

Hamilton Centre for Civic Inclusion

Annual Report to the City of
Hamilton

June 11, 2012

Who We Are

Mission

A community-based organization mobilizing all Hamiltonians to create an inclusive and welcoming city.

Vision

A united community that respects diversity, practices equity and speaks out against discrimination.

Goal

To create in every sector and among youth, effective and sustainable ways of ensuring that all Hamiltonians can fully participate in the civic life of the community, using their contributions to create a strong and vibrant city.

GC Members and Staff

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Staff

Executive Director

Evelyn Myrie,

Manager, Training

Pat Wright,

Community Engagement

Coordinator

Liliana Figueredo

Youthopportunities Program

Co-ordinator

Sabeeha Quader

Finance and Accounts Coordinator

Catharine Anderson

Administrative Assistant

Adrienne Davis

Civic Leadership

Activities

- Delivered a series of training sessions on civic participation for newcomers and ethno-racial groups/individuals.
- In collaboration with the HWDSB, organized a series of newcomer parent engagement platforms

Outcome

- Increased the leadership capacity of newcomers
- Newcomer Parents in 6 inner city elementary schools are more engaged and connected to the school system.

Civic Leadership Contd...

Activities

- Organized and implemented a series of youth leadership training aimed at increasing civic engagement among newcomer and ethno-racial youth in Hamilton.

Outcome

- More than 50 youth received leadership training through HCCI's ***Empower your Voice*** program.
- Trained 10 youth peer-facilitators on the issue of anti-bullying.
- Connected youth to engagement and leadership opportunities in the community

Community Development: Capacity Building

Activities

- Designed and developed a series of capacity building platforms to facilitate leadership and civic participation
- Provided board governance training for new and emerging community groups

Outcome

- Strengthening newcomer organizational leadership (new and emerging, including informal sector).
- Increasing organizational effectiveness/accountability within new and emerging communities.

Community Development: Capacity Building

Activities

- Held consultations with 13 different cultural communities to identify level of mental health awareness in these diverse communities.

Outcome

- Presented Report with findings and recommendations to Mental Health Service Providers (MHSP) in Hamilton
- Created opportunities to increase collaboration between newcomer/ethno-cultural communities and mainstream MHSP's

Community Development: Capacity Building Contd...

Activities

- In collaboration with MHSP, trained 13 newcomers Mental Health Connectors

Outcome

- Exploring best practice in mental health service delivery for newcomer populations.

Community Development: Capacity Building

Activities

- In collaboration with SPRC, Inform Hamilton, Workforce Planning, consulted with more than 100 newcomers in Hamilton, to identify their service gaps/needs
- Planned and organized 2 community forum on “Strengthening Newcomer Services”

Outcome

- Identified service gaps and developed recommendations and action plan
- Prepared “ Newcomer Quick Guide”
- Increased service co-ordination in the settlement sector

Community Development: Engagement

Activities

- Planned and organized forum with Caribbean and Latin American Business communities and Pan Para Pan American Games – Procurement Process

Outcome

- Connected Caribbean and Latin American community business in Hamilton to pan Am Procurement process

Community Development Engagement

Activities

- Participation on neighbourhood planning teams

Outcome

- Issues of newcomer engagement are being considered throughout the planning process

Public Education

Activities

- Organized a series of education sessions on diversity and inclusion, e.g.
 - ✓ Public Complaint Process
 - ✓ Colour of Poverty (Code Red)
 - ✓ Candidate's Debate(Prov.)
 - ✓ International Day for the Elimination of Racial Discrimination

Outcome

- More than 400 individuals and groups participated in our public education sessions.
- Increased public awareness/understanding of the issues of diversity
- Increased community engagement on the issues of diversity

Public Education Advocacy

Activities

- Presented information sessions on Hate Crimes
- Issued public statements including media releases on Hate Crimes and Bullying

Outcome

- Distributed HCCI's handbook on Hate Crimes to community groups
- Collaborated with EAGLE Canada to develop anti-bullying community resource for the LGBTQ communities.

Collaborative Leadership

- HCCI is collaborating and partnering with several organizations/initiatives in the community
- HRPR
- Social Inclusion Working Group(Pan Am Games)
- Housing Flagship
- Strengthening Newcomer Services
- Hamilton Immigration Partnership Council
- Positive Space Collaborative
- Child Abuse Council
- Fairness to Hamilton Task Force
- Living Wage Committee
- Age-Friendly Collaborative
- Volunteer Hamilton
- Pan Am Precinct Committee(Evaluation)



- Advantage Diversity is a workplace transformation program that enables businesses, not for profit organizations, government to become more successful by embracing the benefits of a dynamic, skilled and diverse workforce.



Activities

- Developed a sustainability plan through the formation of a social purpose enterprise arm - ***“Advantage Diversity”***

Outcome

- Increased the number of “fee for service” contracts in 2011 fiscal year. Clients included:
 - ✓ Emergency Food and Shelter Task Force
 - ✓ St’ Joseph Mental Health
 - ✓ Good Shepherd Centres
 - ✓ Internationally Trained Nurses
 - ✓ Hamilton Wentworth District School Board

Diversity Jump Start

The benefits of a diverse workforce have already been embraced by millions of industry leaders. Let us show you how.

Learn how to identify and apply those benefits through our Diversity Jump Start Workshop.

In this 90-minute Jump Start Session, you will explore diversity trends and best practices to help your organization develop its diversity action plan:

- Learn about diversity trends and best practices.
- Develop a broader understanding of the benefits of diversity.
- Start the process of thinking about new ways to make valuable adjustments to incorporate diversity into the workplace.

Here is what our clients are saying about our training.

Through our work with Advantage Diversity we have been able to deliver training to all levels of our organization to increase our cultural competence.

Advantage Diversity Presents: Diversity Jump Start Summer Workshop

Date: Monday, June 25, 2012

Time: 8 am to 10 am (with break).

Place: Sheraton Hotel, Hamilton

Limited seating:

Cost: \$40.00 per person (includes breakfast).

Who Should Attend?

Senior Staff, Managers & Organizational Leaders

Register NOW for *Diversity Jump Start Workshop* and let Advantage Diversity help you get started.

Call: 905-297-4694

e-mail: jumpstart@advantagediversity.ca

Diversity Jump Start
www.advantagediversity.ca

Our Funding

In addition to Receiving Funding from the city of Hamilton, we were able to leverage Support from the following agencies:

- Ontario Trillium Foundation
- Ministry of Health Promotion
- Ministry of Citizenship and Immigration
- CIC-Inter-Action Grant

Contact Us

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Thank You !