Hamilton Centre for Civic Inclusion

Annual Report to the City of Hamilton

June 11, 2012
Who We Are

Mission
A community-based organization mobilizing all Hamiltonians to create an inclusive and welcoming city.

Vision
A united community that respects diversity, practices equity and speaks out against discrimination.

Goal
To create in every sector and among youth, effective and sustainable ways of ensuring that all Hamiltonians can fully participate in the civic life of the community, using their contributions to create a strong and vibrant city.
GC Members and Staff

Board Members

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Chair
Milé Komlen

Vice Chair:
Pauline Kajiura

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Brian McHattie
Bryce Kanbara
Ron McLester
Geraldine McMullen
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Marjorie Walker

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Executive Director
Evelyn Myrie,
Manager, Training
Pat Wright,
Community Engagement
Coordinator
Liliana Figueredo
Youthopportunities Program
Co-ordinator
Sabeeha Quader
Finance and Accounts Coordinator
Catharine Anderson
Administrative Assistant
Adrienne Davis
## Civic Leadership

<table>
<thead>
<tr>
<th>Activities</th>
<th>Outcome</th>
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</thead>
<tbody>
<tr>
<td>• Delivered a series of training sessions on civic participation for newcomers and ethno-racial groups/individuals.</td>
<td>• Increased the leadership capacity of newcomers</td>
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<tr>
<td>• In collaboration with the HWDSB, organized a series of newcomer parent engagement platforms</td>
<td>• Newcomer Parents in 6 inner city elementary schools are more engaged and connected to the school system.</td>
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Civic Leadership Contd...

Activities

- Organized and implemented a series of youth leadership training aimed at increasing civic engagement among newcomer and ethno-racial youth in Hamilton.

Outcome

- More than 50 youth received leadership training through HCCI’s *Empower your Voice* program.
- Trained 10 youth peer-facilitators on the issue of anti-bullying.
- Connected youth to engagement and leadership opportunities in the community.
Community Development: Capacity Building

Activities

- Designed and developed a series of capacity building platforms to facilitate leadership and civic participation
- Provided board governance training for new and emerging community groups

Outcome

- Strengthening newcomer organizational leadership (new and emerging, including informal sector).
- Increasing organizational effectiveness/accountability within new and emerging communities.
Community Development:
Capacity Building

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<tr>
<td>• Held consultations with 13 different cultural communities to identify level of mental health awareness in these diverse communities.</td>
<td>• Presented Report with findings and recommendations to Mental Health Service Providers (MHSP) in Hamilton</td>
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<tr>
<td></td>
<td>• Created opportunities to increase collaboration between newcomer/ethno-cultural communities and mainstream MHSP’s</td>
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Community Development:
Capacity Building Contd...

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<tr>
<td>• In collaboration with MHSP, trained 13 newcomers Mental Health Connectors</td>
<td>• Exploring best practice in mental health service delivery for newcomer populations.</td>
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# Community Development: Capacity Building

## Activities

- In collaboration with SPRC, Inform Hamilton, Workforce Planning, consulted with more than 100 newcomers in Hamilton, to identify their service gaps/needs
- Planned and organized 2 community forum on “Strengthening Newcomer Services”

## Outcome

- Identified service gaps and developed recommendations and action plan
- Prepared “Newcomer Quick Guide”
- Increased service co-ordination in the settlement sector
# Community Development: Engagement

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<th>Outcome</th>
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<tbody>
<tr>
<td>• Planned and organized forum with Caribbean and Latin American Business communities and Pan Para Pan American Games – Procurement Process</td>
<td>• Connected Caribbean and Latin American community business in Hamilton to pan Am Procurement process</td>
</tr>
<tr>
<td>Activities</td>
<td>Outcome</td>
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<td>------------------------------------------------</td>
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<tr>
<td>• Participation on neighbourhood planning teams</td>
<td>• Issues of newcomer engagement are being considered throughout the planning process</td>
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# Public Education

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<tr>
<td>• Organized a series of education sessions on diversity and inclusion, e.g.</td>
<td>• More than 400 individuals and groups participated in our public education sessions.</td>
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<tr>
<td>✓ Public Complaint Process</td>
<td>• Increased public awareness/understanding of the issues of diversity</td>
</tr>
<tr>
<td>✓ Colour of Poverty (Code Red)</td>
<td>• Increased community engagement on the issues of diversity</td>
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<td>✓ Candidate’s Debate(Prov.)</td>
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## Public Education Advocacy

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<tr>
<td>• Presented information sessions on Hate Crimes</td>
<td>• Distributed HCCI’s handbook on Hate Crimes to community groups</td>
</tr>
<tr>
<td>• Issued public statements including media releases on Hate Crimes and Bullying</td>
<td>• Collaborated with EAGLE Canada to develop anti-bullying community resource for the LGBTQ communities.</td>
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Collaborative Leadership

- HCCI is collaborating and partnering with several organizations/initiatives in the community
- HRPR
- Social Inclusion Working Group (Pan Am Games)
- Housing Flagship
- Strengthening Newcomer Services
- Hamilton Immigration Partnership Council
- Positive Space Collaborative
- Child Abuse Council
- Fairness to Hamilton Task Force
- Living Wage Committee
- Age-Friendly Collaborative
- Volunteer Hamilton
- Pan Am Precinct Committee (Evaluation)
• Advantage Diversity is a workplace transformation program that enables businesses, not for profit organizations, government to become more successful by embracing the benefits of a dynamic, skilled and diverse workforce.
Activities

- Developed a sustainability plan through the formation of a social purpose enterprise arm - “Advantage Diversity”

Outcome

- Increased the number of “fee for service” contracts in 2011 fiscal year. Clients included:
  - Emergency Food and Shelter Task Force
  - St’ Joseph Mental Health
  - Good Shepherd Centres
  - Internationally Trained Nurses
  - Hamilton Wentworth District School Board
Diversity Jump Start

The benefits of a diverse workforce have already been embraced by millions of industry leaders. Let us show you how.

Learn how to identify and apply those benefits through our Diversity Jump Start Workshop.

In this 90-minute Jump Start Session, you will explore diversity trends and best practices to help your organization develop its diversity action plan:

- Learn about diversity trends and best practices.
- Develop a broader understanding of the benefits of diversity.
- Start the process of thinking about new ways to make valuable adjustments to incorporate diversity into the workplace.

Here is what our clients are saying about our training:

"Through our work with Advantage Diversity we have been able to deliver training to all levels of our organization in ways that are meaningful to our employees."

Advantage Diversity
Presents: Diversity Jump Start
Summer Workshop

Date: Monday, June 25, 2012
Time: 8 am to 10 am (with break)
Place: Sheraton Hotel, Hamilton
Limited seating:
Cost: $40.00 per person (includes breakfast)

Who Should Attend?
Senior Staff, Managers & Organizational Leaders

Register NOW for Diversity Jump Start Workshop and let Advantage Diversity help you get started.

Call: 905-297-4694
E-mail: jumnetart@advantagediversity.ca

www. advantagediversity.ca
Our Funding

In addition to Receiving Funding from the city of Hamilton, we were able to leverage Support from the following agencies:

- Ontario Trillium Foundation
- Ministry of Health Promotion
- Ministry of Citizenship and Immigration
- CIC-Inter-Action Grant
Contact Us

**HCCI:**
- www.hcci.ca
- Twitter HCCI1
- Facebook

**Advantage Diversity**
- www.advantage-diversity.ca
- Twitter: Addiversity
- Facebook: Advantage Diversity
Thank You!