



LONDON FOR ALL

A ROADMAP TO END POVERTY



Income & Employment

2.3 Develop and implement hiring practices aimed at increased diversity

Community Diversity & Inclusion Strategy: City 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 November 2016, the City of London asked Londoners to step forward to help build this Strategy. 200 Londoners came forward to be CDIS Champions, committing to meet three times from January to March and engage their community networks between meetings.

A Steering Committee, including representatives from the Diversity Inclusion and Anti-Oppression Advisory Committee (DIAAC) and other CDIS Champions, provided oversight over the entire process. Londoners and community stakeholders were also provided with several opportunities to provide input. On August 1, 2018 the Steering Committee presented the draft document to Community and Protective Services for endorsement. The strategy then went to City Council for final approval on August 22.

London's Community Diversity & Inclusion Strategy includes a number of important components:

1. A Vision.

London is a diverse and inclusive community that honours, welcomes, and accepts all people; where people have the power to eliminate systemic oppressions.

2. A Statement of Commitment.

The City of London commits to:

- Mandating equity and exemplifying our vision of London as a diverse and inclusive community.
- Learning and honouring the unique histories and lived experiences of all peoples in our community.
- Removing systemic barriers to accessibility as experienced by our community by listening and responding to the voices of those who are marginalized,

“All Are Welcome Here” Campaign

“All are welcome here” is a campaign to fight back against the recent rise of anti-immigrant sentiment in the city. It is a product of the London Middlesex Local Immigration Partnership with various partners including the City of London. The purpose of the campaign is to end racism and religious and ethnic discrimination in the city.

1,000 Acts of Welcome Campaign

The LMLIP 1,000 Acts of Welcome Challenge is a local campaign to end racial, religious and ethnic prejudice and discrimination in London by engaging residents in creating a welcoming community - **one welcoming act at a time!**

The key campaign message is **#AllAreWelcomeHere**. The campaign encourages residents of London to engage in acts of welcome and share those acts through the campaign social media.

It encourages schools to take concrete steps aimed at creating a more welcoming school community. It initially invited every resident, to get involved and complete 1000 Acts of Welcome by March 21, 2018, a deadline that has now been extended indefinitely.