



Hamilton Anti-Racism Resource Centre (HARRC) Survey Summary

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History

The proposal for an Anti-Racism Resource Centre resulted from the work conducted by the City of Hamilton's Committee Against Racism (CAR). The idea for HARRC first came during a symposium hosted by CAR in 2003. Subsequent symposiums held in 2006 and 2010 further reinforced the belief that a resource centre would be beneficial for the City of Hamilton. In 2012, City Council approved a feasibility study regarding the establishment of such a resource centre. These findings were then presented by CAR to City Council in February 2014. It was at this time Council requested staff to investigate the possibility to liaise with the Hamilton Centre for Civic Inclusion and to examine scope and funding of work between CAR and HCCI.

The feasibility study resulted in a proposal to City Council in November 2015 which included a three-party joint venture as follows:

1. City of Hamilton to provide \$100,000 annually for three years
2. McMaster University to provide \$70,000 annually for three years comprised of \$30,000 in cash and \$40,000 in kind contribution (including administration and hire and manage staff)
3. Hamilton Centre for Civic Inclusion to provide \$30,000 in kind contribution (including providing a downtown office location including administrative support) annually for three years

On November 25, 2015, City Council approved funding in the amount of \$300,000 over a three-year period to support a joint project with McMaster University ("McMaster") and Hamilton Centre of Civic Inclusion ("HCCI") to create an Anti-Racism Resource Centre in order to:

- (a) Address issues of racism, discrimination and oppression within the City of Hamilton;
- (b) Provide resources for community involvement towards making Hamilton a more inclusive city;
- (c) Conduct research and data analysis of complaints of racism; and
- (d) Demonstrate leadership to promote a sense of belonging for racialized people in Hamilton where individuals impacted by racism and other forms of race-related oppression can access information, support and resources.

The Funding Agreement to establish the Hamilton Anti-Racism Resource Centre ("HARRC") was entered into between the City, McMaster University, and the Hamilton Centre of Civic Inclusion effective August 2, 2017. The Hamilton Anti-Racism Resource Centre officially opened on April 4, 2018. A series of milestones were included in the Funding Agreement to provide clarity on expectations and delivery commitments placed upon the parties. As the first Anti-Racism Resource Centre in Canada, it was not unexpected that there would be some challenges.

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In order to carry out the project, the parties agreed to form an Oversight Committee comprised of equal representation from the City of Hamilton, McMaster University and HCCI to provide support and advice to the Anti-Racism Resource Centre Project and acts as a forum to resolve any potential issues and concerns. The Oversight Committee was also responsible for monitoring the achievement of milestones as outlined in the HARRC Funding Agreement.

HARRC also had a Project Steering Committee which exists to provide direction and implementation advice to the Oversight Committee and staff. Community members were appointed to the HARRC Steering Committee in July 2018 and onboarded occurred in November 2018. A HARRC Steering Committee Chair was appointed in December 2018, however she resigned from the position in January 2019.

HARRC was staffed by one individual employed by and reporting solely to McMaster University, Director of Human Rights and Dispute Resolution, Equity and Inclusion Office. The position was initially called the Anti-Racism Resource Centre Officer but was later known as Program Manager. The HARRC Program Manager was responsible for delivering reports to the Oversight Committee, City Council, CAR and other agencies. He was also responsible for an annual report to the City of Hamilton and an annual discussion forum between relevant stakeholders. The Program Manager was employed solely by McMaster University and McMaster was responsible for all aspects of his employment including, but not limited to, payroll, benefits, and performance management.

The City of Hamilton Diversity and Inclusion Office was responsible for submitting quarterly and annual reports to CAR and to make regular presentations to Council as requested on the status of the project or any other matter relating to the funding or Funding Agreement between the parties. An Information Report on HARRC was presented by staff to Council on March 26, 2018, just prior to the official opening of HARRC. The Hamilton Anti-Racism Resource Centre held its official launch on the evening of Wednesday, April 4, 2018. Subsequent reports were made to Council on June 11, 2018 and during in camera sessions on February 7, 2019 and February 13, 2019.

After a period of nine months, it became evident that there were some adjustments required in order to ensure that HARRC effectively met the needs of the community.

Therefore, representatives of McMaster, HCCI and the City who participate on an Oversight Committee for the HARRC pilot project met and agreed to recommend to their respective organizations that their respective contributions under the Funding Agreement be suspended for a period of 6 – 12 months. The decision to pause was made by mutual agreement by all three parties. A joint media release was made by the parties to this effect on February 14, 2019.

It became apparent that the community expected the City to take on a leadership role in resolving the issues affecting HARRC. As a result, City of Hamilton Talent and Diversity staff developed and implemented a four-phase plan to communicate with the community

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in a meaningful manner and provide opportunities for citizen engagement throughout the process. These phases are as follows:

Phase 1 – Respond to requests to meet – May 2019

Phase 2 – Key Stakeholder meetings (June/July 2019)

Phase 3 – Broader community engagement (June to September 2019)

a) Creation of City of Hamilton Anti-Racism website

b) Online Survey

c) Cultural Festival and Event information tables

Phase 4 – Community Forum to share feedback (October 29, 2019)

Careful consideration was given on how to best engage citizens visiting the information booth by having small giveaways, a daily draw for a City Prize Pack, information on career and volunteer opportunities and postcards providing details on the HARRC website and survey links. The team also collected contact information to develop a database for ongoing communications. All information gathered was shared with the community at a public engagement session held on October 29, 2019.

This document represents the survey findings and the feedback received through the in person focus group sessions. These findings have been presented in their original verbatim form to preserve the voices and perspectives gathered.

We are extremely grateful to all Hamiltonians who participated in the engagement sessions, survey, and in person consultations throughout the period of February to October 2019. We sincerely value and appreciate the lived experiences shared and the allyship demonstrated by this incredibly diverse and vibrant community.

Special thanks to the members of the Committee Against Racism Volunteer Advisory Committee, City of Hamilton Talent and Diversity staff, Mayor Fred Eisenberger and Chris Cutler, Councillor Brad Clark for their unwavering support and participation throughout this process. Thanks also to our partners McMaster University and Hamilton Centre for Civic Inclusion for their commitment to the original vision and without whom we would not have been able to translate this community concept into a reality.

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Background

The Anti-Racism Survey was made available online between July 3rd, 2019 and September 15th, 2019 on www.hamilton.ca. During this time, a total of 584 responses were submitted online.

An initial review of collected responses showed:

- four (4) responses where each had one (1) subsequent response submitted within the same minute that was an exact duplicate
- one (1) response that had five (5) subsequent responses submitted within the same minute that was an exact duplicate

These nine (9) duplicate records were removed, resulting in a cleaned dataset of 575 survey responses used as the basis of analysis.

This document provides a summary of the results based on the cleaned data. The universe of respondents (n) is provided in brackets for each question.

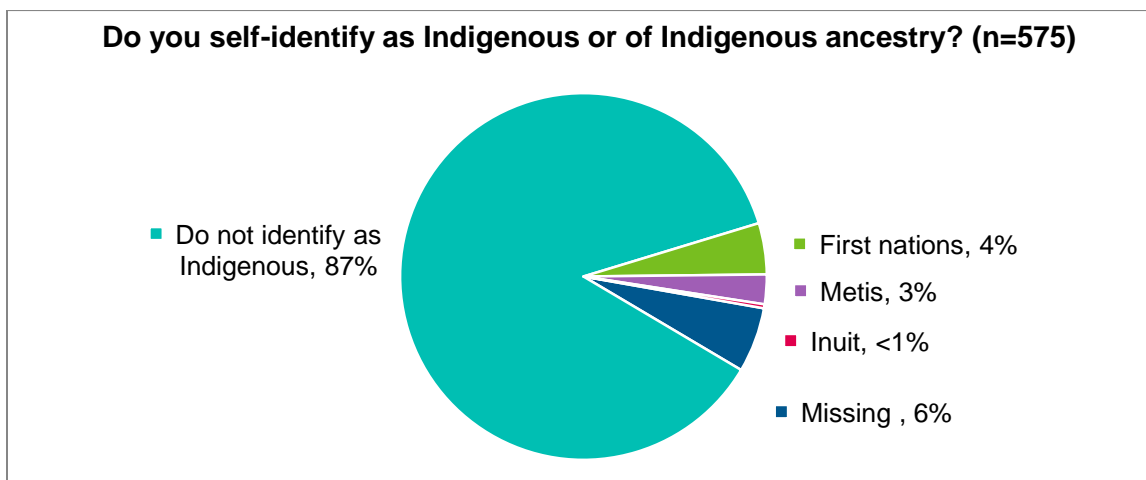
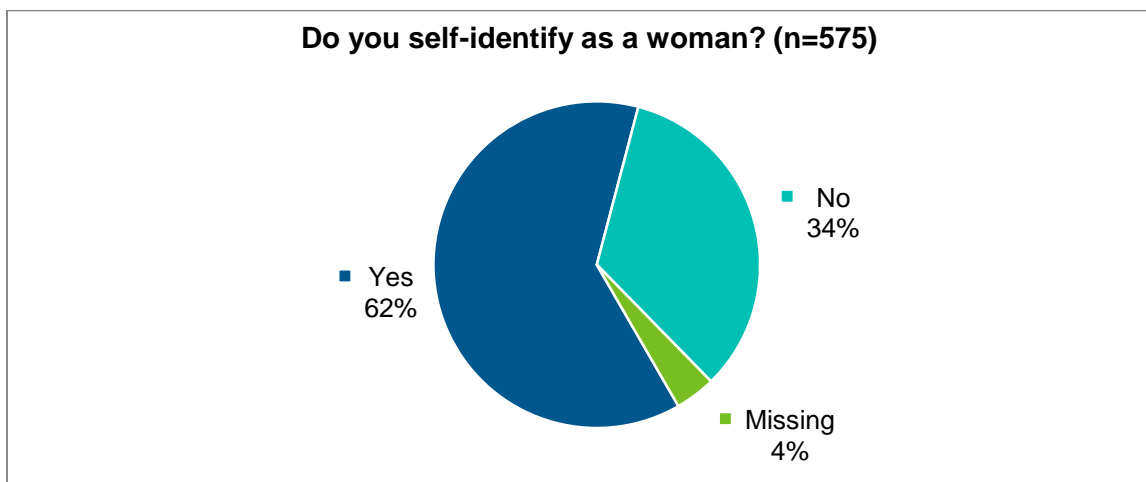
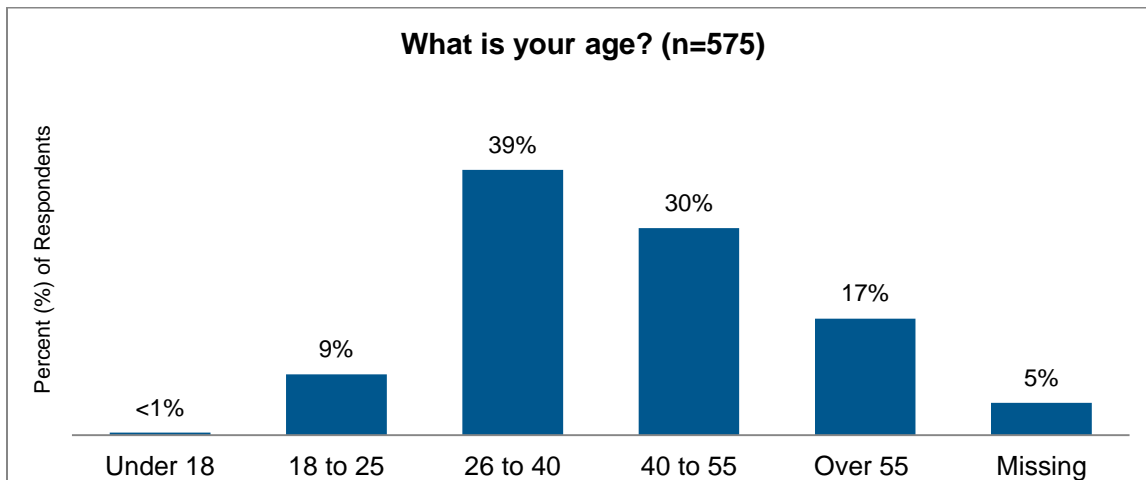
The Respondents

The following is a summary of respondent characteristics.

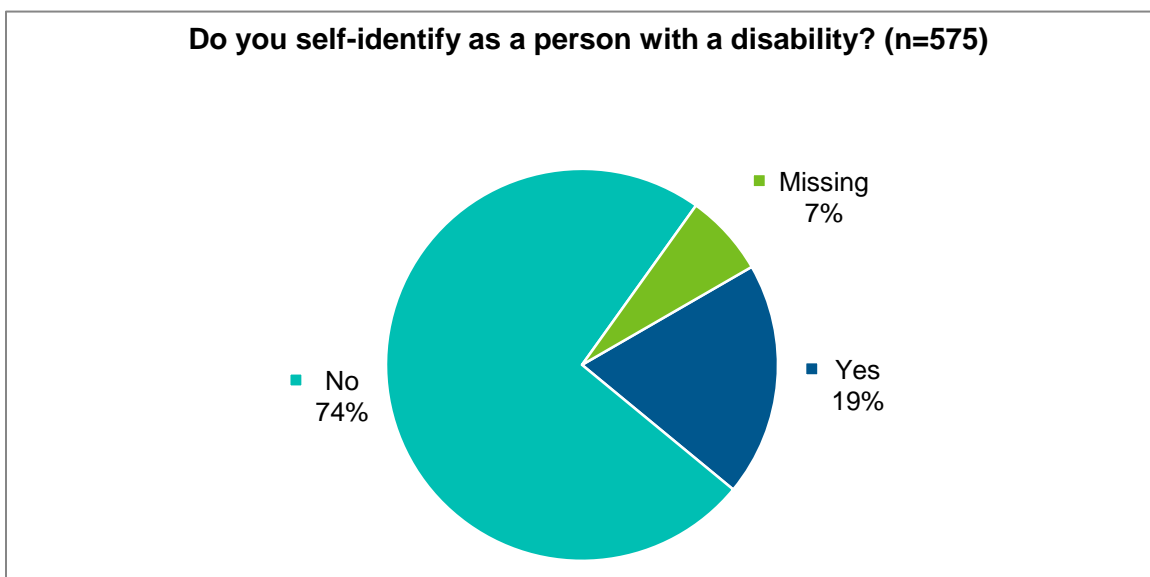
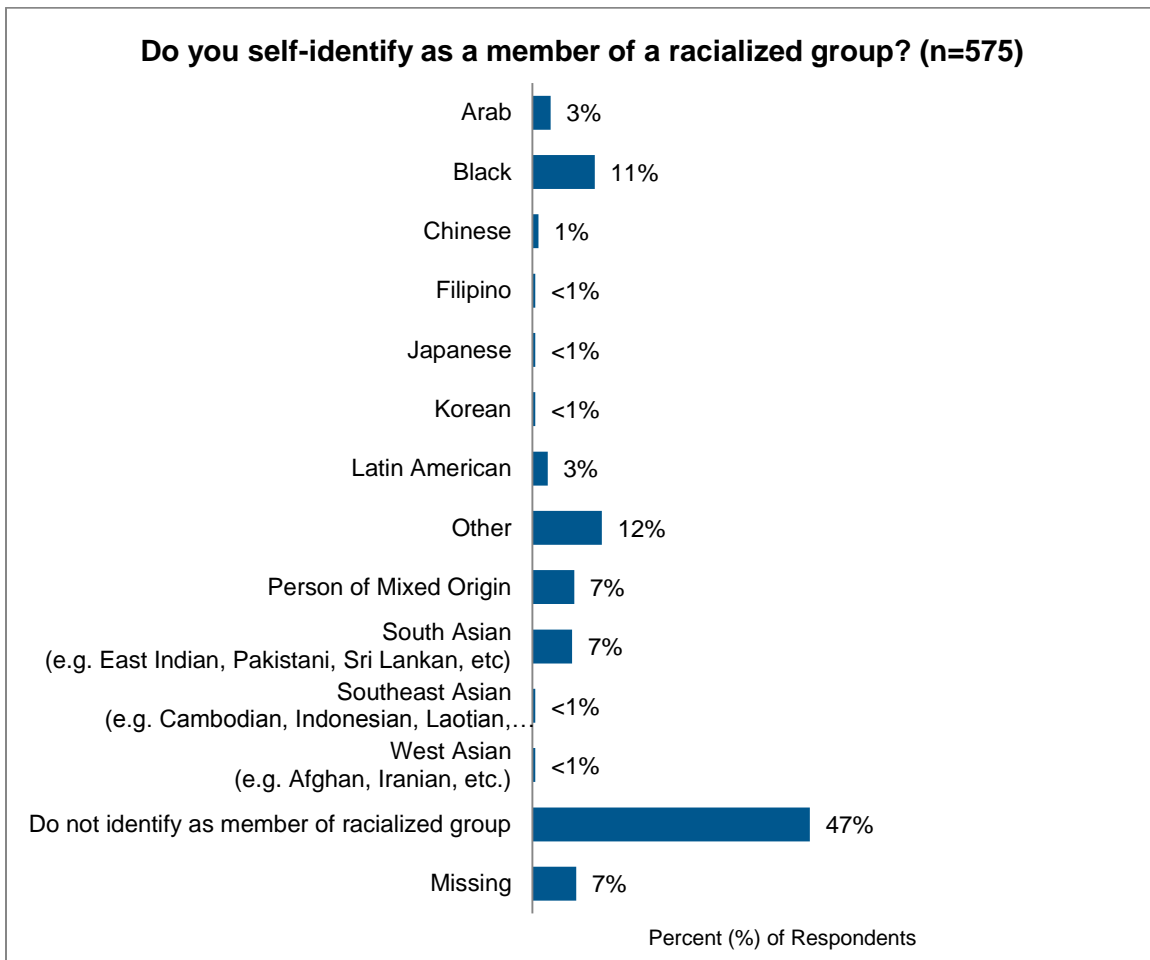
- The majority (69%) of respondents were between the age of 26 to 55.
- The majority (62%) of respondents self-identify as a woman.
- Approximately eight percent (8%) of respondents self-identify as Indigenous or of Indigenous ancestry.
- Approximately 46% of respondents self-identify as a member of a racialized group.
- Almost one-fifth (19%) of respondents self-identify as a person with a disability.
- The majority (65%) of respondents have been living in Hamilton for more than 10 years.

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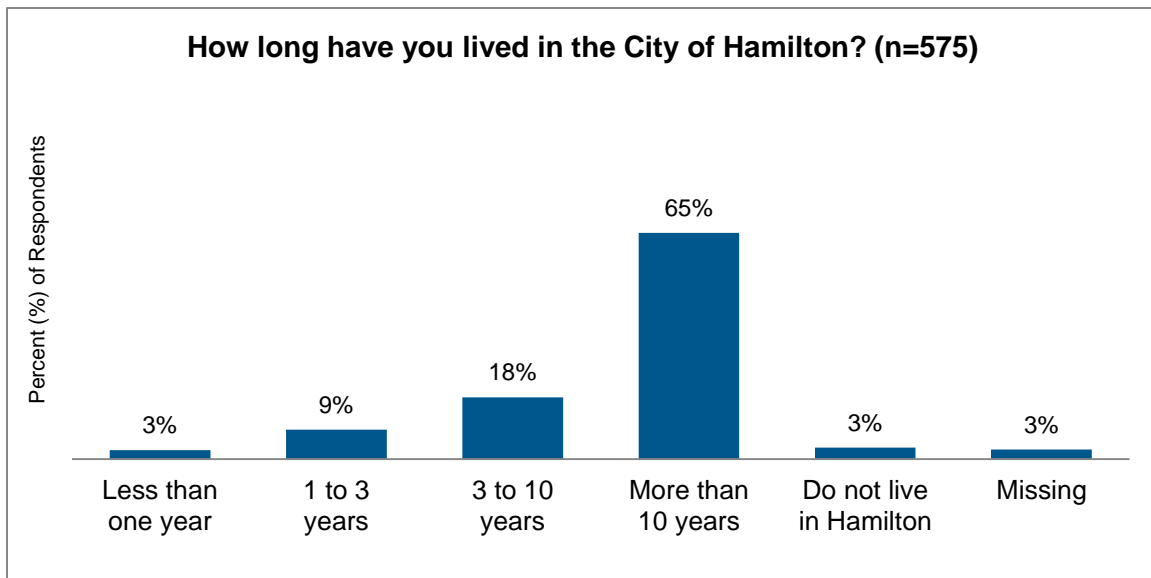
The following charts provide the detailed breakdowns of respondent characteristics.



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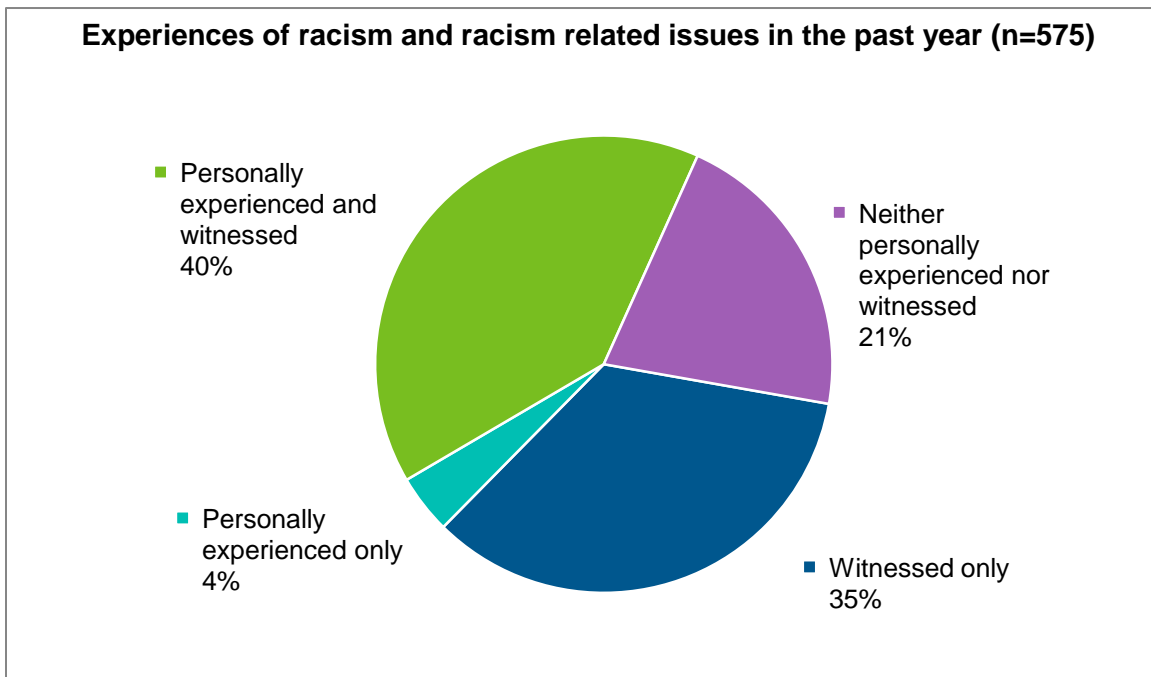
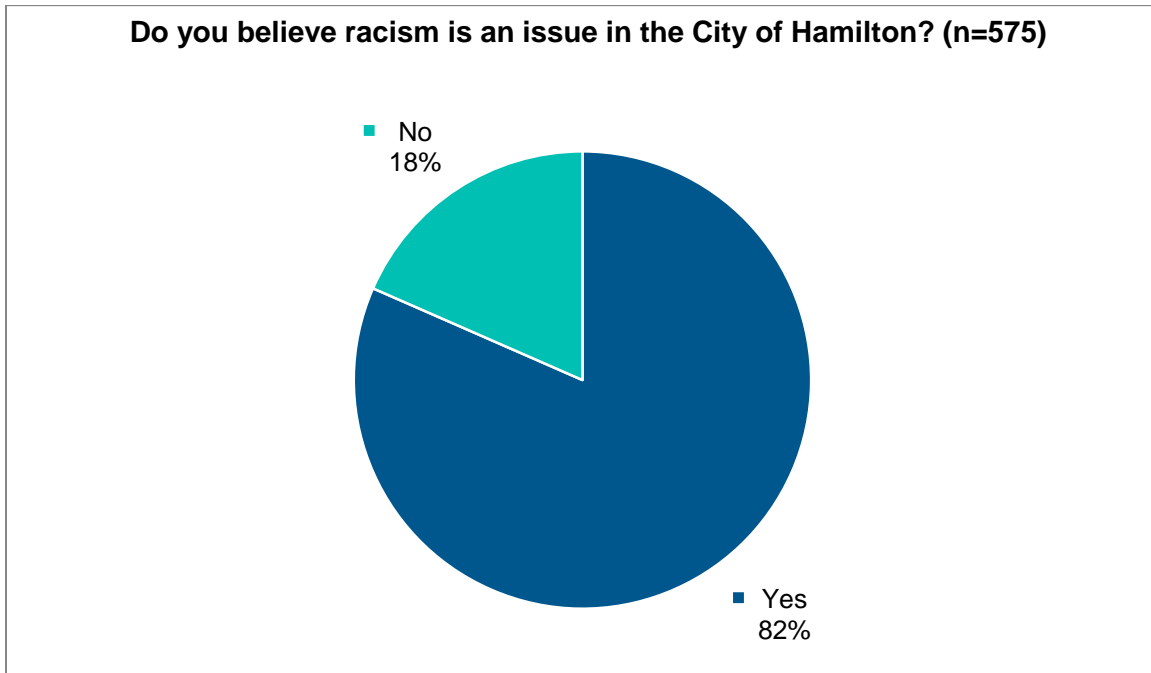
Perceptions and Experiences of Racism in Hamilton

The following is a summary of respondent's perceptions and experiences of racism in Hamilton.

- The majority (82%) of respondents believe that racism is an issue in the City of Hamilton.
- The majority (79%) of respondents have personally experienced and/or witnessed racism or racism related issues in the past year.
- The experiences with racism, whether personally experienced or witnessed was most often identified to have occurred more than once in the past year.
- The most common location where respondents personally experienced or witnessed racism was in public spaces.
- Respondents who witnessed racism or racism related issues were more likely to report the issue to HARRC compared to respondents who personally experienced racism or racism related issues.
- Respondents would most likely report racism they personally experienced or witnessed online.

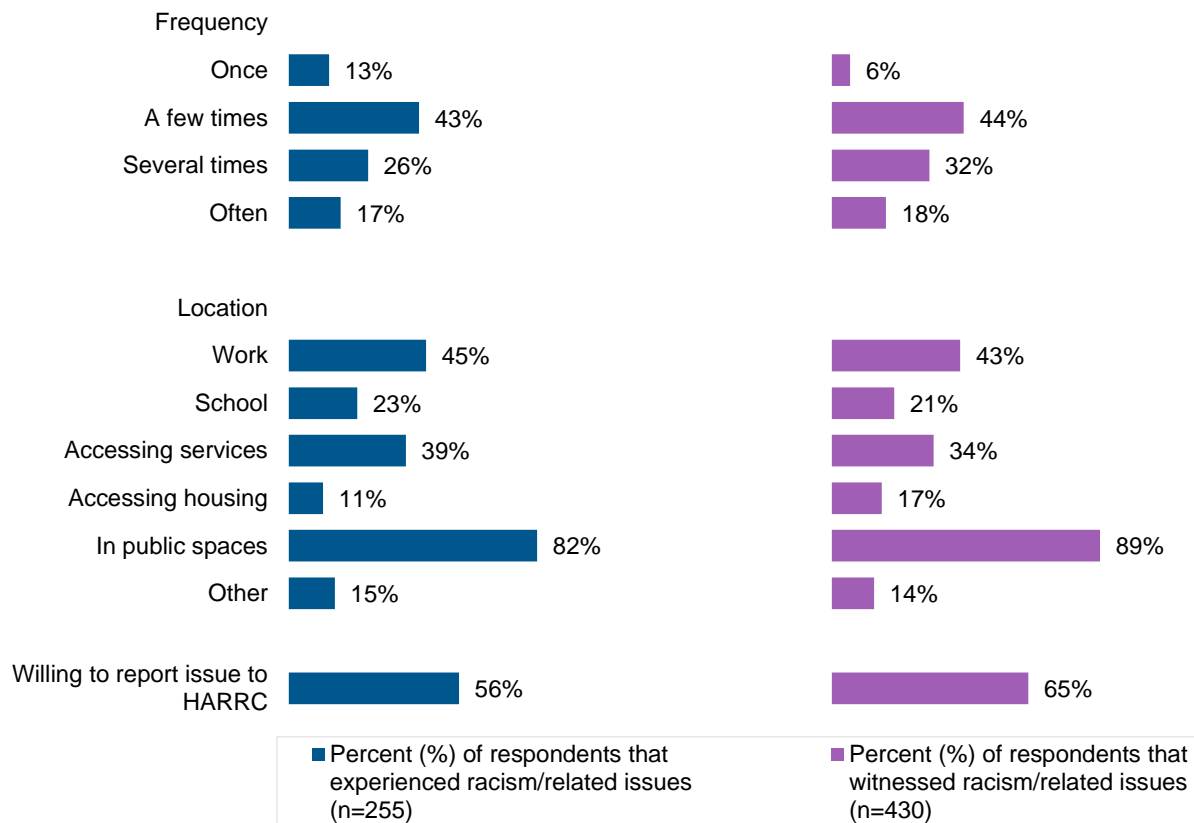
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The following charts provide the detailed breakdowns of responses to questions about perceptions and experiences of racism in Hamilton.

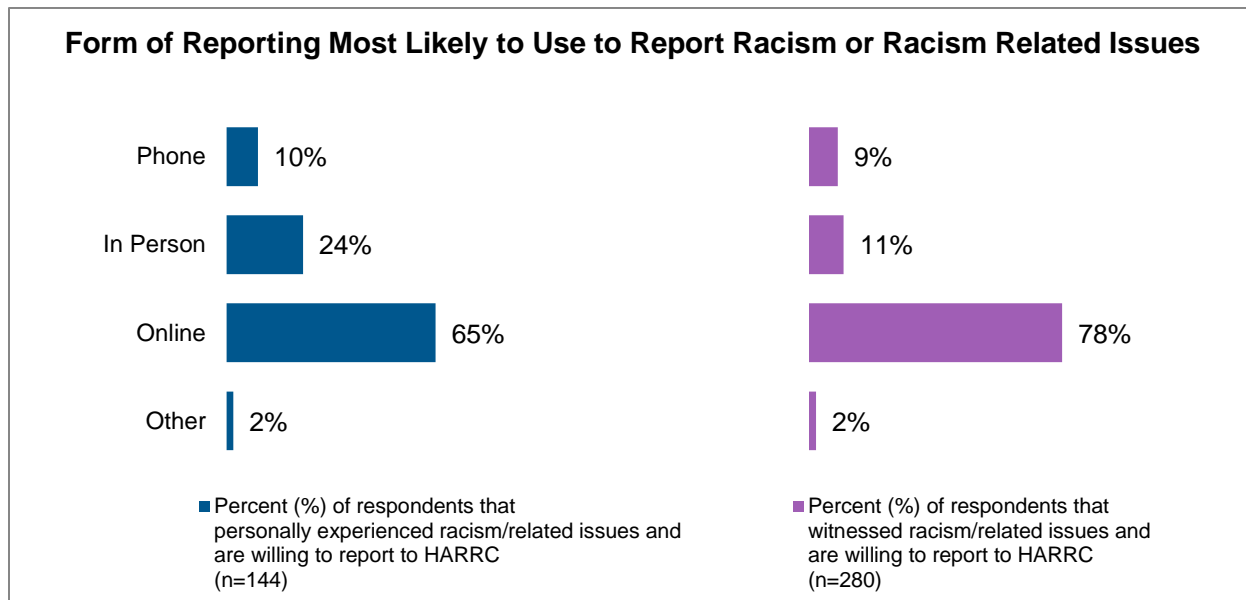


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Frequency, Location and Willingness to Report Racism or Racism Related Issues



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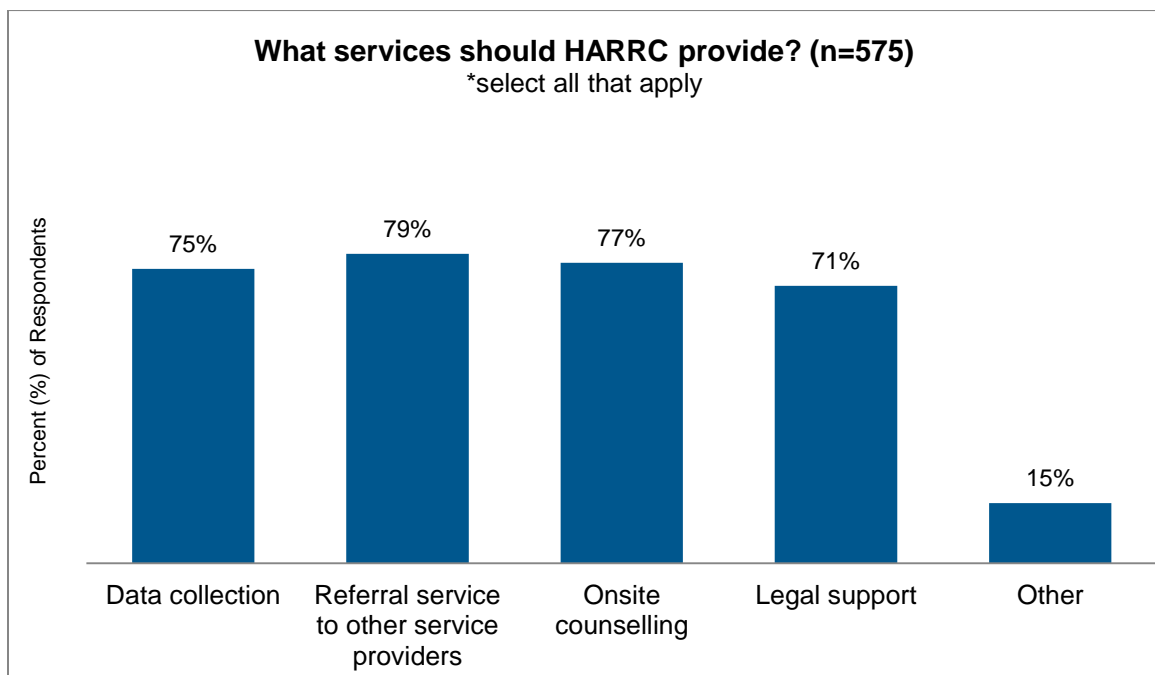
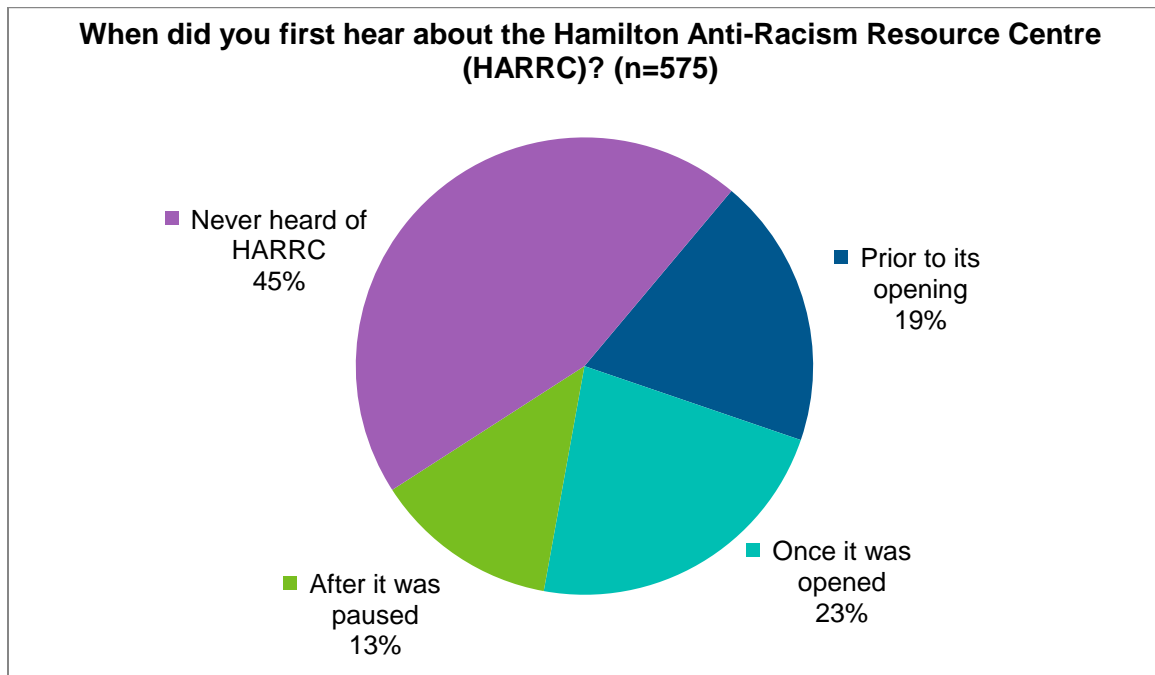
The Hamilton Anti-Racism Resource Centre (HARRC)

The following is a summary of respondent's expectations of the Hamilton Anti-Racism Resource Centre (HARRC).

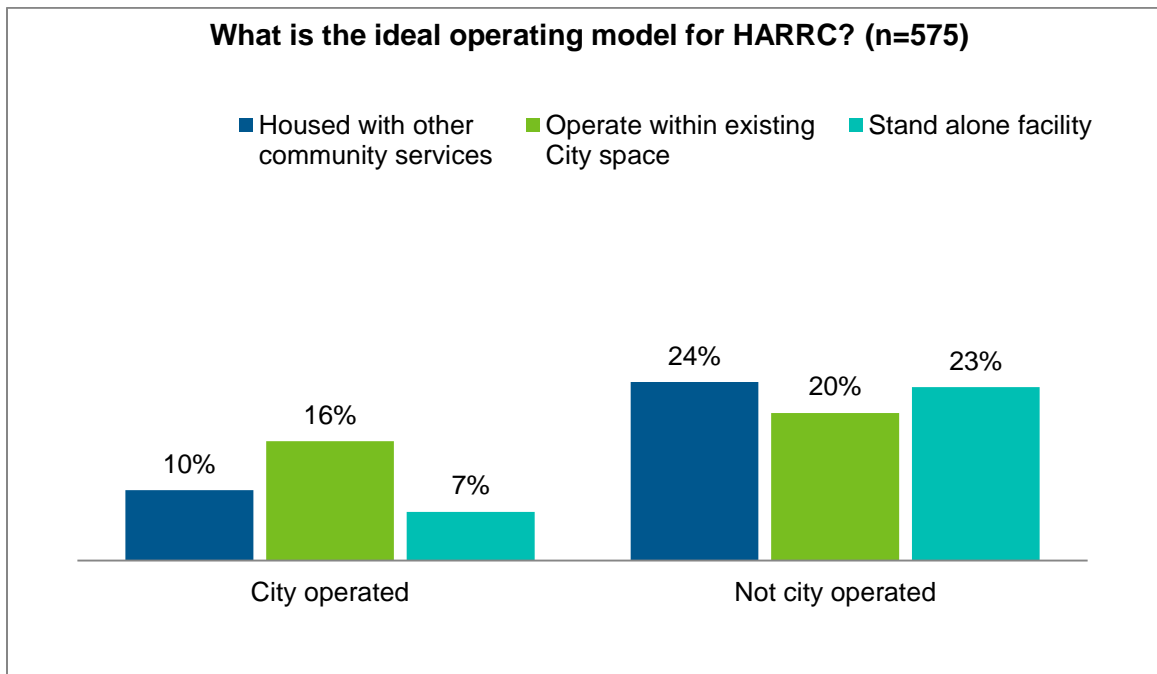
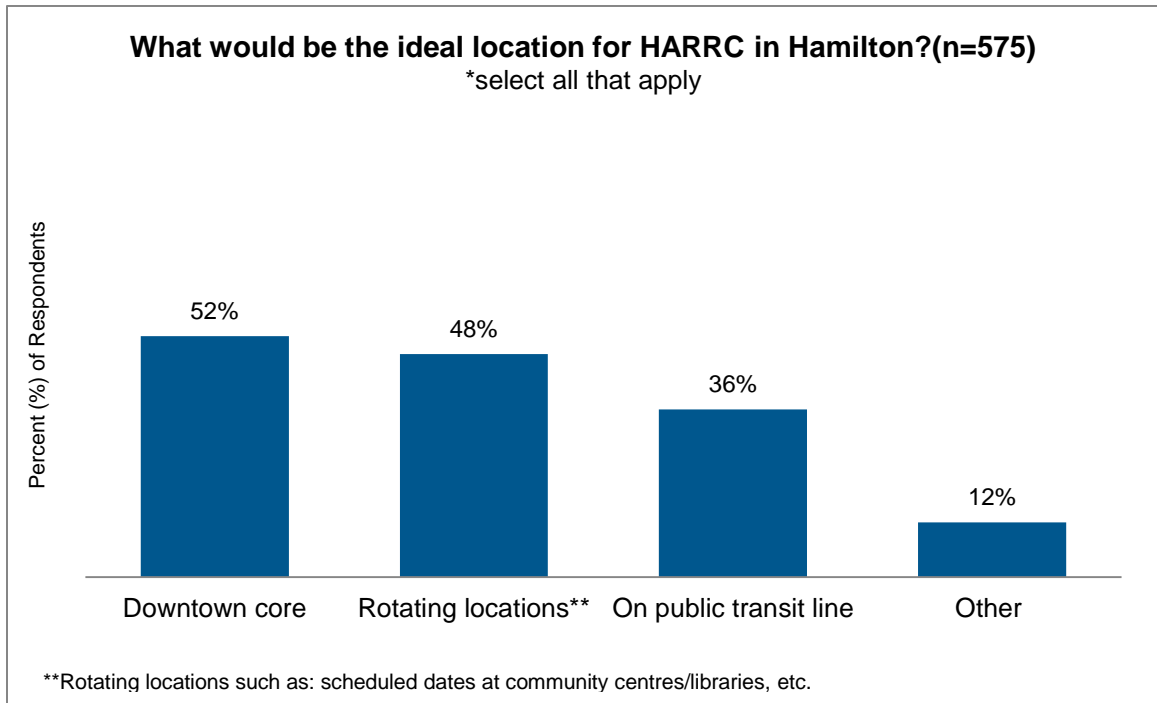
- Approximately 45% of respondents have never heard of the Hamilton Anti-Racism Resource Centre (HARRC).
- Respondents indicate that the HARRC should provide referral services to other service providers (79%), onsite counselling (77%), data collection (75%) and legal support (71%).
- Respondents indicate that the ideal location for HARRC should be in the downtown core (52%), in rotating locations (48%) and on a public transit line (36%).
- The HARRC operating model respondents most commonly identify as ideal is one that is not operated by the City and either housed with other community services or in a stand-alone facility.
- The majority of respondents indicate that the HARRC should be open Monday to Friday daytime and/or open for extended evening hours.

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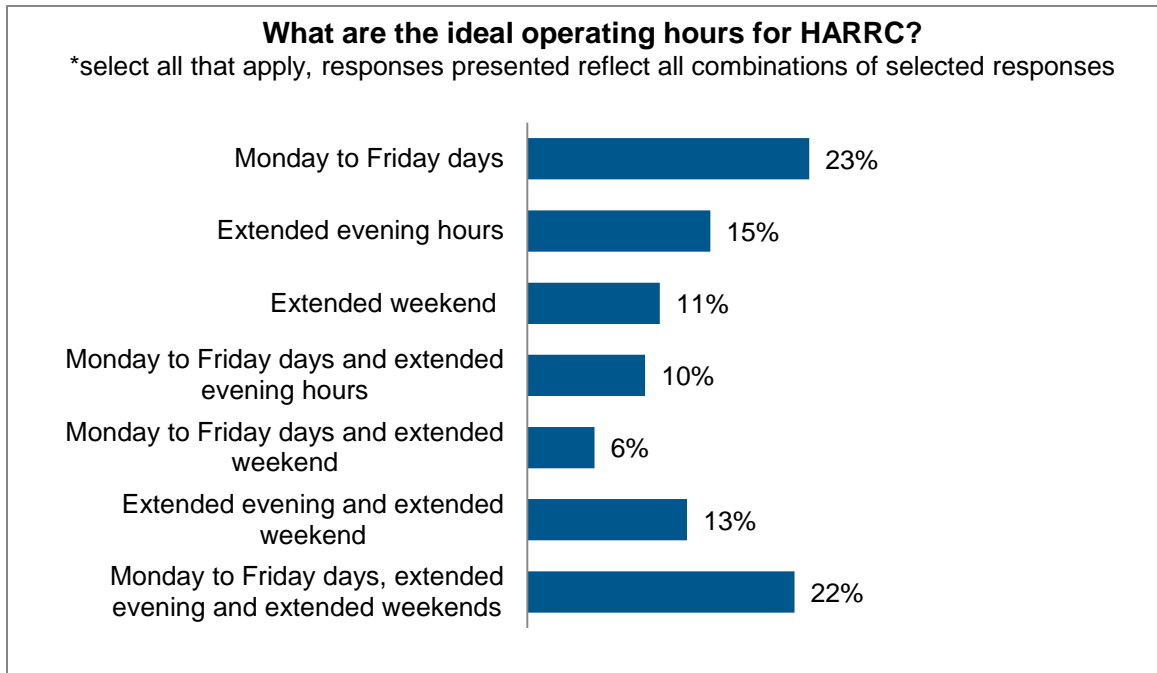
The following charts provide the detailed breakdowns of responses to questions about the Hamilton Anti-Racism Resource Centre (HARRC).



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Subgroup Analysis

The following section provides the results of select questions broken down by whether the respondent self-identified as a woman, being Indigenous or of Indigenous ancestry, a member of a racialized group or a person with a disability. The results are provided for respondents that self-identify with a characteristic and for respondents that do not self identify with a characteristic. Due to potential sampling bias of the survey data, significant testing for differences cannot be conducted and caution should be exercised when drawing conclusions about differences in results.

Self-identifies as a Woman

	Self-identifies as a woman	Does not self- identify as a woman
% of respondents that believe racism is an issue	89.4%	67.4%
% of respondents that have personally experienced racism	45.4%	43.0%
% of respondents that have personally experienced racism in a public space	37.3%	35.8%
% that have witnessed racism	81.6%	62.2%
% that have witnessed racism in public spaces	73.8%	52.8%
% that think the City of Hamilton should directly operate the HARRC	30.9%	35.2%
	Self-identifies as a woman and has experienced racism	Does not self-identify as a woman and has experienced racism
% of respondents that would report the issue	55.2%	62.7%
	Self-identifies as a woman and has witnessed racism	Does not self- identify as a woman and has witnessed racism
% of respondents that would report the issue	66.2%	65.8%

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Indigenous or of Indigenous Ancestry

	Self-identifies as Indigenous or of Indigenous ancestry	Does not identify as Indigenous or of Indigenous ancestry
% of respondents that believe racism is an issue	67.4%	83.0%
% of respondents that have personally experienced racism	58.1%	42.7%
% of respondents that have personally experienced racism in a public space	53.5%	34.7%
% that have witnessed racism	65.1%	75.6%
% that have witnessed racism in public spaces	60.5%	66.7%
% that think the City of Hamilton should directly operate the HARRC	30.2%	33.1%

	Self-identifies as Indigenous and has experienced racism	Does not identify as Indigenous and has experienced racism
% of respondents that would report the issue	52.0%	57.7%

	Self-identifies as Indigenous or of Indigenous ancestry and has witnessed racism	Does not identify as Indigenous or of Indigenous ancestry and has witnessed racism
% of respondents that would report the issue	60.7%	66.0%

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Member of a Racialized Group

	Self-identifies as a member of a racialized group	Does not identify as a member of a racialized group
% of respondents that believe racism is an issue	80.5%	84.1%
% of respondents that have personally experienced racism	70.5%	18.5%
% of respondents that have personally experienced racism in a public space	57.9%	14.8%
% that have witnessed racism	75.1%	75.3%
% that have witnessed racism in public spaces	64.4%	68.6%
% that think the City of Hamilton should directly operate the HARRC	31.8%	33.6%

	Self-identifies as a member of a racialized group and has experienced racism	Does not identify as a member of a racialized group and has experienced racism
% of respondents that would report the issue	62.5%	44.0%

	Self-identifies as a member of a racialized group and has witnessed racism	Does not identify as a member of a racialized group and has witnessed racism
% of respondents that would report the issue	65.3%	67.2%

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Person with a Disability

	Self-identifies as a person with a disability	Does not identify as a person with a disability
% of respondents that believe racism is an issue	73.0%	84.0%
% of respondents that have personally experienced racism	36.0%	46.1%
% of respondents that have personally experienced racism in a public space	26.1%	38.6%
% that have witnessed racism	69.4%	76.0%
% that have witnessed racism in public spaces	62.2%	67.1%
% that think the City of Hamilton should directly operate the HARRC	18.9%	36.5%

	Self-identifies as a person with a disability and has experienced racism	Does not identify as a person with a disability and has experienced racism
% of respondents that would report the issue	50.0%	59.2%

	Self-identifies as a person with a disability and has witnessed racism	Does not identify as a person with a disability and has witnessed racism
% of respondents that would report the issue	66.2%	66.3%

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Special thanks to all who supported this project during this re-envisioning period including:

Committee Against Racism:

Chair	Marlene Dei-Amoah
Vice-Chair	Louic LeBlanc
Members	Tyrone Childs Shamini Jacob Philip Jeffrey Annie Law Taimur Qasim

Sumaira Khurshid

City of Hamilton Staff:

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Sean Carney
Katelyn Carr
Katrice Carson
Melissa Chiappetta
Kayla Cortina
Jacqueline Durlov
Robert Forsyth
Cole Gately
Lisa Hunt
Jodi Koch
Amy Komocsi
Jacqueline Kovacich
Grace Laufman
Tinu Lasode
Tina Mantopoulos
Scott Mason
Pam Nettleton
Debbie Paddock
Elaine Peacock
Betsy Pocop
Angela Rocci
Tara Russo
Marta Szostak
Aleksandra Vukosavljevic
Louisa Wong

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Mayor Fred Eisenberger
Chris Cutler
Councillor Brad Clark

McMaster University:

Arig Al Shaibah
Dr. Ameil Joseph
Pilar Michaud

HCCI:

Milé Komlen