



City of Hamilton
EMERGENCY & COMMUNITY SERVICES COMMITTEE
AGENDA

Meeting #: 24-001
Date: January 18, 2024
Time: 1:30 p.m.
Location: Council Chambers
Hamilton City Hall
71 Main Street West

Loren Kolar, Legislative Coordinator (905) 546-2424 ext. 2604

1. **CEREMONIAL ACTIVITIES**
2. **APPROVAL OF AGENDA**
(Added Items, if applicable, will be noted with *)
3. **DECLARATIONS OF INTEREST**
4. **APPROVAL OF MINUTES OF PREVIOUS MEETING**
 - 4.1 December 7, 2023
5. **COMMUNICATIONS**
6. **DELEGATION REQUESTS**
7. **DELEGATIONS**
8. **STAFF PRESENTATIONS**
 - 8.1 Hamilton Veterans' Committee Annual Presentation for 2023
9. **CONSENT ITEMS**

10. DISCUSSION ITEMS

10.1 Use of Indigenous Images/Themes in City Sports and Recreation Facilities
(HSC24004) (City Wide)

10.2 Citizen Committee Report: Seniors Advisory Committee's Communications Survey

11. MOTIONS

11.1 Appointment of an Acting Administrator of Ontario Works

12. NOTICES OF MOTION

13. GENERAL INFORMATION / OTHER BUSINESS

14. PRIVATE AND CONFIDENTIAL

15. ADJOURNMENT



EMERGENCY & COMMUNITY SERVICES COMMITTEE MINUTES 23-015

1:30 p.m.

Thursday, December 7, 2023

Council Chambers

Hamilton City Hall

71 Main Street West

Present: Councillor B. Clark (Chair), Councillors T. Hwang, C. Kroetsch, N. Nann, A. Wilson and M. Wilson

Also Present: Councillors E. Pauls and M. Tadeson

Absent

With Regrets: Councillor T. Jackson – Personal

THE FOLLOWING ITEMS WERE REFERRED TO COUNCIL FOR CONSIDERATION:

1. Ambulance Dispatch Information Update (HSC23045) (City Wide) (Item 9.1)

(A. Wilson/Hwang)

That Report HSC23045 respecting an Ambulance Dispatch Information Update, be received.

Result: Motion CARRIED by a vote of 6 to 0, as follows:

YES	-	Clark, Brad	Ward 9
YES	-	Hwang, Tammy	Ward 4
YES	-	Kroetsch, Cameron	Ward 2
ABSENT	-	Jackson, Tom	Ward 6
YES	-	Nann, Nrinder	Ward 3
YES	-	Wilson, Alex	Ward 13
YES	-	Wilson, Maureen	Ward 1

2. Accessibility of City Operated Recreation Facilities (HSC23055(a)) (City Wide) (Item 9.2)

(Nann/A. Wilson)

That Report HSC23055(a) respecting Accessibility of City Operated Recreation Facilities, be received.

Result: Motion CARRIED by a vote of 6 to 0, as follows:

YES	-	Clark, Brad	Ward 9
YES	-	Hwang, Tammy	Ward 4
YES	-	Kroetsch, Cameron	Ward 2
ABSENT	-	Jackson, Tom	Ward 6
YES	-	Nann, Nrinder	Ward 3
YES	-	Wilson, Alex	Ward 13
YES	-	Wilson, Maureen	Ward 1

3. Housing and Homelessness Advisory Committee Budget (HSC23078) (City Wide) (Item 11.1)

(Kroetsch/A. Wilson)

That the Housing and Homelessness Advisory Committee 2024 base budget submission attached as Appendix "A" to Report HSC23078 in the amount of \$1,000 be approved and referred to the 2024 budget process for consideration.

Result: Motion CARRIED by a vote of 5 to 0, as follows:

YES	-	Clark, Brad	Ward 9
ABSENT	-	Hwang, Tammy	Ward 4
YES	-	Kroetsch, Cameron	Ward 2
ABSENT	-	Jackson, Tom	Ward 6
YES	-	Nann, Nrinder	Ward 3
YES	-	Wilson, Alex	Ward 13
YES	-	Wilson, Maureen	Ward 1

4. 2024 Budget Submission - Seniors Advisory Committee (HSC23081) (City Wide) (Item 11.2)

(Kroetsch/A. Wilson)

That the Seniors Advisory Committee 2024 base budget submission attached as Appendix "A" to Report HSC23081 in the amount of \$3,000 be approved and referred to the 2024 budget process for consideration.

Result: Motion CARRIED by a vote of 6 to 0, as follows:

YES	-	Clark, Brad	Ward 9
YES	-	Hwang, Tammy	Ward 4
YES	-	Kroetsch, Cameron	Ward 2
ABSENT	-	Jackson, Tom	Ward 6
YES	-	Nann, Nrinder	Ward 3
YES	-	Wilson, Alex	Ward 13
YES	-	Wilson, Maureen	Ward 1

5. 2024 Budget Submission LGBTQ Advisory Committee (HSC23080) (City Wide) (Item 11.3)

(Kroetsch/Hwang)

That the Lesbian Gay Transgender and Queer (LGBTQ) Advisory Committee 2024 base budget submission attached as Appendix "A" to Report HSC23080 in the amount of \$4,050.00, be approved and referred to the 2024 budget process for consideration.

Result: Motion CARRIED by a vote of 6 to 0, as follows:

YES	- Clark, Brad	Ward 9
YES	- Hwang, Tammy	Ward 4
YES	- Kroetsch, Cameron	Ward 2
ABSENT	- Jackson, Tom	Ward 6
YES	- Nann, Nrinder	Ward 3
YES	- Wilson, Alex	Ward 13
YES	- Wilson, Maureen	Ward 1

6. Macassa Lodge - Redevelopment Project (HSC20050(c)) (Ward 7) (Item 11.4)

(Hwang/Nann)

- (a) That staff be authorized to proceed with the Macassa Lodge Redevelopment Project (the "Project") despite an unexecuted Development Agreement with the Ministry of Long-Term Care (the "Ministry"), and projected increased costs, in order to advance the Project and obtain information necessary for entering a Development Agreement with the Ministry while preserving the City's eligibility for potential additional funding, should such funding become available from the Ministry;
- (b) That staff be directed to award the Construction Manager contract without a signed Development Agreement with the Ministry to enable the City to issue the bid packages and prepare the initial estimate of cost submission necessary for Council approval and completion of the Development Agreement with the Ministry;
- (c) That staff be directed to report back to the Emergency and Community Services Committee no later than the Q4 of 2024 with an updated funding and financing plan once a draft Development Agreement and/or estimated project costs have been provided for the Macassa Lodge Redevelopment Project including anticipated cost increases in Q1 2025; and,
- (d) That the General Manager, Healthy and Safe Communities be directed to negotiate and award a Construction Management contract and any ancillary documents required to give effect thereto for the Macassa Lodge Redevelopment Project based on the request for proposal C13-23-23

Construction Manager for the Macassa Lodge, Long-Term Care B-Wing Expansion in compliance with the Procurement By-law.

Result: Motion CARRIED by a vote of 6 to 0, as follows:

YES	- Clark, Brad	Ward 9
YES	- Hwang, Tammy	Ward 4
YES	- Kroetsch, Cameron	Ward 2
ABSENT	- Jackson, Tom	Ward 6
YES	- Nann, Nrinder	Ward 3
YES	- Wilson, Alex	Ward 13
YES	- Wilson, Maureen	Ward 1

7. Future Health Services Inc. – Single Source (HSC23064) (City Wide) (Item 11.5)

(Kroetsch/Hwang)

- (a) That Council approve the single source procurement, pursuant to Procurement Policy #11 – Non-competitive Procurements, for the Remote Patient Monitoring supplies, equipment and technology used by the Hamilton Paramedic Service until December 31, 2028;
- (b) That the Chief, Hamilton Paramedic Service be authorized to negotiate, enter into and execute a Contract and any ancillary documents required to give effect thereto with Future Health Services Inc. or any of its successors or assigns that provide the remote patient monitoring supplies, equipment, or technology used by the Hamilton Paramedic Service in a form satisfactory to the City Solicitor; and
- (c) That the Chief, Hamilton Paramedic Service, or designate, be authorized to amend any Contracts executed and any ancillary documents as required if the vendor identified in this Report undergoes a name change or if the vendor's business regarding remote patient monitoring supplies, equipment, or technology used by the Hamilton Paramedic Service or any portion of it is sold or assigned in whole or in part to another vendor

Result: Motion CARRIED by a vote of 6 to 0, as follows:

YES	- Clark, Brad	Ward 9
YES	- Hwang, Tammy	Ward 4
YES	- Kroetsch, Cameron	Ward 2
ABSENT	- Jackson, Tom	Ward 6
YES	- Nann, Nrinder	Ward 3
YES	- Wilson, Alex	Ward 13
YES	- Wilson, Maureen	Ward 1

**8. Paramedic Service Student Practicum Placement Agreements (HSC23079)
 (City Wide) (Item 11.6)**

(Hwang/A. Wilson)

That the Chief, Hamilton Paramedic Service, or delegate, be authorized to negotiate, enter into, and execute Student Practicum Placement Agreements with post-secondary educational institutions, or health care institutions and any ancillary documents required to give effect thereto, including agreements or documentation with participating students, and amendments to any such agreements in a form satisfactory to the City Solicitor

Result: Motion CARRIED by a vote of 6 to 0, as follows:

YES	-	Clark, Brad	Ward 9
YES	-	Hwang, Tammy	Ward 4
YES	-	Kroetsch, Cameron	Ward 2
ABSENT	-	Jackson, Tom	Ward 6
YES	-	Nann, Nrinder	Ward 3
YES	-	Wilson, Alex	Ward 13
YES	-	Wilson, Maureen	Ward 1

FOR INFORMATION:

(a) APPROVAL OF AGENDA (Item 2)

The Committee Clerk advised that there were no changes to the agenda.

(Hwang/Nann)

That the agenda for the December 7, 2023 Emergency and Community Services Committee meeting be approved, as presented.

Result: Motion CARRIED by a vote of 6 to 0, as follows:

YES	-	Clark, Brad	Ward 9
YES	-	Hwang, Tammy	Ward 4
YES	-	Kroetsch, Cameron	Ward 2
ABSENT	-	Jackson, Tom	Ward 6
YES	-	Nann, Nrinder	Ward 3
YES	-	Wilson, Alex	Ward 13
YES	-	Wilson, Maureen	Ward 1

(b) DECLARATIONS OF INTEREST (Item 3)

There were no Declarations of Interest.

(c) APPROVAL OF MINUTES OF PREVIOUS MEETING (Item 4)

(i) November 16, 2023 (Item 4.1)

(M. Wilson/Kroetsch)

That the Minutes of the November 16, 2023 meeting of the Emergency and Community Services Committee, be approved, as presented.

Result: Motion CARRIED by a vote of 6 to 0, as follows:

YES	- Clark, Brad	Ward 9
YES	- Hwang, Tammy	Ward 4
YES	- Kroetsch, Cameron	Ward 2
ABSENT	- Jackson, Tom	Ward 6
YES	- Nann, Nrinder	Ward 3
YES	- Wilson, Alex	Ward 13
YES	- Wilson, Maureen	Ward 1

(d) CONSENT ITEM (Item 9)

(i) Accessibility of City Operated Recreation Facilities (HSC23055(a)) (City Wide) (Item 9.2)

(Kroetsch/A. Wilson)

That staff be directed to report back to the Emergency and Community Services Committees on the facilities, City-owned and otherwise, that can be used free of charge by the City for events, meetings, and activities in Ward 2.

Result: Motion CARRIED by a vote of 6 to 0, as follows:

YES	- Clark, Brad	Ward 9
YES	- Hwang, Tammy	Ward 4
YES	- Kroetsch, Cameron	Ward 2
ABSENT	- Jackson, Tom	Ward 6
YES	- Nann, Nrinder	Ward 3
YES	- Wilson, Alex	Ward 13
YES	- Wilson, Maureen	Ward 1

For further disposition, refer to Item 2.

(e) DISCUSSION ITEM (Item 11)

(i) Macassa Lodge - Redevelopment Project (HSC20050(c)) (Ward 7) (Item 11.4)

(Kroetsch/Hwang)

That staff from the Healthy and Safe Communities Division and Public Health Services be directed to report back in Q1 2024 to Emergency and Community Services Committee with a holistic overview of the long-term care and congregate settings in Hamilton including the number of beds lost with the closure of long-term care homes and any opportunities that

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Minutes 23-015**

**December 7, 2023
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might be available with the current closures of private Long-Term Care Facilities in the City.

Result: Motion CARRIED by a vote of 6 to 0, as follows:

YES	-	Clark, Brad	Ward 9
YES	-	Hwang, Tammy	Ward 4
YES	-	Kroetsch, Cameron	Ward 2
ABSENT	-	Jackson, Tom	Ward 6
YES	-	Nann, Nrinder	Ward 3
YES	-	Wilson, Alex	Ward 13
YES	-	Wilson, Maureen	Ward 1

For further disposition, refer to Item 6.

(f) ADJOURNMENT (Item 16)

(Kroetsch/Hwang)

That there being no further business, the Emergency and Community Services Committee be adjourned at 3:00 p.m.

Result: Motion CARRIED by a vote of 6 to 0, as follows:

YES	-	Clark, Brad	Ward 9
YES	-	Hwang, Tammy	Ward 4
YES	-	Kroetsch, Cameron	Ward 2
ABSENT	-	Jackson, Tom	Ward 6
YES	-	Nann, Nrinder	Ward 3
YES	-	Wilson, Alex	Ward 13
YES	-	Wilson, Maureen	Ward 1

Respectfully submitted,

Councillor B. Clark, Chair
Emergency and Community Services
Committee

Loren Kolar
Legislative Coordinator
Office of the City Clerk



Hamilton Veterans Committee

Annual Advisory Committee Presentation – 2024



Hamilton

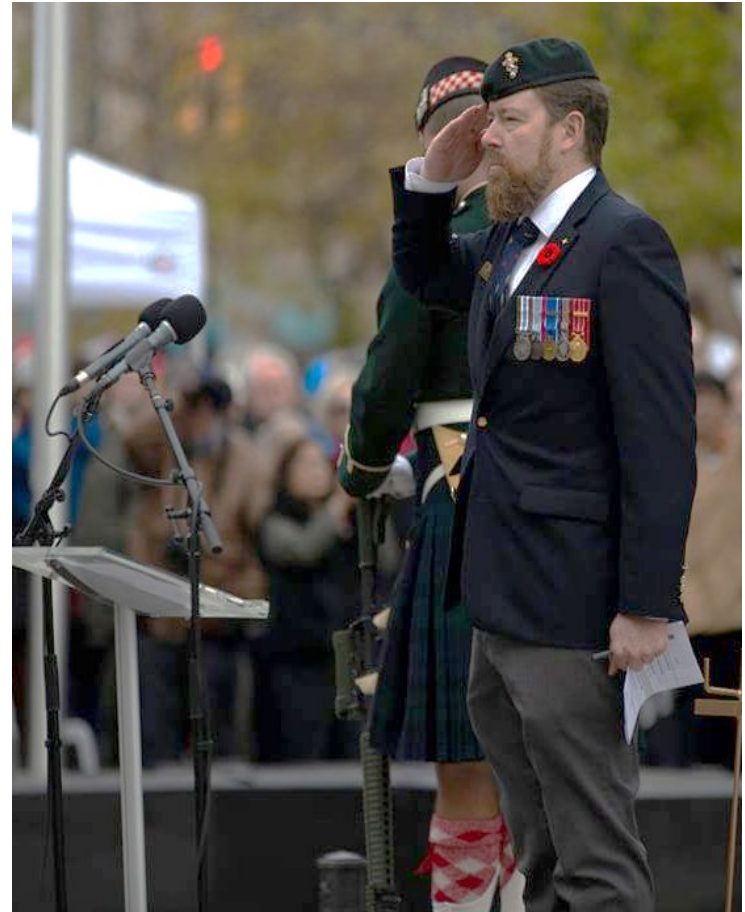


Hamilton

Hamilton Veterans Committee

Mandate

- Reporting to Council, the Hamilton Veterans Committee oversees the planning and delivery of military remembrance and commemoration activities on behalf of the City of Hamilton.
- Provide input on projects and issues that are of concern to Hamilton Veterans.
- Maximize the Engagement of Youth in Remembrance activities.





Hamilton

Hamilton Veterans Committee



Remembrance Day & Memorial Services

- Provide direction, coordination and funding for Hamilton Remembrance Day and Decoration Day Parades and Memorial Services.
- Services have become inclusive of Hamilton's changing demographics.
- Advise the City on protocol in dealing with military traditions (i.e. why we have two official downtown services).
- The HVC is the only veterans committee in Canada that advises a municipal Council.



Digital Community Programming



Hamilton Heroes

William Edgar Bell


1915
Living in Hamilton on Cedar Avenue.

1916
At 15 years old, he enlists with the 129th Battalion. Serves in England and France with the 3rd and 124th Battalions.

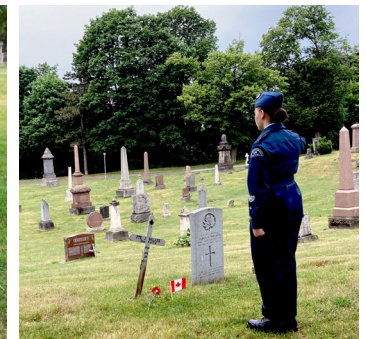
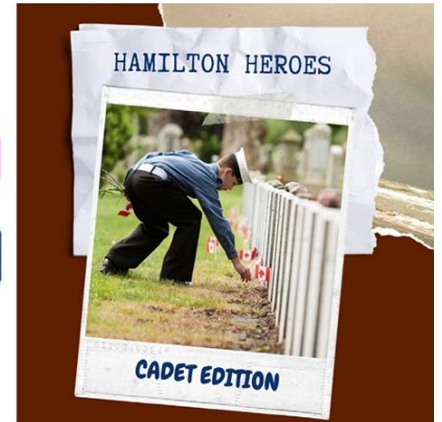
1917
Leads a machine gun unit at the Battle of Vimy Ridge. In July, receives a Military Medal for bravery.

1918
Is transferred to the Young Soldiers Battalion. Returns to Canada and serves in the Canadian Garrison Regiment.

1919
Is discharged, returns to Hamilton.



A black and white portrait of a young man in a military uniform, wearing a peaked cap. He is looking slightly to the right of the camera.



Hamilton Veterans Committee

Previous and Ongoing Projects

- Addition of video screens at services to make ceremonies accessible.
- Broadcast live video coverage through community television.
- Commemorated James Street North & South as “Veterans Way of Remembrance”.
- Hamilton Wreath Project
- Cadet units now lead Decoration Day services to ensure passing on of traditions to youth.





Hamilton

Hamilton Veterans Committee



Future Goals

To continue to work with Veterans organizations across the City to establish one collective voice for all Veterans at the City of Hamilton.

- Outreach through existing Veterans network
- Adding resource members to committee



To expand engagement and education of youth in our city on the sacrifices made by Veterans in order to preserve their legacy.

- Re-focusing administrative commitments
- Introducing youth engagement initiatives at the community level



To ensure Veterans young and old from every branch of service are recognized in Hamilton.



Hamilton Veterans Committee



Would Like to Thank

Hamilton City Council.

- For the approval of the changes this committee requested to expand youth engagement as part of our mandate.
- For it's HSR waiver for buses chartered for HVC hosted events.
- For it's continuous support of Veterans related issues.



Hamilton



Hamilton Veterans Committee



Thank You



CITY OF HAMILTON
HEALTHY AND SAFE COMMUNITIES DEPARTMENT
Recreation Division
and
Children's and Community Services Division

TO:	Chair and Members Emergency and Community Services Committee
COMMITTEE DATE:	January 18, 2024
SUBJECT/REPORT NO:	Use of Indigenous Images/Themes in City Sports and Recreation Facilities (HSC24004) (City Wide)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Mike Savoy (905) 546-2424 Ext. 3860 Beth Dockstator (905) 546-2424 Ext. 4701
SUBMITTED BY:	Steve Sevor Acting Director, Recreation Division Healthy and Safe Communities Department
SIGNATURE:	
SUBMITTED BY:	Jessica Chase Director, Children's and Community Services Healthy and Safe Communities Department
SIGNATURE:	

RECOMMENDATION

- (a) That the Use of Indigenous Images/Themes in City Sports and Recreation Facilities Policy (the "Policy"), attached as Appendix "A" to Report HSC24004, and the Staff Procedure Document, attached as Appendix "B" to Report HSC24004, be approved and in force effective January 24, 2024; and
- (b) Subject to the approval of the Policy as Appendix "A", that the City Clerk be authorized and directed to respond to the letter dated April 15, 2019 from the Office of the Ontario Human Rights Commission to advise that the City of Hamilton has adopted a policy on the Use of Indigenous Images/Themes in City Sports and Recreation Facilities and to provide a copy of the Policy.

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

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

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

SUBJECT: Use of Indigenous Images/Themes in City Sports and Recreation Facilities (HSC24004) (City Wide) - Page 2 of 5

EXECUTIVE SUMMARY

Currently, there is no policy or staffing procedure to address concerns arising from use of Indigenous Themes or Logos. As a result of a recommendation from the Ontario Human Rights Commission in response to a human rights complaint in the City of Mississauga, the proposed Policy will be instrumental in providing education and awareness to staff, members of the general public and non-Indigenous sport organizations and clubs.

The objectives of the proposed Policy include:

- Ensuring that the City's sport and recreational facilities are void of Indigenous themed logos and Images related to non-Indigenous sport organizations and clubs;
- Removing barriers to participation in our recreational and sport facilities by Indigenous peoples; and
- Providing a consistent approach for staff to address issues that arise from non-compliance of the Policy.

The recommended Policy aligns with the City's Urban Indigenous Strategy, the Calls to Action recommended from the Truth and Reconciliation Commission of Canada and City of Hamilton's Council priority of Inclusion, Diversity, Equity and Accessibility.

It is the expectation of the Recreation Division that the recommended Policy and staff procedure outlined in Report HSC24004 will enable City staff to respond to present and future concerns in a respectful and transparent manner.

Alternatives for Consideration – Not Applicable

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: None

Staffing: None

Legal: The proposed Policy will address the recommendation of the Ontario Human Rights Commission contained in its letter to the City dated April 15, 2019 and assist the City in complying with its obligations under the Ontario Human Rights Code to provide a service environment free of discrimination.

HISTORICAL BACKGROUND

On April 15, 2019, the Mayor of the City of Hamilton received correspondence from the Ontario Human Rights Commission through Chief Commissioner Renu Mandhane

SUBJECT: Use of Indigenous Images/Themes in City Sports and Recreation Facilities (HSC24004) (City Wide) - Page 3 of 5

regarding a settlement reached in an Application before the Human Rights Tribunal of Ontario involving the City of Mississauga, attached as Appendix “C” to Report HSC24004. The original complaint to the Human Rights Tribunal of Ontario, which resulted in the settlement, alleged that the use and display of Indigenous themed logos in City of Mississauga sports arenas was discriminatory. As a result of the settlement, the Ontario Human Rights Commission wrote to all Ontario municipalities to encourage them to collaborate with local Indigenous communities to develop a policy on the use of Indigenous themed logos and names within their sports facilities. The letter received from the Chief Commissioner identified two non-Indigenous sport organizations within the City of Hamilton that were believed to have used Indigenous themed names or logos.

City of Hamilton Recreation staff have met with the two identified sport organizations to discuss the letter from the Ontario Human Rights Commission and the work that the City was going to embark on as it related to the use of Indigenous themed names and logos in City sport facilities.

Additionally, Recreation staff confirmed that at the time of the letter, there were no Indigenous themed names or logos present within City owned arenas.

POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS

Approval of Report HSC24004 would result in the creation of policy and procedure documents to provide direction to City staff and the general public on how to effectively and respectfully address concerns related to use of Indigenous themed logos within City operated recreational facilities. This Policy confirms the position of the City of Hamilton on the subject matter, and it also demonstrates that our goal is to ensure that our facilities are inclusive and welcoming. The Policy attached as Appendix “A” to Report HSC24004 and staff procedure, attached as Appendix “B” to Report HSC24004, are tools that will be used to help mitigate the possibility of conflict.

RELEVANT CONSULTATION

As the policy developed by City of Mississauga staff as part of the settlement was extensive and satisfactory to the Ontario Human Rights Commission, City staff reviewed the City of Mississauga’s policy and adapted it to incorporate the realities of our municipality.

Staff also engaged local Indigenous groups in the development of the proposed Policy as it is important to ensure that the Policy was respectful of the wishes of local Indigenous groups.

SUBJECT: Use of Indigenous Images/Themes in City Sports and Recreation Facilities (HSC24004) (City Wide) - Page 4 of 5

Before this policy was fully developed, it was brought to a meeting for an Indigenous Community Justice group in the Hamilton area called “The Circle of Beads”. This group is made up of Indigenous leaders in the Hamilton area who gather to discuss important issues that affect the Indigenous community. This policy was presented by the City’s Indigenous Relations Team to the “Circle of Beads” to see if there was any feedback. Based on feedback from the group, there was a consensus that this type of policy was very important, and that it should be implemented as soon as possible.

Staff from Human Resources reviewed the report from a lens of policy development and human rights and are supportive of the recommendations of Report HSC24004.

ANALYSIS AND RATIONALE FOR RECOMMENDATION

The proposed Policy is aimed at ensuring that the City’s sport and recreation facilities are void of Indigenous themed logos/images related to non-Indigenous sport organizations and clubs to facilitate a service environment free of discrimination.

This Policy will also help provide education and awareness to City staff, members of the public and non-Indigenous teams and builds an opportunity to engage in meaningful conversation.

As a result of communication by the Ontario Human Right’s Commission in 2019 and as detailed in a second letter from the Ontario Human Rights Commission in 2021, of the 40 Ontario municipalities that the Commission communicated with in 2019, 14 municipalities have actively worked on policies and engaged with Indigenous communities on how to address the use of Indigenous themed logos in their facilities.

Developing a policy and integrating it within operational practices demonstrates the value the City of Hamilton places on its relationships with local Indigenous communities and its commitment to creating an inclusive environment in City sport facilities.

ALTERNATIVES FOR CONSIDERATION

None

APPENDICES AND SCHEDULES ATTACHED

Appendix “A” to Report HSC24004: Use of Indigenous Images/Themes in City Sports and Recreation Facilities Policy


Appendix “B” to Report HSC24004: Staff Procedure Document


**SUBJECT: Use of Indigenous Images/Themes in City Sports and Recreation
Facilities (HSC24004) (City Wide) - Page 5 of 5**


Appendix "C" to Report HSC24004: Letter from the Ontario Human Rights
Commission dated April 15, 2019

Use of Indigenous Images/Themes in City Sports & Recreational Facilities Policy	 Hamilton	Content Created: 2024-01-18
<<Category Name Insert Here>>		Supersedes Policy: n/a
Policy No: <<Insert Here>>		Approval: YEAR-MM-DD
Page 1 of 4		Date of Last Review: YEAR-MM-DD

<i>Use of Indigenous Images/Themes in City Sports & Recreation Facilities Policy</i>	
POLICY STATEMENT	The City of Hamilton is committed to promoting and creating positive and inclusive experiences in its sports and recreation Facilities to establish an understanding and mutual respect for the dignity and worth of all people.
PURPOSE	This policy will provide direction, education and awareness to City staff, members of the public, and non-Indigenous sports teams with respect to the use and display of Indigenous Images/ Themes at all City of Hamilton’s Sport and Recreation Facilities.
SCOPE	The Use of Indigenous Images/Themes in City Sports/Recreation Facilities Policy (the “ Policy ”) applies to all municipally owned sport & recreation Facilities.
OBJECTIVE	<p>The City will focus on supporting the needs of the Indigenous community in positive and respectful ways as it relates to the City’s sport & recreation Facilities and will work with community sport and local Indigenous groups to be an ally in this environment.</p> <p>The City will not permit the display of any Indigenous Images that are related to non-Indigenous sport organizations in the City’s sport & recreation facilities and the City will work to ensure that City recreation Facilities are void of Indigenous Images related to non-Indigenous sport organizations.</p>
DEFINITIONS	The following terms referenced in this Policy are defined as:
“City”	The City of Hamilton.
“Indigenous”	In Canada, Indigenous peoples are First Nations, Métis, and Inuit. These are the original inhabitants of the land that is now Canada.
“Indigenous Images”	Includes symbols, team names, logos and imagery/themes on banners, trophies, plaques, signs, and murals that pertain to Indigenous culture. For certainty, the display of Indigenous Images on uniforms and personal belongings are not captured by this policy.

Use of indigenous images/themes in City Sports & Recreational Facilities Policy			Content Created: 2024-01-18
<<Category Name Insert Here>>		Hamilton	Supersedes Policy: n/a
Policy No: <<Insert Here>>			Approval: YEAR-MM-DD
Page 2 of 4			Date of Last Review: YEAR-MM-DD
Truth and Reconciliation Calls to Action Facilities	<p>The Truth and Reconciliation Commission of Canada released 94 Calls to Action in 2015 to address the legacy of residential schools and advance the process of Canadian reconciliation. These Calls to Action are reflected in Hamilton's Urban Indigenous Strategy created in 2019.</p> <p>All City owned and operated indoor & outdoor sport facilities such as recreation and community centres, arenas, sport fields, court surfaces and operations yards under the jurisdiction of the City of Hamilton.</p>		

<p>Use of Indigenous Images/Themes in City Sports & Recreational Facilities Policy</p>	 Hamilton	<p>Content Created: 2024-01-18</p>
<p><<Category Name Insert Here>></p>		<p>Supersedes Policy: n/a</p>
<p>Policy No: <<Insert Here>></p>		<p>Approval: YEAR-MM-DD</p>
<p>Page 3 of 4</p>		<p>Date of Last Review: YEAR-MM-DD</p>
<p>CITY RESPONSIBILITIES</p>	<p>The City will:</p> <ol style="list-style-type: none"> 1. Provide opportunities for education and communication of the Policy to all individuals that have a connection to the City's sport and recreation Facilities. 2. Continue to work with non-Indigenous sport organizations to encourage alignment of this policy in facilities outside of City of Hamilton owned facilities. 3. Function as an ally with the Indigenous community to help promote change within our society. 4. Provide corporate resources and educate non-Indigenous sports organizations and clubs on an ongoing basis in the use of Indigenous Images within the City's sport & recreation Facilities. 5. Develop corporate staff training with expanded material, with a focus on addressing the Truth and Reconciliation Calls to Action #57, 87 & 88 as it relates to this Policy. <p>The following positions within the Recreation Division of the Healthy & Safe Communities Departments are responsible for fulfilling the City's Responsibilities and ensuring compliance with this Policy:</p> <ol style="list-style-type: none"> 1. Director of Recreation 2. Manager, Sport Services 3. Sport Specialist 	
<p>COMPLAINT PROCESS</p>	<ol style="list-style-type: none"> 1. Sport organizations and clubs with rental contracts for the use of City sport and recreational Facilities are responsible for abiding by the terms and conditions of their rental contract and with all applicable City policies, including this Policy. 2. Where an individual or group identifies Indigenous Images within City Facilities that appear to be in contravention of this Policy, operational staff will alert management of such concerns. 3. Management team, in consultation with the City's Indigenous Relations Team, will then identify whether the complaint represents a violation of this Policy. 4. Where a violation of this Policy is found, Management staff, in consultation with the City's Indigenous Relations Team, will discuss the matter with the individual or group, providing necessary education and using reasonable efforts to determine a solution that is consistent with the Objectives of this Policy. 	

Use of Indigenous Images/Themes in City Sports & Recreational Facilities Policy		 Hamilton	Content Created: 2024-01-18
<<Category Name Insert Here>>			Supersedes Policy: n/a
Policy No: <<Insert Here>>			Approval: YEAR-MM-DD
Page 4 of 4			Date of Last Review: YEAR-MM-DD
COMPLIANCE	Management staff may request the removal of items deemed in contravention of this policy as appropriate after investigation and consultation with the City’s Indigenous Relations Team. As a last resort, management staff may pursue available enforcement opportunities to ensure compliance with the Objectives of this Policy.		
RELATED	The following related documents are referenced in this Policy: <ol style="list-style-type: none"> 1. Urban Indigenous Strategy 2. Correspondence from Ontario Human Rights Commission 3. Truth and Reconciliation Calls to Action 		
HISTORY			

Appendix “B” to Report HSC24004

Use of Indigenous Images/Themes in City Sports & Recreation Facilities Policy (the “Policy”) – Staff Procedure**Guiding Principles**

- In terms of a commitment to reconciliation, and in line with the Urban Indigenous Strategy (which is based on the Truth and Reconciliation’s Calls to Action), this policy is a logical next step for honoring Indigenous peoples in and around the Hamilton area. We are committed to eradicating images that have the potential to be harmful and disrespectful to Indigenous peoples.
- We need to be respectful of how decisions of the past have been made in a social environment unlike the environment of today. While we appreciate the context of those previous environments, we need to be mindful of the effects that those decisions have had on the environments of today.
- We respect the fact that many will have different reactions to this policy; however, we are committed to relationships with Indigenous Peoples that are built on dignity and respect, and by working to advance reconciliation and substantive equality.

Staff Procedure

- Policy resources and education will be provided to City of Hamilton staff overseeing sport amenities in Q1 of each year.
- The Sports Services team, in consultation with the City’s Indigenous Relations Team, shall conduct a review of all images/themes currently being represented in City recreation facilities for compliance with the Policy.
- The Sports Services team, in consultation with the City’s Indigenous Relations Team, shall provide education and resources to any sport organizations impacted by the review of images/themes.
- This Policy shall be distributed to all sport user groups permitted to use City of Hamilton recreation facilities.
- Staff shall engage Communications and Marketing on strategies to spread awareness of Policy to public as well as internal staff through different avenues of promotion.
- The Sports Services team, in consultation with the City’s Indigenous Relations Team, will conduct an annual review of images/themes used within City of Hamilton recreational facilities for compliance with the Policy.
- Frontline recreation staff shall report the use of Indigenous images/themes that appear to be in non-compliance with the Policy to their reporting Supervisor.
- The Sport Services Management team, in consultation with the City’s Indigenous Relations Team, will use reasonable efforts to work with organizations and groups to review the Policy, provide education, and achieve compliance with the Policy.

Scope

The review of images and themes within City of Hamilton recreation facilities will include but will not be limited to:

- Fixed Signage;
- Electronic advertisements;
- Temporary tournament fixtures;
- Operating equipment; and
- Any items that are operated by or in the possession of the City of Hamilton

Ontario
Human Rights
Commission

Commission
Ontarienne des
Droits de la Personne



Office of the Chief Commissioner

Bureau du Commissaire en Chef

180 Dundas Street West, Suite 900
Toronto ON M7A 2G5

180, rue Dundas ouest, bureau 900
Toronto (Ontario) M7A 2G5

Tel.: (416) 314-4537
Fax: (416) 314-7752

Tél. : (416) 314-4537
Télééc. : (416) 314-7752

April 15, 2019

Mayor Fred Eisenberger
Hamilton City Hall
71 Main Street West, 2nd floor
Hamilton, ON L8P 4Y5

Dear Mayor Fred Eisenberger:

RE: Harmful impact of Indigenous-themed sports logos in city facilities

We are writing to urge all municipalities in Ontario to engage Indigenous communities about the use of Indigenous-themed logos and team names in their sports arenas.

The Ontario Human Rights Commission (OHRC) recently intervened in an Application before the Human Rights Tribunal of Ontario (HRTO) which alleged that the use and display of Indigenous-themed logos and team names in the City of Mississauga sports arenas was discriminatory.

The OHRC conducted extensive outreach with Indigenous peoples to learn more about the impact of this use, and heard directly from youth across the province through the Indigenous Youth Council of the Ontario Federation of Friendship Centres. We intervened in the case to amplify the perspectives and voices of Indigenous youth and to highlight the harmful impact of stereotypes on youth.

The OHRC reached a settlement with the City of Mississauga and the Applicant. In the settlement, the City of Mississauga committed to:

1. Remove from its sports facilities all Indigenous-themed mascots, symbols, names and imagery related to non-Indigenous sports organizations.
2. Develop a policy on the use of Indigenous images and themes at its sports facilities, in collaboration with different groups such as the Mississaugas of the New Credit First Nation, the Peel Aboriginal Network, the Indigenous Youth

Council of the Ontario Federation of Friendship Centres and Indigenous Sport and Wellness Ontario.

3. Supplement its Diversity and Inclusion training with expanded material addressing reconciliation and Indigenous peoples.

The OHRC is now contacting municipalities in Ontario to ask that they follow suit. This is in keeping with the OHRC's mandate to identify, prevent, and eliminate discrimination, and to promote human rights within the province using a range of powers under the *Human Rights Code*.

Harmful Impact of Stereotypes on Indigenous Youth

Sports are drivers of social inclusion; they bring communities together and help youth develop their self-esteem. We recognize that municipalities are committed to providing environments that promote healthy and active lifestyles in the most inclusive manner. To this end, the OHRC and municipalities have a shared goal of actively removing barriers to participation in sports for Indigenous youth.

The OHRC recognizes that the use of Indigenous-themed names and logos by sports teams has been a long-standing norm in our society. However, it is time to revisit these pervasive images.

One of the purposes of Ontario's *Human Rights Code (Code)* is the "creation of a climate of understanding and mutual respect for dignity and worth of each person so that each person feels a part of the community." As service providers, municipalities have obligations under the *Code* to provide a service environment free of discrimination. Human rights law has found that images and words that degrade people because of their ancestry, race, color and ethnic origin, among other grounds, violate the *Code*.

Derogatory images and words can have a significant impact on the ability of affected individuals and groups to participate and benefit equally in services such as participating as a member of a sports team or attending games as a spectator. There can also be broader social and psychological impacts on such individuals and groups, including how they are viewed and treated in their community.

The American Psychological Association is among over 100 professional organizations that have adopted formal resolutions recommending the immediate retirement of Indigenous-themed names and logos by schools, colleges, universities, athletic teams and organizations. These resolutions are based on a growing body of empirical

evidence that demonstrate the harmful effects of these images. The scientific literature shows that Indigenous-themed names and logos:

1. Misuse cultural practices and sacred spiritual symbols;
2. Deny Indigenous peoples control over social definitions of themselves;
3. Perpetuate stereotypes of Indigenous people;
4. Create hostile environments for students and others;
5. Negatively impact the psychological functioning of Indigenous people (decreased self-esteem and community worth).

This research is summarized in Appendix A, the expert report of Dr. Jesse A. Steinfeldt, a sports psychologist.

In 2015, the Honourable Murray Sinclair and Chair of the Truth and Reconciliation Commission (TRC) noted the profound impact that stereotypes in sports have on young Indigenous people.

The TRC Final Report documents the challenges Indigenous youth face in forming their identities and the important role of sports in developing self-esteem. One of the TRC's Calls to Action includes a call to ensure that sport policies and programs are inclusive of Indigenous peoples.

Additionally, the TRC calls for Indigenous peoples' right to self-determination to be integrated into civic institutions in a manner consistent with the principles norms and standards of the *United Nations Declaration on the Rights of Indigenous Peoples*. The Indigenous Youth Council of The Ontario Federation of Friendship Centres has stated: "For too long Indigenous peoples have been branded by communities other than our own... We are the ones who can best create images of identity for our people". Indigenous communities must have ownership over their own images.

Next Steps

In our strategic plan, the OHRC committed to using our mandate and powers to engage in sustained trusting relationships with Indigenous communities that are built on dignity and respect, and by working to advance reconciliation and substantive equality.

The OHRC urges the City of Hamilton to take the first step in removing barriers to participation for Indigenous peoples by collaborating with diverse Indigenous communities to develop a policy on the use of Indigenous-themed logos and names in their sports facilities and arenas. We have copied the Hamilton Regional Indian Centre.

We have identified the following non-Indigenous sports organizations that use Indigenous-themed names and/or logos: Dundas Chiefs and the Stoney Creek Minor Hockey Association.

We believe that the City of Mississauga is taking important steps to show leadership and a commitment to reconciliation. The above-noted settlement sets a positive path forward for other municipalities to follow.

In keeping with the OHRC's commitment to public accountability and its duties in serving the people of Ontario, this letter and the response received may be made public.

Thank you for considering this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Renu Mandhane". The signature is fluid and cursive, with a small flourish at the end.

Renu Mandhane, B.A., J.D., LL.M.
Chief Commissioner
Ontario Human Rights Commission

CC: Clerk's Office
Hamilton Regional Indian Centre



CITIZEN COMMITTEE REPORT

To:	Emergency & Community Services Committee
From:	Seniors Advisory Committee <hr style="width: 20%; margin-left: auto; margin-right: 0;"/> Penelope Petrie, Chair
Date:	January 18, 2024
Re:	Communications Survey

Recommendation

- (a) That the content and design of the Seniors Advisory Committee’s Communications Survey attached as Appendix “A”, be approved; and
- (b) That the Seniors Advisory Committee’s Communications Survey be disseminated in 2024 to various organizations and their members, including the Hamilton Public Library’s Brown Bag Lunch (BBL Network), the City’s Recreation Division (Seniors Services), members of the City’s seniors centres, clubs and Seniors Centre Without Walls program, the YWCA Seniors Active Living Centres, Age-Friendly Hamilton partners, and through Engage Hamilton.

Background

At the December 1, 2023 Seniors Advisory Committee meeting, members passed a motion under Item 11 (Motions) for City Council to approve the content, design, and the dissemination of the Seniors Advisory Committee’s Communications Survey.

At the June 20, 2023 Seniors Kick off event hosted at Sackville Seniors Centre, members of the Seniors Advisory Committee distributed a short three-question survey to both older adult attendees and exhibitors (community organizations). The goal was to learn what type of information older adults were looking for as well as their preferred methods of communication. With approximately 450 older adult attendees and 60 exhibitors, only 75 surveys were completed with only 17 identifying as older adult attendees. In addition, one notable finding was that those organizations who completed the survey indicated they did not know what type of information older adults were looking for, including their preferred methods of communication.

As a result of the feedback from the three-question survey, the Seniors Advisory Committee created this Communications Survey, a more robust survey. The goal is to disseminate broadly in the hope that greater feedback is received from both older adults and community organizations. The feedback from the Communications Survey will be helpful to both the City of Hamilton and community organizations in communicating with older adults they serve.

Analysis/Rationale

The Seniors Advisory Committee is a key partner with the Hamilton Council on Aging and City of Hamilton for Hamilton's Plan for an Age-Friendly Community (2021-2026). The Seniors Advisory Committee's Communications Working Group has aligned their workplan with goal 3 (Communications and Information) of the Age-Friendly Plan. One of the objectives under goal 3 is to "increase and improve access to information for older adults." More specifically, one recommendation states "improve customer services across all sectors to ensure that services are age-friendly and dementia-friendly."

Attached as Appendix A: The City of Hamilton Seniors Advisory Committee's Communications Survey

Communications Survey

January 2024

To help improve communications with older adults living in Hamilton, the City of Hamilton's Seniors Advisory Committee has developed this Communications Survey. The questions below were designed based on responses to a survey the Seniors Advisory Committee conducted at the Senior's Kickoff Event in June 2023. This survey has been designed to help gain a broader understanding of the methods of communication preferred by older adults living in Hamilton.

Please indicate if you are filling out this survey as an individual or as a representative of an organization. Please check only one with an 'X'.

Individual _____

Organization _____

If you checked Organization, please fill out the survey based on your knowledge of your clients who are seniors.

1. Age range? Please circle your age range (not to be completed if you checked "Organization").
 - a. 55 to 65 years
 - b. 66 to 75 years
 - c. 76 to 85 years
 - d. 86 to 95 years
 - e. 96 years and older

2. How do you receive information that is of interest to you? Please indicate by using a number to identify the method you use the most. For example, if newspapers are what you use most often then put a '1' in the box to its right. Please identify your top four.

- | | | |
|-------------------------------------|--------------------------|--------------------------|
| a. Email | <input type="checkbox"/> | |
| b. Community Newsletter | <input type="checkbox"/> | |
| c. Website | <input type="checkbox"/> | |
| d. Social Media, such as Facebook | <input type="checkbox"/> | |
| e. Newspapers (daily and/or weekly) | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Television | <input type="checkbox"/> | |
| g. Radio | <input type="checkbox"/> | |
| h. Other (please list) _____ | <input type="checkbox"/> | <input type="checkbox"/> |

3. What kind of information would be of most interest and importance to you? Please indicate by using a number to identify the one that is of most interest and importance. For example, if your Family Physician is of most interest then put a '1' in the box to its right. Please identify your top five.

- | | | |
|--|--------------------------|--------------------------|
| a. Family Physician | <input type="checkbox"/> | |
| b. Dentist | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Vision Care | <input type="checkbox"/> | |
| d. Police Services, Fraud Prevention | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Elder Abuse | <input type="checkbox"/> | |
| f. Programs and Services, such as Caregiver | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Financial Services | <input type="checkbox"/> | |
| h. OHIP | <input type="checkbox"/> | |
| i. Legal Information, such as Wills | <input type="checkbox"/> | |
| j. Public transportation, such as the bus or Darts | <input type="checkbox"/> | |

- k. Housing, such as retirement living options
 - l. Long-term care home option
 - m. Services, such as lawn care and snow removal
 - n. Free workshops
 - o. Outings – Trails, Botanical Gardens, Dundurn Castle
 - p. Exercise and Fitness, such as Yoga, Tai Chi
 - q. Heating and cooling for your home
 - r. Other (_____)
4. Do you own or have daily access to the following technologies? Please check all that apply.
- a. Personal Computer
 - b. Tablet
 - c. Smart Phone
5. Do you consider yourself... (please check only one)?
- a. Very knowledgeable and comfortable with technology
 - b. Knowledgeable and comfortable with technology
 - c. Somewhat knowledgeable and comfortable with technology
 - d. Not at all knowledgeable and comfortable with technology
6. Do you use the City of Hamilton's website to get information? Please circle **'yes'** or **'no'**.

If you circled 'yes', please answer the following questions below:

- a. What do you like about the City of Hamilton's website? Please check all that apply.
 - i. Layout and design
 - ii. Colour

- iii. Font size
- iv. Level of detail provided
- v. Easy to find information
- vi. Search capability

b. What do you dislike about the City's website? Please check all that apply.

- i. Layout
- ii. Colour
- iii. Font size
- iv. Level of detail provided
- v. Easy to find information
- vi. Search capability

7. What is your preferred language? Please check your first and second choice by using a number ('1' and '2').

- a. English
- b. French
- c. Italian
- d. Portuguese
- e. Croatian
- f. Simplified Chinese
- g. Polish
- h. Hindi
- i. Arabic

8. What other barriers get in the way of communications?

9. Optional question:

Would you be interested in volunteering to help with translating?

Please circle **'yes'** or **'no'**.

If you circled yes, please provide your contact information.

Name _____

Phone Number _____

Email _____

CITY OF HAMILTON M O T I O N

Emergency and Community Services Committee Date: January 18, 2024

MOVED BY COUNCILLOR T. HWANG

SECONDED BY

Appointment of an Acting Administrator of Ontario Works

WHEREAS, Bonnie Elder, the Administrator of Ontario Works retired in December, 2023,

WHEREAS Robyn McCormick has been appointed the Acting Administrator of Ontario Works in the interim; and

WHEREAS, the Ministry of Community and Social Services, in following normal protocol, requires a written declaration from Council appointing Robyn McCormick the Acting Administrator of Ontario Works for the City of Hamilton

THEREFORE, BE IT RESOLVED:

- (a) That Robyn McCormick be appointed the Acting Administrator of Ontario Works; and
- (b) That staff be directed to submit a copy of this motion to the Ministry of Community and Social Services, as a written declaration of Council's appointment.