



**City of Hamilton**  
**COMMITTEE AGAINST RACISM**  
**AGENDA**

**Meeting #:** 20-002  
**Date:** September 22, 2020  
**Time:** 6:30 p.m.  
**Location:** Due to the COVID-19 and the Closure of City Hall

All electronic meetings can be viewed at:  
City's YouTube Channel:  
<https://www.youtube.com/user/InsideCityofHamilton>

Pauline Kajiura, Project Manager - Community Inclusion & Equity (905) 546-2424 ext. 2567

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| <b>1. WELCOME AND INTRODUCTIONS</b>                  |              |
| <b>2. APPROVAL OF AGENDA</b>                         |              |
| (Added Items, if applicable, will be noted with *)   |              |
| <b>3. DECLARATIONS OF INTEREST</b>                   |              |
| <b>4. APPROVAL OF MINUTES OF PREVIOUS MEETING</b>    |              |
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| <b>7. BUSINESS / DISCUSSION ITEMS</b>                |              |
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**8. ANNOUNCEMENTS AND INFORMATION SHARING**

**9. ADJOURNMENT**



Hamilton

**- MINUTES -**  
**COMMITTEE AGAINST RACISM**  
**Tuesday, January 28, 2020**  
**6:30 p.m. - 8:30 p.m.**  
**City Hall, 71 Main Street West, Room 192**

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**Present:** Marlene Dei-Amoah, Tyrone Childs, Shamini Jacob, Annie Law, Leslyn Gombakomba, Taimur Qasim, Phillip Jeffrey

**Regrets:** Louic LeBlanc and Councillor Brad Clark

**Absent:** Sylvia Gill

**Also Present:** Jodi Koch – Director, Human Rights, Diversity and Inclusion  
 Nabila Akbary - Admin. Assistant, Talent and Diversity  
 John Ariyo- Manager, Community Initiatives  
 Guests: Kojo Dampthey, Jovaune Rhodes, Mohammad (HCCI: Anti-racism conference lead), Samsun (Youth Membership Program)

**Chair:** M. Dei-Amoah

**Welcome & Introductions**

Staff welcomed all in attendance and a round of introductions were done.

**1. Changes to the Agenda**

- i) Addition of item 5.1 a) Update on HARRC and Delegation request under Presentation That the Committee Against Racism accepts the Meeting Agenda with additions for January 28, 2020

**CARRIED**

**2. Declaration of Interest**

- i) None declared

**3. Approval of Minutes**

**A. Law / L. Gombakomba**

That the Committee Against Racism accepts the Meeting Minutes of November 26, 2019.

**CARRIED**

**4. Presentations / Delegation Request**

Delegation requested by Kojo Dampthey

- My past attendance at the Committee Against Racism meetings have been to receive updates regarding Hamilton Anti-Racism Resource Centre. Since the December 5, 2019 Council meeting there has been a disillusion regarding the partnerships for the Hamilton Anti-Racism Centre. I am here today to express how Hamilton Centre for Civic Inclusion feels about it. Further discussions and clarification need to occur on what is to happen with the facility. Flyer given to CAR members for the 'Anti-Racism Conference' Feb 10, 2020.

Questions from Committee Against Racism members regarding:

- Past Governance Structure, Hamilton Anti-Racism Resource Centre Partners, Budget, and what was Hamilton Centre for Civic Inclusion's position on December 5, 2019.

**P. Jeffrey / T. Qasim**

That the Committee Against Racism accepts the delegation from Kojo Damptey.

**CARRIED**

**5. Business / Discussion Items**

**5.1 a) Update on HARRC**

- J. Koch to speak: Updated the committee members from the last meeting in November 2019. Both Chair and Vice-chair of Committee Against Racism presented to the Citizen Committee Report regarding Hamilton Anti-Racism Resource Centre to Audit, Finance and Administration Council. Community's concerns regarding Hamilton Anti-Racism Resource Centre was considered in both the staff report and Committee Citizen report.

Jodi introduced John Ariyo, Manager of Community Initiatives. Explanation of the Hamilton Anti-Racism Resource Centre project (HARRC) will be led by J. Ariyo within the City of Hamilton Community Initiatives division.

- J. Ariyo to Speak: Provided history of employment background and projects. Looking forward to working with Committee Against Racism committee members. with creating HARRC's vision and looking for support of committee members. Ask of committee members to work together with community on anti-hate work.

T. Qasim to take Chair.

- M. Dei-Amoah to speak: members of the community reaching out to Committee Against Racism and inquiring on committee initiatives and subcommittee ideas. Community engagement piece is a plan, but internal communication between the Committee Against Racism members must be an asset. Let this be the position to be moving forward with. Committee Against Racism is works solely as a volunteer advisory committee.

M. Dei-Amoah to take Chair.

**b) Committee Member Resignation**

- Committee members are sad to see member Louic LeBlanc's resignation. An acknowledgement of resignation is respectfully accepted. The Committee Against Racism thanks L. LeBlanc's years of dedicated services and his contribution to

CAR. For partnering alongside and allying alongside CAR. CAR does promote discriminatory behaviour. CAR supports committee members and ally ship.

**T. Qasim / T. Childs**

That the Committee Against Racism respectfully accepts and acknowledges resignation of Louic LeBlanc.

**CARRIED**

- Deemed resignation of Sylvia Gill as it relates to letter and communication sent with no response.

**T. Qasim / S. Jacob**

That the Committee Against Racism accepts and acknowledges deemed resignation of Sylvia Gill.

**CARRIED**

**5.2 Election of Chair**

**DEFER**

**5.3 Election of Vice-Chair**

**DEFER**

**5.4 Election of Recording Secretary**

**DEFER**

**5.5 Committee Member Recruitment and Selection**

- The Committee Against Racism aims to have two new members for the committee.

That the Committee Against Racism to ask Legislative Clerks Office for the recruitment and selection of two new additional committee members for a total of nine members.

**T. Qasim / A. Law**

**CARRIED**

**5.6 Correspondence from Dina Honig, Hamilton Immigration Partnership Council (HIPC), respecting a Request for Study/Research Ideas for HIPC's Research and Evaluation Committee**

**DEFER**

**5.7 Lincoln Alexander Day**

- Date has changed as received from communication from family member. The ask is that the event to be put off for two years. A bigger event to be planned for 2022 and have Committee Against Racism to be involved as well. Budget to be adjusted for subject Lincoln Alexander day due to the date change. M. Dei-Amoah to reach out and have CAR involved in event initiatives. A possible addition to the workplan. M. Dei-Amoah to report back to committee with update on who is involved on Lincoln Alexander Day 2022.

**5.8 Black History Month Events in Hamilton**

- Communication to be forwarded to committee members listing of lots of events happening during Black History Month. One event to occur January 31, 2020 in the Hamilton Public Library hosted by the Hamilton Black History Council.
- February 5, 2020, 'Together We Rise' hosted by the Hamilton legal clinic.
- Committee Member to ask how Zimbabwean community to approach committee for specific asks. Noted to be added on the workplan as an item to spread communication within the community.
- Workplan initiatives to include advertisements and communication strategies and availability of different channels such as the City of Hamilton website. Work on a definite communication plan.

### 5.9 John C. Holland Awards

- Holds a historical impact in the Hamilton community. Awards event created to recognize outstanding students and to provide scholarship opportunities.

The Committee Against Racism to purchase tickets: CAR Committee member Leslyn Gombakomba and guest to attend (two tickets). An additional three tickets to be purchased for any available youth unable to attend the ceremony and event.

### T. Childs / P. Jeffrey

**CARRIED**

### 5.10 CAR Brochure

**DEFER**

### 5.11 Terms of Reference

**DEFER**

### 5.12 Equity and Inclusion Toolkit

**DEFER**

## 6. Announcements and Information Sharing

- i) None declared

## 7. Adjournment

### P. Jeffrey / T. Qasim

That the Committee Against Racism meeting adjourn at 9:02 p.m.

**Next meeting scheduled for Tuesday, February 25, 2020**

**Item 4.1 - Correspondence**  
**Committee Against Racism, September 22, 2020**

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**From:** Abedar Kamgari <[info@abedarkamgari.com](mailto:info@abedarkamgari.com)>

**Sent:** June 1, 2020 9:30 AM

**To:** Paparella, Stephanie <[Stephanie.Paparella@hamilton.ca](mailto:Stephanie.Paparella@hamilton.ca)>; Ariyo, John <[john.ariyo@hamilton.ca](mailto:john.ariyo@hamilton.ca)>; Wilson, Maureen <[Maureen.Wilson@hamilton.ca](mailto:Maureen.Wilson@hamilton.ca)>; Office of the Mayor <[mayor@hamilton.ca](mailto:mayor@hamilton.ca)>

**Subject:** Police Violence and Anti-Black Racism

Dear Mayor Fred Eisenberger, Councillor Maureen Wilson, General Issues Committee, and Committee Against Racism,

I am writing to you today to express my concerns about anti-Black racism and violence, especially at the hands of police. I am a Hamilton resident living in ward 1.

We need greater transparency and communication after the loss of Regis Korchinski-Paquet, a Black woman in emotional distress. This is only the most recent example of a Black person dying in an encounter with police, something that has been happening in the GTHA for decades. The police have a long history of race-based violence. For example, data reveals that Toronto's Black residents are 20x times more likely to be killed by police officers than white residents, and that 70% of individuals who die in encounters with police struggle with mental health issues, substance abuse or both. In Hamilton, we regularly have members of violent and explicitly racist white supremacist groups congregating outside of city hall. Racism in ALL Canadian cities is prevalent and real and I am concerned and disheartened that my tax dollars are being used to fund a service that continues to victimize members of the Black community.

I believe the police force of Hamilton is overfunded and not taking the necessary precautions to provide safety to Black and Indigenous people in our community. Despite advocacy efforts, the Hamilton Police Force is not equipped with body cameras -- a request that has been voted against 4 times. We need to see measures implemented now that will lead to better outcomes in the future before any more Black lives are harmed in a police encounter.

I would like to see the Police Services held accountable in tangible ways:

- First, I would like to see the Hamilton police budget reduced, with those tax dollars reallocated into social services, health care, mental health programs, jobs and affordable housing. Strengthening municipal social supports will reduce crime by addressing issues that lead it at their source.
- Second, I would like to see the all Police Services immediately implement a harm reduction strategy, with a transparent and public training plan for all police officers and personnel.
- Third, I would urgently like to see the mandatory use of body cameras for all officers at all times.
- Lastly, I would like to see the Police's adoption of the 84 recommendations in the 2014 report by Frank Iacobucci, aimed at reducing fatal encounters with people in emotional distress.

Thank you for your time and attention.

Best wishes,  
Abedar Kamgari





Committee Against Racism  
September 22, 2020

Item 9.5 – Committee member recruitment and selection

**MOTION**

That the Committee Against Racism request, by way of a Citizen Committee Report, that the Interview Sub-Committee to the Audit, Finance and Administration Committee reconvene to review original applicants for the 2018-2022 term, to the Committee Against Racism for the purpose of adding up to 4 additional members.



## **MISSION STATEMENT**

To advise, advocate and consult on relevant issues in the community of Hamilton relating to racism and its impact, including 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.
3. To support and assist with an Anti-Racism, Diversity and Inclusivity awards program.
4. Promote through recognition, people and institutions who can serve as role models for Hamiltonians from different racial and ethnic cultural backgrounds.

5. Support or establish, in collaboration with community organizations, a monitoring and rapid response system or network to identify and respond to acts of racism, hate crimes and racial incidents.

## **ABOUT US**

The Committee against Racism is a volunteer advisory committee of the City of Hamilton. The members are residents of the City of Hamilton who are appointed by Council to act in this capacity for the term of Council.



Members of the public are invited to attend to observe. However, the Committee would be happy to address concerns, issues or matters of interest to the public within the framework of our terms of reference.

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**The City of Hamilton's**

# **COMMITTEE AGAINST RACISM**

**Volunteer Advisory Committee  
for the  
City of Hamilton**



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Hamilton

## RESPONSIBILITIES

- 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 impact.
- 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.
- 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.

## MONTHLY MEETINGS

**4<sup>th</sup> Tuesday of the month**  
Schedule subject to change

## LOCATION

Hamilton City Hall  
 71 Main Street West  
 1<sup>st</sup> Floor, Room 192

## CONTACT US

### Mailing Address

% Human Resources  
 Human Rights,  
 Diversity & Inclusion  
 120 King Street West - 9th Floor  
 Hamilton, ON L8P 4V2

### Phone

(905) 546-2424 ext. 8080

### Email

[Diversity@hamilton.ca](mailto:Diversity@hamilton.ca)  
 or  
[CommitteeAgainstRacism@hamilton.ca](mailto:CommitteeAgainstRacism@hamilton.ca)

## KEY INITIATIVES

**Hamilton Anti-Racism Resource Centre (HARRC)** provides support to persons who experience and/or impacted by race-related acts of racism, discrimination, violence or hate incidents.



HARRC arose from Hamilton Community members' need for a resource to address issues facing the City of Hamilton and its communities related to racism and discrimination in partnership with the City of Hamilton, McMaster University and the Hamilton Centre for Civic Inclusion (HCCI).

For the latest updates, please visit:  
[www.hamilton.ca/anti-racism/](http://www.hamilton.ca/anti-racism/)

## **ADVISORY COMMITTEE AGAINST RACISM**

### **MISSION STATEMENT**

The Committee Against Racism exists to advise, advocate for and consult on issues in the community of Hamilton, relating to racism and its impacts and the development and implementation of anti-racism strategies, and inherent benefits.

### **VALUES**

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, religion, sex, sexual orientation, sexual identity, age, marital status, family status or ability level as defined by the Ontario Human Rights Code.

### **MANDATE**

The Committee is empowered by and responsible to City Council for its activities; it reports to City Council, on issues and concerns pertaining to racism and provides advice to address the impacts of racism, through the Audit, Finance & Administration Committee.

### **TERMS OF REFERENCE**

#### **OPERATING GUIDELINES**

1. Make recommendations and give advice to the City of Hamilton's staff and Council on issues relating to racism, equity, diversity and inclusion as well as issues relating to anti-racism.
2. Encourage every person, regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, creed or any other grounds based on the Ontario Human Rights Code (OHRC), to participate in programs and services for the improvement of community relations and the fulfilment of Human Rights.
3. Work actively with institutions and all other relevant organizations, including educational institutions, 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 impacts.
4. Consult with individuals and/or groups with respect to complaints regarding racism and to make referrals within the community for complainants.
5. 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.

#### **COMMITTEE MEMBERSHIP**

Membership of the Committee shall be comprised of community members who have lived experience of racism, allies and advocates. In total, there shall be a maximum of 14 Committee members including the Chair of the Committee.

**TERM OF OFFICE**

The term of office is 4 years. New members shall be recruited at the half way point during the 4 year term should the membership number drop below the maximum number of members.

**MEETING SCHEDULE**

Meetings occur the fourth Tuesday of each month from 6:30 to 8:30 p.m.

**MEETING FREQUENCY**

The committee noted that they would like to meet more frequently at times. This does not require any special changes but can be accomplished through the Chair calling special meetings.