



2024 to 2027 Business Plan

Service: Anti-Racism and Anti-Oppression

\$4.97

Annual cost for the
average rate payer
(2024 to 2027)

0.13%

Of the 2024 to 2027
City of London Net
Property Tax
Supported Budget

Who we are:

- The Anti-Racism and Anti-Oppression Division are committed to create and sustain action-focused, positive, and lasting systemic change in the City of London so that race or membership in an equity-denied group does not predict one's access to opportunities or ability to engage whole heartedly in the London community. We will do this through relationship building, research, community engagement, best practices, education, critical self-reflection and shared leadership.

What we do:

- Support implementation of the Anti-Racism and Anti-Oppression Framework and Equity Tool across the Corporation.
- Offer training on topics of Anti-Racism and Anti-Oppression.

- Develop and implement Action Plans to address racism and oppression.
- Support community engagement strategies that intentionally engage with equity-denied communities.
- Provide advice, guidance, leadership and coaching to City staff on developing a more equitable and inclusive workplace.

Why we do it:

- **Traditional** – The Anti-Racism and Anti-Oppression Division was formed in response to Council's direction following the acknowledgement that systemic racism and oppression exist within the Corporation and within the community. Council's 2023-2027 Strategic Plan established Reconciliation, Equity, Accessibility, and Inclusion as a strategic area of focus.

The following table provides an overview of the budget for this service:

Budget Summary (\$000's)	2024	2025	2026	2027	2024 to 2027 TOTAL
Gross Operating Expenditures	\$1,062	\$1,171	\$1,174	\$1,177	\$4,584
Other Revenues	-\$0	-\$0	-\$0	-\$0	-\$0
Net Tax Levy Supported Operating Budget	\$1,062	\$1,171	\$1,174	\$1,177	\$4,584
Total Capital Expenditures	\$0	\$0	\$0	\$0	\$0
Full-Time Equivalents (FTE's)	6.0	7.0	7.0	7.0	N/A

Reflects 2024 to 2027 adopted City budget as of December 1, 2025.

Linkage to the 2023 to 2027 Strategic Plan

This service supports the following Strategic Areas of Focus in the 2023 to 2027 Strategic Plan:

- | | | | | | |
|---|--|--|---|--|---|
| ✓ |  | Reconciliation, Equity, Accessibility, and Inclusion | |  | Economic Growth, Culture, and Prosperity |
| |  | Housing and Homelessness | |  | Mobility and Transportation |
| ✓ |  | Wellbeing and Safety | |  | Climate Action and Sustainable Growth |
| ✓ |  | Safe London for Women, Girls, and Gender-Diverse and Trans People | ✓ |  | Well-Run City |

Environmental, Socio-economic Equity and Governance (ESG) Considerations

Environmental, Socio-economic Equity and Governance Profile for this service:

Environmental:

- There is evidence that equity-denied groups tend to have a lower economic status and the intersection of these identities are more negatively impacted by the effects of climate change. By engaging with these communities and implementing their recommendations, we can better predict and improve outcomes for these groups who will be greatly impacted by the climate emergency.

Socio-economic Equity:

- The work of the Anti-Racism and Anti-Oppression Division specifically aims to improve outcomes for equity-denied communities. These groups fair disproportionately worse than others and the Anti-Racism and Anti-Oppression Division supports the Corporation to identify and address these inequities by engaging equity-denied people in the Corporation and the community and implementing their feedback and recommendations. It will also be done through applying the City's Anti-Racism and Anti-Oppression Framework and Equity Tool to the work we deliver that impacts all Londoners.

Governance:

- The City has prioritized anti-racism and anti-oppression work throughout the 2023 to 2027 Strategic Plan including the Reconciliation, Equity, Accessibility and Inclusion Area of Focus. Many commitments have been made to create a more welcoming, inclusive, and safe community for all Londoners. London is at the forefront of leading this work with our community and with other levels of government who we are currently in partnership with.

The following section provides an overview of the key activities the service plans to undertake from 2024 to 2027 to implement the Corporation's 2023 to 2027 Strategic Plan, as well as an overview of the risks and challenges the service is anticipated to experience during this period:

Service Highlights 2024 to 2027

- Support the Corporation in implementing the [Anti-Racism and Anti-Oppression Framework \(link to the Strategic Priorities and Policy Committee report of September 20, 2022\)](#) and Equity Tool through training, coaching and guiding.
- Implementation of the [A London for Everyone: An Action Plan to Disrupt Islamophobia \(link to the Strategic Priorities and Policy Committee report of February 8, 2022\)](#).
- Develop and implement a Truth and Reconciliation Action Plan.
- Develop and implement an Equity and Inclusion Action Plan.
- Develop and implement an Anti-Black Racism Action Plan.
- Support community members and organizations through anti-hate initiatives, community engagement, and a community of practice.

Risks and Challenges Anticipated in 2024 to 2027

- Decisions of Council may not align with the Outcomes and Expected Results articulated in Reconciliation, Equity, Accessibility and Inclusion which may negatively impact efforts towards earning trust with equity-denied communities and delivering on the City's commitment to reconciliation, anti-racism and anti-oppression.
- Ideologically motivated violent extremism such as the June 6 Islamophobic terror attack could require additional resources to support a community-wide response.

Other reference information and links:

- Link to Strategic Priorities and Policy Committee, December 7, 2015, [Municipal Implications of the Truth and Reconciliation Commission Report](#)
- Link to Strategic Priorities and Policy Committee, April 18, 2016, [Follow-Up on Municipal Implications of the Truth and Reconciliation Commission Report](#)
- Link to Strategic Priorities and Policy Committee, May 15, 2017, [Update on Municipal Implications of the Truth and Reconciliation Commission Report](#)
- Link to a Letter to Council, July 7, 2020, [Making Anti-Racism a Strategic Priority](#)
- Link to Strategic Priorities and Policy Committee, September 22, 2020, [Steps Toward Anti-Racism and Anti-Oppression at the City of London](#)
- Link to Strategic Priorities and Policy Committee, January 26, 2021, [Truth and Reconciliation Commission Recommendations Update on City of London Efforts](#)
- Link to Strategic Priorities and Policy Committee, April 26, 2022, [Truth and Reconciliation Commission Recommendations: Update on City of London Efforts](#)

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