



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

**Meeting #:** 20-003  
**Date:** October 27, 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>Pages</b>
<b>1. WELCOME AND INTRODUCTIONS</b>	
<b>2. LAND ACKNOWLEDGEMENT</b>	
<b>3. APPROVAL OF AGENDA</b>	
(Added Items, if applicable, will be noted with *)	
<b>4. DECLARATIONS OF INTEREST</b>	
<b>5. APPROVAL OF MINUTES OF PREVIOUS MEETING</b>	
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<b>7. DELEGATION REQUESTS</b>	

**8. PUBLIC HEARINGS / DELEGATIONS**

**9. BUSINESS / DISCUSSION ITEMS**

9.1. HARRC update

9.2. Election of Vice-Chair

9.3. Committee member recruitment and selection

9.4. Committee Workplan

**10. CONSENT ITEMS**

**11. STAFF PRESENTATIONS**

11.1. Review recommendations on City of Hamilton's Hate Prevention & Mitigation Initiative

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**12. NOTICES OF MOTION**

**13. GENERAL INFORMATION / OTHER BUSINESS**

**14. PRIVATE AND CONFIDENTIAL**

**15. 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**



Hamilton

**- NOTES -  
COMMITTEE AGAINST RACISM  
Tuesday, September 22, 2020  
6:30 p.m. - 8:30 p.m.  
Webex meeting due to COVID-19**

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**Present:** Marlene Dei-Amoah, Shamini Jacob

**Regrets:** Phillip Jeffrey, Taimur Qasim, Annie Law, Leslyn Gombakomba

**Absent:** Tyrone Childs

**Also Present:** John Ariyo, Manager - Community Initiatives; Pauline Kajiura (staff liaison)

**Chair:** M. Dei-Amoah

Due to lack of quorum, the meeting did not take place. The Webex meeting ended at 7:00 p.m.

**Next meeting scheduled for Tuesday, October 27, 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



# City of Hamilton

## Hate Prevention & Mitigation Initiative

### Recommendations

#### Proactive Leadership

1. *Accelerate decisive and well-informed City responses to stand against hate.*
2. *Create, resource and execute an action plan to confront systemic racism and other forms of discrimination in Hamilton.*
3. *Convene collaborative opportunities for productive dialogue amongst community organizations, businesses, and other local institutions, with the goal of building a welcoming city together.*
4. *Measure and report on progress.*

#### Centering Communities

5. *Deeply listen to the voices of those experiencing hate.*
6. *Follow through with actions that support what the City has already heard.*
7. *Incorporate more diverse representation at decision-making tables.*
8. *Support convergent strategies to coordinate and accelerate the work that community organizations are doing to combat hate in the city.*
9. *Shift funding away from punitive efforts and toward prevention, which includes increasing resources for social services partnerships to address mental health, addictions and affordable housing.*
10. *Invest in equity-promoting programming and re-evaluate City grants and granting processes to ensure they are equitable and accessible.*
11. *Invest in more safe community spaces.*

#### Education and Early Intervention

12. *Invest in public campaigns that demonstrate the City's commitment to anti-hate, including effective ways to intervene when you see hate incidents occurring.*
13. *Partner with community organizations to develop educational curriculum to teach young people about justice, equity, diversity, inclusion and belonging, from the perspective of people living in Hamilton.*
14. *Invest in placemaking initiatives that encourage intergenerational and diverse community interaction.*

#### Regulations and Enforcement

15. *Be more firm in condemning hate activities in the city.*
16. *Leverage the municipal regulatory framework to stand against the presence of hate, beginning on City property but extending beyond that where legally possible.*
17. *Develop a Hate Incident Community Mapping Mechanism to better track and collect data for hate incidents happening in the city.*
18. *Build a coordinated community reporting mechanism*
19. *Embrace community-led responses to harm.*
20. *Rebuild trust in Hamilton Police Services.*