



City of Hamilton
COMMITTEE AGAINST RACISM
AGENDA

Meeting #: 21-001
Date: January 26, 2021
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

	Pages
1. WELCOME & INTRODUCTIONS	
1.1. Welcome Councillor Nringer Nann, appointed to the committee by Council, December 16, 2020	
2. APPOINTMENT OF THE CHAIR, VICE-CHAIR, AND SECRETARY	5
3. APPROVAL OF AGENDA	
4. DECLARATIONS OF INTEREST	
5. APPROVAL OF MINUTES OF PREVIOUS MEETING	
Minutes of November 24, 2020	
6. COMMUNICATIONS	
6.1. Clerk's Department, Dec. 11, 2020 re: Advisory Committees and Citizen Committee Reports	7
Letter to Advisory Committees re: Clarifying the Committee Structure and the Streamlining of Advisory Committee Processes	

7. DELEGATION REQUESTS

None

8. DISCUSSION ITEMS

8.1. Committee Meeting Dates 2021

Currently, meetings are held on the 4th Tuesday of each month, 6:30-8:30 pm

8.2. Afro Canadian Caribbean Association's request for sponsorship for "Remembering Martin and Linc" online commemoration event, Sunday January 17th, 2020, at 2pm 9

8.3. Committee's Budget 2021 11

8.4. Recruitment of new committee members

8.5. Invitation to Hamilton Immigration Partnership Council (HIPC) to provide a presentation

From CAR meeting, February 2020

8.6. Terms of Reference - review and update 19

8.7. Approach to Develop Committee's Workplan 2021-2022

8.8. Update on Hamilton Anti-Racism Resource Centre (HARRC)

Taimur Qasim

8.9. Discussion from correspondence received October 27, 2020 21

The Committee Against Racism will continue to discuss the concerns raised in the letter as an ongoing business item, noting the societal relevance of the issues raised, in these times of the Black Lives Matter movement and the pandemic, and in regard to the lives of Black, Indigenous, and People of Colour (BIPOC) in the Hamilton community.

9. GENERAL INFORMATION / OTHER BUSINESS**10. ANNOUNCEMENTS**

10.1. Hamilton Police Service EDI Specialist

10.2. Hamilton Black Film Festival

11. ADJOURNMENT

Role of the Chair

As the Chair of a meeting, you have several important roles: knowing the group, helping members get started, planning ahead, preparing for meetings, and presiding at meetings.

Helpful tips:

Know your group – find out what your members' skills are and what they can do. Make sure all members understand their roles and responsibilities;

Help Members get started – involve and motivate your group members. Be sure your members understand their purpose, responsibilities, timelines and budgetary constraints;

Prepare for meetings – plan your agenda. Check on all pre-meeting arrangements; and,

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Preside at meetings – establish your guidelines or rules of order. Follow your agenda; involve the members; manage the discussion.

Role of the Secretary

- Providing relevant information, ideas and opinions as a participant in the meeting;
- Record without note or comment all resolutions, decisions and other proceedings at the meeting (as per the *Municipal Act, 2001*).
- Keeping an accurate set of minutes of each meeting;
- Keeping an up-to-date membership/contact list;
- Distributing minutes to members and notifying them of upcoming meetings;
- Keeping a list of all advisory committees and members;
- Helping the Chair with preparing the agenda, advice on meeting procedure, reference materials and information retrieved from the records; and,
- Making meeting and physical set-up arrangements (*Note: room bookings with City Facilities will be coordinated through the Committee's Staff Liaison.*)

Letter to Advisory Committees

RE: Clarifying the Committee Structure and the Streamlining of Advisory Committee Processes

One of the Clerk's Office goals for 2020 was to clarify the Committee structure and to streamline some of the Advisory Committees processes.

This process began with a reorganization of the Committee Listing Page on the City of Hamilton's website. Originally the webpage listed all Committees alphabetically which did not illustrate the reporting structure of Committees. The Clerk's Office received feedback from the community that the listing was confusing, and have therefore, reorganized to show the different levels of Committees, how they are classified, and to which Committee the Committee reports to. The reorganized webpage can found at the following link: <https://www.hamilton.ca/council-committee/council-committee-meetings/committee-listing>.

Another task that the Clerk's Office is working on with the Advisory Committee Staff Liaisons is the format of Advisory Committee agendas and minutes to be in a similar form to those of Committees of Council. Advisory Committee minutes are now being reviewed by one designated Legislative Coordinator, to ensure that all Advisory Committees are following a standard format.

Like all Committees of Council, Advisory Committee minutes are approved at their next Committee meeting, and then sent up to their respective Standing Committee to be received. Staff Liaisons are to send their draft minutes to the designated Legislative Coordinator prior to the minutes being approved at their next Advisory Committee meeting, in order to ensure that the final version of the minutes are in the proper format being approved at their respective Standing Committee. Staff Liaisons are to forward the approved minutes of their Advisory Committee meetings to their respective Standing Committee Legislative Coordinator in a timely fashion.

Additionally, like all Committees of Council, if the Advisory Committee wishes to move a motion that requires approval, a Citizen Committee Report is required. A Citizen Committee Report should contain some background information and the motion that was approved by the Advisory Committee and are prepared by the Staff Liaison. Once completed, they should be sent to the designated Legislative Coordinator for review. Once reviewed the Citizen Committee Report is signed by the Chair and forwarded to their respective Standing Committee in a timely fashion, as these requests are usually time-sensitive requests.

Please find below a list of examples of when a Citizen Committee Report would be required:

WHEN A CITIZEN COMMITTEE REPORT IS REQUIRED:

- Use of budget funds on expenditures outside of approved expenditures
- Changes to the Terms of Reference (i.e. membership; mandate; etc.)
- Delegations to other Advisory Committees, Sub-Committees and Standing Committees on behalf of the Advisory Committee

- Recommendations outside the purview of the Advisory Committee involving City infrastructure (i.e. roads, sidewalks, processes, etc.)
- Correspondence to any outside agencies, including other Levels of Government and the media
- Events or Actions that the Committee wishes to take, that fall outside of the Committee's Terms of Reference

WHEN A CITIZEN COMMITTEE REPORT IS NOT REQUIRED:

- Delegations to an Advisory Committee's respective Standing Committee
- Approved budgetary items
- Formation of Working Groups
- Holding community events to gain insight or feedback from the community group the Committee represents (e.g. a speakers event)
- Providing feedback to staff on city services and programs
- Inviting members of the community to speak at Advisory Committee meetings

The Clerk's Office is also currently working on updating the Volunteer Advisory Committee Handbook to incorporate amendments respecting virtual meetings, etc. Advisory Committees can expect to be contacted by the Clerks Office for feedback on the changes to the Handbook prior to going to Governance Committee for adoption.

The Office of the City Clerk is committed to working with all members and staff liaisons to provide procedural advice and clarification on City processes and policies.

Sincerely,

Clerk's Department

City of Hamilton



The Afro Canadian Caribbean Association
423 King Street East, Hamilton, Ontario, L8N 1C5. p 905 385 0925

e. acca1979info@gmail.com

Project Description:

The Afro Canadian Caribbean Association is hosting a special online commemorative program – “Remembering Martin and Linc” on Sunday January 17th at 2pm. The event will celebrate two historic figures. This event will explore the many layers of each of these iconic men and how they have impacted our society. We are inviting all the residents of Hamilton and beyond to take part in this conversation that will feature Hamilton's own Matthew Green, MP exploring Lincoln Alexander's impact and Celina Chavannes, EDI Specialist and former MP will talk about Martin Luther King jr.'s impact. This event will also feature multiple entertainment performances throughout the afternoon. We will be engaging the community in breakout room conversations to share their impact on these two legendary men. Donations to support ACCA's senior pandemic support program will be accepted during the registration.

Event Cost:

The total cost will be \$3,571. This includes production, entertainment, marketing and digital platform.

Event Platform	\$500.00
Speakers and entertainment	\$1000.00
Marketing	\$500.00
Digital/Technical Support	\$1571.00

Target:

Based on our marketing campaign, we anticipate approximately 250 people in attendance. After we explore the impacts of both Dr. King and Mr. Alexander, we

will have the audience sent to multiple breakout sessions where they will discuss the impacts of diversity and racism in Hamilton. This will be an engaging conversation with attendee's participation. Based on the conversations in the chat rooms, a report will be prepared and shared with the community including CAR- which may include recommendations.

Acknowledgements:

The CAR will be recognized in the program and a member will be invited to bring greetings.

Endorsement:

This event is endorsed by the Alexander family.


Contact Information:

ACCA Hamilton

905 531 2107



CITY OF HAMILTON
CITY MANAGER'S OFFICE
 Digital, Innovation & Strategic Partnerships

TO:	Chair and Members Audit, Finance and Administration Committee
COMMITTEE DATE:	December 10, 2020
SUBJECT/REPORT NO:	2021 Budget Submissions Volunteer Advisory Committee (CM20013) (City Wide)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Pauline Kajiura (905) 546-2424 Ext. 2567
SUBMITTED BY:	Cyrus Tehrani Chief Digital Officer City Manager's Office
SIGNATURE:	

RECOMMENDATIONS

- (a) That the Volunteer Advisory Committee 2021 budget base submissions be approved as follows and referred to the 2021 budget process:
- (i) LGBTQ Advisory Committee in the amount of \$3,960, attached as Appendix "A" to Report CM20013;
 - (ii) Committee Against Racism in the amount of \$8,900, attached as Appendix "B" to Report CM20013;

EXECUTIVE SUMMARY

In accordance with the process for submission of budgets for the Volunteer Advisory Committees, the Community Initiatives Volunteer Advisory Committee Budgets for 2021 in the amount of \$12,860. are being submitted with the recommendation that they be approved. Both (2) of the base budget requests are the same amounts as the 2020 approved budgets.

Alternatives for Consideration – See Page 3

OUR Vision: To be the best place to raise a child and age successfully.

OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

**SUBJECT: 2021 Budget Submissions Volunteer Advisory Committee
(CM20013) (City Wide) - Page 2 of 4**

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: The base budget requested for 2021 for two (2) advisory committees is the same as the budget requested and approved for 2020.

Staffing: Not Applicable

Legal: Not Applicable

HISTORICAL BACKGROUND

At their November 2020 meetings, the Community Initiatives Volunteer Advisory Committees gave consideration to their budget needs for 2021. Their base budget submissions are attached as Appendices “A” and “B” to Report CM20013 as approved.

The budget includes both incidental costs to support the Committees, as well as additional costs for specific events, programs and initiatives. The following is a summary of the request and detailed requests are attached as Appendices “A” and “B” to Report CM20013.

Committee Name	2020 Approved	2021 Base Request	Request from Reserve	Total 2021 Request
LGBTQ Advisory Committee (Appendix A to Report CM20013)	\$3,960	\$3,960	-	\$3,960
Committee Against Racism (Appendix B to Report CM20013)	\$8,900	\$8,900	-	\$8,900

In accordance with the volunteer committee budget process, the budgets are recommended for approval.

POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS

The Volunteer Advisory Committees are able to put surplus funds from each year into a reserve, for future purposes and request the use of those funds, in future years, for specific activities. This provides the Committee with an opportunity to plan ahead to undertake specific projects or initiatives, in future years, while minimizing increases in their budgets. Both of the committees have not yet determined all of their activities for 2021. Should additional funding for either of the Advisory Committees be required in

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**SUBJECT: 2021 Budget Submissions Volunteer Advisory Committee
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2021 and be available in the volunteer advisory committee reserves, requests for reserve funding will be made at the appropriate time.

RELEVANT CONSULTATION

The Volunteer Advisory Committees discussed their 2021 budget needs at their November 2020 Committee meetings.

ANALYSIS AND RATIONALE FOR RECOMMENDATION

The recommendation will provide funding for the operations of the Volunteer Advisory Committees to enable them to continue to fulfil their terms of reference.

ALTERNATIVES FOR CONSIDERATION

The alternative would be not to fund the operations of the Advisory Committees. This is not recommended as they provide valuable service and advice to both Council and staff of the City and bring voices to deliberations that might otherwise not be heard.

ALIGNMENT TO THE 2016 – 2025 STRATEGIC PLAN

Community Engagement & Participation

Hamilton has an open, transparent and accessible approach to City government that engages with and empowers all citizens to be involved in their community.

Healthy and Safe Communities

Hamilton is a safe and supportive city where people are active, healthy, and have a high quality of life.

Culture and Diversity

Hamilton is a thriving, vibrant place for arts, culture, and heritage where diversity and inclusivity are embraced and celebrated.

Our People and Performance

Hamiltonians have a high level of trust and confidence in their City government.

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**SUBJECT: 2021 Budget Submissions Volunteer Advisory Committee
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APPENDICES ATTACHED

Appendix "A" to Report CM20013 – LGBTQ Advisory Committee

Appendix "B" to Report CM20013 – Committee Against Racism

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CITY OF HAMILTON

2021

ADVISORY COMMITTEES

BUDGET SUBMISSION FORM

COMMITTEE AGAINST RACISM

PART A: General Information

ADVISORY COMMITTEE MEMBERS:

Marlene Dei-Amoah, Chair	
Tyrone Childs	
Leslyn Gombakomba	
Shamini Jacob	
Phillip Jeffrey	
Annie Law	
Taimur Qasim	
Councillor Maureen Wilson	

MANDATE:

The Committee Against Racism is a volunteer advisory Committee of the City of Hamilton, appointed by Council. Members comprise residents of the City of Hamilton, representing diverse background and cultures. The mandate of the Committee Against Racism is to advise, advocate and consult on relevant issues in the community of Hamilton relating to racism and its consequences, including anti-racism strategies.

PART B: Strategic Planning

STRATEGIC OBJECTIVES:

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.

ALIGNMENT WITH CORPORATE GOALS:

Please check off which Council approved Strategic Commitments your Advisory Committee supports			
1) Community Engagement & Participation	X	2) Economic Prosperity & Growth	X
3) Healthy & Safe Communities	X	4) Clean & Green	
5) Built Environment & Infrastructure	X	6) Culture & Diversity	X
7) Our People & Performance			

PART C: Budget Request

INCIDENTAL COSTS:

Monthly meeting expenses (photocopying, refreshments, advertising, postage, etc.)	
SUB TOTAL	\$ 900

SPECIAL EVENT/PROJECT COSTS:

Initiatives by the Committee, including the following: 1) Days of recognition such as, Lincoln Alexander Day, Black History Month, Emancipation Day, and other days related to the mandate of anti-racism 2) Supporting City of Hamilton initiatives related to anti-racism 3) Support of anti-racism related community events	
SUB TOTAL	\$ 8,000

TOTAL COSTS	\$ 8,900
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Funding from Advisory Committee Reserve (only available to Advisory Committees with reserve balances)	\$ 7,000
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TOTAL 2021 BUDGET REQUEST (net of reserve funding)	\$ 8,900
PREVIOUS YEAR (2020) APPROVED BUDGET (2020 Request \$)	\$ 8,900

CERTIFICATION:

Please note that this document is a request for a Budget from the City of Hamilton Operating budget. The submission of this document does not guarantee the requested budget amount. Please have a representative sign and date the document below.

Representative's Name: **Marlene Dei-Amoah**

Signature:

Date:

December 1, 2020

Telephone # :

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.

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

From: Abedar Kamgari <info@abedarkamgari.com>

Sent: June 1, 2020 9:30 AM

To: Paparella, Stephanie <Stephanie.Paparella@hamilton.ca>; Ariyo, John <john.ariyo@hamilton.ca>; Wilson, Maureen <Maureen.Wilson@hamilton.ca>; Office of the Mayor <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