficult for those who don't own cars to get to. So, I will vote to maintain local arenas and other facilities when they are demonstrating their usefulness.

Paul-Michael Anderson

Did not complete survey

Eric H Deleeuw

Did not complete survey

Rachel Powell

Did not complete survey

WARD 12 CANDIDATES

Gordon Evans

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Nonprofits and social enterprises get their funding directly from the public, therefore they need to be representative of the broader public. Being diverse, equitable and inclusive mean ensure that nonprofits and social enterprises will be

stronger in terms of diverse experiences and perspectives so they have a better chance of fulfilling their mandates.

2. How do you currently support equity and inclusion in London? Please give examples.

I currently support equity and inclusion in London through my business. I have hired many people over the years that would have had a difficult time getting work because of their perceived disabilities. I currently have one person working for me that has Asperger's and another that has a developmental disability. I am also partnering with an organization to help troubled youth with their first job. In addition I have also hired someone that was trying to get back to work after being incarcerated. I believe in giving people chances to get into the workforce so I practice what I preach in my business.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

Once elected, I would ensure that equity and inclusion are part of the discussion at City Council. As part of City Council I would ensure that equity and inclusion are part of the agenda for plans, policies and directives for the city of London. This would lead to better visibility on the issues and hopefully lead to putting resources in the right places with a successful outcome for all Londoners.

Faisal Mahmood

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

These nonprofit and social enterprises are doing wonderful work to decrease racial, and other issues, I support nonprofit and social enterprises.

2. How do you currently support equity and inclusion in London? Please give examples.

Being checker limousine broker and driver I kept everyone at one plate farm and as a real estate professional I treat everyone same way with open heart and honesty and love.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

Equity and inclusion is a beauty of diversity, as we are as Canadian are part of multicultural society, our key focus should be on equity and inclusion, where everyone get chance to speak and prosper.

Elizabeth Pelozo

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

To me equity and inclusion should be top of mind for any nonprofits or social enterprise.

My educational background is in museums and nonprofit management. My career was based on equity and inclusion for it spanned First Nations, Townships, and Conservation Authorities. Each workplace had a common thread in all of its public educational planning: dignity, respect, utilizing unique qualities and abilities, and participation.

London has amazing organizations that exemplify these important values. These organizations are inviting to anyone already living in the area and are a valuable asset to any new resident to London's community. Many offer free resources, education, and promote ways to engage with our community through events and volunteering. Making sure that no matter your background or economic status you can participate. Nonprofit organizations are a part a solid foundation of any community. They help attract new investments from Provincial and Federal funding initiatives. They can help attract new employers and new citizens by making London a more desirable community.

The evolution of Nonprofits and For Profit businesses to include social enterprise has allowed organizations to apply commercial strategies to maximize improvements in financial, social and environmental well-being. This is maximizing of social impact alongside profits for external shareholders, not a hand out but a hand up. I love supporting Edgar and Joes by having meetings there and seeing Growing Chefs in my childrens school. With so much new talent that comes to London each year, I see that social enterprise can be a way that

newcomers to Canada and London can gain skillful employment. Diverse community members can look to social enterprises to gain skills, experience, and confidence while sharing their knowledge and experiences.

2. How do you currently support equity and inclusion in London? Please give examples.

London is my home. It's where I've chosen to raise my 3 children. It's where friendships are forged and we celebrate our diversity. I've championed for equity and inclusion in my neighbourhood, in south London and city wide.

In my neighbourhood:

The City of London supports the development of strong neighbourhood associations that strive to build community and promote health and wellbeing in a variety of ways. I was a founding member of the Cleardale Highland Community Association. People from across our community are coming to share concerns over safety while bettering lives and building community through park clean ups, a guided family cycling outing and plans for an outdoor movie in the park in 2019.

In south London:

I gave the first ever Indigenous land acknowledgement at the 2019 South London Canada Day. I self-identify as Metis and I saw this as an important step to strengthening the relationship that exists between London and the Indigenous Peoples. This is an important step in Truth and Reconciliation.

I'm an active member of the Victoria P.S parent teacher association. I assist in planning, implementing and running events that range from holiday concerts, to an Indigenous Strawberry Social to mental health workshops. We look to identify and remove barriers to events to ensure a welcoming environment where everyone feels welcomed and accepted.

City Wide:

Over the years I've march in the London Pride parade with family, friends and colleagues. This year I gathered my friends and supporters to join me as a candidate to publicly show my support.

I was also a vocal supporter and advocated at City Hall for rank ballots, which increase diversity and inclusion in elections.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

My goal is to continue the work of this council to better connect with our indigenous community members. This includes our growing urban indigenous population and surrounding First Nations communities of Chippewas of the Thames First Nation, Oneida Nation of the Thames, and Munsee Delaware Nation. I will continue developing my relationship with our urban Indigenous centres.

A request that residents of ward 12 have brought forward, that I will champion for, is a stage to be installed at White Oaks park. This stage would be a focal point for the many diverse cultures in the south end of London to use to showcase their various cultures and celebrations.

Lastly, I have and will continue to advocate to all levels of government for more supports for mental health resources across the city of London. Our waitlists are far too long. Service providers are not adequately funded. Some services are far too difficult to locate and gain access to across the city. I would like to see our local service providers have a single point of entry. A singular, comprehensive application that can be shared across providers. Individuals, families are children are suffering. We must do better.

Jesse Haidar

Did not complete survey

Rowa Mohamed

Did not complete survey

Eric Weniger

Did not complete survey

WARD 13 CANDIDATES

Ben Benedict

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

It means that no one is left behind, and as leaders, it is our responsibility to reach out and form inclusive boards, staffing, and volunteers. Diversity is the backbone of Canadian culture and it is worthy of celebration. As a professional, I have been an advocate for equity my entire life - even as a child - and as an adult: I cofounded London Pride which I also secured as part of Pillars founding partners; That same year (2003) I wrote the project plan for the Pillar Innovation Awards with a focus on London's diversity and cultural communities; and, in serving on Pillar's Education & Training Committee (2005 – 2009), I helped direct nonprofit training programs based on community need, including diversity. The nonprofit sector has been a critical component in and throughout my life and I remain a strong supporter of social justice issues and as an entrepreneur, the principles of social enterprise.

2. How do you currently support equity and inclusion in London? Please give examples.

Yes! First, as a cofound of Pride London Festival much of today's success was formed from my early development work with the organization, including development and awarding of the Rainbow Youth Leadership Bursary at the London Community Foundation, as well as with the art exhibit, ensuring it was open to everyone - gay or straight - willing to lend their voice to this social justice issue. In serving on the City of London's Creative City Committee (2007-2013) I strived for diversity and inclusion. Finally, by participating, where and when possible, in London's many diverse cultural celebrations.

There's also my past efforts as a journalist (The Londoner) where I was able to use my voice to highlight such incredible events like Black History Month, SunFest, and many of the cultural events that make our community exceptional. Most recently, in completing a Master of Arts in Communication I wrote my thesis on "Activism and Public Relations", exploring how marginalized individual and groups strive for inclusion utilizing the tool and techniques of

public relations professionals. I remain a voice for the marginalized in our community.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

London can be a great place to live, but also cold and distant if you're new, so for years I've always recommended to new Londoners to get involved and volunteer. It provides for an instant network of peers. I've seen it in the many events I coordinated for Pride London Festival. However, in being part of London's festival community I've seen too many events designed to celebrate a minority culture fail - not from passion but from a lack of support from the municipality of London. No one wants a hand out, but many need a hand up to share their culture and in doing so - feel welcomed. So one easy way is to develop an annual festival fund that can: help established festivals stay afloat, but also emerging events get established, learn to earn other sourced revenue, and integrate into the fabric of our great community.

Second, having served on London's Race Relations/Diversity Committee, by encouraging new groups to engage with current resources in their nonprofit learning including the Cross Cultural Learning Centre and Pillar Nonprofit Network. You can't change people nor the world all at once but you can lead people to the help and resources so that they can change their world. I've seen the power of yes (and the destruction that no brings) and I believe it is all our jobs to empower each other to be our better selves and that includes a richly diverse community of thought and people. Thank you.

John Fyfe-Millar

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Equity is just, impartial, and ensures that everyone not only has an equal say, but feels that their input is validated. Inclusion is the dynamic processes put in place by an organization to create the feeling of equity. Equity is a byproduct of inclusion. Without one, it is much more difficult to get the other.

2. How do you currently support equity and inclusion in London? Please give examples.

Personally, you live a non-judgmental lifestyle. It is extremely difficult to come up with examples of everyday life when it is simply something that good people do right.

In business, we always attempt to make differences. We have employees from Hutton House at our south location. This summer, we hired two young men who are here going to school from India. One of them was dropped at Wellington and Dundas by his cousin in June. He had no place to live, and didn't know anyone, and spoke little English. Both work 20 hours a week (which is their max.) and are great contributors.

I do strongly believe that people who live this in their everyday lives, find this question difficult. It is my belief that the goal is to be non-judgmental to anyone and assist where you can.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

1. Work to find safe, quality housing for people who need to get a fresh start in our city. We must ensure that those who are looking for opportunity have opportunity.

2. Ensure that qualified people receive equal opportunities to become leaders in our community.

3. Ensure that our community is welcoming and be prepared to deal with situations tarnish that message.

4. In a global market, we must find a way to recognize existing education from outside Canada, and allow people the opportunity to work in the vocation they were trained in.

While the last one seems difficult, we are still working on a system when education was limited provincially. If someone can come to London and have their education recognized all over the world, we should be able to create programs that assist people in standardizing their designation to be used here.

I've met too many cab drivers with master's degrees. As a Province, we need to fix this, and Western is a good place to start.

Jonathan Hughes

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Equity is the fair and just treatment of everyone in our city, so that we all have an equal opportunity. It recognizes that those in marginalized and under-represented groups may need additional supports to produce equal results. It is the shared responsibility of every Londoner to create an inclusive environment that is open, respectful and supportive for all of us to live, work, learn and play. Everyone should feel accepted, valued and that they belong. This is as applicable to nonprofits and social enterprises as it is to business and government.

2. How do you currently support equity and inclusion in London? Please give examples.

For me there are important ways we can support equity and inclusion: The first is to continue to educate ourselves in regard to those who feel excluded, whether today or through historic injustices. I was privileged to participate in an Urban League sponsored exercise at Atlohosa Native Family Healing services. This Blanket Exercise fosters truth, understanding, respect and reconciliation among indigenous and non-indigenous peoples.

The second is to publicly show our support for marginalized groups. I am proud to say I have marched in both the International Women's Day Parade and the Pride Parade in London. And finally, through creating an inclusive and equitable environment. I have introduced a traditional land acknowledgement to the first class of each university course I instruct, and to meetings I chair at housing co-operatives. I also make participants aware of services that are available to support them when appropriate.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I believe that equity and inclusion first and foremost needs to be a mindset rather than specific actions, and as such my first commitment is to consider these important principles in all decisions I contribute to at city hall.

I have a passion for promoting safe and affordable housing for all, with many years of support to the co-operative housing sector. I commit to working further in this regard, as I believe obtaining housing to be an important step for so many marginalized individuals in our society.

I commit to playing my part to encourage city council to take further action towards the recommendations of the Truth and Reconciliation Commission.

I also commit that when I hear language that is not in support of Inclusion, I will intervene.

Arielle Kayabaga

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Equity, Diversity and inclusion to me mean respecting and treat everyone fairly. It is being mindful of inclusivity in everything we do on all levels of our society.

2. How do you currently support equity and inclusion in London? Please give examples.

As a leader and member of the Black community, as a woman, I am conscious of the spaces I am in and what that means. I am constantly advocating and recognizing when there are voices missing at the tables I find myself at and bringing awareness of how we could better communities if we are mindful of the voices that are missing.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

When elected,

- I'm going to work on creating sustainable impacts,
- create conditions for change,
- Engage communities in order to understand the issues, to create relationships and also be accountable to the change that needs to be fostered;
- Build a welcoming city, workplace and communities because inclusion matters a lot to me.

Kevin Wilbee

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

Equity is about access, opportunity, and fairness for everyone regardless of race, gender, sexual orientation, etc. while at the same time it's about removing barriers that have prevented the full participation of individuals or groups. Inclusion is about creating environments where people feel welcomed, supported, and respected in words and actions. Not-for-profits and social enterprises provide services and resources that meet the needs of our community and provide many benefits and ripple effects throughout the local economy. Our community benefits when equity and inclusion are foundations of our not-for-profits and social enterprise community.

2. How do you currently support equity and inclusion in London? Please give examples.

I strongly support LGBTQ community and I am an active participant in LGBTQ events such as London pride.

In serving the residents of London as a lawyer I am part of the Equality, Diversity and Inclusion program of the Law Society of Ontario which has the goal of creating inclusive legal workplaces in Ontario and reducing barriers created by racism, unconscious bias and discrimination.

In addition, in my capacity as a lawyer, I have successfully represented various clients of the London area at the Canadian Human Rights Commission and the Human Rights Tribunal of Ontario in cases where the client had been discriminated against.

I support women in politics. For example, I was an active volunteer in the election campaigns of Carol Mitchell of Huron-Bruce.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

I will show leadership by investing time, resources, and courage toward making progress on creating equitable and inclusive environments in London. I will continue to support, equality and inclusion by way of increasing justice and fairness within the procedures and processes of our legal and political institutions.

I will continue to understand that issues such as equity and inclusion require addressing the underlying causes and disparities within our community.

David Lundquist

Did not complete survey

Rod Morley

Did not complete survey

Gil Warren

Did not complete survey

WARD 14 CANDIDATES

Steve Hillier

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

My family has been involved in a variety of businesses in London for many years. In more recent years, London has witnessed the rise of nonprofit and social

enterprise business models and, unlike the traditional business models of the past, the nonprofit and social enterprise sectors have brought awareness and the demand for equity and inclusion. From the products and services offered, to the professional staff hired, nonprofit and social enterprise is leading the way in terms of equity and inclusion in our local businesses and within our communities.

2. How do you currently support equity and inclusion in London? Please give examples.

I support local businesses by helping them succeed online and in the real world. Hutton House is one of my favourite organizations; I personally hired people from Hutton House when I owned a bakery and I often recommend them to businesses who are seeking employees. Our family currently manages festivals in London and we strive to hire people who need employment and work experience; these people are often overlooked for other work opportunities. We believe that hiring diverse people is one of the best ways to remove social stigma in the workplace. Only through inclusion and diversity, can we truly get everyone in the game of life.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

Once elected, I will identify areas for improvement and more importantly, find solutions. During city council meetings, for example, it's very uncomfortable to sit through long meetings in the current public gallery so I can only imagine how difficult it is for someone less- able. We need to update this public space to include headphones and proper visual aids for those attending. Additionally, City Hall has improved its efforts to include people with lived experience (on committees and special projects) and we need to continue applying a diversity and inclusion lens to all the within London City Hall

Annette Swalwell

1. What does equity and inclusion mean to you related to nonprofits and social enterprises?

I believe that in all cases everyone should be treated the same regardless of race, income, religion, gender or sexual orientation.

2. How do you currently support equity and inclusion in London? Please give examples.

I have to admit, this has not been something that has been on my radar in the past. Personally, I treat everyone with respect, the way I would like to be treated. I attended the Islamophobia Awareness training and plan to attend more sessions like that so that I can become more aware of what is happening in the city and learn about ways that I can help.

3. Once elected, how will you demonstrate that equity and inclusion are a priority for you? Please provide at least two specific examples/actions of support.

1. I will look into how we could possibly use Inclusionary Zoning in London. This would create communities where people of low income live with higher income earners giving everyone access to the same services and amenities. This is very new to Ontario but has been implemented successfully in some U.S. cities.

2. I would like to learn more from my community as to how to make sure everyone feels respected and included. If others are interested I would set up sessions where we can all learn about people in our community, their beliefs, traditions and cultural background. I believe getting to know one another in a safe space is a good first step to ensuring people feel respected and included.

Allan Tipping

Did not complete survey

Jared Zaifman

Did not complete survey