



City of Hamilton
COMMITTEE AGAINST RACISM
AGENDA

Meeting #: 22-04
Date: April 26, 2022
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>

Sunil Angrish, Project Manager - Community Inclusion & Equity (905) 546-2424

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11. **MOTIONS**
 - 11.1. Motion to submit the Citizen Committee report, as selected and edited by the committee, to the Audit, Finance & Administration Committee
 - 11.2. Motion for members of the committee to delegate to the Audit, Finance & Administration Committee regarding the City of Hamilton's Vaccination Policy, and to speak to the Citizen Committee Report submitted regarding this matter
12. **NOTICES OF MOTION**
13. **GENERAL INFORMATION / OTHER BUSINESS**
 - 13.1. Community Updates
14. **PRIVATE AND CONFIDENTIAL**
15. **ADJOURNMENT**

From the City of Hamilton's Urban Indigenous Strategy

(<https://www.hamilton.ca/city-initiatives/strategies-actions/urban-indigenous-strategy>)

The City of Hamilton is situated upon the traditional territories of the Erie, Neutral, Huron-Wendat, Haudenosaunee and Mississaugas. This land is covered by the Dish With One Spoon Wampum Belt Covenant, which was an agreement between the Haudenosaunee and Anishinaabek to share and care for the resources around the Great Lakes. We further acknowledge that this land is covered by the Between the Lakes Purchase, 1792, between the Crown and the Mississaugas of the Credit First Nation.

Today, the City of Hamilton is home to many Indigenous people from across Turtle Island (North America) and we recognize that we must do more to learn about the rich history of this land so that we can better understand our roles as residents, neighbours, partners and caretakers.



Hamilton

MINUTES
Committee Against Racism
Tuesday, February 22, 2022
6:30 PM – PM
Webex

- Present:** Tyrone Childs, Taimur Qasim (Chair), Annie Law, Simone McWatt, Phillip Jeffrey (Recording Secretary), Marlene Dei-Amoah (Vice Chair), Gerry Smith
- Regrets:** Shamini Jacob, Councillor Narinder Nann (City Council Appointee)
- Absent:** Leslyn Gombakomba (resigned),
- Staff:** Sunil Angrish (Staff Liaison)
- Guests:** Matthew Sutcliffe (delegate)
-

1. Ceremonial Activities

1.1 Roll call

T. Qasim took roll call.

1.2 Land Acknowledgement

P. Jeffrey provided a Land Acknowledgement.

2. Approval of Agenda

(S. McWatt / G. Smith)

That the Agenda for today's meeting be approved as presented.

CARRIED

3. Declarations of Interest

No declarations of interest.

4. Approval of Minutes of Previous Meeting

(P. Jeffery / S. McWatt)

That the Committee Against Racism approves the minutes from the January 26, 2021 meeting, with the following amendment: under communication item 6.2, state the Committee's acceptance of Leslyn Gombakoma's resignation.

CARRIED

5. Communications

5.1 Mandatory Vaccination and Policy for Local Boards and Committees

(M. Dei-Amoah / G. Smit)

That the correspondence be received.

CARRIED

5.2 Councillor Nann Update

No updates.

6. Delegation Requests

6.1 W.Matthew Sutcliffe, LL.B., Director, Employee Health and Labour Relations, Human Resources, City of Hamilton, concerning Mandatory Vaccination and Policy for Local Boards and Committees

(P. Jeffrey / M. Dei-Amoah)

That the delegation request be approved.

CARRIED

7. Consent Items

No matters of consent.

8. Public Hearings/Delegations

8.1 **W.Matthew Sutcliffe, LL.B., Director, Employee Health and Labour Relations, Human Resources, City of Hamilton, concerning Mandatory Vaccination and Policy for Local Boards and Committees**

The delegate addressed questions sent to the staff liaison about the City's Mandatory Vaccination and Policy for Local Boards and Committees. And responded to any remaining questions and concerns following the delegation.

9. Staff Presentations

No staff presentation.

10. Discussion Items

No discussions.

11. Motions

11.1 **Motion to request Committee Against Racism to provide a position on City of Hamilton mandates**

This motion was brought forward to discuss how the Committee should reply to the letter that mandates the vaccination of staff and volunteer board members. As vaccine mandates disproportionately harm racialized communities.

(M. Dei-Amoah / P. Jeffrey)

That the motion be amended from the original motion to read as such: motion to prepare a CCR on the disproportionate impact of vaccine mandates on the BIPOC community and its volunteers, to be presented at next month's meeting for further discussion.

CARRIED

- 11.2 Motion to prepare a CCR on the disproportionate impact of vaccine mandates on the BIPOC community and its volunteers, to be presented at next month's meeting for further discussion.**

Whether or not the City changes their position on the vaccine mandate on March 1st. The Committee Against Racism will prepare a CCR to address implementing a vaccine mandate without considering the disproportionate impact on the BIPOC community. S. McWatt will prepare the CCR, and P. Jeffery and M. Dei-Amoah will support as needed.

(P. Jeffrey / M. Dei-Amoah)

That the Committee Against Racism accept the amended motion.

CARRIED

12. Notices of Motion

No notices of motion.

13. General Information / Other Business

No other information/business.

14. Private and Confidential

No private or confidential matters.

15. Adjournment

(S. McWatt / T. Childs)

That, there being no further business, the meeting be adjourned at 8:54 PM.

CARRIED

Date: September 28, 2021

CAR Work Plan 2021-2022:

Base plan on several items:

- Empirical data and anecdotal data
- Available timeline (approx. 24 months)
- Try to be as current and forward thinking as possible
- Resources and expertise present on the committee
- Stay within mandate of committee
- Leverage unique platform to be able to provide direct recommendations to City Council
- Need for action items to be concrete, direct and specific and tangible.
- Need to remember of delays within process to make recommendations.

Work Plan Items	Committee Against Racism's Role	Group Members	Updates
Monitor and support City Council initiatives and provide feedback/ reminders (Priority 1a)	<ul style="list-style-type: none"> - City Council would likely be interested in CAR's input on these. - Need to ensure it is a two-way communication channel and CAR receives feedback on the provided input. - Need to look to invite City initiative leaders to ask/follow-up on impact of project - Look to hold City initiative leaders/city council accountable for their proposed plans - Ensure City of Hamilton provides resources on their website to support victims of racism and discrimination (Example: Anti Asian racism message on City of Hamilton website/ Coronavirus page: https://www.hamilton.ca/coronavirus) 		

Date: September 28, 2021

Work Plan Items	Committee Against Racism's Role	Group Members	Updates
	<ul style="list-style-type: none"> - Provide comments on Equity, Diversity and Inclusion Handbook for the City of Hamilton? - Examples include: <ul style="list-style-type: none"> o Hate Prevention and Mitigation Initiative o Community Safety and Well-being Plan o HARRC o Distribution of vaccinations within Hamilton and racialized communities 		
<p>Review and consult on the City of Hamilton's Access and Equity framework (now called Equity, Diversity and Inclusion Framework and Community Equity and Inclusion Portfolio within City Manager's Office) (Priority 1b)</p>	<ul style="list-style-type: none"> - Ask Pauline/ John for an update on the City of Hamilton Access and Equity framework. - EDI framework is human resources for City of Hamilton focused - Community Equity and Inclusion Portfolio is externally facing - Find out when Equity, Diversity and Inclusion policy was last reviewed and updated. - If it has not been updated recently, recommend to City Council to do with and ask for CAR feedback on new policy. - That the Committee Against Racism be informed and/or consulted with regards to any internal City of Hamilton anti-racism and diversity education and training. 	<p>Sub-group members: Annie Law, Marlene Dei-Amaoh,</p>	

Date: September 28, 2021

Work Plan Items	Committee Against Racism's Role	Group Members	Updates
Working with schools to see how racism is addressed in the school system (Priority 2a)	<ul style="list-style-type: none"> - Become involved in all the different initiatives addressing racism within the school boards - Invite liaisons to CAR meetings to build communication channel - Review report on bullying published by school board - Develop content/curriculum regarding Black History Month with a special focus on Hamilton 	Sub-group members: Gerry Smith, Shamini Jacob, Phillip Jeffrey	
Connect with new person at HPS who works with education and racism (Priority 2b)	<ul style="list-style-type: none"> - Interact with diversity and inclusion officer (Paola Jani) at HPS and community relations officer (Jasbir Dhillon) at HPS 	Sub-group members: Marlene Dei-Amaoh,	
Cultivate relationships with other advisory committees to identify opportunities for collaboration and partnerships (Priority 2c)	<ul style="list-style-type: none"> - How can we find out about the activities of other advisory committees? Can we receive reports from them? - Idea is to be able to support these advisory committees with issues that overlap with CAR mandate. 		
Identify various community organizations with related mandates (Priority 3a)	<ul style="list-style-type: none"> - Connect with IWC to learn about issues faced by new immigrants (especially Arab community) in Hamilton - Starting point: HCCI/ HARRC/ Police/ School boards - Potentially build a library of community organizations that can be shared and 	Sub-group members: Taimur Qasim, Phillip Jeffrey,	

Date: September 28, 2021

Work Plan Items	Committee Against Racism's Role	Group Members	Updates
	<p>potentially history of organizations as well.</p> <ul style="list-style-type: none"> - Continue/restart conversations with HEDAC and City advisory aboriginal committee to see if there are any opportunities for collaboration. 		
<p>Improve outreach and connect with community organizations or individuals with similar mandates (Priority 3b)</p>	<ul style="list-style-type: none"> - Develop social media presence for CAR - Do we know the numbers of who views the streams of our meetings? - Raise awareness to pertinent issues within City of Hamilton - Define communication channels and liaison personnel within important organizations in the community (Human Rights Commission, etc.) - Develop partnerships with new and existing communities in the City of Hamilton - Invite and/or conduct information interviews with these communities/organizations/liaison personnel to learn more about what they do and how we can collaborate. - Need to define what we want to achieve through outreach - Develop a process/system to share information and remain up-to-date on current events in the City of Hamilton 		
<p>Identify various community initiatives with</p>	<ul style="list-style-type: none"> - Look for statistics to see where to new immigrants are coming (HIPC report) 		

Date: September 28, 2021

Work Plan Items	Committee Against Racism's Role	Group Members	Updates
related mandates (Priority 3c)	to identify which communities to reach out to - Research should include ethnic minorities		
Keeping a list of days/events to support and then budget for every year (Priority 4)	- Ensure that a report is received from funded event to know how CAR is making a difference/impact of funding - Develop a template/application for community organizations to request for funding/support from CAR - Investigate whether CAR can advertise its ability to fund certain events in the City of Hamilton? - Send list of days/event to City Council		
Identify/develop a process to act/respond to anti-racism events in the community (Priority 5) Priority to be reviewed.	- Develop list of reporting tools/websites - Develop a pamphlet/primer to identify the reporting pathway services for victims of racism and possibly share it with different organizations (immigration services, city council/hall, community organizations, etc.). - Convert any correspondence received in a Citizen Draft Report so that it can be guaranteed to be reviewed by AFNA and City Council. - Note: Any communications with outside agencies (other levels of government/media) must be approved by City Council.		

Date: September 28, 2021

Work Plan Items	Committee Against Racism's Role	Group Members	Updates
Identify list of historical standing agenda items (Priority 1b or 6)	<ul style="list-style-type: none"> - Annual Hate Crime presentation from HPS - Budget - That this Committee endeavor to ensure that the City retain a permanent allocation/budget line for anti-racism initiatives. Would need to develop a really solid and specific argument. Maybe work with SPRC to develop argument and present at June meeting where Hate Mitigation Plan was presented. (from 2014-2018 workplan) 		
Review grant application process to City Enrichment Fund to ensure that it is accessible to marginalized and racialized communities and grassroots organizations, which empower antiracism initiatives (Priority 7)	<ul style="list-style-type: none"> - Racialized people not getting the grant and as a result the committee needs to continue to be marginalized - Provide City Council with a recommendation regarding City Enrichment Fund have an equity and inclusion lens. - That the City of Hamilton provide 2 to 3 daylong workshops on writing proposals and grants to help anti-racism activists seek out funding for their work. Workshops must be accessible to the marginalized/underserved communities and grassroots groups. People need to be able to walk away from these workshops with an actual understanding of the process of grant- 	Sub-group members: Simone McWatt, Taimur Qasim	

Date: September 28, 2021

Work Plan Items	Committee Against Racism's Role	Group Members	Updates
	<p>writing and potential sources for funding, as well as practical tools and reusable skills, and a final product of their own.</p> <ul style="list-style-type: none"> - Ask CEF to present about process and ask to review their process/policy. Ask for follow-ups as well. 		
Formation of an Anti-Racism Coalition (Priority 8)	<ul style="list-style-type: none"> - Revisit this action item once CAR has created a list of different community organizations with similar mandates - A coalition of municipalities against racism and discrimination does exist. What are our responsibilities as a result of signing up for CMARD? 		



CITIZEN COMMITTEE REPORT

To:	Audit, Finance & Administration Committee
From:	Committee Against Racism <div style="text-align: right; margin-right: 100px;">_____ Taimur Qasim, Chair</div>
Date:	March 4, 2022
Re:	City of Hamilton Mandatory COVID-19 Vaccination Verification Policy

Background

1. On October 22, 2021 members of the City of Hamilton Committee Against Racism (CAR) received a letter from W. Matthew Sutcliffe, LL.B., Director, Employee Health and Labour Relations, City Manager's Office, Human Resources stating that CAR members must adhere to the City of Hamilton Mandatory COVID-19 Vaccination Verification Policy (the Policy) and must receive two doses of an approved COVID-19 vaccine and upload their proof of vaccination to the City of Hamilton (the City) by November 20, 2021, otherwise participate in education and rapid testing.
2. On February 11, 2022 CAR members received a second letter from W. Matthew Sutcliffe outlining an amendment to the Policy which requires all volunteers and Council-appointed committee members be fully vaccinated or provide an approved medical exemption. The letter further stated that if members have made the personal decision to either not receive an approved vaccine and/or not to share

that information with the City prior to May 31, 2022, they will be in violation of the Policy.

3. On February 14, 2022 the Government of Ontario announced that commencing March 1, 2022 proof of vaccination requirements will no longer be required and will become voluntary for Ontario municipalities and businesses.
4. On February 18, 2022 a CAR member requested that the letter and vaccine requirement be placed on the CAR meeting agenda for discussion among the Committee and asked City staff if the Policy will be enforced after March 1, 2022 when the Province of Ontario has made proof of vaccination voluntary. The CAR chair invited W. Matthew Sutcliffe to attend the CAR meeting to answer this question and any other questions committee members may have.
5. On February 22, 2022 CAR held its monthly meeting. At the meeting Mr. Sutcliffe told members that the City of Hamilton had not yet decided if they would uphold the proof of vaccination requirement after it was no longer mandated by the Province and that he would let CAR members know when he found out. Further, he clarified that as the Policy now stands, should CAR members choose not to get vaccinated or disclose their vaccination status and should they not meet the eligibility for an approved medical exemption they would be prohibited from participating on the Committee. This is very concerning to CAR members in a number of ways outlined below. Mr. Sutcliffe further explained that any requests for exemptions and accommodations made under the previously protected grounds of non-discrimination based on race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, or creed are no longer being accepted by the City and the only exemptions being considered are approved medical exemptions as outlined in the letter. This is very concerning to the CAR as having these criteria as protected grounds of non-discrimination is crucial to maintaining health equity of Black people, Indigenous people and other people of Colour (BIPOC). Mr. Sutcliffe clarified that the Policy applies to all City staff and stated that some City staff are currently off on unpaid leave for not having received the required two doses or not disclosing their vaccination status and should they not report that they have received the approved two doses by the deadline they will be facing termination. This is very concerning to the CAR as BIPOC people and communities will be disproportionately harmed by unemployment, mental health, poverty and other social determinants of health fallouts.
6. Government-enforced medical interventions have a complex and traumatic history for racialized people, particularly Black and Indigenous peoples. The historical and contemporary contexts of systemic racism and resulting structural disparities

cause racism to continue to be a public health crisis, resulting in Black people, Indigenous people and people of Colour excessively susceptible to lower health outcomes. Rigid mandates and coercing people to take two (or more) vaccinations with very little room for accommodation as a condition of employment and/or participating in activities unduly harm BIPOC communities who are already disproportionately affected by issues surrounding health equity and the social determinants of health.

7. The City of Hamilton Committee Against Racism is responsible for reporting on issues and concerns pertaining to racism and providing advice to address the impacts of racism in Hamilton. As such, the Committee Against Racism does not consent to nor agree with the Mandatory COVID-19 Vaccination Verification Policy and denounces the City's use and enforcement of vaccination mandates.

Recommendations

The City of Hamilton Committee Against Racism recommends the following:

- i. that the City remove the Mandatory COVID-19 Vaccination Verification Policy requiring all City staff and volunteers to be vaccinated as a condition of employment or volunteering;
- ii. that the City compensate staff and volunteers that have been placed on unpaid leave and/or reprimanded due to choosing not to be vaccinated and/or not disclosing their vaccination status;
- iii. that the City reinstate race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, and creed as protected grounds for non-discrimination;
- iv. that the City take a leadership role in advocating for Hamilton services to remove vaccination mandates and proof of vaccination systems; and,
- v. that the City create a policy to ensure all City vendors comply with the requirement that they may not enforce vaccination mandates and/or proof of vaccination systems.

Analysis / Rationale

1. It is widely known that Black and Indigenous peoples and other people of Colour were used as medical experimental subjects against their will and with no informed consent countless times in our history and as such do not trust the government or its institutions as readily as white people. It is also known that rigid, top-down "rules" and "interventions" end up privileging some and further disadvantaging those already on the margins. Further, including race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, and creed as protected

grounds of non-discrimination is a health equity strategy that aids in mitigating excessive harms faced by BIPOC peoples. Should BIPOC peoples choose not to participate in an experimental medical intervention their bodily sovereignty must to be respected and the City has the duty to accommodate.

2. The Committee Against Racism responds to the needs of all people of Hamilton, not just vaccinated people who choose to disclose their personal health information to the government. As such, should only vaccinated people who have disclosed their status be permitted to represent the voices of the people, the Committee would be perpetuating and upholding the very division and discrimination we are working towards eliminating.
3. The Policy would substantially affect the composition of the Committee Against Racism. The Committee stands a significant chance of disbanding as many committee members may refuse to disclose their vaccination status, may not have the required two doses, or may choose to leave on the principle of refusing to uphold division and discrimination. As such, if enough members are removed from or leave the Committee there would be no opportunity to do the work, much less to even achieve quorum, and the Committee would cease to exist.

DRAFT



CITIZEN COMMITTEE REPORT

To:	Audit, Finance & Administration Committee
From:	Committee Against Racism <div style="text-align: right; margin-right: 100px;"> <hr style="width: 20%; margin: 0 auto;"/> Taimur Qasim, Chair </div>
Date:	March 4, 2022
Re:	City of Hamilton Mandatory COVID-19 Vaccination Verification Policy

Background

1. On February 11, 2022 members of the City of Hamilton's Committee Against Racism (CAR) received notification from W. Matthew Sutcliffe, LL.B., Director, Employee Health and Labour Relations, City Manager's Office, Human Resources which indicated that the City of Hamilton Council had approved amendments to the City of Hamilton's Mandatory COVID-19 Vaccination Verification Policy. The Policy requires that all volunteers and Council-appointed committee members be fully vaccinated or provide an approved medical exemption. The letter further stated that if members have made the personal decision to either not receive an approved vaccine and/or not to share that information with the City prior to May 31, 2022, they will be in violation of the Policy.

2. On February 14, 2022 the Government of Ontario announced it will lift proof of vaccination requirements on March 1, 2022

3. On February 18, 2022 a CAR member requested that the letter and vaccine requirement be placed on the CAR February 22, 2022 meeting agenda for discussion among the Committee and asked City staff if the Policy will be enforced after March 1, 2022 when the Province of Ontario has made proof of vaccination voluntary. The City Staff Liaison's to CAR invited W. Matthew Sutcliffe to attend our meeting to answer this question and any other questions committee members may have.

4. On February 22, 2022 CAR held its monthly meeting. At the meeting Mr. Sutcliffe told members that the City of Hamilton (the City) had not yet decided if they would uphold the proof of vaccination requirement after it was no longer mandated by the Province and that he would let CAR members know when he found out. Further, he clarified that as the Policy now stands, should CAR members choose not to get vaccinated or disclose their vaccination status and should they not meet the eligibility for an approved medical exemption they would be prohibited from participating on the Committee. This is very concerning to CAR members in a number of ways outlined below. Mr. Sutcliffe further explained that any requests for exemptions and accommodations made under the previously protected grounds of non-discrimination based on race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, or creed are no longer being accepted by the City and the only exemptions being considered are approved medical exemptions as outlined in the letter. This is very concerning to the CAR as having these criteria as protected grounds of non-discrimination is crucial to maintaining health equity of Black people, Indigenous people and other people of Colour (BIPOC). Mr. Sutcliffe clarified that the Policy applies to all City staff and stated that some City staff are currently off on unpaid leave for not having received the required two doses or not disclosing their vaccination status and should they not report that they have received the approved two doses by the deadline they will be facing termination. This is very concerning to the CAR as BIPOC people and communities will likely be disproportionately harmed by unemployment, mental health, poverty and other social determinants of health fallouts.

5. Members of CAR raised a number of issues pertaining to these concerns. These issues included historical experiences of government-enforced medical interventions which traumatized BIPOC /racialized people, particularly Black and Indigenous peoples. The historical and contemporary contexts of systemic racism and resulting structural disparities cause racism to continue to be a public health crisis, resulting in Black people, Indigenous people and people of Colour excessively susceptible to lower health outcomes. Rigid mandates and coercing people to take two (or more) vaccinations with very little room for accommodation

as a condition of employment and/or participating in activities unduly harm BIPOC communities who are already disproportionately affected by issues surrounding health equity and the social determinants of health.

6. The City of Hamilton's Committee Against Racism is responsible for reporting on issues and concerns pertaining to racism and providing advice to address the impacts of racism in Hamilton. As such, the Committee Against Racism does not agree with the way in which this Mandatory COVID-19 Vaccination Verification Policy potentially impacts BIPOC communities.

7. Mr. Sutcliffe did acknowledge the City's awareness of challenges faced by BIPOC communities as evidenced by the primary determinants of health and their experience with historic racism and trauma. He indicated that included in the strategies of the City's vaccine rollout were direct contacts with BIPOC community leaders and the provision of accurate and medically sound data and information to combat mistrust and information.

8. Recommendations

CAR acknowledges and applauds the City of Hamilton's efforts at implementing its Covid 19 vaccine rollout but does have concerns with its Mandatory COVID-19 Vaccination Verification Policy. Based on the evolving national and provincial statements about vaccine mandates, is likely that the vaccine mandates will be removed in the near future. However, given the Committee's concerns identified above, we recommend the following:

i. Develop a framework for public health related mandates to include credible consultation with BIPOC communities. This includes but is not limited to addressing the impact of the vaccination mandate on City staff and volunteers; and, the exploration of strategies to correct discrimination against the persons who chose not to be vaccinated.

Analysis / Rationale (not edited)

1. It is widely known that Black and Indigenous peoples and other people of colour were used as medical experimental subjects against their will and with no informed consent countless times in our history and as such do not trust the government or its institutions as readily as white people. It is also known that

rigid, top-down “rules” and “interventions” end up privileging some and further disadvantaging those already on the margins. Further, including race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, and creed as protected grounds of discrimination is a health equity strategy that aids in mitigating excessive harms faced by BIPOC peoples. Should BIPOC peoples choose not to participate in an experimental medical intervention their bodily sovereignty must to be respected and the City has the duty to accommodate.

2. The Committee Against Racism responds to the needs of all people of Hamilton, not just vaccinated people who choose to disclose their personal health information to the government. As such, should only vaccinated people who have disclosed their status be permitted to represent the voices of the people, the Committee would be perpetuating and upholding the very division and discrimination we are working towards eliminating.

3. The Policy could substantially affect the composition of the Committee Against Racism. The Committee stands a significant chance of disbanding as many committee members may refuse to disclose their vaccination status, may not have the required two doses, or may choose to leave on the principle of refusing to uphold division and discrimination. As such, if enough members are removed from or leave the Committee there would be no opportunity to do the work, much less to even achieve quorum, and the Committee would cease to exist.

Dates & Months of Recognition Pilot

There is a desire for the City of Hamilton to become more proactive and cohesive in recognizing days of significance, community, and cultural celebrations. We recognize certain days, weeks, or months are recognized, but not others.

We are seeking to develop a centralized internal calendar that can be utilized to better share important dates, and to provide suggestions as to which departments or individuals should share the information, as well as guidance on how to recognize it (i.e. appropriate wording, graphics, ensure important dates or months are identified, etc.).

This would involve collecting an extensive list of dates internally and sorting them into appropriate categories. An internal list would be developed, and dates would then be shared on a regular basis with the appropriate staff. Our goal would be to recognize 20 – 30 dates on an annual basis.

We recognize the challenges in recognizing every significant event, and currently are prioritizing the following during the pilot phase:

- Current/Historically recognized by the City, City departments, the Mayor's office, etc.
- Provincially recognized dates
- Federally recognized dates
- Recognized by the United Nations
- Recognizing select events taking place on City of Hamilton property (ex. using information collected from SEAT and other depts)

We are circulating the current draft document to see if there's any feedback or input you would like to contribute to this effort. Our hope would be that you can assist in prioritizing up to 30 days for the City to recognize on an annual basis.

For more information please don't hesitate to contact me.

Sunil Angrish (he/him)

Project Manager, Community Inclusion & Equity

City Manager's Office

Government and Community Relations, City of Hamilton

(905) 546-2424 Ext. 4073

Province-wide	Canada-wide	Statutory Holiday	Hamilton based	Association/Organization
*				
	*	*		
	*			Lincoln Alexander Act
				UNESCO
				International memorial day - designated by UN
	*			Bell Canada
				Tamil community
				National Observance
				Global Observance
				Global Observance
	Not officially recognized			

*

Events marked with an asterisk (*) do not take place on the same day every year

Name of commemoration/observance	Month/Week/Day	Date
Tamil Canadian Heritage Month	Month	-
New Year's Day	Day	1-Jan
Martin Luther King Jr. day	Day	*
Lincoln Alexander Day	Day	21-Jan
World Day of African and Afrodescendant Culture	Day	24-Jan
International Day of commemoration in Memory of Victims of the Holocaust	Day	27-Jan
Bell Let's Talk Day	Day	January *
Tamil Heritage Month	Month	
Alzheimer's Awareness Month	Month	
World Braille Day	Day	4-Jan
Orthodox Christmas	Day	7-Jan

How has it be recognized by the city	Community-led recongition

Has it been funded by CEF?	Hamilton Organizations



Month
Week
Day

Province-wide	Canada-wide	Statutory Holiday	Hamilton specific	Association/Organization
●	●			
				Ontario Heritage Trust
	●			UNESCO and UN Women
				Ontario Federation of Agriculture
●				Chinese
				United Nations
●				Federal Motion
		●		

				National
			●	
				City of Hamilton
				Global Observance



Not officially recognized

*

Events marked with an asterisk (*) do not take place on the same day every year

Name of commemoration/observance	Month/Week/Day	Date
Black History Month	Month	
Heritage Week (First day Federal Heritage day, the Monday Heritage Day)	Week	Third week of Feb
Groundhog day	Day	2-Feb
International Day of Women and Girls in Science	Day	11-Feb
Agriculture Day	Day	*
Sexual and Reproductive Health Awareness Day	Day	12-Feb
Wear Red Day for Women's Heart Health	Day	13-Feb
Lantern Festival	Day	15-Feb
National Flag of Canada Day	Day	15-Feb
Random Act of Kindness Day	Day	17-Feb
World Day of Social Justice	Day	20-Feb
Human Trafficking Awareness Day	Day	22-Feb
Family Day	Day	February*
Pink Shirt Day	Day	February*

National Anti-Bullying Day	Day	23-Feb
Chinese New Year		
Hamilton WinterFest		
Jackie Washington Day	Day	21-Feb
World Cancer Day	Day	4-Feb

How has it be recognized by the city	Community-led recongition
<p>2019 - News release of a Black Histry Month Lecture https://www.hamilton.ca/government-information/news-centre/news-releases/black-history-month-lecture</p> <p>2019 - celebration event in the council chambers of Hamilton City Hall Hamilton Public Library holds a series of events/learnings Black History month committee??</p>	<p>Reverend John C. Holland Awards</p>
<p>2021 - Post from tourism Hamilton, refering residents to Hamilton Farmer's Market https://m.facebook.com/TourismHamilton/photos/a.124984620904106/3698532260215973/?type=3</p>	
	<p>2021 - United Nations Associations Canada- Hamilton Branch held an online event</p>
	<p>2020 - Hamilton Anti-Human Trafficking Coalition, HPS victim services branch, Halton collaborative against human trafficking and Halton Regional Police Service - victim services unit held an event</p>
	<p>2019 - Boys and Girls Club of Hamilton held an event</p>

Has it been funded by CEF?	Hamilton Organizations
	Hamilton Anti-Human Trafficking Coalition (HAHTC)



Month

Week

Day

Province-wide	Canada-wide	Statutory Holiday	Hamilton based	Association/Organization
●				Black Mental Health Day Act, 2020
	●			Federal motion
	●			United Nations
				United Nations
				United Nations
				International Theatre Institute
	●			
			●	Hamilton Regional Indian Centre and City of Hamilton's Urban Indigenous Strategy
				Global Observance
				National Observance
				Global Observance
				Global Observance
				Global Observance
				Global Observance



Not officially recognized

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Name of commemoration/observance	Month/Week/Day	Date
5 Days for the Homeless	Week	
Black Mental Health Day	Day	7-Mar
Irish Heritage Month	Month	
International Women's Day and United Nations Day for Women's Rights and International Peace	Day	8-Mar
St.Patrick's Day	Day	17-Mar
International Day for the Elimination of Racial Discrimination	Day	21-Mar
World Water Day	Day	22-Mar
World Theatre Day	Day	27-Mar
International Transgender Day of Visibility	Day	31-Mar
National Indigenous Languages Day	Day	31-Mar
Spring Equinox Gathering	Day	
Zero Discrimination Day	Day	1-Mar
Epilepsy Awareness Month	Month	
World Wildlife Day	Day	3-Mar
Holi	Day	18-May
World Down Syndrome Day	Day	21-Mar
Brain Injury Awareness Month	Month	

How has it be recognized by the city	Community-led recongition	Has it been funded by CEF?
dedicated monument at Hamilton's City Hall in the west-side courtyard honoring irish immigrants who came to Hamilton	Wearing of the Green Committee	
	Wearing of the Green Committee luncheon St.Patrick's Day Party (Dundas)	
	Hamilton Steelworkers Area Council	
World Water day Walkathon		
2020 - first annual spring equinox gathering at Battlefield House Museum and Park national Historic Site		
Gage Park Celebrations		

Hamilton Organizations

Wearing of the Green
Committee
Irish Canadian Club of
Hamilton
Hamilton Irish Arts

Zonta Club of Hamilton I
YMCA Hamilton
SACHA
McMaster Univeristy
IWD Planning Committee
Hamilton and District
Labour Council

HCCI

Hamilton Museum of
Steam and Technology

Kyle's Place
Speqtrum Hamilton
Hamilton Trans Health
Coalition



Month

Week

Day

Province-wide	Canada-wide	Statutory Holiday	Hamilton based	Association/Organization
☐				Federal motion
☐	☐			Sikh Heritage Month Act, 2013 and Federal Motion
				League of Canadian Poets
				World Health Organization
				United Nations
☐	☐			Holocaust memorial Day Act, 1998
	☐			
				National Observance
				Global Observance
				Global Observance



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Name of commemoration/observance	Month/Week/Day	Date
Genocide Remembrance, Condemnation and Prevention Month	Month	
Sikh Heritage Month		
Poetry Month	Month	
International Mother Earth	Day	22-Apr
World Health Day		7-Apr
Anniversary of the Battle of Vimy Ridge		9-Apr
International Day of Pink		14-Apr
Earth Day	Day	22-Apr
World Book and Copyright Day		23-Apr
Yom Hashoah (Holocaust Remembrance Day)		April*
National Day of Mourning		28-Apr
National Volunteer Week	Week	April 18 - 24
World Autism Awareness Day	Day	2-Apr
First Day of Ramadan	Day	*

How has it be recognized by the city	Community-led recongition
	Sikh Heritage Month Hamilton
	Hamilton Public Library Hamilton Poetry Centre
	Earthday Hamiltion-Burlington Hamilton Naturalists Club Hamiltion Industrial Environmental Association (HIEA) Rotary Club of Hamilton - Clen up event
https://cdn.fedweb.org/fed-35/2/FredEisenberg%252C%2520Mayor%252C%2520Hamilton.pdf	Hamilton Jewish Federation
Injured Workers memorial at city hall	Hamiltion and District Labour Council holds a ceremony - 2021 broadcasted on channel 14



Month

Week

Day

Province-wide	Canada-wide	Statutory Holiday	Hamilton based	Association/Organization
	☐			National Observance
☐				Museum Ontario
				National Observance
	☐			CMHA
			☐	
	☐			
	☐			Boys and Girls Clubs Canada
	☐			
	☐			United Nations
	☐			
				National Observance
				National Observance
				Global Observance
				Global Observance
				National Observance
				Global Observance
				Global Observance



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Name of commemoration/observance	Month/Week/Day	Date
Asian Heritage Month	Month	
Museum Month	Month	
Multiple Sclerosis Awareness Month	Month	
Mental Health Week	week	May 3-9
Aboiriginal Awareness Week	Week	
National Public Works Week	Week	
Newcomer Week	Week	
National AccessAbility Week	Week	
Murdered and Missing Indigenous Women and Girls National Day of Awareness (Red Dress Day)	Day	5-May
Belonging: National Day to End Bullying	Day	
National Child and Youth Mental Day	Day	7-May
World Red Cross Day	Day	8-May
Canada Health Day	Day	12-May
International Day Against Homophobia, Transphobia, and Biphobia	Day	17-May
Tamil Genocide Remembrance Day	Day	18-May
World Day for Cultural Diversity for Dialogue and Development	Day	21-May
Yom HaShoah (Holocaust Remembrance Day)	Day	*
Speech and Hearing Month	Month	
Vision Health Month	Month	
Melanoma and Skin Cancer Awareness Month	Month	
World Asthma Day	Day	3-May
AccessAbility Awareness Week (NAAW)		
Eid-al-fitr		May 2-3
Vesak Day	day	6-May

<https://pub-goderich.escribemeetings.com/filestream.ashx?DocumentId=6036>

Month
 Week
 Day

Province-wide	Canada-wide	Statutory Holiday	Hamilton based	Association/Organization
☐	☐			Filipino Heritage Month Act, 2018
●				Italian Heritage Month Act, 2010
	☐			
				Full Month Observance
●				
	☐			
				City of Hamilton
			●	Branches of Navitve Development
				National Observance
				International Observance
				Hamilton
				Hamilton
				National Observance
				National Observance
				National Observance
				National Observance
				Hamilton



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decoration's Day Hamilton Veterans Committee
bike month

Name of commemoration/observance	Month/Week/Day	Date
Filipino Heritage Month	Month	
Italian Heritage Month	Month	
National Indigenous History Month	Month	
Portuguese Heritage Month	Month	
LGBTQ+ Pride Month	Month	
Senior's Month	Month	
World Environment Day	Day	5-Jun
Clean Air Day	Day	6-Jun
Hamilton's Founding	Day	9-Jun
World Day Against Child Labour	Day	12-Jun
World Blood Donor Day	Day	14-Jun
World Elder Abuse Awareness Day	Day	15-Jun
World Refugee Day	Day	20-Jun
National Indigenous Peoples Day	Day	21-Jun
Canadian Multiculturalism Day	Day	27-Jun
Hamilton Decoration Day	Day	13-Jun
National Aboriginal Days Soaring Spirit Festival		
Saint-Jean-Baptiste Day	Day	24-Jun
LGBTQ+ Pride Day		28-Jun
100 in 1 Day in Hamilton*	Day	
Racalmutese Festival Maria SS Del Monte		June 18-20
Thyroid Awareness Month	Month	
Stroke Awareness Month	Month	
Spina Bifida and Hydrocephalus Awareness Month	Month	
Stoney Creek Memorial Weekend (Battle)		

How has it be recognized by the city	Community-led recongition
	Hamiktion Filipino Community Centre
	Festitalia
2020 - evening of June 21, Hamilton sign lit up in the Medicine Wheel colours for National Indigenous Peoples Day	Woodland Cultral Centre Hamilton Public Library
Pride flag rasing ceremony at City Hall with the LGBTQ Advisory Committee	
https://www.hamilton.ca/government-information/news-centre/news-releases/hamilton-celebrates-seniors-month-and-continues	
(Veterans Committee of Council)	
	Branches of Native Development hold an annual festival

Month

Week

Day

Province-wide	Canada-wide	Statutory Holiday	Hamilton based	Association/Organization
		☐		
☐	☐			UN
			☐	
				Global Observance



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Name of commemoration/observance	Month/Week/Day	Date
Disability Pride Month	Month	-
Canada Day	Day	1-Jul
Global Day of Inclusion	Day	20-Jul
World Day Against Trafficking in Presons	Day	30-Jul
Walk a mile in her shoes	Day	
Hamilton Fringe Festival*		
International Nelson Mandela Day	Day	18-Jun

How has it be recognized by the city	Community-led recongition
Tourism Hamilton and events Calender do a good job listing events	(Muted Canada's Day)??
	YMCA Hamilton

Month
 Week
 Day

Province-wide	Canada-wide	Statutory Holiday	Hamilton based	Association/Organization
	☐			Federal motion
			☐	
				Hamilton, Ontario
				National Observance
				Global Observance
				Global Observance
				Global Observance
				Global Observance
	Not officially recognized			

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Name of commemoration/observance	Month/Week/Day	Date
Emancipation Day	Day	1-Aug
International Day of the World's Indigenous People	Day	9-Aug
International Youth Day	Day	12-Aug
Dieppe Memorial Service	Day	19-Aug
International Overdose Awareness Day	Day	31-Aug
Feast of Friends Festival		
George Hamilton Day	Day	2-Aug
National Acadian Day	Day	15-Aug
World Humanitarian Day	Day	19-Aug
International Day Commemorating the Victims of Acts of Violence Based on Religion or Belief	Day	22-Aug
International Day for the Remembrance of the Slave Trade and its Abolition	Day	23-Aug

How has it be recognized by the city	Community-led recongition
	Afro Canadian Carribbean Association Hamilton (ACCA)
Hamilton's verterans committee	



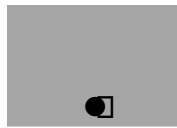
Month

Week

Day

Association/Organization	Name of commemoration/observance	Month/Week/Day
	Big Brothers Big Sisters Month	Month
	Mennonite Heritage Month	Month
	International Day of Charity	Day
	International Literacy Day	Day
	World Suicide Prevention Day	Day
National Observance	Ovarian Cancer Awareness Month	Month
	Big Brothers Big Sisters Day	Day
	Franco-Ontario Day	Day
	Rowan's Law Day	Day
	National Day of Truth and Reconciliation/Orange Shirt Day	Day
	Annual Ancaster Fair	
	Binbrook Fair	
	Supercrawl Music and Arts Festival *	
Global Observance	World Alzheimer's Month	Month
National Observance	Take Back the Night	Month
National Observance	Sickle Cell Anemia Awareness Month	Month
National Observance	Arthritis Awareness Month	Month
	International Day of Peace	Day
Global/ National Observance	Terry Fox Run	Day

Date	How has it be recognized by the ci	Community-led recongition
5-Sep		
8-Sep		
10-Sep		
18-Sep		
25-Sep		Centre Francophone Hamilton
28-Sep		
30-Sep		Hamilton Regional Indian Centre
		SASHA
21-Sep		
19-Sep		



Month

Week

Day

Name of commemoration/observance	Month/Week/Day	Date
Canada Library Month	Month	
Car Safety Month	Month	
Child Abuse Awareness Month	Month	
Germain Heritage Month	Month	
Islamic History Month	Month	
Latin American Heritage Month	Month	
Women's History Month	Month	
Mental Illness Awareness Week	Week	
Small Business Week	Week	
Waste Reduction Week	Week	
First Nations Public Library Week	Week	
World Space Week	Week	
Ontario Library Week	Week	
International Music Day	Day	1-Oct
International Day of Older Persons	Day	1-Oct
National Day of Action for Missing and Murdered Indigenous Women, Girls, and 2-Spirit+ Peoples	Day	4-Oct
World Mental Health Day	Day	10-Oct
International Day of Girl Child	Day	11-Oct
World Food Day	Day	16-Oct
International Day for the Eradication of Poverty	Day	17-Oct
Persons Day	Day	18-Oct
Diwali		24-Oct
Dress Purple Day	Day	27-Oct
Breast Cancer Awareness Month	Month	
United Nations Day	Day	24-Oct
Thanksgiving	Day	
International Day of Non-Violence	Day	2-Oct
Rockton World's Fair		
World Habitat Day	Day	4-Oct
Gandhi Peace Festival*	Day	2-Oct
Lupus Awareness Month	Month	
Latin-Hispanic Canadian Month	Month	
Learning Disability Awareness Month	Month	
World Teacher's Day	Day	5-Oct
Yom Kippur	Day	4-5 Oct

Month
 Week
 Day

Province-wide	Canada-wide	Statutory Holiday	Hamilton based
	●		
	●		
			●
	●		
	●		

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Association/Organization	Name of commemoration/observance
	National Addiction Awareness Week
Veteran's Affairs Canada	Veteran's Week
	Canada History Week
United Nations	16 Days of Activism Against Gender Violence (National Observance)
	Indigenous Veterans Day
	Remembrance Day
UNESCO	International Day of Tolerance
	World Prematurity Day
Hamilton Chamber of Commerce Stoney Creek and Flamborough Chambers of Commerce & Hamilton BIAs	Hamilton Day
United Nations	World Children's Day
Trans Day Remembrance Act, 2017	Transgender Day of Remembrance
United Nations	International Day for the Elimination of Violence Against Women
Global Observance	World Diabetes Day
Global Observance	World Pancreatic Cancer Day
National Observance	Louis Riel Day
Ukrainian Famine and Genocide ("Holodomor") Memorial Day Act (federal)	Holodomor Memorial Day
National Observance	Movember
Global Observance	International Inuit Day
National Observance	Lung Cancer Awareness Month
National Observance	Indigenous Disability Awareness Month
National Observance	Invisible Disability Week

place on the same day every year

Month/Week/Day	Date	How has it be recognized by the city
Week		
Week		
Week		
	25-Nov	
Day	8-Nov	
Day	11-Nov	Hamilton's verterans committee
Day	16-Nov	
Day	17-Nov	
Day	Nov 20*	
Day	20-Nov	
Day	20-Nov	
Day	25-Nov	
Day	14-Nov	
Day	13-Nov	
Day	16-Nov	
Day	*	
Month		
Day	7-Nov	
Month		
Month		
Week	*	

Community-led recongition

Local independent businesses
are invited to participate in
Hamilton Day

speqtrum Hamilton
Kyle's Place

Month
 Week
 Day

Province-wide	Canada-wide	Statutory Holiday	Hamilton based	Association/Organization
				World Health Organization
				United Nations
				United Nations
				United Nations
	●			Inaugurated
				United Nations
				Global Observance
				Global Observance
				Global Observance
				Global Observance
				Global Observance
				Global Observance



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Name of commemoration/observance	Month/Week/Day	Date
World AIDS Day	Day	1-Dec
International Day for the Abolition of Slavery	Day	2-Dec
International Day of Persons with Disabilities	Day	3-Dec
International Volunteer Day for Economic and Social Development	Day	5-Dec
National Day of Remembrance and Action on Violence Against Women	Day	6-Dec
Human Rights Day	Day	10-Dec
Universal Human Rights Month	Month	
International Day to End Violence Against Sex Workers	Day	17-Dec
Christmas	Day	25-Dec
Kwanzaa	Week	26 Dec - 1 Jan
Hanukkah*	8 Days	
International Migrants Day	Day	18-Dec

Month
 Week
 Day

Province-wide	Canada-wide	Statutory Holiday	Hamilton based	Association/Organization



Not officially recognized

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Name of commemoration/observance	Month/Week/Day	Date

How has it be recognized by the city	Community-led recongition



Month

Week

Day