1. Welcome and Introductions.
   All were welcomed.

2. Declaration of Interest.
   None declared.

3. Review and Approval of Agenda.
   A. Kumar/W. Morrison
   To accept the agenda, as amended.
   CARRIED.

4. Presentations:
   4.1 Tana Turner – Turner Consulting Group
   Tana Turner, lead consultant conducting the Employment Systems Review for the City of Hamilton, provided an overview of the project to committee members. Key highlights were as follows:
   o Tana Consulting has conducted over 20 Employment Systems Reviews with a variety of sectors (private, not for profit and government).
   o The process includes reviewing documents, policies and procedures, competition files, conducting over 20 focus groups with staff, management and volunteer advisory committees, including a few external groups, and a confidential online survey
   o The project entails a collaborative and consultative approach
   o The project timeframe is September 2013-March 2014
   o A report with recommendations will be provided at the end of the project

   The committee has asked the consultant to return to the committee once the project is completed, to present the recommendations.

   T. Turner agreed to present the recommendations to the committee once the project is complete.
A. Hassan/Z. Siddiqui
That the Employment Systems Review presentation by Tana Turner be accepted, as presented.

CARRIED.

5. Approval of Minutes.
5.1 September 24, 2013.

A. Hassan/Z. Siddiqui
That the minutes of September 24, 2013 be approved, as presented.

CARRIED.

5.2 Matters Arising From Minutes.

Immigrant and Refugee Open House
W. Morrison attended the open house and reported that it was a worthwhile and well-organized event. There was a good turn-out at the event and it was quite informative. Z. Siddiqui also reported on his participation in the event. It was agreed that CAR will have a more active involvement in the Immigrant and Refugee Open House in 2014.

A. Hassan/W. Morrison
That CAR host an information table at the Immigrant and Refugee Open House in 2014.

CARRIED.

Women’s Outreach of the Hindu Samaj
Ashok Kumar informed committee about the upcoming Diwali celebration at City Hall on November 4, 2013 at 5-7pm. There will be a week long Diwali display on the 2nd floor of City Hall, to mark the occasion. M. Dei-Amoah, R. Cameron and A. Kumar will attend on behalf of the committee.

6. Business Items:
Work Plan Reports.

6.1 Chair’s Report.
The Chair did not have a report for the September meeting.

6.2 Sub-committee I – Education, Training, Resource Centre Project.
Members include: J. Rhodes, W. Morrison, T. Childs, A. Hassan, Y. Chung and B. Virk.

Resource Centre
o Committee provided an update on the consultation with HCCI. The consultation was a modified version of both the survey and the focus groups. The primary purpose was to obtain information on HCCI’s mandate, roles, and
responsibilities and to get their feedback on the need for an Anti-Racism Resource Centre. The meeting was productive. The consultation results will be factored into the final report.

- Committee plans to have further discussion about the City of Hamilton’s community granting processes. Staff was asked to place it on the next agenda.
- Councillor McHattie is to be contacted to inquire about the partnership opportunities with institutions.
- Committee is scheduled to present their findings to Audit, Finance and Administration Committee of Council on December 9, 2013 at 9:30am. Committee members are encouraged to attend the presentation.
- Next committee meeting is scheduled for November 4 & 11, 2013 at 6:30pm.

Black History Month Event

- Committee has started discussions for the 2014 Black History month event and the following ideas came out of the preliminary brainstorming session:
  - To develop a budget for the 2014 Black History Month event and seek partnerships – additional funds to come from the reserve.
  - The event will focus on youth as a “vision for the future”, and include spoken word poetry and dance.
  - The event will remain a 2 day event, one of the day’s will be a Friday in February (possibly the 14th) and the second date possibly March 22nd.
  - Schools to be invited to the February date where there will be two assemblies, one in the morning (10am-12pm) and one after lunch (1-3pm).

T. Childs/W. Morrison
That the report of Sub-committee I be accepted, as presented.
CARRIED.

6.3 Sub-committee II – Awareness Raising, Participatory Democracy, Community Outreach & A/R Policies and Racist Incidents’ Report & Follow-up.

- Letters have been drafted for the Muslim Association of Hamilton and the Muslim Council of Greater Hamilton.
- These letters will be forwarded to the Committee for review and feedback.
- Next meeting on October 29, 2013 at 6:45pm.

A. Kumar/T. Childs
That the report of the Sub-committee II be accepted, as presented.
CARRIED.

6.4 Follow-up HPS 2011/12 Hate Crimes Report.
Tabled
6.5 Coalition of Municipalities Against Racism and Discrimination – City of Hamilton Membership – Next Steps.
Tabled.

6.6 “Let’s Talk about Reducing Hate in our Society
Tabled

7.1 Hamilton Media Advisory Council.
Tabled.

8. Correspondence.
There was no correspondence for this meeting.


9.1 African Caribbean Cultural Potpourri Inc. (ACCPI)
The committee was informed that the African Caribbean Cultural Potpourri will be hosting its annual awards dinner on October 26, 2013 at 6pm, at the Hamilton Convention Centre, to foster and reward youth in their academic pursuits. Members were encouraged to attend the event and asked to express their interest to M.Carter.

T. Childs/J. Rhodes
That Committee purchase tickets for two members to attend the African Caribbean Cultural PotPourri and provide a report to the committee.

CARRIED.

10. Next Meeting.
The next meeting is scheduled for November 26, 2013.

* December meeting dates proposed: December 10 & 17, 2013

11. Adjournment.

J. Rhodes/A. Kumar
That the meeting be adjourned.

CARRIED.