SUBJECT: Follow up to Anti-Racism Symposium Report to Council (FCS05072) (City Wide) – Referred from Corporate Administration Committee on October 13, 2004

RECOMMENDATION:

a) That staff collaborate with the Committee Against Racism in the development of a plan to address the recommendation of a community engagement strategy for the city regarding accessibility and equity to civic opportunities for racialized communities;

b) That the plan for the development of a community engagement strategy outline the principles of a community engagement strategy, the method of undertaking the strategy, and the resource requirements, and be completed by September 2006;

c) That the Committee Against Racism be requested to collaborate with Strengthening Hamilton Community in the development of a plan for a community-based public awareness campaign that will focus on the impact of racism and how to address it;

d) That staff collaborate with the Committee Against Racism and other community groups to scope out possible partners for consideration of the development of a Resource Centre that focuses on anti-racism/oppression research, education and training, support and capacity building for grassroots and developing communities;

e) That the recommendation of the Committee against Racism to implement an Access and Equity standing committee of Council be referred to the Governance Review Committee for their consideration;
f) That Council thank the Committee against Racism for their ongoing commitment and dedication to following through on the recommendations from the Symposium Report; and

g) That the issue of follow-up to “Implementation of Recommendations in Report re Reality of Anti-Racism Work in the City of Hamilton” on Outstanding Business of the Corporate Administration Committee be identified as completed and removed from the Outstanding List.

Joseph L. Rinaldo, General Manager
Finance and Corporate Services

EXECUTIVE SUMMARY:

On October 6, 2004, the Committee Against Racism made a presentation to report the findings and recommendations that came out of the "Symposium on the Reality of Anti-Racism Work in The City of Hamilton".

Following the presentation, the Corporate Administration Committee requested that the Access and Equity Coordinator review the recommendations and report back with respect to the feasibility of implementing the relevant recommendations especially noting short term and long-term initiatives. Additional consultations have taken place with the Committee Against Racism as they have been working to identify the initiatives they wish to proceed with, and defining their roles in moving the plan forward.

Several initiatives recommended in the Symposium report are already being worked on by the City; the two major ones being the development and roll-out of anti-racism training and the development of a Diversity and Equity policy for the City of Hamilton. Staff has considered the priorities and workload involved in the recommended initiatives, and have recommended that preliminary planning be proceeded with on several of the initiatives not already being undertaken by the City.

BACKGROUND:

The Committee Against Racism held a symposium in October 2003 in order to give individuals and representatives from community agencies, grassroots organizations, the health sector, funding agencies, outreach workers, researchers, students and teachers from schools and universities and many more sectors, an opportunity to discuss and make recommendations regarding the reality of anti-racism work in the City of Hamilton. The symposium called for the participation of those who are involved in anti-racism work, paid or unpaid, to discuss racism not diversity. This was deliberate because diversity work does not address the impact of racism on the individuals and communities most affected. Anti-racism is a deliberate process that identifies inequities in the various
structures and systems in organizations and in the community. It also demonstrates the impact that racism has on the lives of individuals and communities. An anti-racism process is a well thought out framework that includes strategies, action plans and training aimed at assisting organizations through a change process that will result in equitable policies, programs, services and opportunities.

The symposium participants identified gaps in the existing initiatives and obstacles to accomplishing anti-racism work and then formulated recommendations that they wanted the Committee Against Racism to present to Council. The following is a summary of those recommendations.

- Education and Training Programs. Including mandatory and ongoing anti-oppression training for city staff and elected officials.
- Participatory Democracy. The City must develop and implement a plan, with measurable goals and timelines to increase the participation of racialized groups in institutions and increase their access to decision-making positions.
- The Formation of an Anti-racism Coalition. Such a coalition would lobby and apply pressure to Hamilton’s institutions, identify and share best practices, act as a support network, and keep Hamilton’s institutions accountable to an anti-racist agenda.
- The Formation of a Resource Centre. To provide anti-oppression training, consultation, monitoring and evaluation; research on racism in the Hamilton community; outreach and mentorship services; counselling and support services for anti-racism workers and people who have experienced racism.
- Funding Initiatives. The City of Hamilton must provide funding for anti-racism initiatives in the city, as well as funding for workshops that will give individuals and groups the resources and skills to secure funding from other agencies and institutions.
- Development of Anti-racism Policies and Procedures. The City of Hamilton and major organizations and institutions in this community must develop and implement meaningful anti-racism policies and procedures.
- Further development of, and support for, the City of Hamilton’s Access and Equity Office.
- The extension of the mandate of Strengthening Hamilton’s Communities Initiatives beyond 2004.
- The commitment of the City of Hamilton to working with Hamilton’s Urban Aboriginal community to acknowledge meaningfully the historical and systematic discrimination of Aboriginal peoples and to create a statement of understanding with respect to urban Aboriginal rights.

Additionally, the Committee against Racism, in their presentation, recommended that Council establish an Access and Equity standing committee of Council, and that a member of Council be appointed to liaise with each of the advisory committees.

As a result of this presentation, the Corporate Administration Committee approved the following motion:
(a) That the presentation from Ms. Pauline Kajiura respecting “The Symposium on the Reality of Anti-Racism Work in the City of Hamilton”, be received;

(b) That the report on “The Symposium on the Reality of Anti-Racism Work in the City of Hamilton”, be received, and that staff be requested to bring a report back to the Committee, in consultation with the Committee Against Racism, outlining implementation strategies to achieve short-term and long-term objectives;

(c) That a list of the citizen committees reporting to the Corporate Administration Committee be circulated to the Committee to allow members of the Committee to select and participate on one citizen committee each.

As a result of this direction, the Access and Equity Co-ordinator proceeded, in consultation with the Committee Against Racism, to look at the feasibility of implementing the recommendations, to review the progress of those that the city are involved with already, and to define the role that the Advisory Committee would like to play in proceeding with these recommendations.

In addition, members of the Corporate Administration Committee chose one or more of the 8 Advisory Committees to interact with in a liaison capacity. As the Governance Review Committee of Council addresses issues related to the structure of standing committees of Council, it is recommended that the concept of establishing an Access and Equity standing committee of Council be referred to the Governance Review Committee for their consideration.

A report of the findings with respect to each of the recommendations contained in the Symposium Report is attached as Appendix A for committee’s review. In addition, the 2004-2006 Workplan of the Committee Against Racism (Appendix B) has been distributed separately due to size.

**ANALYSIS OF ALTERNATIVES:**

The Symposium report developed by the Committee against Racism was well thought out in terms of identifying the issues raised at the symposium, the recommended actions and the reasons for the initiatives proposed. The initiatives proposed would be very beneficial for the City and the community and the Corporate Administration Committee directed staff to review the implementation strategy to undertake the initiatives. Not taking action is not recommended as the community has been waiting for a very long time for a response to their requests for support in the area of anti-racism and equity, and for the City to proceed with addressing issues of racism and other inequities identified in the symposium report.

As requested by the Committee against Racism, it is important for staff to work together with the Committee against Racism and to proceed with initial planning for some of the
initiatives identified in the Symposium Report. Several of the initiatives will take additional resources to complete. Staff resources will be utilized in the short term by proceeding with two specific initiatives identified, the development and the commencement of training for City staff, and the development of the Diversity and Equity Policy. In the short term, the initial planning will take place for the other initiatives as noted in the report and recommendations, with staff working together with the advisory committee on the initial planning. At the end of the planning stages, resource requirements will be identified for future budget consideration.

Alternatives to the specific initiatives will be addressed, if possible, when they are considered as set out in the plan.

**FINANCIAL/STAFFING/LEGAL IMPLICATIONS:**

In terms of financial and staffing implications, there are no identified implications specifically related to the recommendations to proceed. Funding is already in place to commence those initiatives that are noted as being underway.

Many of the initiatives outlined in the plan will be undertaken by staff, in consultation with the Committee against Racism, therefore utilizing existing staff resources. Implementation of specific initiatives which require financial resources will have to be budgeted for or accommodated in existing approved budgets. For the initiatives that require funding, the details of financial requirements will be identified in the further development of the plans that are being recommended, and budgets will be brought forward for Council’s consideration during the appropriate budget cycle.

Staff are monitoring recent federal government announcements concerning funding which has been identified for anti-racism work, and are participating in the federal government program through the Department of Canadian Heritage. Funding opportunities will be pursued, if they become available.

**POLICIES AFFECTING PROPOSAL:**

N/A

**CONSULTATION WITH RELEVANT DEPARTMENTS/AGENCIES:**

Consultation has involved external organizations including Settlement and Integration Services Organization, Hamilton Welcome Place, Sudanese League of Hamilton, the Aboriginal Advisory Committee and the Committee against Racism and Strengthening Hamilton Community.
CITY STRATEGIC COMMITMENT:

Access and equity initiatives particularly support the values of respect for the needs of all residents, for all viewpoints, and for the diversity of our community, as well as compassion, sensitivity to and meeting the requirements of all residents with special needs and interests, and those less fortunate. In addition, the values of leadership, integrity, teamwork, and sustainability are reflected in the principles of access and equity. Access and equity initiatives contribute to meeting Council’s goal of becoming a Great City in which to Live, by working towards providing quality community services which honour community identity and varying needs and circumstances, as well as supporting people in need, with care. They also contribute to meeting the goal of becoming a City where People come First, by ensuring that there is an inclusive process for community members to share their views and contributions to the City.

Access and Equity initiatives support Vision 2020’s vision of access to ensure people have the ability to contribute and participate in community life regardless of physical and mental ability, income, age, gender, spiritual or cultural background or geographic location. Access and Equity is also aligned with the Vision 2020 goals of community well-being that speaks to the principles of equity, open and participatory government and interconnections between social/health, economy and environment so as to enable the participation of all citizens and communities in community life.
APPENDIX A

Responses to the Recommendations from the Symposium on the Reality of Anti-Racism Work in Hamilton

Many of the recommendations coming out of the symposium report, “…The Reality of Anti-Racism Work in the City of Hamilton” are being addressed in the draft Access and Equity Strategy Framework document and will also be incorporated into the consultation process for the development of a Corporate Diversity and Equity Policy being led by the Access and Equity Office. This process is scheduled to begin within the next few months and the Committee against Racism as well as other relevant stakeholders will be involved.

The City’s Advisory Committee Against Racism has developed a workplan in which they have identified their roles and responsibilities for assisting with each recommendation. The committee has also committed to hosting a follow-up symposium in the fall of 2005 to report back to the community on the progress of these recommendations and to gather more input that will be incorporated where applicable.

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<thead>
<tr>
<th>SYMPOSIUM RECOMMENDATION ONE: EDUCATION AND TRAINING</th>
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<tr>
<td>Part A</td>
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<td>That the City of Hamilton provide mandatory and ongoing anti-oppression training to its staff and to elected officials, for which the training objective is to foster in its work environment, policies and programs a common analytical framework about the problem of racism.</td>
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Access and Equity Office

The Access and Equity office is about to enter into an RFP process to recruit a consultant to develop a series of anti-racism training modules. The training modules will be based on an analytical framework as identified in the symposium recommendation and the Committee against Racism, the Staff Access and Equity Support Committee and other stakeholders will be consulted during the development process. The training of management, staff and council members is expected to begin in winter of 2006 and will continue until 2008. Initial funding of $80,000 has been approved for the development of these modules and to commence the delivery of the modules. The training will be available on an ongoing basis to be determined with the development of the modules.
The Committee against Racism Role:
(As indicated in their 2004 – 2006 workplan)

That the Committee Against Racism be informed and/or consulted with regards to any internal City of Hamilton anti-racism and diversity education and training. The consultant(s) will work with the Committee against Racism throughout the process.

SYMPOSIUM RECOMMENDATION ONE:
EDUCATION AND TRAINING

Part B
That the city increase public awareness of the issue of racism by supporting a city-wide public education campaign that includes such topics as language and its use, understanding diversity, cultural sensitivity, and includes education programmes with an historical perspective.

Access and Equity Office:

The Symposium report identifies the need for a clear voice in the community saying that racism is not acceptable, and that the City has a leadership role to play in being proactive and providing a public education campaign that will focus on the impact of racism and how to respond to it. A public education campaign would be beneficial in terms of raising community awareness of the impacts of racism, and the reasons why it needs to be addressed. The effects of racism effect our community members on a day to day basis and the impacts on the City as an organization can be seen in neighbourhood disputes, vandalism, graffiti, increased policing costs, lack of participation by racialized minorities, and lack of civic engagement. This initiative would require the support of a social marketing specialist to help develop the message and a roll-out plan of the campaign. A public awareness campaign would be of value to Hamilton both as a community and as an organization.

Two of the strategic directions identified by the Community Roundtable of Strengthening Hamilton Community are to develop broad-based strategies to combat racism and to develop education campaigns to foster understanding and mutual respect within Hamilton’s diverse community. Therefore, the recommendation is for the Committee against Racism to collaborate with Strengthening Hamilton Community on the development of a public education campaign. The initial step will be to develop the basic components of a plan to be included in a public awareness campaign, including specific messages to be addressed, possible methods of roll-out, and budget estimates for the completion of the plan, development of the campaign materials and tools and implementation of the campaign. Staff will continue to support the committee through this process.
The Committee against Racism’s Role
(As indicated in their 2004-2006 workplan)

That the Committee Against Racism’s role in the increasing of public awareness is to assist in the development of fact sheets, town halls, presentations, speaking engagements and any other forms of public awareness.

SYMPOSIUM RECOMMENDATION ONE:
EDUCATION AND TRAINING

Part C

That the city promotes through recognition, people who can serve as role models for Hamiltonians from different cultures.

That the city recognizes visible minorities in our cultural history through designations, commemorations, statues, and landmark status.

Access and Equity Office:

This recommendation will be incorporated into the consultation process for the Corporate Diversity and Equity Policy. Once developed, the Diversity and Equity Policy will guide the way in which diversity and equity are addressed in the various ways the City does business.

Committee against Racism’s Role:
(As indicated in their 2004-2006 workplan)

That the Committee against Racism support and assist with an Anti-Racism, Diversity and Inclusivity awards program in the City of Hamilton.

That the Committee against Racism be consulted in the development of any designations, commemorations, statues and landmark status etc., as may arise.
SYMPOSIUM RECOMMENDATION TWO: PARTICIPATORY DEMOCRACY

Part A
That the City of Hamilton develop and implement a plan, with measurable goals and timelines, to increase the participation of members of racialized groups in city programs, services and planning, as well as increase the access of members of racialized communities to decision-making positions within the City of Hamilton. The city should use its influence with other major institutions and corporations to undertake similar initiatives.

Part B
That the abovementioned plan actively seeks out representatives from Hamilton communities to work either in partnership with city hall or at arms-length in its development and implementation.

Access and Equity Office:

A community engagement plan is critical for this recommendation to come to fruition and is a key strategic direction being developed in the draft Access and Equity Strategic Framework document (2005-2010) for the City. The draft Access and Equity Strategy Framework document (2005-2010) outlines the importance of inclusive decision-making and the need to ensure mechanisms and processes are in place to engage community organizations/groups and individuals. The Committee against Racism is presently being consulted as the draft document framework is being developed.

Participation in decision-making will also be a major component of the Corporate Diversity and Equity Policy consultation process.

The initial step will be to work in collaboration with the Committee against Racism to develop a plan to address this recommendation of a community engagement strategy for the city regarding accessibility and equity to civic opportunities for racialized communities. The plan for the community engagement strategy is to outline the components of a community engagement strategy, including the budget and resources required to undertake this initiative, and that the plan be completed by September 2006.

Committee against Racism’s Role:
(As indicated in their 2004 – 2006 workplan)
The Committee recommended that a City of Hamilton Council Standing Committee on Access & Equity be established.

That the Committee assist the City in a community engagement strategy/plan regarding accessibility & equity to civic opportunities for racialized communities (i.e. increased decision making, possible council positions,
consultation with racialized communities regarding programs & services ensuring all stakeholders are there).

As the City progresses with its draft Access & Equity framework, that this Committee be consulted in its further development and implementation as well as assisting in any public awareness and promotion. That this committee have an opportunity to review the list of stakeholders and provide additional input as necessary to ensure inclusive grassroots involvement in the process.

**SYMPOSIUM RECOMMENDATION THREE: DEVELOPMENT OF A COALITION**

- That an anti-racism coalition, made up of groups and individuals committed to anti-racism be formed, with the following functions:
  - Lobbying/applying pressure to Hamilton’s institutions.
  - Identification and sharing of “best practices.”
  - Acting as a “support network” for anti-racism workers.
  - Keeping Hamilton’s institutions accountable to an anti-racism agenda.

**Committee against Racism’s Role:**

*(As indicated in their 2004 – 2006 workplan)*

The Committee against Racism is taking the lead role for this recommendation. They have committed that:

The Committee will investigate and collaborate with existing bodies that encompass the identified functions of lobbying Hamilton’s institutions, identification and sharing of best practices, acting as a support network for anti-racism workers, and keeping Hamilton’s institutions accountable to an anti-racism agenda.

To further pursue networking and collaborative efforts to assist in addressing the abovementioned areas identified as lacking.

**SYMPOSIUM RECOMMENDATION FOUR: RESOURCE CENTRE**

**Part A:**

That a resource centre devoted to anti-racism research, education and training be created to operate in Hamilton. The centre should have paid staff and seek funding and support from all levels of government (municipal, provincial and federal). Such a centre might:

- Provide anti-oppression training, consultation, monitoring and evaluation.
- Conduct research into racism in the Hamilton community (for instance, its effects on the economy, etc).
♦ Provide capacity-building initiatives within organizations.
♦ Provide a resource library that includes anti-racism research, policies, initiatives and other resources.
♦ Provide outreach services.
♦ Compile a directory of anti-racism trainers and practitioners in Southern Ontario.
♦ Consult health, social services, education, business, industry, and government.
♦ Provide mentorship services.
♦ Provide “anti-racism” accreditation.
♦ Provide counselling and support to anti-racism workers and to people who have experienced racism.

Part B:
That the City of Hamilton supports the abovementioned resource centre through on-going funding and through its encouragement to other Hamilton institutions (education, industry, business, media) to also support it in similar ways.

Part C:
That an accreditation system for auditing racism/anti-racism in institutions and organizations in Hamilton be developed and implemented. The system should:
♦ Be independent from government or any particular institution.
♦ Audit institutions and organizations based upon criteria informed by anti-oppression practice and provide accreditation based on the fulfilment of certain standards in areas such as hiring, promotion, education and training.
♦ Provide the city with standards for licensing and contracts.
♦ Audit organizations that provide social services, such as Ontario Works.

Access and Equity Office:
The Access and Equity Office using the information provided by the symposium report and the Committee against Racism input, conducted some preliminary research using existing local, national and international literature and through limited consultations with staff, community organizations and groups, investigated the possibility of initiating the development of such a resource center.

If this resource centre were to be approved and implemented it would support much of the anti-racism and other anti-oppression training, professional development and relevant research needs of the City’s staff.

Without a partnership, the ability of the City to support the costs of such a centre would be extremely limited. However, it is believed that there are many public and private sector organizations which would benefit from having such a resource centre available in the City of Hamilton who may consider partnering in the development of a centre. At
the current time, many organizations in the government, law enforcement, education, and social service sectors either hire employees or retain the services of consultants to undertake the type of work contemplated by this recommendation.

Over the long term, there would be benefits to the City as an organization to have resources readily available for training/research, and outreach into areas of anti-racism and anti-oppression, and that it would also benefit the community to make training and information available to smaller public and private sector organizations in the City which would not probably be able to finance them on their own, but might take advantage of these services if they were available locally. A partnership of organizations in the City might provide a viable option for the provision of a resource centre, which the City would not be able to afford on its own. As a partnership might prove to be a less costly, more efficient, more standardized and more easily accessible method of providing training than currently exists, it is recommended that the City scope out potential partners who might also benefit from a resource centre to establish the level of interest in such a concept. The scoping exercise to be undertaken by March 2006 will seek to identify partners who are interested in further exploration of this concept.

The next steps will be to scope out the potential partnerships for consideration of the development and sustainability of such a Resource Centre. Eventually, the potential partners will need to identify estimated operating costs (including facilities, staff, operational expenses, etc.), and review models for financial sustainability, and components of partnership agreements for operations and governance.

Preliminary investigations to identify the objectives and activities of the Resource Centre are outlined below:

**SHORT-TERM ACTIVITIES:**

**Education & Training programs**

- Compile a directory of anti-racism trainers and practitioners in Southern Ontario.
- Conduct ongoing anti-racism training;
- Consult with health, social services, education, business and government on issues of equity, access and social justice;
- Educate Hamilton public about the socio-economic impact of racism on our community and support a city-wide public education campaign;
- Offer workshops on:
  - How to create an environment that supports change
  - Proposal and grant writing to help anti-racism activists and organizations seek out funding for their work
  - Aboriginal Rights issues
  - How to create a plan of action for the elimination of racism and discrimination
Research on racism/clearinghouse

- Research the scope of racism as a structure of power and privilege and the forms of racism to come up with a consensus regarding the definition of racism and to go beyond celebrating the city’s racial diversity to creating an environment that challenges the status quo by developing and implementing equity standards
- Research racism, other forms of oppression, poverty and their correlation with each other including the intersectionality of oppressions
- Research the unique needs of racialized people and how to ameliorate the labour market and economic disparities between various groups in the City;
- Conduct specific studies on issues identified through consultations and by the Volunteer Committee Against Racism;
- Undertake research to establish such indicators which can identify, evaluate and monitor the socio-economic status of racialized groups and which can be used to set service delivery priorities;
- Provide a resource library that houses information and research, reports and tools on racism, anti-racism, other forms of oppression and anti-oppression, sample policies and procedures, community initiatives, case studies and other relevant resources.

Capacity Building (outreach/mentoring)

- Outreach and mentorship services; counselling and support services for anti-racism workers and people who have experienced racism and discrimination;
- Develop and/or promote initiatives and resources for capacity building for racial and ethno-cultural organizations;
- Recognize and promote role models who belong to racialized communities utilizing community based leadership models.
- Establish partnerships with agencies serving diverse communities to address issues of discrimination and inequity;
- Promote to the public the vision of the City, business, education and community agencies on access, equity and diversity and inform members of the public about their policies on non-discrimination, human rights, anti-hate and harassment through information, communication campaigns, community outreach, engagement programs and special events.
LONG-TERM ACTIVITIES:

Education & Training programs

- Creation of an analytical framework for developing a diversity strategy and aligning it with each organization’s goals and values;
- Publish an annual racism and discrimination report card based on identified indicators;
- Partner with McMaster University, Mohawk College and other training and educational institutions to provide anti-racism training modules and accreditation to different levels of service providers from frontline to top management.
- Develop and implement an accreditation system for auditing racism/oppression based on anti-racism/oppression practices and design standards in recruitment and promotion, citywide standards for licensing and contracts in institutions and organizations in Hamilton;
- Implement a range of training and awareness programs, including sensitizing of staff and management to the accommodation needs of employees with disabilities, religious accommodation, heterosexism and its impact, gender equity issues and age discrimination and making sure that training offered is current and addresses issues of race and how that intersects with other forms of oppression; barrier identification and removal.

Research Focusing on Oppression/Clearinghouse

- Research that addresses the needs of Aboriginal people, women, people with disabilities, immigrants, refugees, visible minority, gay, lesbians, bisexual and transgender people, people with low literacy, seniors and youth and to ameliorate the labour market and economic disparities between various groups in the City;
- Research the correlation between all forms of oppression and how that will affect addressing all forms in their complex overlap;
- In partnership with Hamilton’s settlement and integration agencies research and provide recommendations to address issues of internationally trained professionals and trades people related to racism that create barriers in their access to employment in their fields of expertise.
- Review and promote best practices in the area of integration of internationally trained professionals and trades people into the workforce
- Continue to develop and maintain the resource library to be used by the community and beyond
Capacity Building (outreach/mentoring)

- Provide capacity building initiatives through training and coaching to local businesses and organizations;
- Develop and/or promote approaches to recruiting, selecting, promoting and retaining talented and skilled individuals from racialized and newcomer communities;
- Provide consultation and coaching to all organizations to assist with the development of policies, procedures and practices intended to transform structures of power and privileges which maintains racial hierarchies;
- Outreach to businesses of racialized and diverse communities to share information about how to access the procurement process of the City and its Agencies;
- Organize annual citywide networking session for agencies working with racialized communities and other marginalized groups to share best practices, concerns and success stories;
- Provide information, peer networking and advocacy to remove barriers faced by small businesses and businesses owned by people from diverse communities, such as access to loans, credit and business opportunities;
- Publicize and celebrate the success and achievements of racialized people and communities to counter negative stereotypes and help the public understand their contributions to the city and ensure information and resources are available to the ethno-specific and community media;
- Advocate for adequate funding and co-operative strategies to provide affordable housing; public transit; childcare; employment programs; training in official languages; literacy programs; accreditation and recognition of prior learning and experience of immigrant workers; and settlement services for immigrants and refugees; and for programs to increase voter participation in municipal elections;
- Use creative, innovative and proactive community engagement practices to facilitate racialized communities' participation in the City's decision-making process.

The Committee against Racism's Role:
(As indicated in their 2004 – 2006 workplan)

The Committee be consulted and support the formation of a Hamilton Community Resource Centre. The Committee must have an opportunity to review the list of stakeholders and provide additional input as necessary to ensure inclusive grassroots involvement in the design, development, implementation, monitoring and evaluation of the center.

The Committee will actively encourage the City of Hamilton to support the formation of a Hamilton Community Resource Centre and that some members of the Committee against Racism and Council members sit on the board of the Resource Centre.
That this Committee be consulted throughout the development of an accreditation system for auditing racism and anti-racism to the review and provide input into the policies framework to increase opportunity regarding equity & accessibility –i.e. purchasing policies, Standardizing SHCI, A/R framework plan.

Presently, the Committee against Racism has formed a sub-committee to review and monitor racist reporting and reports in the City of Hamilton.

SYMPOSIUM RECOMMENDATION FIVE:
FUNDING

- That the City of Hamilton provide 2 to 3 daylong workshops on writing proposals and grants to help anti-racism activists seek out funding for their work. Workshops must be accessible to the least-targeted communities/grassroots groups. People need to be able to walk away from these workshops with an actual understanding of the process of grant-writing and potential sources for funding, as well as practical tools and reusable skills, and a final product of their own.

- That the City of Hamilton provides funding to grassroots organizations, the purpose of which is to empower their anti-racism initiatives.

- That the City of Hamilton continues to fund events like this anti-racism symposium.

- That the city allocates permanent funding to anti-racism initiatives and marks this funding to inflation rates.

Access and Equity Office:

The Access and Equity office has developed a resource list of potential funders whose priorities are to support core programs of addressing equity, racism and capacity building. This information will be useful in the development of the resource centre should this initiative be deemed viable.

Staff will facilitate the Committee against Racism’s request to meet with the City’s Corporate Services Department, Finance and administration Division, Community Partnership Program to discuss the possibility of revising the funding criteria to include anti-racism initiatives.
The Committee against Racism’s Role:
(As indicated in their 2004 – 2006 workplan)

That the Committee assists the City towards the provision of these identified workshops and encourage the City to retain a permanent allocation/budget line for anti-racism initiatives.

That this Committee sends a letter to the City’s granting committee endorsing funding to grassroots organizations, which empower anti-racism initiatives.

To ensure events like the anti-racism symposium is maintained through the Committee’s Terms of Reference and workplan.

SYMPOSIUM RECOMMENDATION SIX:
THE DEVELOPMENT OF ANTI-RACISM POLICIES AND PROCEDURES

That the City of Hamilton, as well as institutions and organizations in this community develop meaningful anti-racism policies and procedures to be used consistently. Participants clearly differentiated between the adoption of standard policies and the implementation of these policies in day-to-day practices. They cited the City of Hamilton and the Hamilton Wentworth District School Board as being two institutions that have had policy development projects on-going for a long period of time, yet whose policies are not carried out in day-to-day practices.

Access and Equity Office:

The draft Access and Equity Strategy Framework document (2005-2010) outlines the development and promotion of a Corporate Diversity and Equity Policy as a key strategic objective with relevant initiatives to move the City of Hamilton to becoming an inclusive and equitable place to work.

The review of the City’s current Race Relations policy and subsequent development and updating to an Anti-Racism Policy will be part of the consultation process of the Corporate Diversity and Equity Policy scheduled for fall of 2005. The consultation process will include all relevant stakeholders including our city volunteer advisory committees.

Committee against Racism’s Role:
(As indicated in their 2004 – 2006 workplan)

That this Committee assist the City of Hamilton in recognizing anti-racism initiatives as an organizational priority; an integral aspect in the promotion of the City of Hamilton as a leader/role model to other influential institutions. To collaborate and assist in the development and implementation of consistent official policies and effective day-to-day practices and procedures (i.e. look at
current best practices models being utilized by the City of Hamilton such as, Social Justice Committee, OW/ODSP Operational Group, volunteer advisory committees, Access to Sports and Recreation etc."

**SYMPOSIUM RECOMMENDATION SEVEN: THE CITY OF HAMILTON’S ACCESS AND EQUITY OFFICE**

- That the City of Hamilton invest in expanding or extending the reach of its Access and Equity Office by actively promoting and advertising this resource to all people living in Hamilton.

- That the City of Hamilton provides additional funding and human resources to the Access and Equity Office.

- That the Access and Equity Office be relocated to a more accessible location or to multiple, smaller locations to facilitate access and improve the accessibility it currently offers behind locked doors in a downtown office building.

Access and Equity Office:

The staff will work with the Committee against Racism to develop an education and promotional plan to increase the community’s awareness of the office and its mandate.

A recommendation to move to the Access and Equity Office to City Hall has been referred to the Accommodation Review Committee for their consideration. As we are in the process of renovating City Hall, this recommendation needs to be addressed through the process of accommodation review for City Hall.

**The Committee against Racism’s Role:**
(As indicated in their 2004 – 2006 workplan)

Collaborate and assist in the development of education & awareness strategies which will promote and advertise the resources of the Access & Equity Office; thereby increasing and/or broadening community effort and response to the issues of racism & discrimination. Collaborate and pursue additional/increased funding and human resources to the Access & Equity office. Promote the equality of this department (i.e. organizational structure) to a level that will initiate systemic institutional change regarding the development and implementation of anti-racism strategies and/or framework. Recommend, lobby and pursue the relocation of the current Access & Equity office to a more accessible location (i.e. beside the Mayor’s office).
SYMPOSIUM RECOMMENDATION EIGHT:

STRENGTHENING HAMILTON’S COMMUNITY INITIATIVE

That the Strengthening Hamilton Community Initiative’s mandate be extended well beyond 2004.

Access and Equity Office:

Update from the Transition Implementation Committee of Strengthening Hamilton Community:

The timeframe of the Strengthening Hamilton Community Initiative (SHCI) has been extended twice. Initially it was a 2-year project and was to end in November 2003 however it was extended to the end of 2004 and subsequently extended to December 2005. The Transition Implementation Committee is responsible for the planning and implementation of a (new and) sustainable model that carries the work of Strengthening Hamilton’s Community into the future. SHC sees local government as a critical ally: it is important to involve the city in the transition process, there are crucial roles for the Mayor and Councillors in ensuring municipal support and commitment to anti-racism institutional change is key.

The Strengthening Hamilton Community Initiative’s major focus was to work towards eliminating racism and ending hate violence. This initiative’s core values, goals and strategies are closely aligned to many of the recommendations that came out of the Symposium on the Reality of Anti-Racism Work in Hamilton. Some of the tools that were created by SHCI will continue to be used by the Resource and Training Centre such as the Anti-Racism Framework Document (developed by Access and Equity Co-coordinator), the Community Advisory Committee Template, Lessons Learned Report and the Evaluation Handbook.

Committee against Racism’s Role:
(As indicated in their 2004 – 2006 workplan)

Consult with SHCI; determining SHCI’s current mandate length, vision, goals and initiatives, to enhance networking and collaborative efforts. Collaborate & ascertain any lobbying efforts that the Committee against Racism may pursue on behalf of SHCI (i.e. to ensure its permanency).

SYMPOSIUM RECOMMENDATION NINE:
THE CITY OF HAMILTON AND URBAN ABORIGINAL RIGHTS

That the City of Hamilton enter into discussions that are open, transparent, and that encourage the participation of members from Hamilton’s urban
Aboriginal community, working towards acknowledging the historical and systemic discrimination Aboriginal peoples have experienced since the arrival of the first European settlers in this region. These discussions should lead towards a statement of understanding with respect to urban Aboriginal rights.

Access and Equity Office:

Although the City has taken steps to work with the Six Nations and the representatives of the Haudenosaunee people in the context of the development of the Red Hill Valley Parkway, there is a need to come to an understanding with the urban aboriginal community about how and when the city should involve the aboriginal community.

The Access and Equity Coordinator works closely with the Hamilton Aboriginal Advisory Committee, also known as HEDAC, as a staff resource. They are also being consulted as the draft Access and Equity Strategic Framework document is being developed and they are key stakeholders in the consultation process for the development of the Corporate Diversity and Equity Policy. The Hamilton Aboriginal Advisory Committee is currently working on a statement of understanding and hope to have a draft ready within the next few months to share with Council.

Committee against Racism’s Role:
(As indicated in their 2004 – 2006 workplan)

Initiate contact with the urban Aboriginal group “HEDAC” (Hamilton Executive Directors’ Aboriginal Coalition. Consult and discern a process for development of a statement of understanding between the City and the urban Aboriginal people of Hamilton regarding urban Aboriginal rights. Draft and finalize this statement to the satisfaction of both parties; with final acceptance by both the HEDAC and the City of Hamilton.
## COMMITTEE AGAINST RACISM WORKPLAN (2004-2006)

<table>
<thead>
<tr>
<th>RECOMMENDATION</th>
<th>OUTCOMES</th>
<th>COMMITTEE AGAINST RACISM’S ROLE</th>
<th>RESOURCES NEEDED</th>
<th>TIMELINE</th>
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<tbody>
<tr>
<td><strong>1. Education and Training Programs</strong></td>
<td></td>
<td>1. That the Cte. Against Racism be informed and/or consulted with regards to any internal City of Hamilton anti-racism and diversity education and training.</td>
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<td>2. That the Cte. Against Racism’s role in the increasing of public awareness is to assist in the development of a public awareness plan for the city and including development of fact sheets, town halls, presentations, speaking engagements and any other forms of public awareness as may be considered.</td>
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<td>3. That this committee support and assist with an Anti-Racism, Diversity and Inclusivity awards program in the City of Hamilton and further,</td>
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<td>4. That this committee be consulted in the development of any designations, commemorations, statues and landmark status etc., as may arise.</td>
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<td><strong>2. Participatory Democracy</strong></td>
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<td>1. That the Cte. Against Racism recommends that a City of Hamilton Council Standing Committee on Access &amp; Equity be established.</td>
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<td>(b) That the Cte. Against Racism assist the city in a community engagement strategy plan regarding accessibility &amp; equity to civic opportunities for racialized communities (i.e. increased decision making, increased meaningful employment opportunities for racialized communities, possible council positions, consultation with racialized communities regarding programs &amp; services ensuring all stakeholders are there). (c) As the City progresses with its’ Access &amp; Equity framework, that this Cte. be consulted in its further development and implementation as well as assisting in any public awareness and promotion.</td>
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<td>2. That this committee have an opportunity to review the list of stakeholders and provide additional input as necessary to ensure inclusive grassroots involvement in the process.</td>
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<td><strong>3. Formation of an Anti-Racism Coalition</strong></td>
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<td>1. (a) That this Cte. investigate and collaborate with existing bodies that encompass the identified functions of lobbying/applying pressure to Hamilton’s institutions, identification and sharing of “best practices”, acting as a support network for anti-racism workers, and keeping Hamilton’s institutions accountable to an anti-racism agenda.</td>
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<td>(b) To further pursue networking and collaborative efforts to assist in addressing the abovementioned areas identified as lacking.</td>
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<td><strong>4. Formation of a Resource Centre</strong></td>
<td></td>
<td>1. (a) That this Cte. be consulted and support the formation of a Hamilton Community Resource Centre. (b) That this Cte. have an opportunity to review the list of stakeholders and</td>
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(municipal, provincial and federal). Such a center might:

- Provide anti-oppression training, consultation, monitoring and evaluation.
- Conduct research into racism in the Hamilton community (for instance, its effects on the economy, etc).
- Provide capacity-building initiatives within organizations.
- Provide a resource library that includes anti-racism research, policies, initiatives and other resources.
- Provide outreach services.
- Compile a directory of anti-racism trainers and practitioners in Southern Ontario.
- Consult health, social services, education, business, industry, and government.
- Provide mentorship services.
- Provide "anti-racism" accreditation.
- Provide counseling and support to antiracism workers and to people who have experienced racism.

2. That the City of Hamilton supports the abovementioned resource center through on-going funding and through its encouragement to other Hamilton institutions (education, industry, business, media) to also support it in similar ways.

3. That an accreditation system for auditing racism/anti-racism in institutions and organizations in Hamilton be developed and implemented. The system should:

- Be independent from government or any particular institution.
- Audit institutions and organizations based on criteria informed by anti-oppression practice and provide accreditation based on the fulfillment of certain standards in areas such as hiring, promotion, education and training.
- Provide the city with standards for licensing and contracts.
- Audit organizations that provide social services, such as Ontario Works.

4. That Hamilton's major organizations and institutions - in particular the City of Hamilton, Emergency Services, the Hamilton Police Services, Ontario Works, ODSP, the school boards in Hamilton, McMaster University, Mohawk College, organizations and institutions within the health and social service sector, the media (e.g. print, radio and TV) be held accountable for the racism that occurs within them, and that they be challenged to develop policies, procedures and practices intended to transform structures of power which maintain racial hierarchies.

5. Funding Initiatives

1. That the City of Hamilton provide 2 to 3 daylong workshops on writing proposals and grants to help anti-racism activists seek out funding for their work. Workshops must be accessible to the

provide additional input as necessary to ensure inclusive grassroots involvement in the design, development, implementation, monitoring and evaluation of the center.

2. That this Cte. actively encourages the City of Hamilton to support the formation of a Hamilton Community Resource Centre and the Committee Against Racism members and council members sit on the board of the Resource Centre.

3. That this Cte. be consulted throughout the process to the review and provide input into the policies framework etc. (i.e. licensing/contracts, purchasing) (i.e. increase opportunity regarding equity & accessibilities – i.e. purchasing policies, Standardizing SHCI, A/R framework plan.

4. That this Cte. observe, document and write letters to relevant institutions informing them of any observations and inviting them to future Cte. meetings to discuss any possible recommendations.

That a Cte Against Racism Media Monitoring Subcommittee be struck to monitor racist reporting in the City of Hamilton.

5. That this Cte. assist the City towards the provision of these identified workshops.
marginalized/underserved communities and grassroots groups. People need to be able to walk away from these workshops with an actual understanding of the process of grant-writing and potential sources for funding, as well as practical tools and reusable skills, and a final product of their own.

2. That the City of Hamilton provides funding to grassroots organizations, the purpose of which is to empower their anti-racism initiatives.

3. That the Board of Education put dollar resources into its equity mandate.

4. That the City of Hamilton continues to fund events like this anti-racism symposium.

5. That the City allocates permanent funding to anti-racism initiatives and marks this funding to inflation rates.

2. That this Cte. send a letter to the City’s granting committee endorsing funding to grassroots organizations, which empower anti-racism initiatives.

3. To investigate and verify with this Cte.’s HWDSB representative that adequate dollars/resources are being utilized regarding their equity mandate.

4. To ensure this through this Cte.’s Terms of Reference & Workplan.

5. That this Cte. endeavour to ensure that the City retain a permanent allocation/budget line for anti-racism initiatives.

6. Development of Anti-Racism Policies and Procedures

1. That the City of Hamilton, as well as institutions and organizations in this community develop meaningful anti-racism policies and procedures to be used consistently. (Participants clearly differentiated between the adoption of standard policies and the implementation of these policies in day-to-day practices. They cited the City of Hamilton and the Hamilton Wentworth District School Board as being two institutions that have had policy development projects on-going for a long period of time, yet whose policies are not carried out in day-to-day practices.)

1. (a) That this Cte. assist the City of Hamilton in recognizing anti-racism initiatives as an organizational priority; an integral aspect in the promotion of the City of Hamilton as a leader/role model to other influential institutions; (b) To collaborate and assist in the development and implementation of consistent official policies and effective day-to-day practices and procedures (i.e. look at current best practices models being utilized by the City of Hamilton -> Social Justice Cte., OW/ODSP Operational Group).

7. The City of Hamilton’s Access And Equity Office

1. That the City of Hamilton invest in expanding or extending the reach of its Access and Equity Office by actively promoting and advertising this resource to all people living in Hamilton.

2. That the City of Hamilton provides additional funding and human resources to the Access and Equity Office.

3. That the Access and Equity Office be relocated to a more accessible location or to multiple, smaller locations to facilitate access and improve the accessibility it currently offers behind locked doors in a downtown office building.

1. Collaborate and assist in the development of education & awareness strategies which will promote and advertise the resources of the Access & Equity Office; thereby increasing and/or broadening community effort and response to the issues of racism & discrimination.

2. (a) Collaborate and pursue additional/increased funding and human resources to the Access & Equity office (i.e. Grant/proposal writing, lobbying efforts, etc).

(b) Promote the equality of this department (i.e. organizational structure) to a level that will initiate systemic institutional change regarding the development and implementation of anti-racism strategies and/or framework.

3. Recommend, lobby and pursue the relocation of the current Access & Equity office to a more accessible location (i.e. beside the Mayor’s office).

1. (a) Consult with SHCI; determining SHCI’s current mandate length, vision and initiatives, etc.; to enhance networking and collaborative efforts.

(b) Collaborate & ascertain any lobbying efforts that the Committee Against Racism may pursue on behalf of SHCI (i.e. to ensure its permanency).

3. Recommend, lobby and pursue the relocation of the current Access & Equity office to a more accessible location (i.e. beside the Mayor’s office).

8. Strengthening Hamilton’s Community Initiative

1. That the Strengthening Hamilton Community Initiative’s mandate be extended well beyond 2004.

1. (a) Consult with SHCI; determining SHCI’s current mandate length, vision and initiatives, etc.; to enhance networking and collaborative efforts.

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1. That the City of Hamilton enter into discussions that are open, transparent, and that encourage the participation of members from Hamilton’s urban Aboriginal community, working towards acknowledging the historical and systemic discrimination Aboriginal peoples have
experienced since the arrival of the first European settlers in this region. These discussions should lead towards a statement of understanding with respect to urban Aboriginal rights. Regarding urban Aboriginal rights, (c) Draft and finalize this statement the satisfaction of both parties; with final acceptance by both the HEDAC and the City of Hamilton.