Council Direction:

Council, at its meeting of February 13, 2013, approved GIC Report 13-003, Item 11 regarding the Hamilton Centre for Civic Inclusion’s (HCCI) 2013 budget request. The motion contained clauses (c) and (d) which contained direction as follows:

(c) That staff report back to the Emergency and Community Services Committee on a collaborative plan, following a review of activities by HCCI, the City of Hamilton Access and Equity Office, the City of Hamilton’s Anti-Racism Committee and other organization involved in civic inclusion activities;

(d) That the appropriate staff be directed to seek clarification with respect to federal funding for the Hamilton Centre for Civic Inclusion, including funding from Citizenship and Immigration Canada, and whether HCCI is eligible for federal funding.

Information:

On February 6, 2013, the Hamilton Centre for Civic Inclusion (HCCI) made a presentation to the General Issues Committee (GIC), presenting an Annual Report of their activities. Funding for HCCI was also being considered at this meeting.

Following the presentation and deliberation by Committee, the following motion was passed (subsequently approved by Council on February 13, 2013):

OUR Vision: To be the best place in Canada to raise a child, promote innovation, engage citizens and provide diverse economic opportunities.

OUR Mission: WE provide quality public service that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Values: Accountability, Cost Consciousness, Equity, Excellence, Honesty, Innovation, Leadership, Respect and Teamwork.
Hamilton Centre for Civic Inclusion – Funding Request (Item 9.2)

(a) That an additional amount of $25,000 for the Hamilton Centre for Civic Inclusion (HCCI) be referred to the 2013 budget deliberations;

(b) That HCCI funding in the amount of $50,000 be referred to the 2014 budget process pending receipt of the 2013 audited financial statements for review;

(c) That staff report back to the Emergency and Community Services Committee on a collaborative plan, following a review of activities by HCCI, the City of Hamilton Access and Equity Office, the City of Hamilton’s Anti-Racism Committee, and other organization involved in civic inclusion activities;

(d) That the appropriate staff be directed to seek clarification with respect to federal funding for the Hamilton Centre for Civic Inclusion, including funding from Citizenship and Immigration Canada, and whether HCCI is eligible for federal funding.

During the deliberation of the committee, a number of questions were raised including questions regarding the differences or similarities of purpose of HCCI, the City of Hamilton Access and Equity Office, the City of Hamilton’s Committee Against Racism, and possible areas of collaboration. In addition, committee members questioned the possibility of federal sources of funding for HCCI, noting settlement and integration funding that is available to the community.

Staff followed up with HCCI with meetings and requests for information. In order to achieve clarity around roles and possible areas for collaboration, staff met with HCCI and reviewed the Terms of Reference for the Access and Equity Office as well as the Committee Against Racism, and requested similar information from HCCI. The complimentary nature of the three groups was noted at the meeting.

Respective Roles:

The Terms of Reference detailing the roles of each of the three noted groups are attached as follows:

- Appendix A is a recent update from the Hamilton Centre for Civic Inclusion, containing the Mission, Vision and Goal of the organization as well as a list of recent initiatives.
- Appendix B is the Terms of Reference of the City’s Access and Equity Office.
- Appendix C is the Terms of Reference for the City of Hamilton Committee Against Racism.
Although complimentary in nature, each of these groups or organizations has a different purpose and role to play.

The Mission, Vision and Goal of the Hamilton Centre for Civic Inclusion are as follows:

**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.

HCCI has a broad mandate of social inclusion and to address full participation of all citizens in every sector in the City. The incorporation documents speak specifically to the employment, education, health and housing sectors, with a stronger focus on anti-racism. The more recent Mission, Vision and Goal statements of the organization recognize a broader need for inclusion activities for all Hamiltonians and all sectors.

The City’s Access and Equity Office works internally and externally to identify and remove barriers faced by community members of underserved communities in accessing City services and opportunities through policy and program development and review, developing strategies to address barriers, liaising with community members and groups, providing advice to Council and staff, developing training, and investigating human rights complaints from residents concerning the city’s practices in providing services. Liaison with community members is largely through working with 8 Advisory Committees appointed by Council including the City’s Committee Against Racism, in addition to maintaining connections to community members and groups in the underserved communities.

The City’s Committee Against Racism is an advisory committee of residents that provides input and advice to the City of Hamilton about relevant issues in the community of Hamilton related to anti-racism and its consequences as well as strategies and benefits of those strategies. They serve to provide input to the City with respect to the provision of equitable services and employment.

At the February 1, 2012 meeting of the General Issues Committee, the Committee Against Racism presented an overview of their findings from their latest Anti-Racism Symposium, as well as, their research and deliberations. Recognizing a gap in services in the community to assist community members experiencing racism, one of the recommendations was regarding the establishment of a resources centre, with a staffed telephone support line, as well as, anti-racism resources. At the time of the symposium,
there were no resource centres and telephone help line in Hamilton that focuses on supporting and providing referrals to individuals who experience racism. Staff reported back to the General Issues Committee on November 21, 2012 respecting the recommendations put forth by the members of the Committee Against Racism. The Committee Against Racism was conducting further research into the establishment of a resources centre, with the intent of seeking community partnerships and with reporting back to Council on the results of their further research.

The following motion was approved at General Issues Committee on November 21, 2012, and at Council on November 28, 2012:

(c) That the Committee Against Racism be invited to present their findings regarding the gaps and obstacles and potential partnerships with respect to the feasibility study to establish a resource centre and telephone help line in Hamilton.

The Committee Against Racism will be presenting their findings from their research and community consultation in January, 2014 to the Audit, Finance and Administration Committee. Although HCCI did not originally participate in the consultation, the Committee Against Racism held meetings with community groups in sufficient time for inclusion in the research report, they have since met with the Committee Against Racism to discuss the resource centre concept. HCCI does not currently provide direct support to community members envisioned by the Committee Against Racism proposal for a resource centre and telephone help line and, therefore, the Committee Against Racism has satisfied themselves that there is no duplication of their concept through the work of HCCI. HCCI will be considered as a potential partner along with all other community groups, in future steps, should the proposal proceed.

Federal Funding

As a follow-up to the questions at the General Issues Committee in February 13, 2013 about the possibility of HCCI accessing federal funding related to settlement and integration of newcomers, staff from the Financial Planning and Policy Division of the Corporate Services Department sought the incorporation documentation of HCCI, which is approved as a charity. The objects for which the organization is incorporated are as follows and are not services directly related to settlement or integration:

1. To conduct research into the effects of racism within the employment, education, health and housing sectors and to publish the results.

2. To educate the public about the causes and effects of racism in order to advance racial harmony through the following means:
   a. To provide programs which demonstrate the effects of racism on children and youth through the elimination of racial discrimination and stereo-typing.
in books, toys and other resources which may influence children and youth in their upbringing;

b. The development of an ending racism toolkit which serves as a resource for individuals, institutions and organizations tackling racism within their communities, workplaces and schools;

c. The development of an anti-racist manual, which assists teachers and students from primary grades to high school.

d. To create and distribute videos, publications and other means to address anti-racism; and

e. To host community forums and workshops.

3. To support community initiatives which will result in raising public awareness and eradicating racism.

At the February 6, 2013 GIC meeting, HCCI was encouraged to seek federal funding in addressing their ongoing funding challenges. HCCI have recently indicated that they have had conversations with the Hamilton Community Foundation (HCF) about collaborating in engaging the local federal representatives towards moving forward with social inclusion activities as a result of the Canadian Senate’s social inclusion report directed to the Government of Canada, In From the Margins, Part II – Reducing Barriers to Social Inclusion and Social Cohesion (June, 2013), which speaks generally (not community-specific) to the need for improved social inclusion in Canadian communities, and improvement in the provision of services to groups that are traditionally marginalized in Canada. No method or direction for implementation of this report or possibility of related funding has yet been announced. The Senate report can be found at the following link:


Funding Options for HCCI

The City of Hamilton has financially supported the existence of HCCI since 2006, with the following funding being provided to support the organization:

<table>
<thead>
<tr>
<th>Funding Year</th>
<th>Funds Approved</th>
<th>Notes – Motions and/or Requests</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>$125,000</td>
<td>Motion to fund on a one-time basis, noting possible funding for 2007 &amp; 2008</td>
</tr>
<tr>
<td>2007</td>
<td>$125,000</td>
<td>Motion to fund for 2007 &amp; 2008, with motion to sever funding in 2009</td>
</tr>
<tr>
<td>2008</td>
<td>$125,000</td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td>$130,000</td>
<td>Motion to approve one-time funding for 2009 &amp; 2010; motion that HCCI would be self-sustaining in 2011</td>
</tr>
<tr>
<td>2010</td>
<td>$130,000</td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>$100,000</td>
<td>HCCI requested three years of declining funding to</td>
</tr>
</tbody>
</table>
In addition to supporting the basic operating costs of HCCI, various City departments have paid to attend workshops and events organized by HCCI, and have purchased services from HCCI. A brief review of the purchased services indicates that, since 2012, HCCI has been contracted with the City for the following services:

- Ethno-cultural Mental Health Report - 2012 ($1000)
- Printing of Report on Newcomer Mental Health – 2012 ($904)
- Ethno-Cultural Community Information Sessions – 2013 ($1500)
- Newcomer Guides – 2013 ($6500)
- McLaren Park Community Consultation – 2013 ($1500)
- Facilitation Services – Culture Policy and Planning – 2013 ($720)
- Translation Services – Participatory Budgeting, Ward 2 – 2013 ($500)

There are a limited number of options of funding for HCCI, including fundraising, seeking of grant funding from various granting agencies and other levels of government, as well as, selling of services. All of these activities have been given consideration by the Governing Council of HCCI over the years and discussed with City staff, with HCCI having achieved some level of success in selling their services, and in accessing grant funding through various programs over the years. HCCI have applied to the Community Partnership Program for a 2014 grant for the first time. In addition, HCCI can bid on relevant City contracts similar to other registered vendors. Council has the option, as it has in the past, of providing funding to HCCI, either in accordance with the previous schedule of diminishing funding or some alternative level of funding as determined by Council.

Council could also define a new Community Partnership Program portfolio to provide support to community groups involved in anti-racism, anti-oppression and social inclusion types of activities, permitting HCCI, as well as, other community groups to compete for grant funding from the City. However, the current Partnership Program is underfunded, and there is no identified source of funding for an expansion of the program into new types of activities.

We trust this additional background information will be of assistance to Members of Council as they approach 2014 budget deliberations. Representatives of HCCI have been invited to attend the meeting, in order to assist the Chair and Members of the Emergency & Community Services Committee with additional information, if required.
Hamilton Centre for Civic Inclusion

Summary of Activities

December 9, 2013
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.

Our Priorities:

Public Education
Anti Racism /Anti Oppression Education sessions across Hamilton
Diversity in the Media Forum
Seniors Engagement Forum
Diversity in the Workplace Forum
Diversity in the Arts Community Conversation (in partnership with Matapa)
Public Forum on Mental health service needs of ethno cultural communities
Diversity in the Workplace Forum
International Day for the Elimination of Racial Discrimination Luncheon
Do One Thing for Diversity Day at Hamilton City Hall
Conference on Health Equity ( in partnership with HIPC)
Diversity and the Arts Conversation
Educational films
Community Engagement
Conversation Cafés with newcomers in the following areas:
Hamilton-Downtown, Stoney Creek and West Hamilton
Provided support and training to Neighbourhood Development Strategy-connecting immigrants and newcomers to the process
Focus groups with 229 seniors on community engagement
Consultation with community and Metro-linx Transportation Consultations with ethno-cultural communities on Pan Am Games
Community Host for Participatory Budgeting in Ward 2
Consultation with newcomers on park revitalization

Capacity Building
Parents reaching Out-Empowerment Education for newcomer parents
Governance Training for new and emerging ethno-cultural communities
Youth Leadership Training
Community Mobilization Training (Leadership) for new and emerging leaders across neighbourhoods and in adult education centres
Police College for newcomers in partnership with Hamilton Police Services
Mental Health Navigators program in partnership with 4 mental health service providers
Civic Leadership in partnership with Maytree Foundation

Advantage Diversity
Advantage Diversity, a division of Hamilton Centre for Civic Inclusion – (HCCI), is a workplace transformation program that enables businesses, government agencies and not-for-profit organizations to become more successful by embracing the benefits of a skilled, dynamic and diverse workforce.

We continue to work with businesses, school boards, police services, front-line social service organizations, healthcare and other public
and private sector organizations to create inclusive a workplace and community
We help you create a more culturally sensitive environment for your clients or customers.
Program includes diversity training, benchmarking and assessments

**Advocacy:**
Provide support and guidance to individuals seeking assistance on issues of racism and discrimination
Intervene as is appropriate
Refer individuals to appropriate services

**Current Initiatives:**
An eighteen month initiative, funded by OTF to facilitate the participation of visible minorities and immigrants in the political process
Consultations with immigrant businesses re: Immigrant Attraction Plan
Development of DiverseCity initiative in Hamilton
Working with McMaster University to develop a diversity and inclusion bench marking index for Hamilton

**HCCI Partners 2012-2013**
Aboriginal Health Centre
Access Toastmasters
ADPC International Worship Centre – Age Friendly Collaborative
Beasley Community Centre
Beasley Neighbourhood Association
Centre de Santé Communautaire Hamilton/Niagara
Centro International De Adoration
Chinese Seniors Dancing Club
City of Hamilton
Colour of Poverty
Committee Against the Abuse of Older Persons
Community Information Hamilton
CultureLink (Toronto)
Eagle Canada
Fairness to Hamilton Campaign Committee
Francophone Catholic School Board
Gandhi Peace Festival
Good Shepherd
Greater Toronto CivicAction Alliance
Hamilton Age Friendly Collaborative
Hamilton Black History Committee
Hamilton Boys and Girls Club “I am Change”
Hamilton Chamber of Commerce
Hamilton Community Foundation
Hamilton Family Health Team
Hamilton Health Sciences Corporation
Hamilton Immigration Partnership Council
Hamilton Interfaith Group
Hamilton Media Advisory Council
Hamilton Neighbourhood Development Strategy
Hamilton Police Service
Hamilton Public Health
Hamilton Roundtable for Poverty Reduction
Hamilton Service Collaborative
The Hamilton Spectator
Hamilton Suicide Prevention Roundtable
Hamilton Training Advisory Board
Hamilton-Wentworth Catholic District School Board
Hamilton-Wentworth District School Board
Hindu Samaj Temple
Hispanic Fraternity Association
India Canada Society Hamilton and Region
Iraqi Canadian Association of Hamilton
Jamesville Planning Team
John Holland Institute for Leadership
John Howard Society of Hamilton, Burlington and Area
Laborers’ International Union of North America
The Living Rock
Matapa
Maytree Foundation
McMaster Poverty Initiative
McMaster University
Metrics@Work
Metrolinx
Mohawk College
Muslim Association of Hamilton
Muslim Women Council of Hamilton
North Hamilton Community Health Centre
OCASI: Ontario Council of Agencies Serving Immigrants
OIPRD: Ontario Independent Police Review Director
Ortiz Sisters Dance Group
Pan Am Precinct – Community
Positive Space Collaborative
The Print Studio
Raices Latinoamericanas
Rising Stars Athletics & Education
Riverdale Planning Team
Sexual Assault Centre (SACHA) (International Women’s Day
Social Inclusion Task Force (Pan Am)
Social Planning and Research Council of Hamilton
South Asian Heritage Month Committee
South Sherman Planning Team
St. Charles Adult & Continuing Education Centres
St. Gabriel - Comunidad Hispana Anglicana San Gabriel
St. Joseph’s Healthcare
St. Joseph’s Immigrant Women’s Centre
Toronto 2015 (Pan/Parapan Games)
UFCSAH Seniors Folk Dance Group
UJA Federation of Hamilton
United Filipino Canadian Seniors Association of Hamilton (UFCSAH)
Valencia Sisters and Company Dance Group
Voces de América
Volunteer Hamilton
The Well
Wesley Urban Ministries
Women Abuse Working Group (WAWG)
Women for Women of India
YWCA Hamilton

Other:
The establishment of Community Diversity Council

Upcoming Events (2014) include but are not limited to the following:
Cultural Competency Workshops - January 30, February 6th and 12th
Tough Conversations café in March 5
Diversity Conference and Awards on March 21- in commemoration of International Day for the Elimination of Racial Discrimination
Do One Thing for Diversity- May
TERMS OF REFERENCE

It is acknowledged that anti-racism is a first priority and that all Access and Equity roles and responsibilities, although general, will have a focus on antiracism.

ACCESS & EQUITY OFFICE

Roles & Responsibilities

- review existing access and equity policies & procedures for the City of Hamilton and develop and recommend for implementation new policies and procedures as required
- identify barriers within City services, programs and policies
- encourage community involvement in assessing and implementing City programs
- develop, in assistance with departmental staff, strategies and action plans to eliminate barriers and ensure equitable and accessible services
- liaise with community groups of targetted communities regarding emerging issues and community initiatives and assist them with civic understanding and involvement
- fulfil liaison role to applicable volunteer advisory committees, including the Committee Against Racism
- encourage partnerships with other community agencies in joint initiatives concerning community profiles, needs and solutions
- provide advice to Council and City staff with respect to human rights, anti-racism and community initiatives, needs and trends
- identify training needs and provide education and training support by assisting with design of the training and selection of trainers, in conjunction with the Human Resources Department
- investigate human rights complaints from citizens, report findings & make recommendations for remedy
- co-ordinate activities of Access & Equity Support Committee
- undertake, in co-operation with departments, reviews of new and existing policies and programs to identify and eliminate systemic discrimination
- identify and maintain an inventory of initiatives/activities provided by various departments to enhance access to services by targetted communities
- undertake or coordinate research impact analyses of City initiatives and responses to racism and other forms of discrimination to ensure desired results are being achieved
ADVISORY COMMITTEE AGAINST RACISM

MISSION

To advise, advocate and consult on relevant issues in the community of Hamilton relating to racism and its consequences and anti-racism strategies and its benefits.

GOALS

1) Encourage every person, regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship and/or creed, to participate in programs for the improvement of community relations and the fulfilment of Human Rights.

2) To consult with individuals and/or groups with respect to complaints regarding racism and to make referrals within the community for complainants.

RESPONSIBILITIES

1) To work actively with institutions and all other relevant organizations, including education, police services, Emergency Services, public, private, voluntary sector and all levels of government to advise, consult, advocate and to promote proactive measures pertaining to racism and its consequences.

2) Initiate and facilitate discussions between individuals and/or groups to address issues and concerns of racism and/or while promoting respect and understanding in the community.

3) Make recommendations to the City of Hamilton on issues relating to Equity in Employment as well as issues relating to anti-racism.

Values Statement

As members of the Committee, we will be vigilant about the need for equitable treatment for all without discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or ability level.