RACIAL EQUITY POLICY

Policy Statement

In alignment with its Equity and Inclusion Policy Statement, the City of Hamilton is committed to ensuring that Council and all levels of corporate management plan, implement and evaluate strategies, programs and opportunities that implement Hamilton’s Racial Equity Policy so as to achieve equitable treatment for all without bias or discrimination on the basis of race, skin colour, culture, language, heritage, ancestry, place of origin and ethnic origin.

The Purpose

The Racial Equity Policy aims to build and nurture a respectful and inclusive workforce and civic environment that reflects diversity, equity, inclusion, and public engagement for all the City’s racialized communities in all programs, services, processes and outcomes.

Responsibility for Policy Implementation

This policy applies to council, all levels of City management, staff, and volunteers.

Definitions

The following key terms define the Racial Equity Policy’s core elements.

Race: A social and political, rather than scientific, definition which is used to categorize people (e.g. by skin colour). The term is also used to refer to a group of people of common ancestry, distinguished from others by physical characteristics such as colour of skin, shape of eyes, hair texture or facial features. The term is also used to designate social
categories into which societies divide people according to such characteristics.

**Racism**: is a system of implicit or explicit beliefs, erroneous assumptions and actions that may be based upon an ideology of inherent superiority of one racial or ethnic group over another and by which individuals or groups of people exercise power that abuses or disadvantages others on the basis of skin colour and racial or ethnic heritage.

**Racial Equity**: A process that acknowledges the existence of systemic racism and through deliberate strategies, policies and practices seeks actively to identify, challenge and reduce systemic racism in all its various forms wherever they exist.

**Racial Equity organizational change**: A process guided by a vision and goals in which corporate values, systems, experiences and behaviors of individuals are deliberately changed to achieve access, equity and full participation for internal and external stakeholders and communities.

**Racialized Peoples**: The term refers to people of color, Aboriginal peoples, and ethnic, linguistic, religious or cultural minorities who are impacted by racism and who experience racism because of their race, skin color, ethnic background accent, culture, or religion. While these individuals and groups may have different cultures, histories, religions, family norms, life experiences and be subjected to different kinds of stereotyping, they share the common experience of racialization that is that they are subject to racism and made to feel inferior or less important because of their racial and or ethnic background.

**Systemic discrimination**: The institutionalization of discrimination through policies, procedures, practices, systems and attitudes which may appear neutral on the surface but which have exclusionary impact on particular groups, resulting in barriers to equality of opportunity for members of minority groups in society.
Commitment

- “Achieve equitable treatment for all without bias or discrimination on the basis of race, skin colour, culture, language, heritage, ancestry, place of origin and ethnic origin.”

- Build a “respectful and inclusive workforce and civic environment” that reflects and involves the City’s racialized communities in all its processes.

The Policy’s Corporate Alignment

The Policy is a subset of the Equity and Inclusion Policy and is in corporate alignment with the City’s Vision, Canadian Charter of Rights and Freedoms; the Ontario Human Rights Code; and the Employment Standards Act. It is also aligned with the Harassment and Discrimination Prevention Policy.

Administration

The Access and Equity Office ensures that equity and access is integral to the way in which the City plans, implements and evaluates programs and services that address the needs of racialized peoples.

The Committee Against Racism continues to serve as a voice for and advocate on behalf of racialized communities to ensure that racial equity in Hamilton is realized.

Approval

August 10, 2010

Contact

Access and Equity Office

Note

For a copy of the complete Equity and Inclusion Policy, please click here.