- MINUTES -
COMMITTEE AGAINST RACISM
Tuesday December 13, 2011, 6:30 p.m.
City Hall, 71 Main Street West - Room 192

Present: Mimoza Kajtazi, Tyrone Childs, Joe Rhodes, Roger Cameron, Ashok Kumar, Winston Morrison, Zafar Siddiqui, Baldeep Virk Yim Chung

Also Present: Maxine Carter, Jennifer Mak, May-Marie Duwai, Jaffar Hayat, Councillor Brian McHattie- City of Hamilton, Helen Tomasik & Diana Belaisis- Human Resources

Regrets: Wael Ghuneim, Taimur Qasim, Nerene Vergin, Amirah Hassan, Jessica Brennan

Absent: Ismail Baris Oz

1. Welcome and Introductions
All were welcomed

2. Declaration of Interest.
None declared

Regarding the presentation; M. Agro, Human Resources is unavailable however, Helen Hale Tomasik and Diana Belaisis, Human Resources will be presenting instead.

J. Rhodes/A. Kumar
To accept the agenda, as amended.

CARRIED.

4. Approval of Minutes of November 22, 2011.

A. Kumar/W. Morrison
To accept the minutes of November 22, 2011 meeting as presented.

CARRIED.

5. Matters Arising From Minutes.
No matters arising.

6. Presentations.
6.1 Workforce Census.
Helen Hale Tomasik & Diana Belaisis from Human resources, City of Hamilton delivered a presentation regarding the Work Force Census 2011.
Power Point Presentation was handed out.

H. Hale Tomasik provided an overview of the Workforce Census Project.

The committee was informed that prior to conducting a survey for data collection, the team consulted with all the volunteer advisory committees for their feedback on the data collection tool and updated them on the process. The aim of this exercise was to get a snapshot of the City of Hamilton staff in a variety of variables. For example, to what extent the work force reflects the diversity of external population, the extent of to which they volunteer, retirement issues and more. The collected information will be used to develop future strategies in a variety of areas on the basis of the recommendations made by the Consultant and Human Resources staff.

The workforce census collected information regarding demographic characteristics of the workforce in demographic areas that include organizational, individual, educational, ethnic/cultural, religious/spiritual, language, dependent care, and non-work activity variables. The results of the workforce census provide a description of workforce attributes, baseline data, and comparisons to Statistics Canada census data for the Hamilton Census Sub-Division (CSD), the geographic division for the Hamilton municipality, where available.

**Question:** How would you compare the data collected with external population?

**Answer:** The collected information is the same variables used in the to Stats Canada Data. We are using Stats Canada as our comparator.

**Question:** Where do you have racialized representation at the department level in the City? What strategy will City acquire to target this group in order to correct this imbalance?

**Answer:** We do not have that detailed information available to us. The HR department lack resources to target each of those groups, but still carry out initiatives by targeting schools or diverse youth groups.

**Question:** What is City’s plan to address the gap that massive retirement will create and the decreasing Canadian born population? For example, have you thought of educating high school students and their parents about jobs at the city – the police use this tactic? Have you considered targeting new comers and persons from diverse communities to address this gap?

**Answer:** HR does not have resources to address this type of outreach. Right now we have competing priorities to meet the current demand. We are doing some things such as the Workforce Planning. This will tell us where we have vacancies and positions where people can enter. We do have in our 2012 Work plan a program with educational institutions such as the high school coops and very few post secondary placements. Most of our hiring is internal. When we have the opportunity to post externally it is the opportunity to hire from the community. Our budget restricted us from drilling down. We can go back and look for how much data we can get from the Consultants. Also some departments’ responses were low hence you are not seeing a total picture.
Question: How can the City of Hamilton become more reflective if the jobs are only posted internally? When we walk into City Hall we do not see the representation inside the organization.

Question: Is there any data available from the Census document to show what department, division and level in the City of Hamilton the racialized staff are working?

Answer: Currently, we do not have any information to this level but HR can make this request to the Consultant regarding availability of the data and the cost of this information.

Question: Can you tell us what jobs the racialized staff are employed?

Answer: No it is not to that level.

Question: We asked that HR not use the terminology, “visible minority” because of the negative connotation it presents and the stereotyping that it continues to promote. Why did your staff not make this change?

Answer: The consultants were using Stats Canada data and that is the terminology they used. They had some restrictions as to what they could do.

Question: Can you tell us why the City Hall staff does not look like or represent the external population, especially the lack of racialized people?

Answer: Since the Census was voluntary disclosure, some people might have opted not to mention their ethno-racial background in the survey.

Question: The committee has learnt that newcomers face barriers in employment opportunities, what strategies will HR employ to overcome those barriers?

Answer: HR will review and follow some of the recommendations made by the Consultant in the Census report, to improve opportunities for various groups. The City also has an internal recruitment policy; therefore positions are also filled internally as well.

Question: The internal hiring process of City is the main issue. How would you see a change in demographics if employment opportunities continue to be posted internally?

Answer: One of the underlying issues is the highly unionized environment at the City, which is coupled with the lack of resources and budget constraints.

Question: Can you explain why Emergency Medical Services (EMS) responses were so low?

Answer: The EMS response rate was 23% which is lowest among all the department.

Question: Is there any correlation between departments and low number of responses

Answer: We have to go back and check that.

Question: Please also look into the low responses and low diversity as well.
Question: How will HR target groups that low representation in the workforce?
Answer: HR has competing priorities and does not have any actual program but we still do some incremental things. We are targeting educational institutions, working with unions, summer students and improving our website. We know barriers exist.

Question: Can you tell us, are Co-op students from diverse communities treated the same as the other students in the organization?
Answer: I would like to say yes. We only do the recruitment process, health and safety and orientation. In terms of getting through the door it is a level playing field. HR provides a wide variety of services to help the recruiting department managers. Given the resources and time it takes, we still find time to provide counselling to the hiring managers.

Question: What kind of encouragement and support is the City providing to new immigrant co-op students? Does the City make an effort to recruit new immigrant and diverse co-op students? The internal culture can be a barrier for newcomers. Perhaps the doors are being closed on them. Newcomers are making a great effort to find a job but there are very little opportunities for them in Hamilton.
Answer: My area is to search for talent and skills to fill the positions. We cast to a large talent pool. Our priority is to fill the vacancy with the department. We do not have the resources to do outreach to work with communities and to help potential applicants. It is not part of our mandate in HR to coach, counselling on a one on one basis.

Councillor McHattie suggested that Council needs to hear that HR does not have the capacity to do community outreach.

D. Belaisis suggested that targeting of diverse people through informal channels may be a method that needs to be used.

Comment: If we know the data regarding which department, division and jobs are lacking diversity representation we can help with the outreach to communities.

H. Tomasik updated the committee that a senior level committee is being established that will be chaired by the GM of Corporate Services and one of their tasks will be to champion these issues. She also noted that HR will need to budget for the additional drill down data that the committee is requesting and perhaps Access and Equity Section can assist with this.

Currently HSR is hiring at least 90 positions and it would be great to get this information out to the community.
R. Cameron stated that the City’s website is only in one language and that student/summer jobs are not on the site long enough. If the website is in multiple languages and the student jobs posted longer it will allow more time for community outreach.

There are a number of issues that have to be addressed such as: parents on OW and ODSP will not tell their youth to go out and get a job because their income will be reduced; education of parents from racialized communities and non-Christian faith communities regarding the process.

The Chair noted that there will be three recommendations made to GIC and Council:

1) **Recommendation**: Senior managers, including HR, take action on making the City’s workforce more reflective of the City’s diverse population

2) **Recommendation**: The CAR would like to be involved in and consulted with about the hiring process and informed about outcomes/updates every 6 months.

3) **Recommendation**: We recommend that the City’s website become more accessible by offering it in multiple languages, e.g. Mississauga, Toronto

R. Cameron thanked Helen Tomasik & Diana Belaisis for their presentation.

**T. Childs/J. Rhodes**
To accept Helen Hale Tomasik’s presentation regarding Work Force Census. **CARRIED.**

6.2 **Presentation Hamilton Centre for Civic Inclusion (HCCI).**
Evelyn Myrie, Executive Director, HCCI provided an update on the mandate and activities of HCCI.

Hamilton Centre for Civic Inclusion is a community-based organization committed to working as a catalyst for creating a welcoming and inclusive community. HCCI initiates and support transformative processes that promote equity and create inclusive environments in all areas of civic life.

**Strategic Directions:**
- Promote the safety and security of all Hamiltonians
- Develop broad-based strategies to eliminate racism and hate
- Foster inter-faith and inter-cultural understanding and respect
- Foster civic leadership across the diverse communities, particularly with youth
- Facilitate youth leadership and engagement

**Approaches:**
- Resource development and training
- Build relationships across the community
- Foster inclusive, equitable and enduring civic participation
- Facilitate opportunities for on-going public education and awareness
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- Set strategic priorities using community input and sound research

HCCI has two main program areas
1) Advantage Diversity
   a. Diversity Training
   b. Diversity Assessment
2) Community Engagement
   a. Community Mobilization Training
   b. Youth Leadership Development (YOP)
   c. Advocacy
      i. Focus Group Facilitation
      ii. Community Consultations
      iii. Workshops
      iv. Conferences

Outcomes:
- In 2010 delivered:
  - 75 training session
  - Trained 10, Peer Leaders in 2010
  - Hamilton Housing Shelter Program: Trained 100 staff for emergency shelters
  - HPS Block Training of 1000 HPS personnel.
  - Developed online tools
  - Carried out Diversity Assessment for 13 Organisations
  - Developed partnerships with Color of Poverty and SPRC
  - Hate crimes: Development of linkages between HPS and communities
     a. Hate Crime Training and Reporting
     b. Hate Crime Website
  - Developed Hamilton Neighbourhood Strategy
  - Carried out research on Mental Health & Addition
  - Trained 101 people under CMT for St. Charles
  - HTAB: Working on the ways to deliver services in the informal sector
  - Carried out Diversity Advantage training in 11 organisations during 2010-11

Question: What is the relationship between City and HCCI for Anti-racism training?
Answer: HCCI`s role starts outside of the corporations and relates more with the community. City has its own training program.

Question: How can CAR collaborate with HCCI on hate crime cases?
Answer: HCCI welcome such initiatives and will look forward to working in collaboration with CAR.

Question: Is HCCI still doing HPS Block Training?
Answer: The training was completed in 2010.

Question: Why are there still more complaints about the Police?
Answer: As a result of Block Training there is a change in the attitude of Police. Also due to hate crime training, people are becoming more aware and hence complaints have increased.

The Chair emphasized that there needs to be a focus on higher levels undergoing training.

Committee members explained that CAR & HCCI need to track these complaints since at times there is push back and denial. Also it is important to follow up with Police regarding these incidents.

R. Cameron thanked Evelyn Myrie, for the presentation to CAR.

**T. Childs/J. Rhodes**
To accept the presentation made by E. Myrie regarding HCCI.  
CARRIED.

7. **Business Items. Work Plan Reports.**
Tabled till the next meeting

**Sub-committee reports**

7.1 **Sub-committee I**
No update

7.2 **Sub-committee II**
No update

7.3 **Sub-committee III**
No update

7.4 **Racist Incident report & follow-up**
No update

7.4.1 **Follow-up on Hate Crimes report**
No update

8. **New Business.**
Nothing brought forward.

9. **Information Sharing.**
Nothing brought forward.

10. **Adjournment.**
The meeting adjourned at 8:45 p.m.

The next meeting date is January 24, 2012.