



City of Hamilton
COMMITTEE AGAINST RACISM
AGENDA

Meeting #: 22-05
Date: May 24, 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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| 1. CEREMONIAL ACTIVITIES | |
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| 2. APPROVAL OF AGENDA | |
| (Added Items, if applicable, will be noted with *) | |
| 3. DECLARATIONS OF INTEREST | |
| 4. APPROVAL OF MINUTES OF PREVIOUS MEETING | |
| 5. COMMUNICATIONS | |
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| 5.3. Mandatory Vaccination Policy - updated May 2022 | 21 |
| 6. DELEGATION REQUESTS | |

6.1. Lyndon George, Executive Director of HARRC, and Gachi Issa, Black justice Coordinator at the Hamilton Community Legal Clinic, regarding the Hamilton Police Services Board and a proposed Hamilton Inclusion Campaign

6.2. Detective Fabiano Mendes and Jasbir Dhillon, both of Hamilton Police Services, regarding the 2021 HPS Hate Crime Report

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7. CONSENT ITEMS

8. PUBLIC HEARINGS / DELEGATIONS

8.1. Lyndon George, Executive Director of HARRC, and Gachi Issa, Black justice Coordinator at the Hamilton Community Legal Clinic, regarding the Hamilton Police Services Board and a proposed Hamilton Inclusion Campaign

8.2. Detective Fabiano Mendes and Jasbir Dhillon, both of Hamilton Police Services, regarding the April 2022 HPS Hate Crime Report update

9. STAFF PRESENTATIONS

10. DISCUSSION ITEMS

10.1. Proposed CCR regarding citizen appointments to the Hamilton Police Service Board

10.2. CAR workplan updates

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10.3. Reviewing two draft Citizen Committee Reports re: City of Hamilton Vaccine Policy

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10.4. Dates of Significance discussion

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11. MOTIONS

11.1. 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

11.2. Motion to submit the Citizen Committee report, as selected and edited by the committee, to the Audit, Finance & Administration Committee

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 Police Service

2021 Hate/Bias Statistical Report

**Prepared By: Detective Fabiano Mendes
Hate Crime & Extremism Unit – Investigative Services Division**

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EXECUTIVE SUMMARY

The Hamilton Police Hate Crime Statistical Report is an annual report that provides statistical data about criminal offences that are committed against persons or property and are motivated by the victim's race, religion, ethnicity, colour, sexual orientation, mental or physical disability, age, gender identity or expression, or other similar factors.

The report explains the mandate for the Hamilton Police Service Hate Crime Unit (HCU) and the data based on hate crimes reported to Hamilton Police Service from January 1, 2021 to December 31, 2021.

In 2021, there were a total of **108** hate/bias occurrences reported to Hamilton Police Service. This number represents both suspected hate/bias incidents (overtones) and criminal offences. In comparison to 2020, this represents an increase of **35** per cent. Over the past 5 years, the average number of reported hate/bias occurrences is approximately **108.2** per year. The number of hate crime-related arrests increased from five in 2020 to fourteen in 2021.

All events were classified by the HCU Investigator based on the information provided by the investigating officers or by the individual(s) directly involved. The classification and breakdown of the 2021 incidents are as follows:

| Classification | Number |
|---------------------------------|--------|
| Hate/Bias Crimes | 21 |
| Hate/Bias Incidents (Overtones) | 87 |

The majority of reported occurrences were directly related to racial bias, followed by religion and sexual orientation. In 2021, the Black community, the Jewish community and the 2S&LGBTQIA+ community were the groups most frequently victimized.

Data within the report was gathered from crimes and incidents reported to Hamilton Police. While the HCU encourages the community to report all incidents, the service is aware that not all incidents are reported to police.

There are several reasons why hate/bias occurrences are not reported. For example, people may feel the crime was not important or the chances of the police apprehending the suspect are low. Some victims see the incident as a personal matter, since it may involve family or colleagues, or there may be a feeling of blame and/or embarrassment about being targeted. Furthermore, the victim may not understand that they have been victimized or they may endeavor to solve the issue themselves. Previous negative experiences with the police and judicial system, whether in Canada or overseas, may also affect the willingness of a victim to report to police.

Reporting hate occurrences is an important step in stopping the cycle of hatred and preventing others from being victimized. It is also important for police to be aware of hate crimes so an analysis can be done to ensure actions are taken, including assigning appropriate resources to make our community safer.

Building strong, positive relationships between Hamilton Police and Hamilton's diverse communities is important in helping victims feel more comfortable in reporting occurrences to police. In 2021 the HCU, the Community Relations Coordinator and the 2S&LGBTQIA Liaison Officer continued to liaise with several

community partners and is striving to continue this outreach program in 2022 in order to address citizens' concerns and encourage reporting and information sharing.

Online Reporting

Out of the 108 hate/bias occurrences reported to the Hamilton Police Service, 21 of them were reported by the public using the Hamilton Police Online Reporting Portal. All 21 occurrences were classified as Hate/Bias incident (overtone).

INTRODUCTION

The HCU operates as part of the Intelligence Branch in the Investigative Services Division. The HCU was established in 2003 and investigates incidents where hate or bias has been identified as a precipitating component in the commission of a criminal offence or in an incident.

The HCU's mandate is:

- Conduct investigations, arrest offenders and prepare cases for court in relation to hate propaganda offences;
- Provide investigative support and specialized skills to officers in all other sections of Hamilton Police Service who are involved in the investigation of hate/bias crimes;
- Collect intelligence and maintain intelligence files to enable the monitoring and tracking of known, active hate groups, and individuals;
- Liaise with other police services to ensure the exchange of relevant information pertaining to hate/bias crimes and groups;
- Work closely with the Community Relations Coordinator and act as a resource to community groups, assisting with education and crime prevention in the area of hate/bias crimes;
- Maintain and track all reported hate/bias incidents for statistical purposes; and,
- Develop and implement internal and external training on hate-based crime.

Hate Crime/Extremism Investigative Team (HCEIT) of Ontario

In 2003, the Hamilton, Guelph, London, Ottawa and Waterloo Regional Police Services, in partnership with the Ministry of Community Safety and Correctional Services, came together and formed the Hate Crime Extremism Investigative Team (HCEIT).

The team has since expanded to include a total of 18 police agencies across Southern Ontario.

The HCU meets quarterly with HCEIT members to discuss trends and concern across the province, discuss new initiatives and exchange intelligence. Member services include:

- Hamilton Police Service
- Brantford Police Service
- Durham Regional Police Service
- Guelph Police Service
- Halton Regional Police Service
- London Police Service

- Niagara Regional Police Service
- Ontario Provincial Police Service
- Ottawa Police Service
- Peel Regional Police
- Stratford Police Service
- Toronto Police Service
- Waterloo Regional Police Service
- Woodstock Police Service
- York Regional Police
- Kingston Police
- Greater Sudbury Police Service
- Windsor Police Service

STATISTICAL OVERVIEW

In 2021, the HCU received and classified a total of 108 hate/bias related occurrences.

The overall number of police-reported hate/bias occurrences increased from 80 to 108, which represents an increase of 35 per cent over the previous year. Of this total number of reported occurrences, 21 were crimes that fell within the parameters of a hate/bias crime as defined below. This number represents an increase of 162.5 per cent in comparison with the number of reported hate/bias criminal offences in 2020.

| Classification | 2017 | 2018 | 2019 | 2020 | 2021 |
|---------------------------------|------------|------------|-----------|-----------|------------|
| Hate/Bias Crimes | 5 | 5 | 8 | 8 | 21 |
| Hate/Bias Incidents (Overtones) | 131 | 120 | 84 | 72 | 87 |
| Total | 136 | 125 | 92 | 80 | 108 |

Reported events were classified according to the following definitions:

Hate/Bias Crime

Includes any criminal offence where there is evidence to prove that the offence was motivated solely, or in part, because of a bias or prejudice, based on the victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity or expression, or any other similar factor. Includes all Hate Propaganda offences.

Hate/Bias Incident (Overtones)

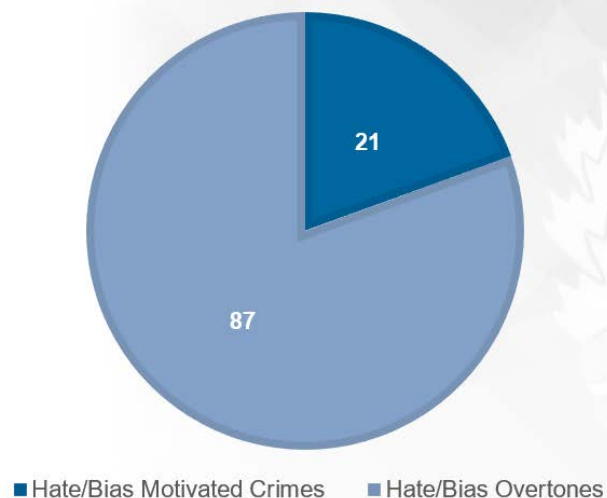
Can include any incident that involves hate or bias towards any member of the public because of their race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity or expression, or any other similar factor. These incidents cannot be proven to have been motivated solely or in part because of the person's bias/prejudice towards the victim, but include some type of racial overtone.

Note: It should be noted that all hate/bias crimes are hate/bias incidents, but not all hate/bias incidents are classified as hate/bias crimes.

TOTAL EVENT CLASSIFICATION BREAKDOWN

The reported event types were broken down by category for hate/bias motivated crimes and hate/bias incidents (overtones). Event types included identified offences in the Criminal Code of Canada, and non-criminal call types to which the Hamilton Police Service responded for service (*Figure 1*).

TOTAL EVENT CLASSIFICATION BREAKDOWN 2021



HAMILTON POLICE SERVICE **Together. Stronger. Safer.**

Figure 1

Table 1: 2021 – Total occurrence Breakdown by Type and Category

All Categories

| Category | Hate/Bias Overtones | Hate/Bias Motivated Crimes | Total |
|-------------------------|---------------------|----------------------------|------------|
| Age (AG) | 0 | 0 | 0 |
| Disability (DI) | 0 | 0 | 0 |
| Gender Identity (GI) | 1 | 1 | 2 |
| Sexual Orientation (SO) | 14 | 5 | 19 |
| Similar Factor (SF) | 0 | 0 | 0 |
| Racial Bias (RA) | 39 | 10 | 49 |
| Religion (RE) | 33 | 5 | 38 |
| Total | 87 | 21 | 108 |

The highest numbers of reported occurrences were directly related to racial bias.

Total Occurrences Breakdown – Victimization by Group

Racial Bias

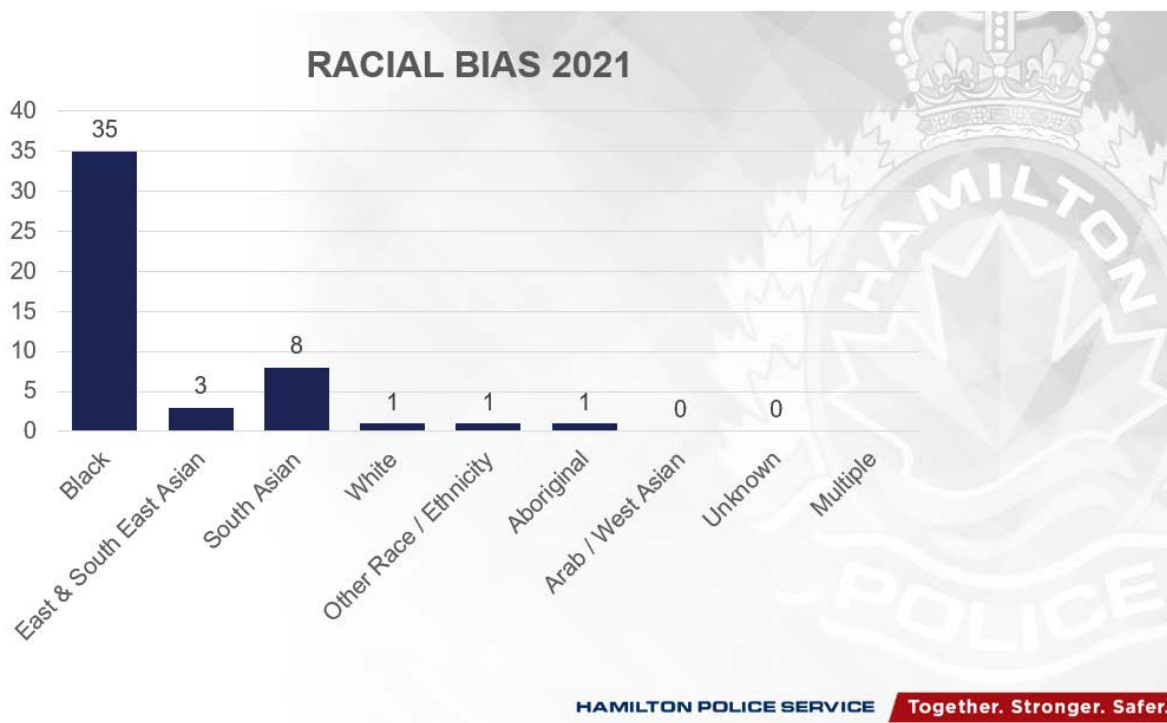


Figure 2

Increase of 6.06% targeting members of Black community

Increase of 100% targeting members of the South Asian community

This chart above displays reported hate/bias occurrences broken down by race/ethnicity (*Figure 2*). In 2021, the Black community was the most targeted group with 35 occurrences followed by the South Asian community with 8 occurrences. In comparison, there were 33 hate/bias occurrences targeting the Black community and 4 occurrences targeting members of the South Asian community in 2020. This represents a 6.06 per cent increase in reported hate/bias motivated occurrences targeting the Black community and, an increase of 100 per cent in reported hate/bias motivated occurrences targeting members of the South Asian community in comparison from the previous year.

Religion

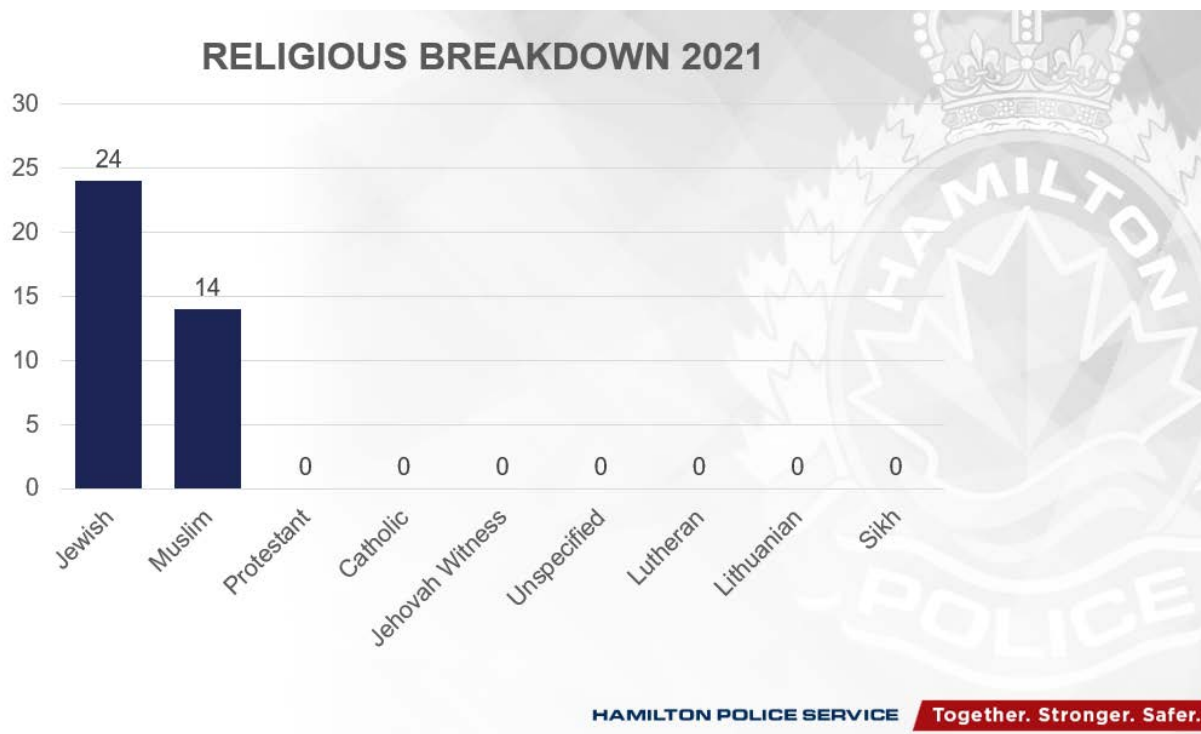


Figure 3

Decrease of 20 % targeting members of the Jewish community

Increase of 1300 % targeting member of the Islamic community

This chart above displays reported hate/bias occurrences broken down by religion (*Figure 3*). In 2021, members of the Jewish community were the most targeted group in the religious category with 24 occurrences, followed by members of the Islamic community with 14 occurrences. In 2020, there were 30 hate/bias occurrences targeting the Jewish community and 1 occurrence targeting members of the Islamic community. This represents a decrease of 20 per cent reported hate/bias occurrences targeting the Jewish community, and an increase of 1300 per cent reported hate/bias occurrences targeting members of the Islamic community.

Sexual Orientation and Gender Identity (Self-Identification)

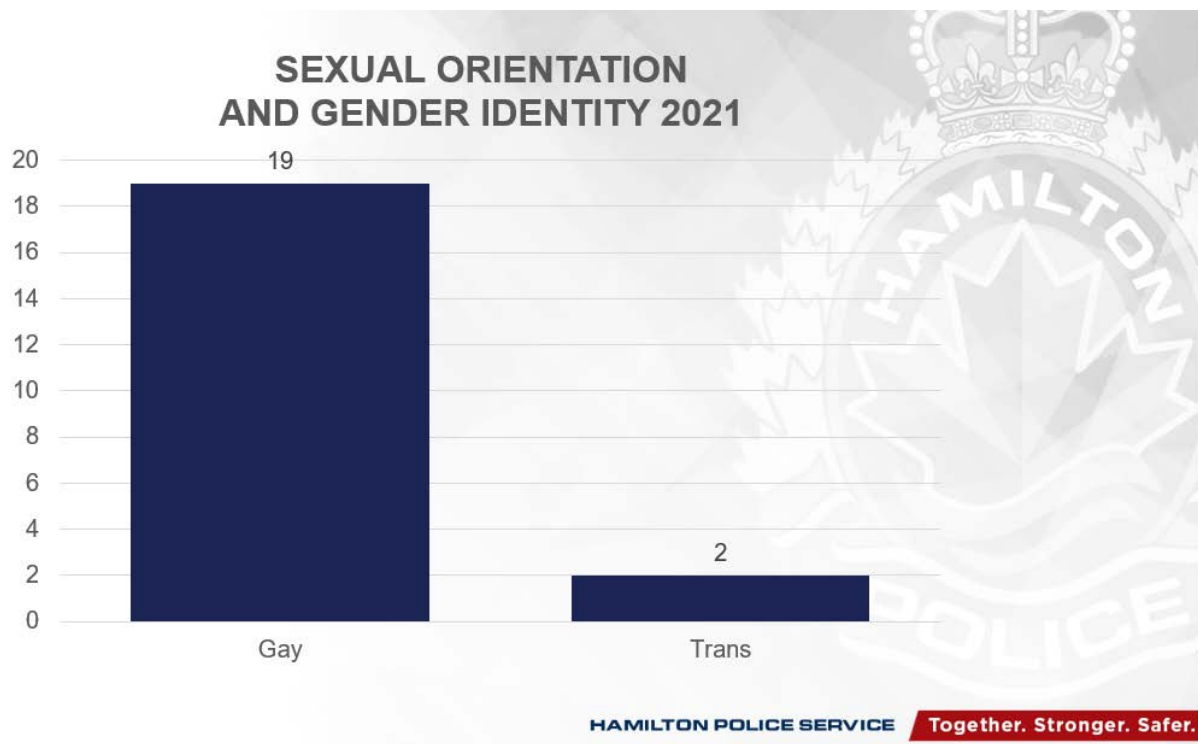


Figure 4

Increase of 850% targeting individuals self-identifying as gay.

Decrease of 33.3% targeting individuals self-identifying as transgender.

This chart above displays reported hate/bias occurrences broken down by sexual orientation and gender identity (*Figure 4*). In 2021, members of the 2S&LGBTQIA+ community, specifically with individuals self-identified as gay were the most targeted group with 19 occurrences. There were 2 occurrences involving members of the transgender community. In 2020, the number of hate/bias occurrences targeting the 2S and 2S&LGBTQIA+ community was 2. The number of occurrences targeting community members that self-identified as transgender was 3. There was a 850 per cent increase compared to 2020 of reported incidents targeting individuals self-identifying as gay. There was a 33.3 per cent decrease compared to 2020 of reported occurrences targeting individuals self-identified as transgender.

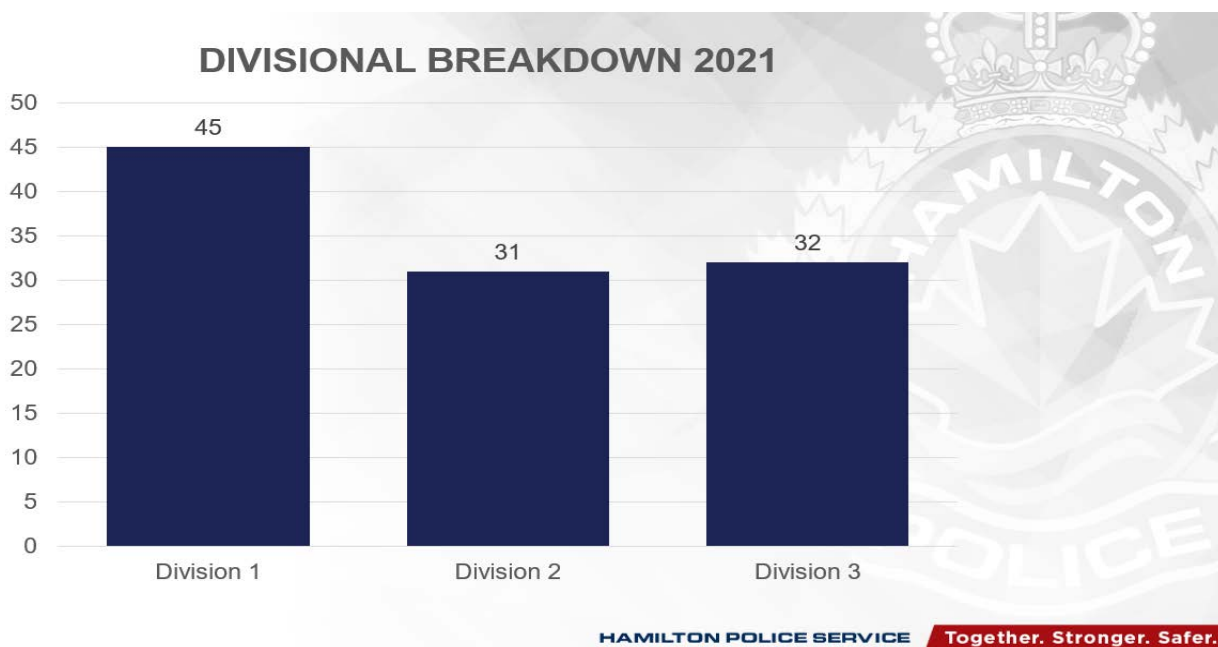
DIVISIONAL BREAKDOWN – HATE/BIAS CRIMES AND INCIDENTS (TOTAL)

Figure 5

In 2021, 45 hate/bias occurrences (crimes and incidents) were recorded in Division One, 31 in Division Two and 32 in Division Three (Figure 5).

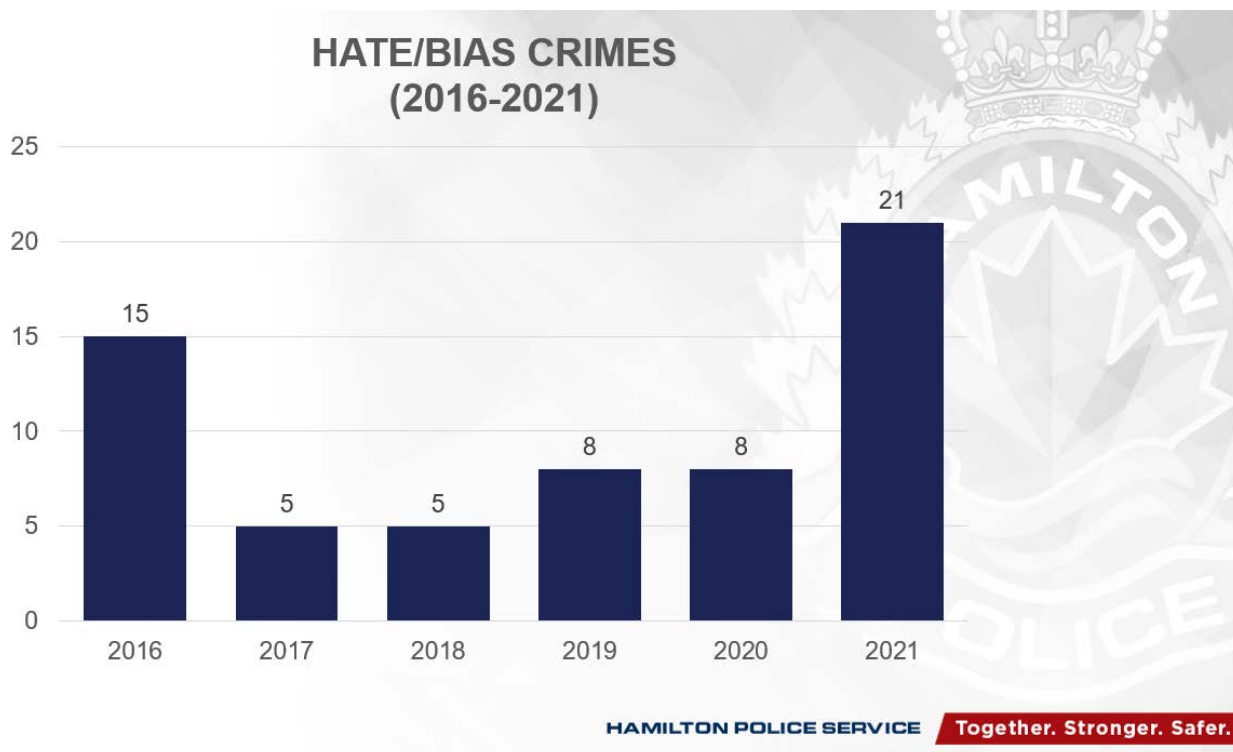
HATE/BIAS MOTIVATED CRIMES

Figure 6

Twenty one of the total reported events involved offences that were classified as hate/bias motivated crimes. The chart shows the number of hate/bias crimes reported annually over the last 5-year-period (*Figure 6*).

The chart below breaks down the twenty one 2021 hate/bias motivated crimes by type and category (Table 2).

Table 2

| Identified Hate Crime Breakdown by Type and Category | | | | | | | | |
|--|----|----|----------|----------|----|-----------|----------|-----------|
| Offence | AG | DI | GI | SO | SF | RA | RE | Total |
| Arson | | | | | | | | |
| Assault 1 | | | | 2 | | 1 | | 3 |
| Assault with Weapon | | | | 1 | | 2 | 1 | 4 |
| Break and Enter | | | | | | | | |
| Cause Disturbance | | | | | | | | |
| Criminal Harassment | | | | | | 1 | | 1 |
| Dangerous Operation of MV | | | | | | | | |
| Domestic | | | | | | | | |
| Harassing Calls | | | | | | | | |
| Neighbour Dispute | | | | | | | | |
| Mischief (Graffiti) | | | | | | 1 | | 1 |
| Mischief Under | | | 1 | | | 2 | 1 | 4 |
| Sexual Assault | | | | 1 | | | | 1 |
| Suspicious Circumstance | | | | | | | | |
| Theft Over | | | | | | | | |
| Theft Under | | | | 1 | | | | 1 |
| Trespass | | | | | | | | |
| Utter Threats | | | | | | 3 | 2 | 5 |
| Wilful Promotion of Hatred | | | | | | | 1 | 1 |
| Total | | | 1 | 5 | | 10 | 5 | 21 |

Legend

AG - Age

DI - Disability

GI – Gender Identity

SO – Sexual Orientation

SF – Similar Factor

RA – Race/Ethnicity

RE – Religion

In 2021, after the senseless killing of a Muslim family in London, Ontario, a Hamilton man intentionally targeted and promoted hatred against members of the Muslim community through social media. Hamilton Police were notified about the social media posts made by the suspect and an investigation was initiated. During the investigation, grounds were formed to charge the suspect with Wilful Promotion of Hatred. This charge requires prior consent from the Attorney General to be laid. The Hamilton Police Hate Crime Unit applied to lay the charge and consent was granted by the Deputy Attorney General of Ontario. This was the first time that this charge was laid by the Hamilton Police Service.

DIVISIONAL BREAKDOWN – HATE/BIAS CRIMES

The following chart outlines a breakdown of hate/bias crimes by Division.

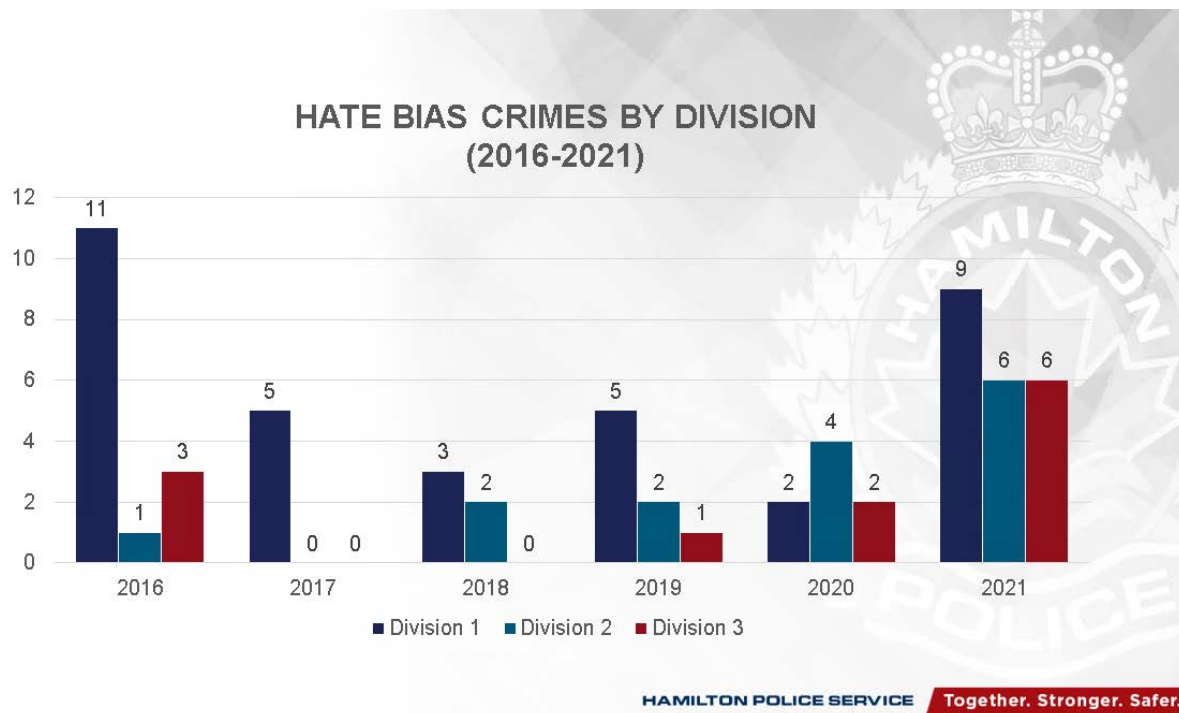


Figure 7

In 2021, 9 hate/bias criminal offences were recorded in Division One, 6 in Division Two and 6 in Division Three (*figure 7*).

CONCLUSION

In 2021, the Hamilton Police Service Hate Crime Unit recorded an increase in hate/bias occurrences and an increase in the number of hate/bias motivated crime. The number of hate crime-related arrests increased from five to fourteen over the previous year.

The Hamilton Police are currently working to establish a Hate Crime Case Review Team in response to hate-motivated crimes in Hamilton. The Hamilton Police are holding meetings with community organizations to form the Hate Crime Case Review Team. The goal will be to work collaboratively to develop comprehensive recommendations to improve outcomes for hate crime victims.

Similar to the Sexual Assault Community Review Team (SACCRT), the scope of the review will include an internal and external analysis of hate crime investigations, as well as looking at policies, procedures, and training.

Hamilton Police Service recognizes that hate crime has a devastating impact on victims and communities. The impact of hate crime is far reaching, extending beyond the physical and emotional trauma to the victim. The HCU is committed to investigating hate/bias motivated crimes and incidents to ensure Hamilton remains a safe place to live and work.

Reporting hate crimes and incidents is an important step in stopping the cycle of hatred and preventing others from being victimized.

Hamilton Police encourage the community to report hate/bias crimes and incidents to ensure actions are taken, including assigning appropriate resources to make our community safer. Together, we can make a difference in stopping the cycle of hate.

Dear Citizen Appointee,

As you are aware, you were provided notification of the City of Hamilton's introduction of its Mandatory COVID-19 Vaccination Verification Policy (the "Policy") on October 2, 2021. The City of Hamilton Council has recently made and approved amendments to the [Policy](#). These changes, approved by Council on January 12, 2022, will impact your ability to participate on local boards and/or committees. On April 27, Council reaffirmed this Policy and its application to local boards and committees.

Primarily, the amended policy requires all volunteers and Council Appointed committee members be fully vaccinated or provide an approved medical exemption by May 31, 2022. As before, all proof of vaccination should be sent directly to vaccine_verification@hamilton.ca, with the following information in the Subject line: [your name], and your [Citizen Advisory Committee]. The deadline for submission of this information to the City is May 31, 2022. In the event that you do not wish to submit this evidence via email, please notify the City through the same email address and indicate that you would prefer to present this documentation in person. You will receive instructions to coordinate the sharing of this evidence.

Many such volunteers have already provided evidence of their vaccinated status to the City, for which we thank you.

If you 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 (and are not subject to an approved exemption), you will be in violation of the Policy. As of June 1, 2022, those that have not met the definition of "fully vaccinated" will no longer be able to participate in meetings or events on behalf of the City. Effectively your appointment will be ended, and you will be unable to participate as a result of the decision to not provide proof of vaccination to the City.

REMINDER: ATTENDING IN-PERSON MEETINGS

At this time City meetings are strongly encouraged to continue virtually where possible. In-person meetings should only occur for essential reasons where virtual meetings are not possible or would be unsuitable. Avoiding indoor face-to-face meetings remains important.

To learn more about getting vaccinated and find clinic locations and hours of operation, visit www.Hamilton.ca/GetYourVaccine

Please note that personal information, including personal health information, is being collected under the authority of Section 4.1(2) of the *Occupational Health and Safety Act*, R.S.O. 1990, and Section 227 of the *Municipal Act*, 2001, for the purposes of confirming compliance with the Mandatory COVID-19 Vaccination

Verification Policy. Information collected for this purpose will be securely stored and kept in accordance with Public Health and the Ontario Ministry of Labour retention guidelines. Questions about the collection, use and disclosure of this information or the COVID-19 Vaccination Verification Policy can be directed to Matthew Sutcliffe (Director, Employee Health and Labour Relations, Human Resources, 905-546-2424 ext. 2655 or Matthew.Sutcliffe@hamilton.ca).

Once this information is entered into City systems, the email records will be deleted.

Thank you for providing your information.

Thank you,
Matthew

W. Matthew Sutcliffe, LL.B.
Director, Employee Health
and Labour Relations
City Manager's Office
Human Resources
(905) 546-2424 Ext.2655





Hamilton Police Service

2021 Hate/Bias Statistical Report

**Prepared By: Detective Fabiano Mendes
Hate Crime & Extremism Unit – Investigative Services Division**

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INTRODUCTION

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| Hate/Bias Incidents (Overtones) | 131 | 120 | 84 | 72 | 87 |
| Total | 136 | 125 | 92 | 80 | 108 |

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Hate/Bias Incident (Overtones)

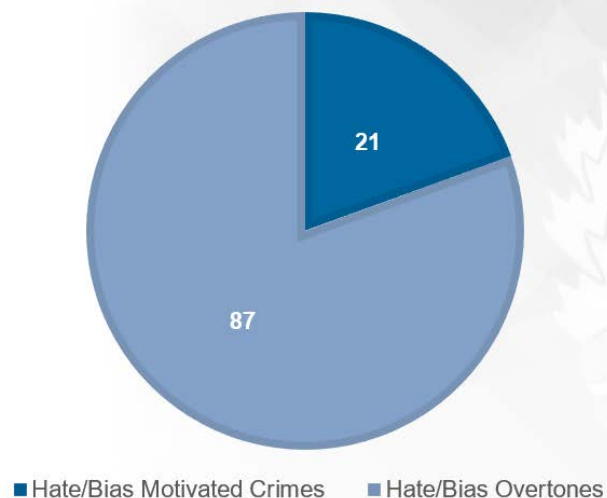
Can include any incident that involves hate or bias towards any member of the public because of their race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity or expression, or any other similar factor. These incidents cannot be proven to have been motivated solely or in part because of the person's bias/prejudice towards the victim, but include some type of racial overtone.

Note: It should be noted that all hate/bias crimes are hate/bias incidents, but not all hate/bias incidents are classified as hate/bias crimes.

TOTAL EVENT CLASSIFICATION BREAKDOWN

The reported event types were broken down by category for hate/bias motivated crimes and hate/bias incidents (overtones). Event types included identified offences in the Criminal Code of Canada, and non-criminal call types to which the Hamilton Police Service responded for service (*Figure 1*).

TOTAL EVENT CLASSIFICATION BREAKDOWN 2021



HAMILTON POLICE SERVICE Together. Stronger. Safer.

Figure 1

Table 1: 2021 – Total occurrence Breakdown by Type and Category

All Categories

| Category | Hate/Bias Overtones | Hate/Bias Motivated Crimes | Total |
|-------------------------|---------------------|----------------------------|------------|
| Age (AG) | 0 | 0 | 0 |
| Disability (DI) | 0 | 0 | 0 |
| Gender Identity (GI) | 1 | 1 | 2 |
| Sexual Orientation (SO) | 14 | 5 | 19 |
| Similar Factor (SF) | 0 | 0 | 0 |
| Racial Bias (RA) | 39 | 10 | 49 |
| Religion (RE) | 33 | 5 | 38 |
| Total | 87 | 21 | 108 |

The highest numbers of reported occurrences were directly related to racial bias.

Total Occurrences Breakdown – Victimization by Group

Racial Bias

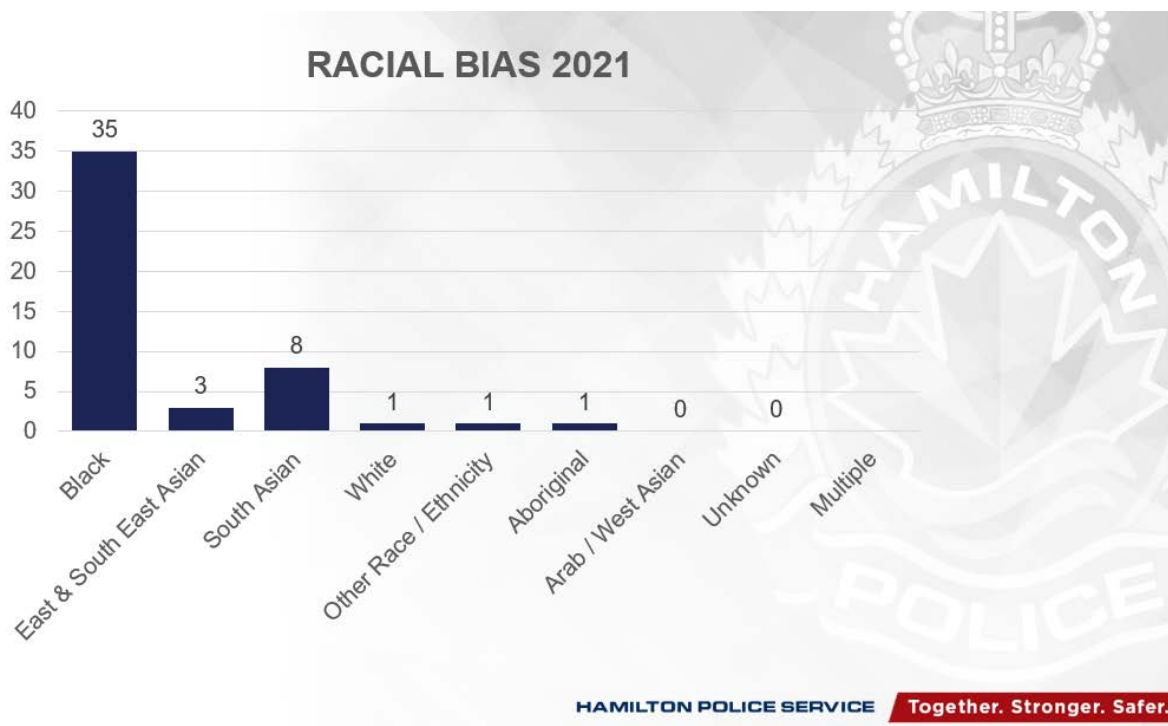


Figure 2

Increase of 6.06% targeting members of Black community

Increase of 100% targeting members of the South Asian community

This chart above displays reported hate/bias occurrences broken down by race/ethnicity (*Figure 2*). In 2021, the Black community was the most targeted group with 35 occurrences followed by the South Asian community with 8 occurrences. In comparison, there were 33 hate/bias occurrences targeting the Black community and 4 occurrences targeting members of the South Asian community in 2020. This represents a 6.06 per cent increase in reported hate/bias motivated occurrences targeting the Black community and, an increase of 100 per cent in reported hate/bias motivated occurrences targeting members of the South Asian community in comparison from the previous year.

Religion

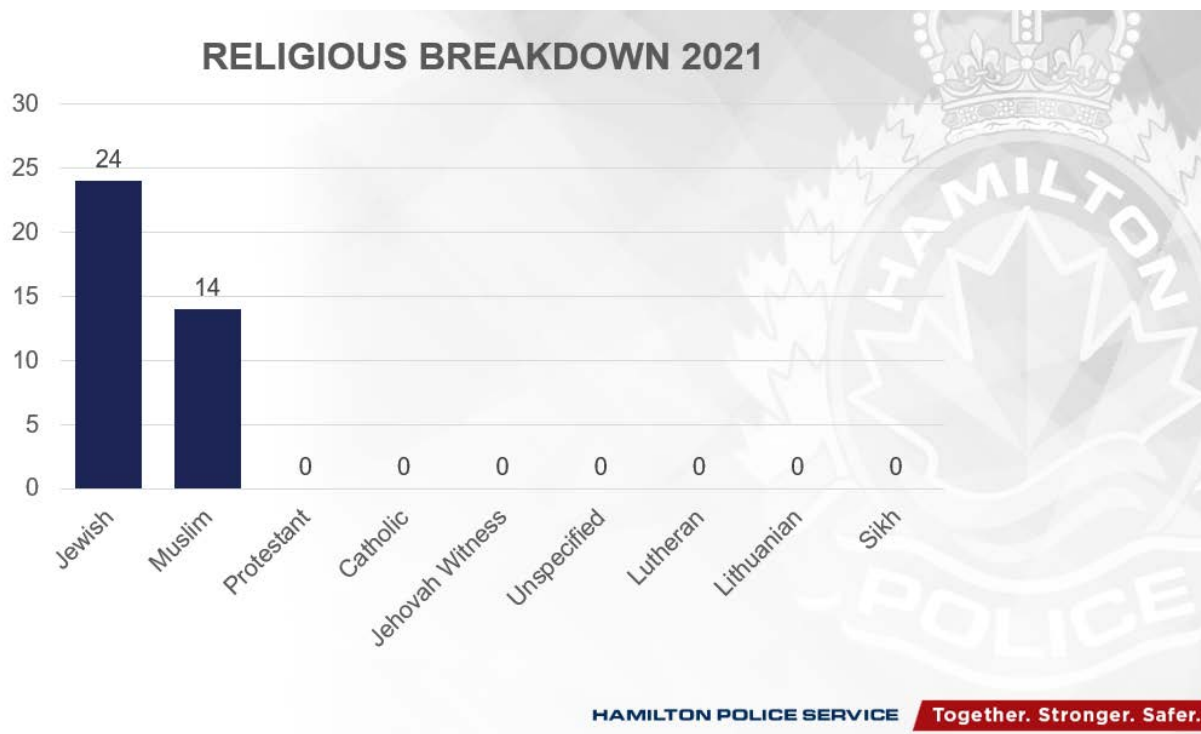


Figure 3

Decrease of 20 % targeting members of the Jewish community

Increase of 1300 % targeting member of the Islamic community

This chart above displays reported hate/bias occurrences broken down by religion (Figure 3). In 2021, members of the Jewish community were the most targeted group in the religious category with 24 occurrences, followed by members of the Islamic community with 14 occurrences. In 2020, there were 30 hate/bias occurrences targeting the Jewish community and 1 occurrence targeting members of the Islamic community. This represents a decrease of 20 per cent reported hate/bias occurrences targeting the Jewish community, and an increase of 1300 per cent reported hate/bias occurrences targeting members of the Islamic community.

Sexual Orientation and Gender Identity (Self-Identification)

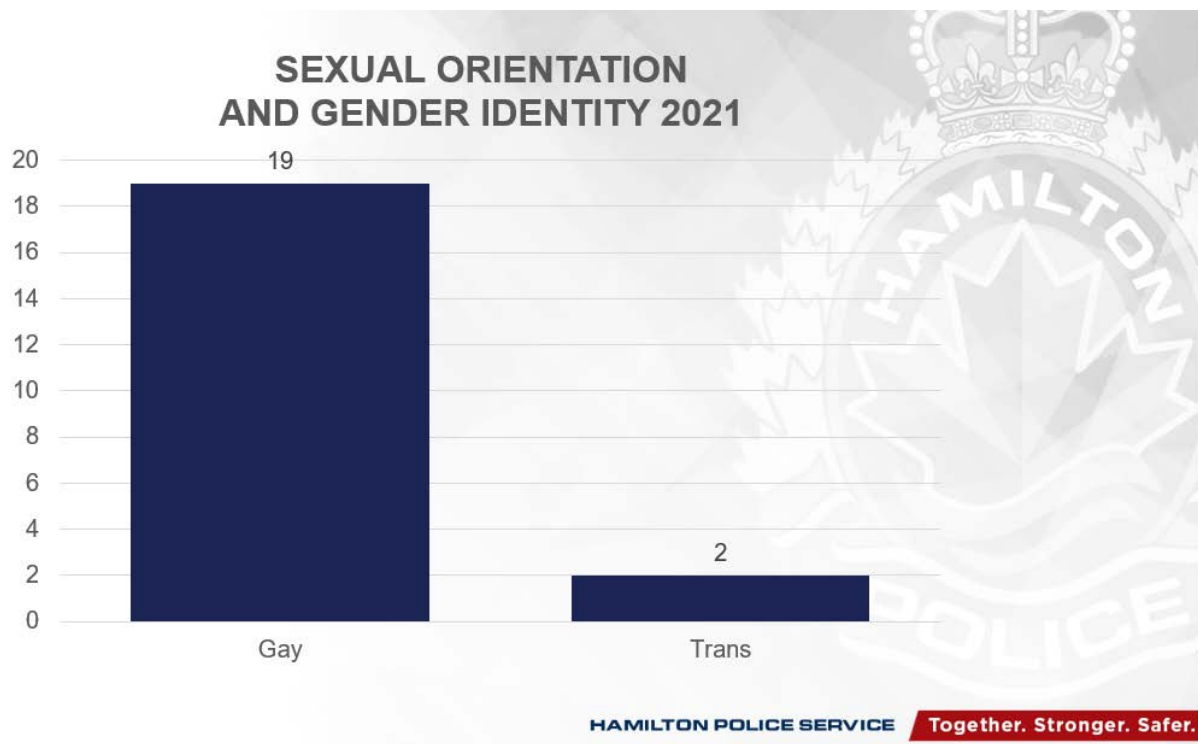


Figure 4

Increase of 850% targeting individuals self-identifying as gay.

Decrease of 33.3% targeting individuals self-identifying as transgender.

This chart above displays reported hate/bias occurrences broken down by sexual orientation and gender identity (*Figure 4*). In 2021, members of the 2S&LGBTQIA+ community, specifically with individuals self-identified as gay were the most targeted group with 19 occurrences. There were 2 occurrences involving members of the transgender community. In 2020, the number of hate/bias occurrences targeting the 2S and 2S&LGBTQIA+ community was 2. The number of occurrences targeting community members that self-identified as transgender was 3. There was a 850 per cent increase compared to 2020 of reported incidents targeting individuals self-identifying as gay. There was a 33.3 per cent decrease compared to 2020 of reported occurrences targeting individuals self-identified as transgender.

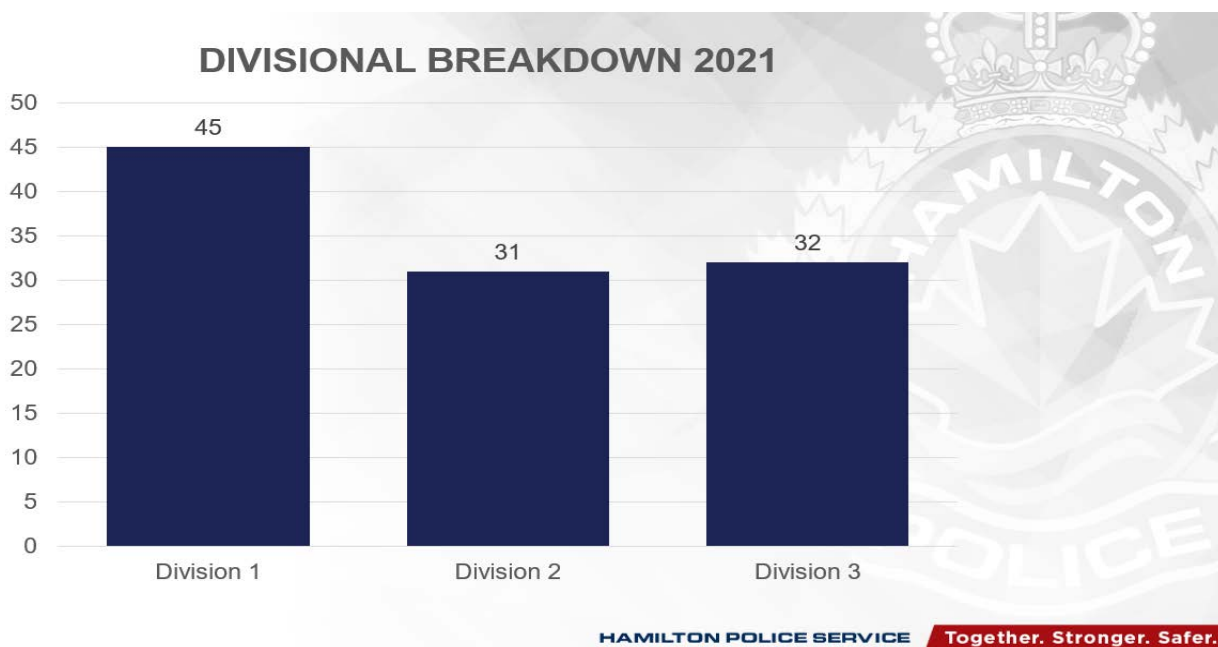
DIVISIONAL BREAKDOWN – HATE/BIAS CRIMES AND INCIDENTS (TOTAL)

Figure 5

In 2021, 45 hate/bias occurrences (crimes and incidents) were recorded in Division One, 31 in Division Two and 32 in Division Three (Figure 5).

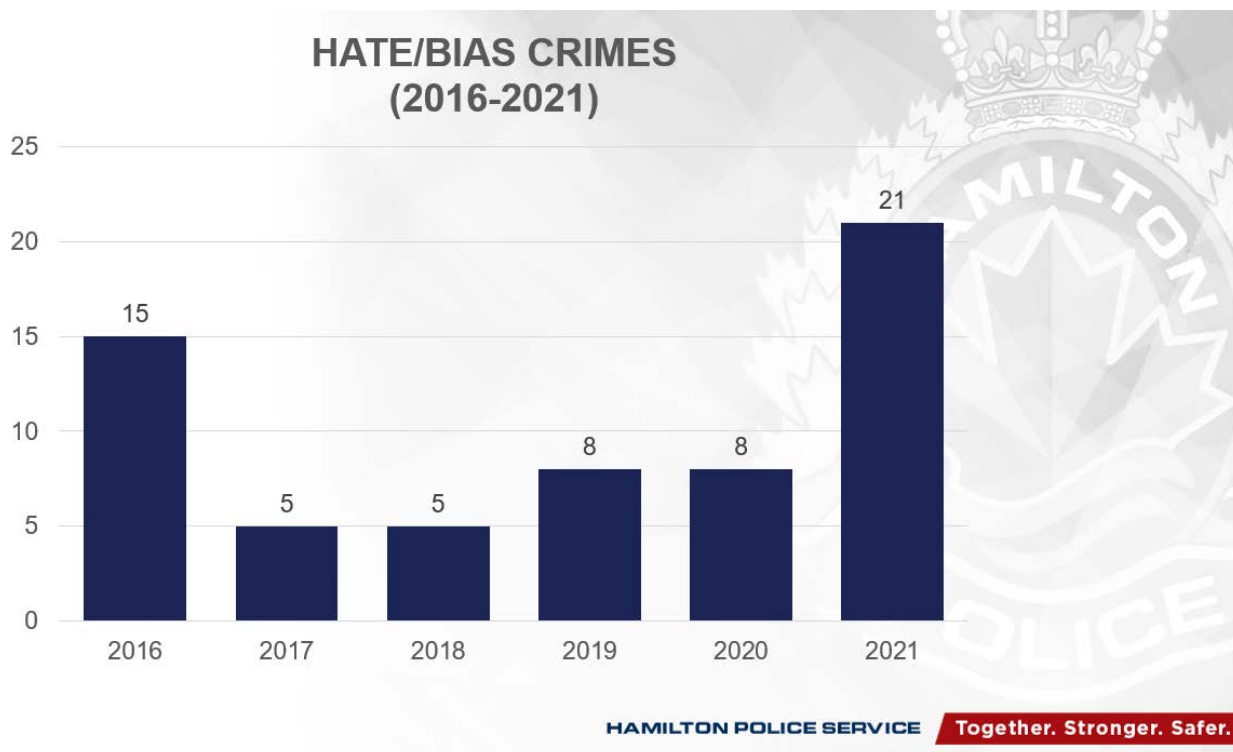
HATE/BIAS MOTIVATED CRIMES

Figure 6

Twenty one of the total reported events involved offences that were classified as hate/bias motivated crimes. The chart shows the number of hate/bias crimes reported annually over the last 5-year-period (Figure 6).

The chart below breaks down the twenty one 2021 hate/bias motivated crimes by type and category (Table 2).

Table 2

| Identified Hate Crime Breakdown by Type and Category | | | | | | | | |
|--|----|----|----------|----------|----|-----------|----------|-----------|
| Offence | AG | DI | GI | SO | SF | RA | RE | Total |
| Arson | | | | | | | | |
| Assault 1 | | | | 2 | | 1 | | 3 |
| Assault with Weapon | | | | 1 | | 2 | 1 | 4 |
| Break and Enter | | | | | | | | |
| Cause Disturbance | | | | | | | | |
| Criminal Harassment | | | | | | 1 | | 1 |
| Dangerous Operation of MV | | | | | | | | |
| Domestic | | | | | | | | |
| Harassing Calls | | | | | | | | |
| Neighbour Dispute | | | | | | | | |
| Mischief (Graffiti) | | | | | | 1 | | 1 |
| Mischief Under | | | 1 | | | 2 | 1 | 4 |
| Sexual Assault | | | | 1 | | | | 1 |
| Suspicious Circumstance | | | | | | | | |
| Theft Over | | | | | | | | |
| Theft Under | | | | 1 | | | | 1 |
| Trespass | | | | | | | | |
| Utter Threats | | | | | | 3 | 2 | 5 |
| Wilful Promotion of Hatred | | | | | | | 1 | 1 |
| Total | | | 1 | 5 | | 10 | 5 | 21 |

Legend

AG - Age

DI - Disability

GI – Gender Identity

SO – Sexual Orientation

SF – Similar Factor

RA – Race/Ethnicity

RE – Religion

In 2021, after the senseless killing of a Muslim family in London, Ontario, a Hamilton man intentionally targeted and promoted hatred against members of the Muslim community through social media. Hamilton Police were notified about the social media posts made by the suspect and an investigation was initiated. During the investigation, grounds were formed to charge the suspect with Wilful Promotion of Hatred. This charge requires prior consent from the Attorney General to be laid. The Hamilton Police Hate Crime Unit applied to lay the charge and consent was granted by the Deputy Attorney General of Ontario. This was the first time that this charge was laid by the Hamilton Police Service.

DIVISIONAL BREAKDOWN – HATE/BIAS CRIMES

The following chart outlines a breakdown of hate/bias crimes by Division.

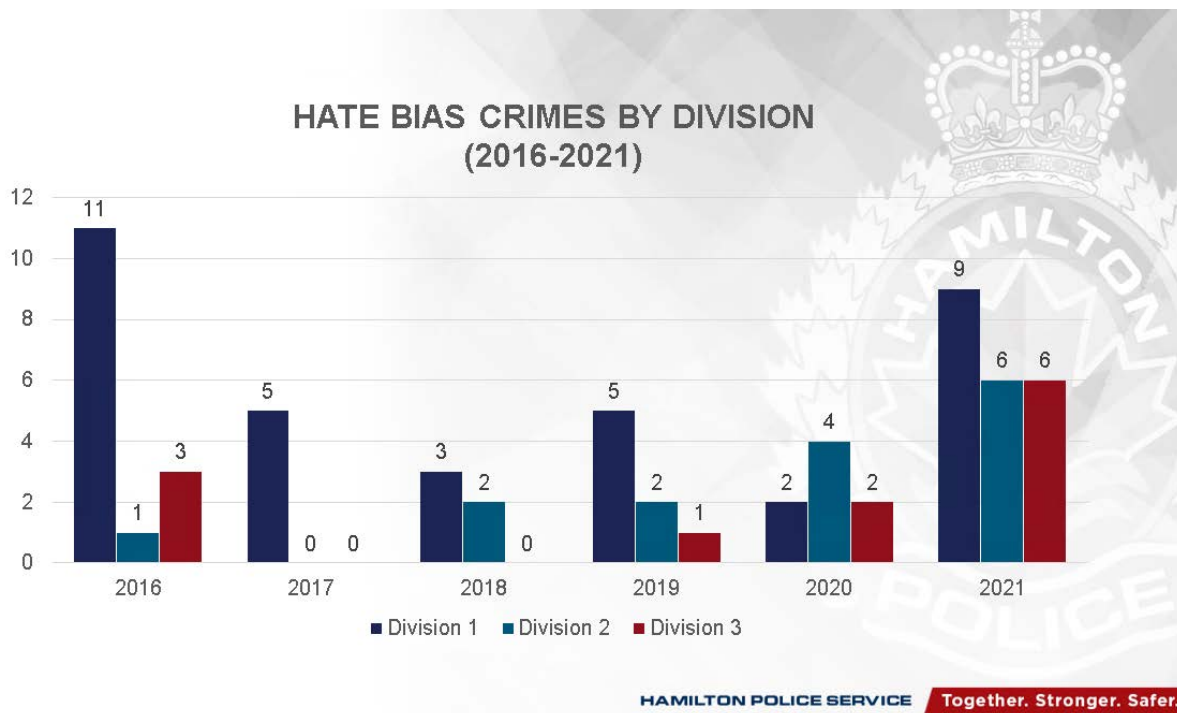


Figure 7

In 2021, 9 hate/bias criminal offences were recorded in Division One, 6 in Division Two and 6 in Division Three (*figure 7*).

CONCLUSION

In 2021, the Hamilton Police Service Hate Crime Unit recorded an increase in hate/bias occurrences and an increase in the number of hate/bias motivated crime. The number of hate crime-related arrests increased from five to fourteen over the previous year.

The Hamilton Police are currently working to establish a Hate Crime Case Review Team in response to hate-motivated crimes in Hamilton. The Hamilton Police are holding meetings with community organizations to form the Hate Crime Case Review Team. The goal will be to work collaboratively to develop comprehensive recommendations to improve outcomes for hate crime victims.

Similar to the Sexual Assault Community Review Team (SACCRT), the scope of the review will include an internal and external analysis of hate crime investigations, as well as looking at policies, procedures, and training.

Hamilton Police Service recognizes that hate crime has a devastating impact on victims and communities. The impact of hate crime is far reaching, extending beyond the physical and emotional trauma to the victim. The HCU is committed to investigating hate/bias motivated crimes and incidents to ensure Hamilton remains a safe place to live and work.

Reporting hate crimes and incidents is an important step in stopping the cycle of hatred and preventing others from being victimized.

Hamilton Police encourage the community to report hate/bias crimes and incidents to ensure actions are taken, including assigning appropriate resources to make our community safer. Together, we can make a difference in stopping the cycle of hate.

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? | | |

DRAFT



CITIZEN COMMITTEE REPORT

| | |
|--------------|---|
| To: | Audit, Finance & Administration Committee |
| From: | Committee Against Racism <div style="text-align: right;"> <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.



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 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.

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

City of Hamilton 2022 Diversity Calendar

| January | | | |
|----------------|---------------------------------|--|--|
| Date | Name | Type | Details |
| 1 | Tamil Heritage Month | Tamil | An occasion to recognize and celebrate the many achievements and contributions of Tamil Canadians to Canada and an occasion to acknowledge and enjoy the narratives and wisdom of the Tamil culture. |
| 1 | Alzheimer's Awareness Month | National Observance | Awareness and to encourage organizations across Canada to learn more about dementia and its stark impact on Canadians. |
| 4 | World Braille Day | Global Observance | World Braille Day, celebrated since 2019, is observed to raise awareness of the importance of Braille as a means of communication in the full realization of the human rights for blind and partially sighted people. |
| 5 | Guru Gobind Singh Ji's Birthday | Sikhism | Guru Gobindh Singh was the 10 th Sikh guru of Nanak and founder of the Khalsa |
| 6 | Epiphany | Christianity and Orthodox Christianity | Christian commemoration of the manifestations of the divine nature of Jesus Christ. The homage of the magi to the infant Jesus is honored by some. For others the Baptism of Jesus is the remembered event. A season of the Christian year from the close of Christmas to the beginning of Lent. |
| 7 | Orthodox Christmas Day | Eastern Orthodox Christianity | The birth of Jesus Christ in the Julian Calendar. Celebrated across many Central and Eastern Europe countries and many other parts of the world. |

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| 10 | Bodhi Day | Buddhism | Bodhi Day is the Buddhist holiday that commemorates the day that the historical Buddha, Siddhartha Gautama (Shakyamuni), experienced enlightenment, also known as bodhi in Sanskrit and Pali. |
| 14 | Orthodox New Year | Eastern Orthodox Christianity | New Year in the Gregorian Calendar |
| 14 | Makar Sankranti | Hinduism | Seasonal celebration marking turning of the sun toward the north. |
| 16 | World Religion Day | Baha'i | Observance to proclaim the oneness of religion and the belief that the world religion will unify the peoples of the earth. |
| 17 | Martin Luther King Jr. Day | Holiday in the U.S.A | Honouring the achievements of Martin Luther King, Jr. A Baptist minister who advocated the use of nonviolent means to end racial segregation. |
| 16 -17 | Tu BiShvat | Judaism | Jewish celebration of the coming of spring by preparation of foods native to Israel. |
| 21 | Lincoln Alexander Day | National Observance | A Hamilton citizen who had contributed to the community and province. He became the first black Member of Parliament in the House of Commons and also the first black federal Cabinet Minister (serving as federal Minister of Labour. |
| 25 | Robbie Burns Day | Scottish Culture | |

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| | | | It commemorates the life of the bard (poet) Robert Burns, who was born on January 25, 1759. The day also celebrates Burns' contribution to Scottish culture. |
| 27 | UN Holocaust Memorial Day | Global Observance | Annual International Day of Commemoration in memory of the victims of the Holocaust coinciding with the anniversary of the liberation of the Auschwitz death camp in 1945. |

February

| Date | Name | Type | Details |
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| 1 | Black History Month | Full Month Global Observance | <p>Every February, people in Canada are invited to participate in Black History Month festivities and events that honour the legacy of Black Canadians and their communities.</p> <p>The 2021 theme for Black History Month is: "The Future is Now".</p> |
| 1 | Chinese New Year/ Lunar New Year | Chinese | <p>Chinese New Year is the first day of the New Year in the Chinese lunisolar calendar (Chinese traditional calendar). It is also known as the Lunar New Year or the Spring Festival.</p> |
| 1 | World Hijab Day | Global Observance | <p>Recognizes Muslim women who choose to wear a hijab. Encourages women of all religions and backgrounds to wear and experience the hijab for a day and to educate and spread awareness on why the hijab is worn.</p> |
| 1 | Recreation Therapy Month | National Observance | <p>Recreation Therapists are allied health professionals who work in a variety of health care settings. Recreation Therapists use recreation, leisure, and play as treatment modalities to support purposeful and meaningful interventions that are based on individual strengths and values, and are guided by assessments.</p> |
| 4 | World Cancer Day | Global Observance | <p>Raising worldwide awareness, improving education and catalysing personal, collective and government action, working together to reimagine a world where millions of preventable cancer deaths are saved and access to life-saving cancer treatment and care is equitable for all - no matter who you are or where you live.</p> |
| 5 | Vasant Panchami | Hinduism | <p>Hindu celebration dedicated to Saraswati, goddess of learning.</p> |

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| 11 | International Day of Women and Girls in Science | Global Observance | Recognition of full and equal access to and participation in science for women and girls, and further achieve gender equality and the empowerment of women and girls. |
| 15 | National Flag of Canada | Canada, National Observance | February 15, 1965, Canada's red and white maple leaf flag was raised for the very first time on Parliament Hill. The national flag is a symbol that unites all Canadians and reflects the common values we hold so dear — equality, diversity and inclusion. |
| 15-21 | Heritage Week | National Observance | To celebrate heritage in all its forms (cultural and natural, architectural, archaeological and collections), its diverse traditions and cultural expressions. |
| 15 | Nirvana | Buddhism | Celebrates the day when the historical Buddha achieved Parinirvana or complete Nirvana, upon the death of his physical body. |
| 15 | Lantern Festival | Chinese | It marks the final day of the traditional Chinese New Year celebrations. During the Lantern Festival, children go out at night carrying paper lanterns and solve riddles on the lanterns. |
| 16 | Magha Puja Day | Buddhism | Commemorates the spontaneous assembly of 1250 disciples, completely enlightened monks, in the historical Buddha's presence. |
| 20 | | Global Observance | |

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| | World Day of Social Justice | | Upholding social justice when we promote gender equality, or the rights of indigenous peoples and migrants. We advance social justice when we remove barriers that people face because of gender, age, race, ethnicity, religion, culture or disability. |
| 21 | Jackie Washington Day | Hamilton, Ontario | Recognition of Washington was a Hamilton musician and Canada's first black disc jockey in 1948, at CHML in Hamilton. In 1995 Washington was inducted into Hamilton's Gallery of Distinction. In 2002, he was inducted into the Canadian Jazz & Blues Hall of Fame. In 2003 a Hamilton park was named in his honour. |
| 21 | International Mother Language Day | Global Observance | The importance of safeguarding linguistic diversity. |
| 23 | Pink Shirt Day National Anti-Bullying Day | Canada, National Observance | People wear a pink shirt to symbolize a stand against bullying. Pink Shirt Day is the last Wednesday in February each year. |
| 25 - 1st | Ayyam-I-Ha- or Intercalary Days | Baha'i | The Ayyam-i-ha, or "Days of Ha" are devoted to spiritual preparation for the fast, celebrating, hospitality, charity and gift giving. |

| March | | | |
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| Date | Name | Type | Details |
| 1 | Lailat al Miraj | Islam | Islamic observance of the Islamic Prophet's night journey from Mecca to Jerusalem and his ascension to heaven. |
| 1 | Brain Injury Awareness Month | Global Observance | Provides an important opportunity to bring attention to the prevention of traumatic brain injury and to promote strategies to improve the quality of life for persons living with brain injuries and their families. |
| 1 | Epilepsy Awareness Month | National Observance | Time to learn more about epilepsy and how it affects people of all ages. It also gives us an opportunity to recognize the many ways we can help those with epilepsy. |
| 1 | Maha Shivaratri | Hinduism | A Hindu festival in honor of Lord Shiva and his marriage to Goddess Parvati. Ceremonies involving prayers and hymns take place mostly at night. |
| 1 | Zero Discrimination Day | Global Observance | Highlights how people can become informed about and promote inclusion, compassion, peace and, above all, a movement for change. |
| 3 | Ash Wednesday | Christian | Christian observance to begin the 40 day season of Lent. Ashes are marked on worshippers as a sign of penitence. |
| 1-19 | Nineteen Days of Fast | Baha'i | Fasting, which includes not eating and drinking from sunrise to sunset and setting aside time for prayer and meditation. |
| 3 | World Wildlife Day | Global Observance | |

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| | | | The urgent need to step up the fight against wildlife crime and human-induced reduction of species, which have wide-ranging economic, environmental and social impacts. |
| 3-17 | Chotrul Duchen | Buddhism | Buddha displayed miracles for his disciples so as to increase their devotion Commemorating the occasion, lamps, traditionally of yak butter, called butter lamps, in the shapes of flowers, trees, birds, and other auspicious symbols are created. |
| 3-5 | Losar | Buddhism | The Tibetan New Year is celebrated mostly in India, Nepal, Tibet, Sikkim, and Bhutan. The festival came into existence much before Buddhism was celebrated as a gesture of thanks to the Gods. |
| 7 | Lent Begins | Orthodox Christian | A Christian time of reflection and preparation for Holy Week and Easter. A forty-day time of intense devotion, it is observed by fasting, frequent worship and acts of charity. The season begins on Ash Wednesday. |
| 8 | International Women's Day | Global Observance | Celebration of the economic, political, and social achievements of women worldwide. |
| 16-17 | Purim | Judaism | Jewish celebration of the deliverance of the Jewish minority in Persia from genocide. Charity to the poor, sharing food with friends, and vigorous merrymaking mark the observance. |
| 17 | St. Patrick's Day | Christianity | Global celebration of Irish culture particularly remembers St Patrick, one of Ireland's patron saints, who ministered Christianity in Ireland during the fifth century. |
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| 18 | Holi | Hinduism | A spring festival in India and Nepal dedicated to the god of pleasure, also known as the festival of colours or the festival of sharing love. |
| 18-19 | Lailat al Bara'ah (Shab-Barat) | Islam | Islamic Night of Forgiveness. A night of prayer for forgiveness. Preparation for Ramadan through intense prayer |
| 18 - 20 | Hola Mohalla | Sikhism | An annual event which is a martial arts parade historically coinciding with Holi, the Hindu festival of colours. |
| 20 | Nowruz or Norooz (New Year) | Zoroastrian and/or Baha'i Celebrated in Iran (Persia), Central Asia, the Caucasus, Western Asia, the Black Sea Basin, and the Balkans. | Traditional festival of spring. Activities include visiting family and friends. (Also known as Persian New Year) |
| 20 | International Day of Happiness | Global Observance | Recognize the importance of happiness in the lives of people around the world. |
| 21 | World Down Syndrome Day | Global Observance | Raise public awareness of Down syndrome. |
| 21 | International Day of for the Elimination of Racial Discrimination | Global Observance | Call to action to eliminate all forms of racial discrimination worldwide. After the Sharpeville, South Africa massacre in 1960 where 69 peaceful protesters against apartheid were shot and killed and at least 180 others injured. |

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| 22 | World Water Day | Global Observance | Raises awareness of the global water crisis, and a core focus of the observance is to support the achievement of water and sanitation for all. |
| 24 | International Day for the Right to the Truth Concerning Gross Human Rights Violations and for the Dignity of Victims | Global Observance | Honour the memory of victims of gross and systematic human rights violations and promote the importance of the right to truth and justice. |
| 26 | Khordad Sal | Zoroastrian | The Zoroastrian celebration of the birth of Zoroaster, the founder of the Zoroastrianism religion. |
| 27 | Magha Puja Day | Buddhism | Buddhist celebration of the presentation of teachings. |
| 28 | Lord's Evening Meal | Jehovah's Witness Christianity | The purpose of the Lord's Evening Meal is to show gratitude and the sacrifice of Jesus. |
| 31 | International Transgender Day of Visibility | Global Observance | This day is dedicated to celebrating transgender people, their contributions to society and raising awareness of discrimination faced by transgender people worldwide. |
| 31 | National Indigenous Language Day | National Observance | March 31 is National Indigenous Languages Day, an annual observance in Canada since 1993. The day is not only an opportunity to honour the country's linguistic legacy, but to reflect on efforts to preserve tradition among the country's many Indigenous and First Nations communities. |

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| April | | | |
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| Date | Name | Type | Details |
| 2 | World Autism Awareness Day | Global Observance | The day recognizes and spreads awareness for the rights of people with autism. |
| 3 | First day of Ramadan | Islam | Ramadan is a holy month of fasting, worship, and prayer. It celebrates the creation of the Quran, which is the holy book for people who practice the Islamic faith. Muslims will not eat or drink during the daytime for a 29- or 30-day period. |
| 7 | World Health Day | Global Observance | The day to celebrate the work of nurses and midwives and remind world leaders of the critical role they play in keeping the world healthy. |
| 10 | Palm Sunday | Christianity | Commemorates the entrance of Jesus Christ into Jerusalem. |
| 10 | Rama Navami | Hinduism | Celebrates the birthday of Rama, king of ancient India, hero of the epic Ramayana, and seventh incarnation of Vishnu. |
| 14 | Maunday Thursday | Christianity | Christian observance of the first Supper during Holy Week. |
| 14 | Mahavir Jayanti | Jainism | Jain festival honoring Lord Mahavira on the founder's birthday. Shrines are visited. Teachings are reviewed and reflected upon. |
| 14 | Vaisakhi (also spelled Baisakhi) | Sikhism | The festival which celebrates the founding of the Sikh community as the Khalsa (community of the initiated). On this day, Sikhs gather and celebrate Vaisakhi at |

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| | | | their local Gurdwaras (Sikh house of worship) by remembering this day as the birth of the Khalsa. |
| 15 | Good Friday | Christianity | Commemorates the crucifixion of Jesus Christ at Calvary. |
| 15 | Pledge of the Crown | Hamilton, Ontario | In April 1815 the Indigenous Nations whom were allies of the British shared messages of peace and condolence. A wampum belt was presented called the "Pledge of the Crown". |
| 15 - 23 | Passover (Pesach) | Judaism | Jewish 8-day celebration of the deliverance of the Jews from slavery in Egypt. A special meal is a central feature. Also called Pesach. |
| 16 | Hanuman Jayanti | Hinduism | Hindu religious festival that celebrates the birth of Hindu God Hanuman, who is immensely venerated throughout India and Nepal. |
| 16 | Orthodox Holy Saturday | Orthodox | Commemorates the day that Jesus' body lay in the tomb. |
| 17 | Easter Sunday | Christianity | A festival and holiday commemorating the resurrection of Jesus. |
| 17 | Palm Sunday | Orthodox Christianity | Christian celebration of the entry of Jesus into Jerusalem. |
| 20 | Festival of Ridvan | Baha'i | Annual festival commemorating the 12 days when Bahauallah, the prophet-founder of the Bahai Faith, resided in a garden called Ridvan (Paradise). |
| 24- 30 | Infertility Awareness Week | National Observance | Intended to increase awareness of infertility, which affects the reproductive systems of both women and men. |

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| 18 - 24 | National Volunteer Week | National Observance | Dedicate a special time to honour citizens who volunteer their time and talents to worthy causes across our country, region and the local communities. |
| 22 | Orthodox Good/Holy Friday, Great Friday | Orthodox | Commemorating the crucifixion of Jesus. |
| 22 | International Mother Earth Day | Global Observance | Recognizing the need to shift to a more sustainable economy that works for both people and the planet. |
| 24 | Pascha (Easter) | Orthodox Christianity | Commemorates Jesus Christ's resurrection and has similarities with Western Christian celebrations (Julian Calendar). |
| 28 | Yom HaShoah | Judaism | Jewish Holocaust Day. The day has been established to remember the six million Jews killed by the Nazis in 1933-45. It is observed by many non-Jews as well. |
| 28 | National Day of Mourning | National Observance | Remembering the thousands of workers who have been killed, injured or suffered illness as a result of work-related incidents. |
| 29 | Lailat Al-Qadr or Laylatul Qadr (Night of Power) | Islam | The Islamic Night of Destiny. First revelation of the Islamic holy book Quran. Observed during the last ten days of Ramadan. |

| May | | | |
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| Date | Name | Type | Details |
| 1 | Asian Heritage Month | National Observance | Acknowledges the long and rich history of Asian Canadians and their contributions to Canada. It also provides an opportunity for Canadians across the country to reflect on and celebrate the contributions of Asian Canadians to the growth and prosperity of Canada. |
| 1 | Cystic Fibrosis Awareness Month | Global Observance | A rare genetic disease that causes thick mucus to build up in the body. It can cause respiratory infections, digestive issues and other health problems. Raising awareness and encouraging involvement in advocacy efforts. |
| 1 | Speech and Hearing Month | National Observance | Raising public awareness about communication health. |
| 1 | Vision Health Month | National Observance | Raising awareness on eye health and ways to prevent vision loss. |
| 1 | Multiple Sclerosis Awareness Month | National Observance | Raising awareness for MS, a disease of the central nervous system that can cause symptoms throughout the body. |
| 1 | Melanoma and Skin Cancer Awareness Month | Global Observance | Canada wide awareness initiatives to take a stance against skin cancer and educate communities on sun safety. |
| 3 | World Asthma Day | Global Observance | Exists for education and advocacy for people with asthma and who suffer medically with health issues. |
| 2-3 | Eid-al-Fitr | Islam | Islamic event marking the close of Ramadan. |

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| | | | A time to celebrate, Muslims gathering their friends and family to show gratitude toward God. It is a reminder for Muslims to be grateful for what they have, and to share with those who may be less fortunate. |
| 3 - 9 | Mental Health Week | National Observance | The core objective of Mental Health Week is to promote and protect mental health. |
| 5 | MMIWG National Day of Awareness | National Observance | May 5 in Canada and the U.S. marks the National Day of Awareness for Missing and Murdered Indigenous Women and Girls and 2SLGBTQ+ people (MMIWG), which coincides with "Red Dress Day." |
| 6 | Vesak Day | Buddhism | Is the major Buddhist festival. The most sacred day to millions of Buddhists around the world. |
| 16 | International Day of Living Together in Peace | Global Observance | To fulfill such an aspiration, there is a need to eliminate all forms of discrimination and intolerance, including those based on race, color, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status. |
| 17 | International Day Against Homophobia, Transphobia and Biphobia | Global Observance | Celebrated in over 130 countries, uniting millions of people in support of the recognition of human rights for all, irrespective of sexual orientation or gender identity or expression. |
| 18-19 | Lag B'Omer | Judaism | Jewish observation of the counting of the day. Customs and practices which include the lighting of bonfires and pilgrimage |
| 21 | | Global Observance | |

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| | World Day for Cultural Diversity | | Recognizes cultural diversity as a source of innovation, exchange and creativity, as well as the obligation to create a more peaceful and equitable society based on mutual respect. |
| 24 | Victoria Day | National Observance (Ontario dated for the 24 th) | The holiday began as a celebration to honor Queen Victoria, who ruled Great Britain and Ireland for most of the 19th century. |
| 26 | Ascension of Jesus Day | Christianity | Christian recognition of the departure of Jesus Christ from earth after the resurrection. It is observed with worship including prayers and music. |
| 29 | Ascension of Baha'u' llah | Baha'i | Observance of the anniversary of the death in exile of Baha'u'llah, the prophet-founder of the Baha i Faith. |
| 29 | AccessAbility Awareness Week (NAAW) | National Observance | It is a time where accessibility and inclusion is promoted across communities and workplaces and a time to celebrate the contributions of Canadians with disabilities. |
| 30 | Trinity Sunday | Christianity | Celebrations of the Christian doctrine of the Trinity, the three Persons of God: The Father, the Son, and the Holy Spirit. |

| June | | | |
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| Date | Name | Type | Details |
| 1 | LGBTQ+ Pride Month | Full Month Observance | Celebrating the milestones in the history of pride across Canada. |
| 1 | Italian Heritage Month | National Observance | Celebrating Italian Canadian Heritage Month focusing on the Italian language, music, art and culture. |
| 1 | Thyroid Awareness Month | National Observance | Learning more about thyroid disease and support those affected by it. |
| 1 | Stroke Awareness Month | National Observance | Learning about the signs of stroke and the Medicare preventative services that can help prevent a stroke. |
| 1 | Indigenous History Month | National Observance | Canadians celebrate National Indigenous History Month to honour the history, heritage and diversity of Indigenous peoples in Canada. It is also an opportunity to recognize the strength of present-day Indigenous communities. |
| 1 | Spina Bifida and Hydrocephalus Awareness Month | National Observance | Raising awareness, education, advocacy, and research and to reduce the incidence of neural tube defects. |
| 1- 4 | 100 in 1 Day in Hamilton | Hamilton, Ontario | Inspires residents to activate 100 innovative, thought-provoking ideas into interventions to transform their city. |
| 5 | Pentecost | Christianity | Christian day of observation. It is a traditional day for baptism and confirmation of new Christians. |
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| 4-6 | Shavuot | Judaism | Festival marking the wheat harvest, commemorates the revelation of the Torah. |
| 5 | World Environment Day | Global Observance | United Nations' most day for encouraging worldwide awareness and action for the protection of our environment. |
| 6 | Stoney Creek Memorial Weekend (Battle) | Hamilton, Ontario | Re-enactment of the Battle of Stoney Creek. |
| 9 | St. Columba of Iona | Celtic Christianity | Christian recognition of Columba who began the famous community of Iona off the coast of Scotland. |
| 12 | Trinity Sunday | Christianity | It is one of the few feasts that are celebrated as a doctrine instead of an event. |
| 12 | Nasardil | Assyrian Holiday | Mesopotamian celebration of water. |
| 13 | Hamilton Decoration Day | Hamilton, Ontario | (Veterans Committee of Council) Decoration Day is a Canadian tradition that began in Hamilton as a way to mark the sacrifice of Canadian Militia members killed at the Battle of Ridgeway during the Fenian Raids of 1866. Families would gather and place living floral tributes on veterans' graves and on war memorials as a symbol of respect and hope. |
| 13 | Race Unity Day | Baha'i | Observance promoting racial harmony and understanding and the essential unity of humanity. |
| 14 | Guru Arjan Martyrdom | Sikhism | Sikh time of remembering those who have suffered for the faith. Observed by reading the Guru Granth Sahib. |

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| 15 | World Elder Abuse Awareness Day | Global Observance | Elder abuse is a problem that exists in both developing and developed countries yet is typically underreported globally. As such, it demands a global multifaceted response, one which focuses on protecting the rights of older persons. |
| 16 | Corpus Christi | Catholic Christianity | Corpus Christi is a festival that has been celebrated by many Christians, particularly the Catholic Church, in honor of the Eucharist. The name "Corpus Christi" is a Latin phrase that refers to the body of Christ |
| 18- 20 | Racalmutese Festival Maria SS Del Monte | Hamilton, Ontario | Celebrating significant Italian heritage in in honour of Maria SS. Del Monte. Observed in the twinned cities of Racalmuto, Sicily and in Hamilton, Ontario. |
| 20 | World Refugee Day | Global Observance | Raises awareness about the plight of refugees and displaced persons. |
| 21 | National Indigenous Peoples Day | National Observance | A day to recognize and celebrate the cultures and contributions of the First Nations, Inuit, and Métis Indigenous peoples of Canada. |
| 24 | Saint-Jean-Baptiste Day | National Observance | Celebration of the Francophone culture. |
| 27 | Canadian Multiculturalism Day | National Observance | Discover the various cultures that bring Canadian society to life by participating in the virtual activities happening across the country. |
| 28 | LGBTQ+ Pride Day | International Observance | June 28, 1969 lesbian, gay and trans patrons of the Stonewall Inn in Greenwich Village, NYC started a riot that would last for 3 days and launch the LGBTQ+ |

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| | | | Rights Movement that is celebrated around the world each June. |
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| July | | | |
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| Date | Name | Type | Details |
| 1 | Canada Day | National Observance | Canadians across the country and around the world show their pride in their history, culture and achievements. It's been a day of celebration, where many festivities are held across the country, since 1868. |
| 3 | Canada Historic Places Day | National Observance | National celebration to explore all of Canada's historic sites and places. |
| 8 - 9 | Waqf al Arafa | Islam | Islamic observance day during Hajj when pilgrims pray for forgiveness and mercy. |
| 9 | Martyrdom of the Bab | Baha'i | Observance of the anniversary of the execution Siyyid Ali-Muhmaad, the Bab, the prophet herald of the Baha I Faith. |
| 9-13 | Eid al Adha | Islam | Islamic Ritual of Sacrifice. The festival celebrates a story about a prophet called Ibrahim (Abraham). Every year, Muslims celebrate to remember Ibrahim's loyalty and obedience above all others. Also known as the Festival of Sacrifice. |
| 13 | Asalha Puja Day (Dharma Day) | Buddhism | The festival pays homage to the Buddha and commemorates the Buddha's first sermon and the founding of the Buddha's Sangha. |
| 18 | International Nelson Mandela Day | Global Observance | Purpose of this day is bringing attention to the legacy of Nelson Mandela. Was created to inspire people to embrace the values of democracy and contribute towards the ideals of ensuring a just and fair society. |
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| 28 | World Hepatitis Day | Global Observance | Raise awareness of viral hepatitis, an inflammation of the liver that causes severe liver disease and hepatocellular cancer. |
| 29 - 30 | Al-Hijra (Islamic New Year) | Islam | Islamic New Year marks the emigration of the Prophet Muhammad and his followers from Mecca to Medina, known as the Hijra. |

August

| Date | Name | Type | Details |
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| 1 | Emancipation Day | National Observance | The widespread practice of slavery that took place during the time of expansion to the new world. Slavery was finally abolished throughout the British Empire by the Slavery Abolition Act 1833, which came into effect on August 1st, 1834. |
| 1 | Lammas | Celtic Christianity | Christian first fruits celebration observed by placing bread baked from first harvest on the altar. |
| 1 | Gastroparesis Awareness Month | National Observance | Dedicated to improving understanding and management of the disease. |
| 2 | George Hamilton Day | Hamilton, Ontario | In honour of our city's founder, Hamilton celebrates 'George Hamilton Day'. |
| 5-6 | Tisha B'Av | Judaism | A Jewish day of fasting. It is the saddest day on the Jewish calendar, requiring a 25-hour fast, a day of deprivation and prayer. |
| 6 | Transfiguration of the Lord | Orthodox Christianity | This event is significant in Jesus' life and ministry. |
| 7-8 | Ashura | Islam | Ashura is a holy day for Muslims all over the world. Ashura marks the day that Moses and the Israelites were saved from Pharaoh by God creating a path in the Sea. |
| 9 | International day of the World's Indigenous Peoples | Global Observance | Celebrates the richness of indigenous cultures and recognizes the challenges indigenous peoples face today, ranging from poverty and disease to |

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| | | | dispossession, discrimination and denial of basic human rights. |
| 11 | Raksha Bandhan | Hinduism | A festival that celebrates the protective relationship between brothers and sisters. |
| 12 | Ullambana | Buddhism | Meaning “hanging upside down and suffering”, honours the spirits of past ancestors and strives to relieve aching souls from suffering. |
| 12 | International Youth Day | Global Observance | Celebrates young people and the integral role they play in helping to create a world fit for children. |
| 15 | National Acadian Day | National Observance | It is a day marked by colourful community festivals and family events that bring Acadian culture and history to life. |
| 15 | Assumption of the Blessed Virgin Mary | Catholic | Roman Catholic Christian observance commemorating the belief that the Blessed Virgin Mary was assumed body and soul into heaven at the end of her earthly life. |
| 18 - 19 | Krishna Janmashtami | Hinduism | Hindu festival celebrating the birthday of Lord Krishna, the god of love and compassion. In Vaishnavism, the largest sect in Hinduism, Krishna is the eighth incarnation of the supreme god, Vishnu. |
| 19 | World Humanitarian Day | Global Observance | Highlights certain specific humanitarian crises around the world and the brave people who risk their lives to bringing food, medicine, and other aid to people in need. |
| 22 | | Global Observance | |

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| | International Day Commemorating the Victims of Acts of Violence Based on Religion or Belief | | The primary responsibility to promote and protect human rights, including the human rights of persons belonging to religious minorities, including right to exercise religion or belief freely. |
| 23 | International Day for the Remembrance of the Slave Trade and Its Abolition | Global Observance | Intended to inscribe the tragedy of the slave trade in the memory of all peoples. |
| 24 | Paryushana Parva | Judaism | An 8-day festival signifying human emergence into a new world of spiritual and moral refinement. Marked by recitations from Jain sacred writing and family exchange of cards and letters. Importance and focused on forgiveness. |
| 31 | International Overdose Awareness Day | Global Observance | Aims to raise awareness of overdose and reduce the stigma of drug-related death. |
| 31 | Ganesh Chaturthi | Hinduism | A Hindu festival honoring the god of prosperity, prudence and success. |

September

| Date | Name | Type | Details |
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| 1 | World Alzheimer's Month | Global Observance | Raising awareness and ending stigma around Alzheimer's Disease and Dementia. |
| 1 | Take Back the Night | National Observance | September is recognized across Canada for Take Back the Night. These activities, including rallies, marches, dinners, coffee houses, and candlelight vigils, are designed to raise the awareness of safety issues for women and children, and to protest the harassment, sexual abuse, and assaults experienced by many women and children in our society. |
| 5 | International Day of Charity | Global Observance | Recognizes the role of charity in alleviating human suffering, as well as of the efforts of charitable organizations and individuals, including the work of Mother Teresa. |
| 1 | Ovarian Cancer Awareness Month | Global Awareness | Raise awareness of the signs and symptoms of ovarian cancer. |
| 1 | Arthritis Awareness Month | National Observance | Recognize the impact that arthritis has on individuals. |
| 1 | Sickle Cell Anemia Awareness Month | National Observance | Observed annually with the goal to increase public knowledge and understanding of sickle cell disease. |
| 5 | Dasara | Hinduism | Hindu celebration of victory and valor. |
| 8 | International Literacy Day | Global Observance | Call to action for universal literacy. |
| 10 | World Suicide Prevention Day | Global Observance | Order to provide worldwide commitment and action to prevent suicides, with various activities around the world. |

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| 19 | Terry Fox Run | Global/ National Observance | Annual non competitive charity event held around the world to raise money for cancer research in commemoration of Canadian cancer activist Terry Fox and his Marathon of Hope. |
| 19-26 | Week of the Deaf People Awareness Week | Global Observance | Raising awareness about the rights of people who are deaf. |
| 21 | International Day of Peace | Global Observance | Commemorate the Day through education and public awareness on issues related to peace. |
| 23 | International Day of Sign Language | Global Observance | Global movement of deaf unity and concerted advocacy to raise awareness of the issues deaf people face in their everyday lives. |
| 25-27 | Rosh Hashanah | Judaism | Jewish New Year and time of introspection, abstinence, prayer and penitence. The story of Abraham is read, the ram's horn is sounded, and special foods are prepared and shared. |
| 26-5th | Navaratri | Hinduism | Festival held in honour of the divine feminine. |
| 30 | International Translation Day | Global Observance | Aims to celebrate multilingualism and highlight the important role of translators and other language professionals. |
| 30 | National Day for Truth and Reconciliation/ Orange Shirt Day | National Observance | National Day for Truth and Reconciliation, which was proposed by the Truth and Reconciliation Commission as one of its 94 Calls to Action which is also commemorated as Orange Shirt Day. A day when we |

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| | | | honour the Indigenous children who were sent away to residential schools in Canada and learn more about the history of those schools. |
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| October | | | |
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| Date | Name | Type | Details |
| 1 | International Day of Older Persons | Global Observance | The day aims to raise awareness of the impact of an aging population and the need to ensure people can grow old with dignity and to elevate consciousness. |
| 1 | Women's History Month | National Observance | Celebration of the outstanding achievements of women throughout Canada's history. |
| 1 | Lupus Awareness Month | National Observance | To call attention to the need for greater research, awareness and patient services for Lupus. |
| 1 | Latin-Hispanic Canadian Month | Ontario | Opportunity to remember, celebrate and educate future generations about the outstanding achievements and contributions of Hispanic people in the province. |
| 1 | Breast Cancer Awareness Month | Global Observance | To increase awareness of the disease and to raise funds to research into its cause. |
| 2 | International Day of Non-Violence | Global Observance | Marked on the birthday of Mahatma Gandhi, leader of the Indian Independence movement and pioneer of the philosophy and strategy of non-violence, a U.N. commemoration promoting the principle of non-violence and the desire to secure a culture of peace, tolerance and understanding. |
| 1 | Learning Disability Awareness Month | Global Observance | Recognized in order to reduce the stigma surrounding learning disabilities in children and adults. |
| 1 | Disability Employment Awareness Month | Global Observance | To acknowledge and promote the contributions and inclusion of people with disabilities in the workplace. |

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| | | | Throughout the full month of October, events and activities occur across Canada. |
| 4 | MMIWG- Missing & Murdered Indigenous Women and Girls National Day of Remembrance | National Observance | October 4 is the National Day of Action for Missing and Murdered Indigenous Women, Girls and 2SLGBTQ+ people (MMIWG). Also, a day for local community vigils and events held by Sisters in Spirits. |
| 4 | World Habitat Day | Global Observance | Recognized by the United Nations to reflect on the state of towns and cities, and the basic right of all to adequate shelter. |
| 5 | World Teacher's Day | Global Observance | Commemorates teacher organizations worldwide. |
| 4-5 | Yom Kippur | Judaism | Jewish Day of Atonement. This holiest day of the Jewish year is observed with strict fasting and ceremonial repentance. |
| 7-8 | Milad Al-Nabi or Mawlid Al-Nabi | Islam | Islamic commemoration of the birthday of Islamic Prophet, founder of Islam. The Prophet's teachings are read, and religious meetings are held. |
| 10 | World Mental Health Day | Global Observance | Raising awareness of mental health issues around the world and mobilizing efforts in support of mental health. |
| 11 | International Day of Girl Child | Global Observance | Focuses attention on the need to address the challenges girls face and to promote girls' empowerment and the fulfilment of their human rights. |
| 15-16 | Hoshana Rabbah | Judaism | A hoshanah is a series of seven liturgical poems calling upon God to rescue and redeem the Jewish people. |
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| 9-16 | Sukkot | Judaism | Jewish Feast of Tabernacles which celebrates the harvest and the protection of the people of Israel. |
| 16-18 | Shemini Atzeret | Judaism | Jewish completion of the annual cycle of reading of the holy Jewish scripture titled the Torah. |
| 17-18 | Simchat Torah | Judaism | Jewish day to celebrate the reading of the Law. Synagogue services involve readings, processions and blessing of the children. |
| 17 | International Day for the Eradication of Poverty | Global Observance | Call to action for the eradication of poverty and destitution worldwide. |
| 18- 24 | Invisible Disabilities Week | National Observance | Raising awareness and speaking on the barriers people face with their disabilities. |
| 20 | Birth of the Guru Granth | Sikhism | Central religious scripture of Sikhism regarded by Sikhs as the final. |
| 22 | International Stuttering Awareness Day | Global Observance | The day is intended to raise public awareness of the issues and to highlight how certain aspects of society can be difficult for people who stammer; and to challenge negative attitudes and discrimination. |
| 24 | United Nations Day | Global Observance | Commemorates the founding of the world organization in 1945. |
| 24 | Diwali | Hinduism, Jainism, Sikhism Newar Buddhism | Festival of Lights, festival of new beginnings and the triumph of good over evil, and light over darkness. |
| 25 | Vikram New Year | Hinduism | This day is also a regional public holiday in the state of Gujarat, where it is usually observed on the day after the festival of Diwali. |

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| 25-26 | Birth of B'ab Birth of Baha'u'llah | Baha'i | The holy day celebrates the birth of Baha'u'llah, the founder of the Bahá'í Faith. |

November

| Date | Name | Type | Details |
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| 1 | Treaties Recognition Week | Provincial Observance | This annual event honors the importance of treaties and helps students and residents of Ontario learn more about treaty rights and relationships. ... Each year, students learn why treaties matter to all Ontarians. |
| 1 | Movember | National Observance | Annual event involving growing a moustache during the month of November to raise awareness of men's health issues, such as prostate cancer, testicular cancer, and men's suicide. |
| 1 | All Saints' Day | Christianity | Christian day for honouring saints. In general, saints are persons with reputation for unusual lives of holiness and devotion to God or who were martyred for their faith. A Holy Day of Obligation in the Roman Catholic Church where saints have special formal status. |
| 1 | Indigenous Disability Awareness Month (IDAM) | National Observance | Brings awareness of these barriers and the issues that Indigenous peoples living with disabilities and their families face every day. |
| 1 | Lung Cancer Awareness Month | National Observance | Increasing awareness of challenges that come from a diagnosis of lung cancer. |
| 1 | Osteoporosis Awareness Month | National Observance | Bone Health awareness. |
| 2 | Dia de los Muertos | Mexican | Also known as, the Day of the Dead. A Mexican holiday celebrated in Mexico and elsewhere. Significance, prayer and remembrance of friends and family members who have died. |

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| 2 | All Souls' Day | Catholic Christianity | Christian day of prayers of remembrance and intercession for the dead. Prayers of the faithful are helping to cleanse the souls for the beatific vision God in heaven. |
| 5 -11 | Veteran's Week | National Observance | Honour those who have served Canada, past and present, in times of war, military conflict and peace. |
| 7 | International Inuit Day | Global Observance | A day to "acknowledge and celebrate Inuit culture and contributions, but most importantly to affirm the voices of Inuit across the circumpolar world". November 7th was declared as International Inuit day in 2006 by the Inuit Circumpolar Council. |
| 8 | Indigenous Veterans Day | National Observance | Honour the important contributions made by First Nations, Inuit and Métis Veterans in service to Canada. |
| 8 | National Indigenous Veteran's Day | National Observance | Honouring Indigenous participation in Canada's military efforts over the years. |
| 11 | Remembrance Day | Commonwealth Observance | Remembrance Day has been observed since the end of the First World War to remember armed forces members who have died in the line of duty. |
| 13 | World Pancreatic Cancer Day | Global Observance | Third leading cause of cancer related death in Canada, raising critical awareness. |
| 13 | Jain New Year | Jainism | Celebrate of the new year on the first day of the following month of Kartika. |
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| 14 | World Diabetes Day | Global Observance | Raising global awareness, and campaign focusing on diabetes disease. |
| 16 | Louis Riel Day | National Observance | A day to commemorate Louis Riel and his contributions to Métis peoples, the province of Manitoba and the government of Canada. |
| 28 | Nativity Fast begins | Orthodox Christianity | The 40-day fasting period otherwise known as Christmas Lent is when the Greek Orthodox Church gives the faithful periods of fasting and reflection. |
| 16 | International Day of Tolerance | Global Observance | Emphasizes the dangers of intolerance and is a call to action for the advancement of human welfare, freedom and progress everywhere, as well as a day to encourage tolerance, respect, dialogue and cooperation among different cultures and peoples. |
| 19 | International Men's Day | Global Observance | Aim is to raise awareness of men's issues. These include topics such as mental health. |
| 20 | Transgender Day of Remembrance | Global Observance | A day to remember transgender people, gender non-conforming individuals and those perceived to be transgender who have been murdered because of hate. |
| 20 | World Children's Day | Global Observance | Promote international togetherness, awareness among children worldwide, and improving children's welfare. |
| 24 | Martyrdom of Guru Tegh Bahdur | Sikhism | Guru Tegh Bahadur sacrificed his life for the sake of people both those in his community and those whom were not, to protect religion, human values, ideals and principles. |

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| 25 | International Day of for the Elimination of Violence against Women | Global Observance | Violence against women continues to be an obstacle to achieving equality, development, peace as well as to the fulfillment of women and girls' human rights. |
| 26 | Day of the Covenant | Baha'i | Day of the Covenant is a festival observed to commemorate Baha u llah appointment of his son, Abdul-Baha, as His successor. |
| 25 | 16 Days of Activism Against Gender Violence | National Observance | The Government of Canada working towards the goal of eliminating global gender-based violence, raising awareness of this important topic in Canada and around the world. |
| 27 | First Sunday of Advent | Christianity | Christians start lighting their Advent wreaths and praying their Advent daily devotional. |
| 28 | Ascension of 'Abdu'l-Bahá | Baha'i | A day that commemorates the death of 'Abdu'l-Bahá, the eldest son and successor of Baha'u'llah, founder of the Baha'i faith. |
| 30 | Guru Nanak Dev Ji's birthday | Sikhism | A very important holiday in the Sikh faith as Guru Nanak Dev's was the first Guru of the Sikhs and founder of Sikhism. He was born in mid-November; the holiday is celebrated according to the lunar date. |

| December | | | |
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| Date | Name | Type | Details |
| 1 | Universal Human Rights Month | Global Observance | Time to reflect on the way we treat others, and to do what we can in the fight for equality. |
| 1 | World AIDS Day | Global Observance | International day of action on HIV and AIDS. |
| 2 | International Day for the Abolition of Slavery | Global Observance | Focus of this day is on eradicating contemporary forms of slavery. |
| 3 | International Day of Persons with Disabilities | Global Observance | Raises awareness about persons with disabilities in order to improve their lives and provide them with equal opportunity. |
| 6 | St. Nicholas Day | Christianity | Christian celebration of the birth of Saint Nicolas, patron saint of children and role model for gift giving. Many churches named for this saint who is also the Dutch version of Santa Claus. |
| 6 | The National Day of Remembrance and Action on Violence against Women | National Observance | Remembrance of the of the 14 women in Montreal whom were murdered. Also, remembering those who have experienced gender-based violence and those who we have lost to it; it is also a time to take action. |
| 10 | Human Rights Day | Global Observance | On this day in 1948 the United Nations General Assembly adopted the Universal Declaration of Human Rights. |
| 18 - 26 | Hanukkah | Judaism | The eight-day holiday celebrates to lighting each day with one candle on the menorah, religious rituals can include daily reading of Scripture, recitation of some of the Psalms, almsgiving, and singing of a special hymn. |
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| 17 | International Day to End Violence Against Sex Workers | Global Observance | The day calls attention to hate crimes committed against sex workers worldwide, as well as the need to remove the social stigma and discrimination that have contributed to violence against sex workers. |
| 18 | International Migrants Day | Global Observance | General focus on the protection of migrants' rights in countries all around the world. |
| 20 | International Human Solidarity Day | Global Observance | Reminds people everywhere to aspire toward unity and to get involved with others in fighting against world poverty, war, human rights violations, inequality, and other problems. |
| 25 | Christmas | Christianity | Celebrates the birth of Jesus Christ. |
| 26- January 1, 2022 | Kwanzaa | African heritage, unity and culture | A seven-day celebration honouring African American heritage and its continued vitality. "Kwanza" means "first fruits (of the harvest)" in Swahili. |
| 26 | Zarathosht Diso | Zoroastrian | Zoroastrian anniversary of the death of Prophet Zarathushtra. |
| 26 | St. Stephen's Day | Christianity | Christian remembrance of St Stephen, the first Christian martyr. |

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