MINUTES: Committee Against Racism
City Hall, 71 Main St. W., 6:30 p.m. Room 219
Tuesday, December 13, 2005

Present: Cindy Sue Montana-McCormack, Roodaba Alvi, Tyrone Childs, Gurpreet Dipak Leslie Longman, Jovaune Rhodes

Absent/Regrets: Mohammad Dar, Chrisroy Garwood, Bob Kalala, Sharon Laffrenier, Tariq Siddiqi, Mohamad Husan

Also Present: Bill Torrens, HWDSB
Councillor A Samson – City of Hamilton
Maxine Carter – City of Hamilton
Madhavi Reddy – Tenant Outreach & Education Initiative

1. DECLARATIONS OF INTEREST

2. REVIEW & APPROVAL OF AGENDA

3. REVIEW & APPROVAL OF MINUTES

(Longman/Rhodes)
That the notes of the November 22, 2005 meeting of the Committee Against Racism be approved as circulated. CARRIED.

4. MATTERS ARISING FROM MINUTES

5. BUSINESS ITEMS

5.1 Presentation: Madhavi Reddy of the Tenant Outreach & Education Initiative

Madhavi gave the committee a summary of what the project is about. Guide to Help You Find Housing and a video How to Find Housing translated into several languages. New Project – video and pamphlet related to “Understanding the Tribunal Process.

(Childs/Rhodes)
That the Committee Against Racism assist HTH in the development and distribution of the new pamphlet. CARRIED.
5.2 Workplan Update

Maxine to send a reminder out to all members again.

5.3 Symposium Subcommittee Update

Cindy Sue submitted the flyer for discussion for the March 21, 2006 symposium. Maxine will make edits to the flyer & send to Cindy Sue to redo and resend.

Q. Can we get a City voice mail for CAR and a link to CAR on A&E page?

5.4 Review Outstanding Business Items Chart

5.5 Media Update

Joe Rhodes received approval to move forward to call Geoff Storey re follow up on the Adler on line. September 26, 2005.

If not successful in getting DVD from Geoff Storey, formal letter will be sent to CHML and copied to appropriate management.

Oriole Crescent issue needs to be followed up on. Joe to review the media stories and bring back information to next meeting.

SHC Media Advisory – 1st meeting today. 2 year term. Each year 6 members leave and 6 new members. Chair is a media representative. All media reps must be head decision-makers.

6. NEW BUSINESS

6.1 Attitudinal Survey

Consultants awarded the contract are Brock University Workplace Health Research Centre. Maxine updated the committee on Mark Amorosi’s feedback concerning the CAR request to be a stakeholder in the development of the attitudinal survey. Mark’s commented that there is little opportunity for the committee to provide input as the consultants will develop the survey using the HR Strategy document plus input from a few other stakeholders, including all unions. The Committee expressed concern about whether or not the survey is being reviewed by a Research Ethics Board. If not, the committee would like to have input to ensure that this issues are incorporated.

(Rhodes/Alvi)

That Leslie Longman and Tyrone Childs meet with Mark Amorosi to discuss the Committee Against Discrimination. CARRIED.

6.2 Maxine handed out Human Resources Strategy – 200 update (HUR05018) submitted by Catherine Graham. Committee will read first before confirming invitation of Mark Amorosi to January 2006 meeting.

6.3 Maxine did not send letters to the taxi companies because committee members did not respond to email to confirm/approve of the actions.
6.4 **Glendale Secondary School**  
Update from Bill Torrens. Meeting with school principal. Email to Maxine.

Policy, Equity Policy update. Will email Maxine with a short piece.

Gap analysis – review all policies to look for gaps and alignments of current practice – look at policy to see where we cannot meet requirements.

**Staff Responsibilities**

Trustees – accepted the equity policy including (1) anti-racism; (2) class and socio-economic status; (3) new guidelines re supporting guidelines for sexual orientation in development.

Policy website – what is it? Where is it? Bill Torrens to provide link.

Equity Plans 2005 – must identify equity practices in place.  
2006/7 – must develop plans to address the gaps.

Organizational flow. School Principles – Superintendents – Trustee responsible for school improvement plans (usually ask parents to sit on committee).

Q. How do you select participants to validate guidelines?  
Q. How do you disseminate information to include community or those who are responsible for this work?  
Q. How do you hold principals accountable for the equity policy? Gap analysis.

**MOTION**

That the Board of Education include the Committee Against Racism in any opportunities to give input into any future consultation of Equity Policy and Guidelines.

7. **INFORMATION SHARING**

7.1 SHC – Media Advisory – Youth Anti-Racism Contest for Grades 9-12 currently underway. What can youth do to stop racism?

7.2 Designing for Inclusion Conference – Barrier Free Design. Friday November 25, 2005 – 8:00 am to 4:00 pm. Tyrone attended and provided information on Design Options for Barrier Free an Adaptable Housing.


7.3 Summary of Scholarships and Awards for African-Canadian Youth in Hamilton. Need to get a copy. Ask Norma Rookwood.
7.4   New Magazine by Torstar – Afro Canadian Magazine “SWAY”.
       Chioma Publisher
       Chioma@swaymag.ca
       Alan A. Vernon
       Editorial Director
       avernon@metroland.ca
       625 Church Street, 6th Floor
       Toronto ON  M4Y 2G1
       416 596-4347

8.   NEXT AGENDA

   a)   Mark Amorosi update on HR Strategy
   b)   Access & Equity Office resource needs
   c)   Follow up report on Symposium recommendations – next steps
   d)   Update on meeting with Mark Amorosi concerning the Employee
        Attitudinal Survey (Childs & Longman)

9.   ADJOURNMENT

On motion, the meeting was adjourned.

NEXT MEETING – January 24, 2006
<table>
<thead>
<tr>
<th>Issue</th>
<th>Date Action Initiated</th>
<th>Lead</th>
<th>Request</th>
<th>Due Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Consultation for the Workforce Census &amp; the Policy Framework for Employment Systems Review.</td>
<td>Mar 22/05</td>
<td>Mark Amorosi, Human Resources</td>
<td>Committee asked to be included in the consultation for the Workforce Census &amp; the Policy Framework for Employment Systems Review.</td>
<td>Ongoing</td>
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<tr>
<td>B. Community Relations Co-ordinator</td>
<td>Mar 22/05</td>
<td>Maxine Carter</td>
<td>Collect pamphlet about Community Relations Co-ordinator roles &amp; responsibilities from Sandra Wilson.</td>
<td>Completed Apr 26/05</td>
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<tr>
<td>C. Local Hamilton awards programs that focus on anti-racism and diversity.</td>
<td>Mar 22/05</td>
<td>Gurpreet Dipak</td>
<td>Search for existing local Hamilton awards programs that focus on anti-racism and diversity.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>D. Completion of Workplan Task List</td>
<td>Apr 26/05</td>
<td>All</td>
<td>Review task list &amp; choose one or more items on list to work on. Prepare &amp; bring to May meeting.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>E. Human Rights Issue regarding transportation</td>
<td>May 24/05</td>
<td>Islam Dar</td>
<td>Dar to keep committee updated.</td>
<td>Ongoing</td>
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<tr>
<td>F. Symposium Follow-up October 2005</td>
<td>See past minutes</td>
<td>Cindy Sue M. Maxine C. Pauline K. David J.</td>
<td>Cindy Sue to host an information gathering meeting on either July 5th or 7th.</td>
<td>Awaiting reply</td>
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<tr>
<td>G. Letter sent to Mervin Witter, Canadian Human Rights Commission to the committee</td>
<td>July 26, 2005</td>
<td>Cindy Sue M.</td>
<td>Request Mr, Witter to be a resource to the committee</td>
<td>Awaiting reply</td>
</tr>
<tr>
<td>H. Membership</td>
<td>June 28, 2005</td>
<td>Cindy Sue M.</td>
<td>To confirm with Rebecca Xu of resignation.</td>
<td>Awaiting reply</td>
</tr>
<tr>
<td>I. Invitation extended to SHC, SISO, Interfaith Group – Anne Pearson</td>
<td>July 26, 2005</td>
<td>Cindy Sue M. M.</td>
<td>C. M. M. will call to invite them to Sept/05 mtg.</td>
<td>Awaiting reply</td>
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<td>J</td>
<td>Invitation to Steve Hahn, HPS</td>
<td>June 28/05</td>
<td>Maxine/Cindy Sue</td>
<td>Invite to September meeting for presentation on Hate Crimes Unit’s roles and responsibilities</td>
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<tr>
<td>K</td>
<td>Religious Observances Final Report</td>
<td>Sep 27/05</td>
<td>Jane Lee</td>
<td>Jane Lee to send a copy of final report to Committee.</td>
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