ANTI-RACISM RESOURCE CENTRE
PROJECT:
PRELIMINARY FINDINGS
ANTI-RACISM RESOURCE CENTRE PROJECT STUDY

Committee Against Racism
February 11, 2014
Committee Against Racism

- To advise, advocate and consult on relevant issues in the community of Hamilton relating to racism and its consequences, including anti-racism strategies and its benefits
- To work actively with relevant stakeholders to advise, consult, advocate and to promote proactive measures pertaining to racism and its consequences
Committee Against Racism continued

- Facilitate discussions between individuals and/or groups to address issues and concerns of racism
- Make recommendations to the City of Hamilton on issues relating to Equity in Employment as well as issues relating to anti-racism
CITY OF HAMILTON

- City’s vision: “best place to raise a child”
- “open for business”
ACHIEVEMENTS

• Committee Against Racism’s three symposiums (2003, 2006, 2010)

• City’s Racial Equity Training (2007)

• City’s Equity and Inclusion Policy (2010)
ACHIEVEMENTS continued

• Membership with UNESCO’s Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD) (2012)
CCMARD MEMBERSHIP

• 58 municipalities in 9 provinces and 1 territory have joined UNESCO’s CCMARD

• Requirements:
  
  ▪ “..monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination”
  
  ▪ “Increase vigilance against systemic and individual racism and discrimination”
  
  ▪ “Inform and support individuals who experience racism and discrimination”
  
  ▪ “Support policing services in their efforts to be exemplary institutions in combating racism and discrimination”
BACKGROUND TO THE RESOURCE CENTRE

• 10-year initiative

• February 2012: A feasibility study was recommended

• CAR conducted focus groups with community agencies

• Then, CAR aimed to generate preliminary findings:
  – gaps in anti-racism services
  – potential models for the centre
  – possible partnerships
METHODOLOGY

• Hamilton and non-Hamilton agencies and educational institutions
  – Letter, telephone follow-up, link to online survey
  – Two weeks to complete

• Response rate
  – 13 agencies and 18 educational institutions responded to the survey.
  – Hamilton: 8/13 agencies (62%) and 2/18 (11%) educational institutions
FINDINGS IN HAMILTON

• Services/supports offered in Hamilton:
  – Mostly anti-racism education/training
  – A few groups report that they offer counselling; however, it is unclear what type of counselling they offer, and if it specifically addresses racism and/or discrimination
FORMAL COMPLAINTS PROCESS

• Half of Hamilton’s agencies and both of the educational institutions have complaints processes.

• Referrals are low because agencies do not know of existing services nor do they know where to refer to in Hamilton.
FORMAL COMPLAINTS PROCESS continued

- Table 9. Hamilton: Refer clientele elsewhere for support

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agencies</td>
<td>2/3 (67%)</td>
<td>1/3 (33%)</td>
<td>5</td>
</tr>
<tr>
<td>Educational institutions</td>
<td></td>
<td></td>
<td>2</td>
</tr>
</tbody>
</table>
• The majority of Hamilton’s respondents skipped the question on number of cases of racism and/or discrimination
  – Table 14. Hamilton cases

<table>
<thead>
<tr>
<th>Year</th>
<th>1-5 cases</th>
<th>6-49 cases</th>
<th>50+ cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year: 2011</td>
<td>1</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Year: 2012</td>
<td>1</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

– Table 15. Non-Hamilton cases

<table>
<thead>
<tr>
<th>Year</th>
<th>1-5 cases</th>
<th>6-49 cases</th>
<th>50+ cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year: 2011</td>
<td>3</td>
<td>8</td>
<td>5</td>
</tr>
<tr>
<td>Year: 2012</td>
<td>3</td>
<td>7</td>
<td>5</td>
</tr>
</tbody>
</table>

• Validates lack of tracking and monitoring
Half of Hamilton’s respondents skipped the question; of those who answered, half of respondents indicated anti-racism related services were a core-funded initiative.

The majority of non-Hamilton respondents answered the question and indicated their anti-racism related services were a core-funded initiative.
MODELS OF ANTI-RACISM CENTRES

• Work is mainly done by paid employees vs. volunteers

• Use a formal complaints process and follow-up

• Other agencies in Ontario doing this work:
  – Across Boundaries in Toronto
  – Anti-racism Resource Centre in Peterborough
FIGURE 7. HAMILTON AND NON-HAMILTON

Percentage of Educational Institutions that believe the Anti-Racism Resource Centre would be helpful for their students, faculty, or staff

- Yes: 66.67%
- No: 33.33%
Percentage of Agencies that believe the Anti-Racism Resource Centre would be helpful for their clients
PARTNERSHIPS

• All of Hamilton respondents said they would consider a potential partnership – Table 21. Hamilton partnerships

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Skipped</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agencies</td>
<td>7/7 (100%)</td>
<td>0/7 (0%)</td>
<td>1</td>
</tr>
<tr>
<td>Educational</td>
<td>2/2 (100%)</td>
<td>0/2 (0%)</td>
<td></td>
</tr>
<tr>
<td>institutions</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

• The majority of non-Hamilton respondents would also consider a potential partnership
Consultation session on October 8, 2013
Research consultant facilitated meeting using an adapted questionnaire
HCCI confirmed they were more equipped for providing services to medium & large organizations vs individual complaint/support
  – Respond informally; not a “service-delivery organization”
4 cases 2011; 2 cases 2012
Session validated service gap: no direct services to the public
No tracking mechanism for complaints
HAMILTON POLICE SERVICE

• Hamilton Police Service Board (2013) hate crimes report
  – 2012: 161 hate/bias events reported
  – Of the 161 events, 16 fit the police’s classification for “hate/bias motivated crimes”

• What happened with the other 145 reports that do not meet their classification for a hate crime?
HAMILTON POLICE SERVICE continued

• CAR had a meeting with the Chief Glenn De Caire, Sandra Wilson, and Sgt. Nancy Lantz about the 2012 Hate Crimes Report

• CAR discussed the Resource Centre

• Based on this meeting, HPS validated CAR’s findings for the need of a resource centre

• The resource centre would fill the gap to support individuals experiencing race, hate/bias motivated-incidents that do not fall under the Criminal Code
<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>Total</th>
<th>Unreported</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hamilton Police Service</td>
<td>180*</td>
<td>161**</td>
<td>341</td>
<td>?</td>
</tr>
<tr>
<td>Hamilton Centre for Civic Inclusion</td>
<td>4</td>
<td>2</td>
<td>6</td>
<td>?</td>
</tr>
</tbody>
</table>

*Of the 180 cases, 54 fit the Criminal Code while the remaining 126 fell through the cracks and were not dealt with.

**Of the 161 cases, 16 fit the Criminal Code while the remaining 145 fell through the cracks and were not dealt with.
SUMMARY

- No agency in Hamilton dedicated to responding directly to individuals experiencing racism or race/based discrimination

- Lack of tracking and monitoring of incidents

- Over the past two years, HCCI has dealt with 6 cases whereas the HPS had 341 events, 70 of which fit the Criminal Code; the remaining 271 fell through the cracks. These cases could have been dealt with by the Resource Centre

- Resource Centre would also fulfil the requirements of CCMARD
CCMARD MEMBERSHIP

- 58 municipalities in 9 provinces and 1 territory have joined UNESCO’s CCMARD

- Requirements:
  - “..monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination”
  - “Increase vigilance against systemic and individual racism and discrimination”
  - “Inform and support individuals who experience racism and discrimination”
  - “Support policing services in their efforts to be exemplary institutions in combating racism and discrimination”
RECOMMENDATIONS

1. That Council approves an 18 month pilot project, of a staffed Anti-racism Resource Centre including a telephone helpline, dedicated to responding directly to individuals who experience racism and/or race-related oppression in the city of Hamilton, including tracking and monitoring these incidents and the promotion of the Resource Centre through an awareness campaign, at an estimated cost of $130,000.
RECOMMENDATIONS

2. That a Project Steering Committee be established including members of community agencies and organizations who indicated an interest in partnering.
RECOMMENDATIONS

3. The established Project Steering Committee will report semi-annually to Council and the Committee Against Racism on the progress of the Anti-Racism Resource Centre.
4. That the City of Hamilton staff, in conjunction with the Committee Against Racism and the Project Steering Committee undertake an evaluation of the Pilot Anti-Racism Resource Centre and that staff will prepare and report the results of the evaluation to Council in the fall of 2015.
RECOMMENDATIONS

5. That Councillor McHattie be thanked for his invaluable advice and support to the Committee Against Racism.
### HATE/BIAS MOTIVATED CRIMES

<table>
<thead>
<tr>
<th>Source</th>
<th>2011</th>
<th>2012</th>
<th>Total</th>
<th>Unreported</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hamilton Police Service</td>
<td>180*</td>
<td>161**</td>
<td>341</td>
<td>?</td>
</tr>
<tr>
<td>Hamilton Centre for Civic Inclusion</td>
<td>4</td>
<td>2</td>
<td>6</td>
<td>?</td>
</tr>
</tbody>
</table>

*Of the 180 cases, 54 fit the Criminal Code while the remaining 126 fell through the cracks and were not dealt with.

**Of the 161 cases, 16 fit the Criminal Code while the remaining 145 fell through the cracks and were not dealt with.