



CITY OF HAMILTON
CORPORATE SERVICES
Customer Service, Access & Equity Division

TO:	Chair and Members Audit, Finance and Administration Committee
COMMITTEE DATE:	September 22, 2014
SUBJECT/REPORT NO:	Anti-Racism Resource Centre Project Report (FCS14044(a)) (City Wide) (Outstanding Business List Item)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Maxine Carter 905 546-2424 ext. 6419
SUBMITTED BY:	Mike Zegarac, General Manager Finance & Corporate Services Department
SIGNATURE:	

RECOMMENDATION

- (a) That Council approve an 18-month pilot project of a staffed Anti-Racism Resource Centre including a telephone helpline dedicated to responding directly to individuals who experience racism and/or race-related oppression, tracking and monitoring of these incidents and the promotion of the Resource Centre through an awareness campaign with an estimated cost of \$130,000;
- (b) That Council approve the addition of one temporary, full-time staff position to manage the Resource Centre for an 18-month period;
- (c) That the Resource Centre and associated staffing with an estimated cost of \$130,000 be funded from the Tax Stabilization Reserve Fund (110046);
- (d) That Appendix "A", the Anti-Racism Resource Centre Draft Framework and Terms of Reference, be received and that Committee Against Racism report back to the new Council with the final Terms of Reference in the first quarter of 2015;
- (e) That Council approve the establishment of a Project Steering Committee with a maximum of nine external members that would include individuals, representatives of community agencies and organizations that indicated an interest in partnering with the project;
- (f) That Appendix "B", the Anti-Racism Resource Centre Project Steering Committee Terms of Reference, be received;

- (g) That the Access and Equity staff follow up with McMaster University, School of Social Work, regarding their expressed interest in the evaluation associated with the Resource Centre and supporting the project by sponsoring research grants for community-university collaboration internally with McMaster University as well as through national research funding organizations;
- (h) That the Committee Against Racism report quarterly to Audit, Finance and Administration Committee on the progress of the Anti-Racism Resource Centre;
- (i) That the Anti-Racism Resource Centre Project Report (FCS14044) be removed from the outstanding items list.

EXECUTIVE SUMMARY

At the Audit, Finance and Administration Committee meeting on September 8, 2014, Corporate Services, submitted an Information Report, as requested by Committee at its February 10, 2014 meeting following the presentation and deliberations of the Committee Against Racism's (CAR) report on the Anti-Racism Resource Centre Project recommendations.

The Anti-Racism Resource Centre Project presentation was received:

“Report CAR 14-001, Anti-Racism Resource Centre Project, was referred to the General Manager of Finance and Corporate Services for a report back to the Audit, Finance and Administration Committee and the issues and questions raised at Committee including, investigate the liaison personnel between HCCI and CAR and funding issues and duplication of work, be addressed in the report.”

The Information Report (FCS14044) responded to the issues and questions raised by Committee and was received on September 8, 2014 by Audit Finance and Administration Committee:

“That staff be directed to report back to the September 22, 2014 Audit, Finance & Administration Committee meeting with an action plan, including funding, respecting the Anti-Racism Resource Centre Project.”

In addition, the attached Appendix “A” to Report FCS14044(a) Anti-Racism Resource Centre Project outlines the draft framework of the pilot project and Terms of Reference. The Committee Against Racism will do some further work to refine the document and will report back to Audit Finance and Administration Committee with a final document in the first quarter of 2015.

Alternatives for Consideration – See Page 5

FINANCIAL – STAFFING – LEGAL IMPLICATIONS (for recommendation(s) only)

Financial: The financial implications other than the \$130,000 being requested are in-kind resources from the Access and Equity Office, Corporate Services Department and the partnering agencies and organizations that will be serving on the Project Steering Committee. The Access and Equity Office will provide office space, minimal administrative support, assistance with marketing and promotion of the service and other logistical duties.

A professor in the School of Social work at McMaster University submitted correspondence in support of the proposed Anti-Racism Resource Centre pilot to the Audit Finance and Administration Committee at the September 8, 2014 meeting offering his evaluation and research expertise to assist with the evaluation of the pilot project and offered to prepare grant applications for future research related work for the Resource Centre. In further conversation with the professor, he has reiterated his commitment to supporting the project by sponsoring research grants for community-university collaboration internally with McMaster University as well as through national research funding organizations. This support would mitigate some of the financial pressure on the City of Hamilton around the research and evaluation process.

Staffing: The Anti-Racism Resource Centre pilot project will be supported by one temporary full-time staff resource for the period of 18 months.

Legal: N/A

HISTORICAL BACKGROUND (Chronology of events)

On February 1, 2012, the Chair of the Committee Against Racism (CAR) made a presentation to General Issues Committee to provide an overview of the Committee's accomplishments over a 3 year period, findings from deliberations and shared their planned activities for the coming year. The Committee also shared the results and recommendations of the community members who attended the Anti-Racism Symposiums, including the recommendation for the formation of an anti-racism resource centre.

The Committee also submitted nine recommendations to the General Issues Committee in which the following two recommendations were included:

- That Council approve a feasibility study regarding the establishment of a resource centre that includes partners and will have a staffed telephone line, including anti-racism resources, education and training for the community; and
- That Council direct the Access and Equity Office to work in collaboration with CAR on the development of a public awareness campaign that will focus on the impact of racism, how to address it, as well as, the purpose of the Resource Centre and telephone help line.

The Access and Equity Office was directed to report back to the General Issues Committee respecting the recommendations put forth by the members of the Committee Against Racism.

Subsequently, on November 21, 2012 staff submitted a report to General Issues Committee, as requested, where all but two of the nine recommendations were dealt with in the report. The recommendation respecting the matter of language translation on the City's website was referred for review and consideration to the Web Redevelopment project and the staff recommended that the Committee Against Racism be invited to present their findings regarding the gaps, obstacles and potential partnerships with respect to the feasibility study, to establish an Anti-Racism Resource Centre and telephone help-line in Hamilton.

During the period from February 2012 to December 2014, CAR focused on the gathering input from community members and agency representatives and investigating potential collaborations with anti-racism programs offered by universities and colleges. CAR set out to gather preliminary findings regarding Hamilton's service gaps in anti-racism services, review possible models of service for the Resource Centre and scope out potential partnerships.

On February 10, 2014, at the Audit Administration and Finance Committee, the Chair of the Committee Against Racism presented their findings. CAR also submitted the following recommendations:

- 1) That Council approves an 18-month pilot project of a staffed Anti-Racism Resource Centre including a telephone helpline, dedicated to responding directly to individuals who experience racism and/or race-related oppression in the City of Hamilton, tracking and monitoring these incidents and the promotion of the Resource Centre through an awareness campaign, at an estimated cost of \$130,000.
- 2) That a Project Steering Committee be established including members of community agencies and organizations who indicated an interest in partnering.
- 3) The established Project Steering Committee will report semi-annually to Council and the Committee Against Racism, on the progress of the Anti-Racism Resource Centre.
- 4) That the City of Hamilton staff, in conjunction with the Committee Against Racism and the Project Steering Committee, undertake an evaluation of the Pilot Anti-Racism Resource Centre and that staff will prepare and report the results of the evaluation to Council in the fall of 2015.

At the February 10, 2014 Audit Finance & Administration Committee meeting, the General Manager of Finance and Corporate Services was directed to report back to Committee on the issues and questions raised. Staff submitted a report with responses to the specific questions raised and issues and concerns addressed for the September 8, 2014 Audit Finance & Administration Committee meeting.

The Information Report was received by Audit Finance & Administration with a request to report back to the September 22, 2014 Committee meeting with recommendations regarding the funding source for the estimated \$130,000 request for funding the Anti-Racism Resource Centre pilot project and an action plan for the project.

POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS

There are no organizational policies that will be affected should this project go forward. The organization already has policies in place that align closely with the intent of this project, namely, the Equity and Inclusion Policy and procedures including the commitments statements for underserved communities, the Harassment and Discrimination Prevention Policy, the Accessibility for Ontarians with Disabilities 2005 legislation and the City's Customer Service Standard Policies and Procedures.

RELEVANT CONSULTATION

Consultation was undertaken to further clarify certain aspects of the pilot project with the Committee Against Racism, City Manager's Office, City Clerk's and Human Resources Divisions and the School of Social Work, McMaster University.

ANALYSIS AND RATIONAL FOR RECOMMENDATION

(Include Performance Measurement/Benchmarking Data if applicable)

N/A

ALTERNATIVES FOR CONSIDERATION

The option to this Report would be to recommend that we do nothing and remain status quo. The implications of doing nothing could mean that we see continued increases in racism and race-related complaints in the city of Hamilton. The continued increase could lead us to more serious outcomes of such complaints and contribute to a city where many residents feel less safe, unwelcomed and ultimately they leave the City. The Anti-Racism Resource Centre can help to reduce, resolve and mitigate some of these complaints by offering supports, referrals and education to service users and their families. The Resource Centre will also focus on bringing together agencies, organizations, institutions and community members to collaborate, problem solve and to create realistic solutions that lead to residents feeling safer and an increased sense of belonging.

ALIGNMENT TO THE 2012 – 2015 STRATEGIC PLAN

Strategic Priority #1

A Prosperous & Healthy Community

WE enhance our image, economy and well-being by demonstrating that Hamilton is a great place to live, work, play and learn.

Strategic Priority #2

Valued & Sustainable Services

WE deliver high quality services that meet citizen needs and expectations, in a cost effective and responsible manner

Strategic Priority #3

Leadership & Governance

WE work together to ensure we are a government that is respectful towards each other and that the community has confidence and trust in

APPENDICES AND SCHEDULES ATTACHED

Appendix “A”, Anti-Racism Resource Centre Draft Framework and Terms of Reference

Appendix “B”, Anti-Racism Resource Centre Project Steering Committee Terms of Reference