

Appendix “A” to Report LS19031/PW19068(a)/CM19006(a)

HISTORICAL BACKGROUND

Many key projects and initiatives have contributed to where the City of Hamilton is today in its current state, as well as helped to shape our desired future state and ensure that Hamilton remains an inclusive city.

These key projects and initiatives include:

- Age-Friendly Hamilton Plan | 2014 – current
- City of Hamilton’s Strategic Plan | 2016 – 2025
- Diversity and Inclusion Strategic Plan | 2017
- Employment Systems Review | 2014
- Equity, Diversity and Inclusion Framework Development | 2019
- Mayor’s Advisory Committee on Syrian Newcomers | 2016 – 2017
- Our Future Hamilton 25-year Community Vision | 2016 – current
- Our People and Performance Plan | 2016 – 2025
- Regional Roundtable Organizational Assessment | 2017 – 2018
- Review of Access and Equity’s Function | 2016
- Strengthening Hamilton’s Community Initiatives | 2002-2006
(the initiative outcome established the Hamilton Centre for Civic Inclusion)
- Urban Indigenous Strategy | Approved July 2019
- Vision 2020 | 1992 – 2017

The City has developed strong relationships with key stakeholders in the community. These include:

- Hamilton Anti-Racism Resource Centre | 2018 - current
- Hamilton City Lab | 2017 – current
- Hamilton Immigration Partnership Council | 2009 – current

The City of Hamilton has various policies that have relevance to the hate motivated incident and human rights associated work. These include:

- Equity and Inclusion Policy
- Protocol for Gender Identity and Gender Expression
- Recruitment Accommodation Procedure
- Recruitment and Selection Policy
- Use of Indigenous Medicines Policy