MINUTES -
COMMITTEE AGAINST RACISM
Tuesday, April 28, 2009 – 6:30 p.m. – Room 207
Convention Centre, Summers Lane

Present: Sophie Adiar, Mandira Raha, Joe Rhodes, Roger Cameron, Samer Salman, Basharat Tayyab, Essam Bayoumy, Tyrone Childs, Marwan Masri, Dr. Winston Morrison, Aimee Nezavdal, Jude Okpala, Cherian Thomas, Marilyn Hunt, Brent Monkley, Nasir Sarwar, Taimur Qasim

Also Present: Maxine Carter, May-Marie Nuyaba - City of Hamilton

Regrets: Rabelani Makwarela

1. WELCOME AND INTRODUCTIONS
All were welcomed and introduced

2. DECLARATION OF INTEREST
None

3. REVIEW OF AGENDA
Agenda was approved

4. APPROVAL OF MINUTES March 24, 2009
Mandira Raha / Roger Cameron  CARRIED

5. MATTERS ARISING FROM MINUTES
   o Follow up on whether correspondence regarding Barb Smoke was emailed to members as proposed in previous meeting.
   o Follow up on whether invited guests- (Michael Dixon, Barbara Smoke & Nick Farrell) were included in minutes.

6. BUSINESS ITEMS

   6.1 Anti-Racism Symposium Report – Basharat Tayyab to present draft
Basharat Tayyab will present a draft at the May meeting. Draft will be emailed to Maxine for distribution to all members prior to the meeting.

   6.2 Report from Sub-committees I & II
Sub-committee I & II did not meet, but had discussion regarding ideas for implementation. Samer Salman will present ideas at May meeting.
6.3 Selection of members for sub-committees I & II and III & IV
- New members were given an overview of sub-committees with handouts of work plan for review and selection. New members signed up indicating a preferential ranking order to be reviewed by Maxine, who will assign new members accordingly.
- Sub-committees to reflect gender and experiential balance as suggested by Basharat Tayyab and Roger Cameron respectively. Roger Cameron volunteered to assist Mandira Raha on sub-committee IV.
- Marwan Masri proposed the idea of a Media Monitoring Sub-Committee as a separate sub-committee and encouraged new members to sign up. A motion to that effect is expected to be introduced at a later meeting.

6.4 Equity Policy Update
Maxine Carter updated Committee on the progress of the equity policy. Focus groups are almost complete. An Aboriginal facilitator has been hired to conduct Aboriginal focus groups. The draft equity policy framework will be presented to Committee in mid-summer. Over 600 city staff have completed the City’s anti-racism training.

Q1: Will the policy document be available to the public?
A: Yes the policy will be made public.

Q2. Is there an evaluation component to the anti-racism training?
A: Yes, there is an evaluation component to the City’s anti-racism training and will be implemented starting 2010.

Q3. Will the City’s policy cover other Agencies, Boards and Committees (ABCs) such as Hamilton Police Services, Hamilton Public Library, School Boards etc?
A: The City’s equity policy will not affect most of the ABCs because they are separate entities, with their own board of directors and organizational policies. The Hamilton Police Service has noted on a number of occasions that they do have an Anti-Racism and an Anti-discrimination policy. However, the City works closely with various ABCs such as Hamilton Public Library and we often share many resources.

Q4: Will the policy affect other entities such as Hamilton Housing and By-law enforcement?
A: Yes, the policy will affect the whole organization and that includes departments and divisions such as Hamilton Housing and by-law enforcement.

Q5: Will the policy report reflect how many agencies/organizations in Hamilton have equity policies and how many are effectively implementing such policies?
A: No the report will not reflect such data as the primary focus of the consultation have been geared towards developing the City’s equity and inclusion policy. However, it is a task the Committee can undertake as such information is deemed relevant.
Motion: Nasir Sarwar/ Mandira Raha
To identify and report back to the whole Committee access and equity policies in place and in practice at public organizations in Hamilton and to add this as one of the activities of sub-committee III
CARRIED
Sub-committee III to request presentations from various Organizations to outline their equity policies at monthly meetings.

6.5 Racist incidents and complaints
Nothing to report
Q: Does the City have a database of past racist or discriminatory incidents?
A: No, but the Access & Equity office has developed a complaints process wherein staff receive, review and follow up on complaints.

Motion: Marwan Masri/ Basharat Tayyab
To create an archive or database of all reported racist and discriminatory incidents that are reported to the Committee from the public.
CARRIED
Possibility of HCCI and SISO Hate Crimes initiative serving as a resource for database- Mandira Raha / Nasir Sarwar

6.6 Ground rules for conducting a respectful meeting
Merged into 7.1

7. NEW BUSINESS

7.1 Orientation of new members
- Welcome and Introductions- Joe Rhodes
- Overview of CAR- Roger Cameron
- Overview of sub-committees
  - Sub-committee I & II- Samer Salman
  - Sub-committee III & IV- Mandira Raha

Ground rules for conducting a respectful meeting
Maxine Carter reiterated the main points highlighted in the code of conduct hand out and encouraged members to make frequent reference to it, in order to foster respectful and productive committee sessions.

8. INFORMATION SHARING
Council approval of new committee members- Maxine Carter
Maxine Carter provided hand outs of Council minutes approving the appointment of new members to CAR.
HCCI, SISO and HPS launching ceremony – Nasir Sarwar / Mandira Raha
HCCI, SISO and HPS will launch the following initiatives:
  o Hamilton Hate Crimes Committee
  o Hate Crimes website
On April 30, 2009, 10-1pm at HWDSB Main auditorium

Fix our World & Hamilton Health Coalition- Joe Rhodes / Roger Cameron
Roger Cameron and Joe Rhodes attended event and were impressed with Leo
Johnson’s tutoring initiative. Suggested that Committee invite Leo Johnson to
present at a later date. Encouraged members to attend community events and take
along CAR flyer as promotional tool.

9.  ADJOURNMENT