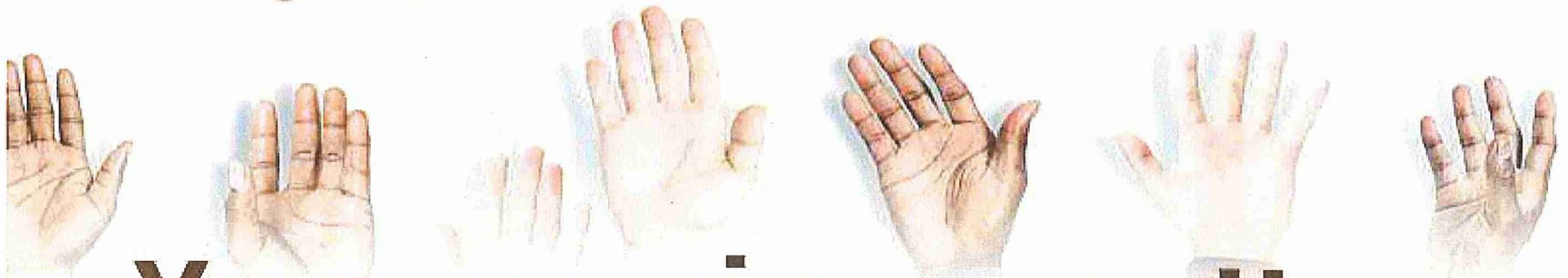




# HARRC

HAMILTON ANTI-RACISM RESOURCE CENTRE



## Your experience matters.

## Community Engagement

HARRC was paused effective February 14, 2019 by joint agreement between Hamilton Centre for Civic Inclusion (HCCI), McMaster University and the City of Hamilton.



**MEDIA RELEASE**  
For Immediate Release  
February 14, 2019

**Hamilton Anti-Racism Resource Centre pilot program paused,  
partners seek community input to revitalize service**

**HAMILTON, ON** – The Hamilton Anti-Racism Resource Centre (HARRC), a pilot project involving the City of Hamilton, McMaster University, and the Hamilton Centre for Civic Inclusion is being temporarily paused for a period of up to 12 months to allow the partners to review and renew plans to achieve its envisioned goals.

HARRC was launched on April 4th, 2018 as a pilot project to gather information regarding racism related issues occurring in Hamilton, in order to better inform Council on community issues and concerns so that it may strive to eliminate racism and racism related issues in our City.

The City of Hamilton and its partners recognize the importance of building and ensuring a diverse, respectful and inclusive community as a foundational priority for our community. The City of Hamilton, HCCI, and McMaster University support this as the most effective approach for the partners to continue to work together to develop plans to enhance services for Hamilton residents moving forward.

Community outreach and consultation activities will be shared soon.

## Community Engagement

Community Engagement Strategy was planned in four phases:

**Phase 1** – Respond to requests to meet – May 2019

**Phase 2** – Festival and Event Information Displays (June – October)

**Phase 3** – Online Survey (July – September)

**Phase 4** – Community Forum to share Survey results and seek recommendations to present to City Council (October)

## Phase 1

- Meet with all community groups or individuals who had expressed concern regarding the pause. The most pressing question was “Why?”
- Certain details relating to the pause were not able to be discussed due to the nature of the issues including personnel and legal implications relating to partner compliance with the Funding Agreement and associated milestones.
- Emphasis was placed on the partners commitment to HARRC and the upcoming community engagement strategy.

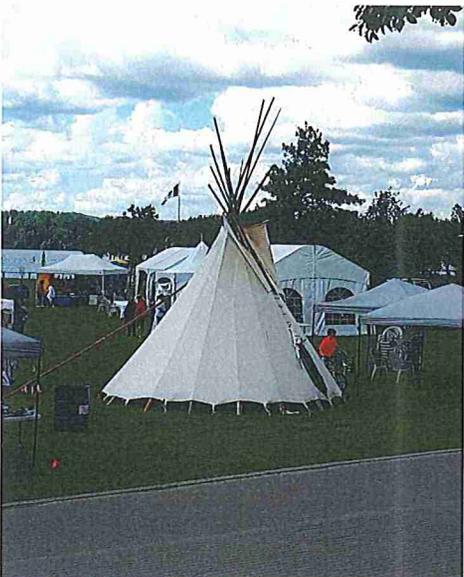
## Phase 2

- Community festivals and events were identified in an effort to reach a diverse cross section of the Hamilton community. Additionally, several events were attended whenever invitations were extended.
- City staff spent nearly 300 hours in attendance at these events between June and October and spoke to thousands of citizens.
- Staff encouraged citizen completion of the HARRC Survey.
- Committee Against Racism members also attended when possible.
- A mailing list of over 400 email addresses was also compiled in an effort to keep the community informed of developments throughout the year.

# Festivals and Events



PRIDE



Soaring Spirits

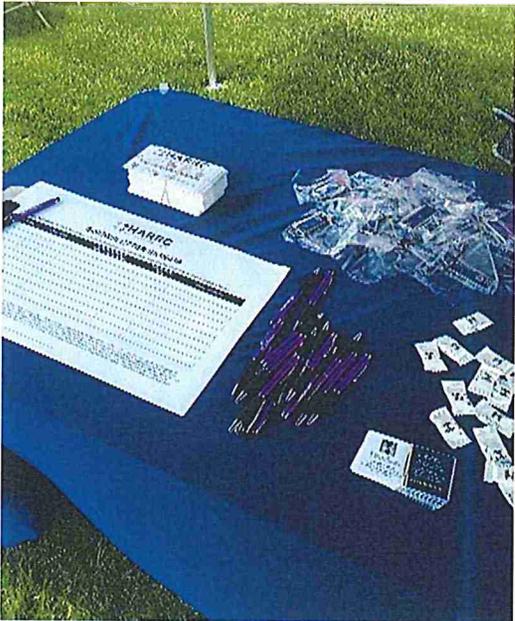


Ghana Fiesta

# Festivals and Events



It's Your Festival

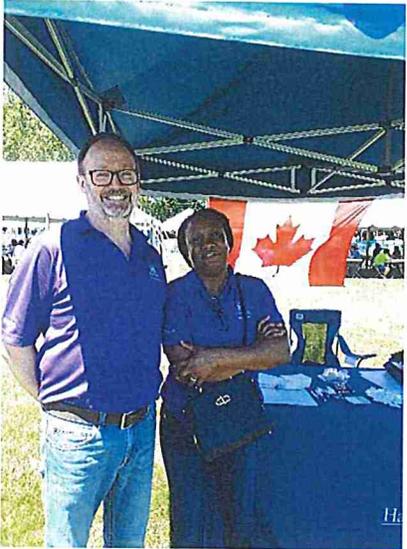


Nigerian Assoc. Picnic



Wiggle Waggle Walk

# Festivals and Events



## Phase 3

- An online survey was designed to capture citizen input into the preferred services, location, and operating model for HARRC.
- A Communication Plan was launched which included creation of a City of Hamilton Anti-Racism web landing page which promoted both the survey and the community event calendar.
- City of Hamilton hosted the Survey through our website and staff supported the data analysis required.
- Local media outlets were also utilized to promote the Survey which was available from July 3 to September 15, 2019 inclusive.
- **575** unique participants completed the Survey.

A Community Engagement session was planned for October 29, 2019 in order to:

- Provide an update on the activities relating to HARRC
- Provide the Survey results to the public
- Solicit input from community on the preferred operating models by identifying pros and cons of each; implementation efforts required and by whom; and to design recommendations which will be provided to City Council on December 5, 2019



# THE PARTICIPANTS

Approximately

**46%** of participants self-identify as a member of a racialized group

**19%**  of participants self-identify as a person with a disability

Approximately

**8%** of participants self-identify as **Indigenous** or of **Indigenous ancestry**

**69%** of participants were between the age of 26 to 55

**62%** of participants self-identify as a **woman**

**65%** of participants have been living in Hamilton for more than 10 years

## EXPERIENCES of Racism in Hamilton

**82%**

of participants state that racism is an **issue** in the **City of Hamilton**

.....

Participants would be most likely to use an **online** method for the purpose of reporting racism they **personally experience 65%** or **witnessed 78%**



**79%**

of participants have **personally experienced and/or witnessed** racism or racism related issues in the past year

Hamilton Anti-Racism Resource Centre (HARRC) Survey Summary

## Experiences of Racism

**The experiences with racism**, whether personally experienced or witnessed, were most often identified to have occurred **more than once** in the past year

Participants who **witnessed** racism or racism related issues were more likely to **report the issue to HARRC** compared to participants who personally experienced racism or racism related issues

**The most common location** where participants personally experienced or witnessed racism was in **public spaces**

Hamilton Anti-Racism Resource Centre (HARRC) Survey Summary

**45%** of participants had **never heard** of **HARRC**

Participants identify the **ideal operating model** as one **not operated by the City 67%** and were divided on **stand alone 30%** **housed in City space 36%** or with other **community services 34%**

The majority of participants indicate that the HARRC should be open **Monday to Friday** daytime and/or open for **extended evening hours**

Participants indicate that the **IDEAL LOCATION FOR HARRC** should be in:

downtown  
core

52%

rotating  
locations

48%

public  
transit  
line

36%

## Required Services

Participants indicated  
HARRC should provide:

**referral services**

**79%**

**onsite counselling**

**77%**

**data collection**

**75%**

**legal support**

**71%**

## Proposed Operating Models

Based on the survey results and the lessons learned during the first ten months of the pilot program, the Committee Against Racism (CAR) and the HARRC partners developed four possible operating models for community consideration:

- 1) Independent Board of Directors
- 2) Board of Directors functioning as a Sub Committee of CAR
- 3) City Initiated Centre
- 4) Partner with Existing Community Hub

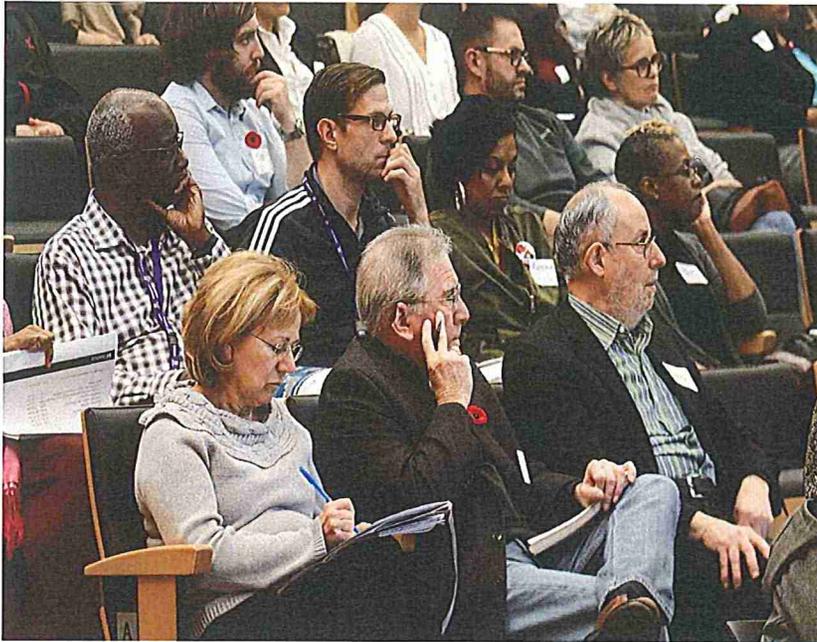
One Focus Group identified a fifth hybrid model that involved starting with Option #4 and transitioning to Option #1.

## Focus Groups

In the Focus Groups, participants were asked to:

- 1) Provide input on the pros and cons of each operating model
- 2) Provide suggestions on the Implementation Plan for each including who should be responsible for providing the necessary components (People, Finances, Location, Legal Considerations)
- 3) Vote on the recommendations after the exercise is complete for all four operating models

## Focus Groups



## Results from Focus Groups

- Independent Board of Directors was the most popular option
- City should provide funding, but have no operational input or oversight
- Additional funding should be provided by the City and for a longer period of time
- Need to increase the number of staff for the HARRC
- Need to have collaborative approach with the community

## Commitments on Next Steps

- All inputs will be consolidated as alternatives for consideration for City Council
- Summary data will be provided to all participants who have provided contact information
- Committee Against Racism Volunteer Advisory Committee members to review recommendations and provide their recommendations via a Citizen Committee Report
- Staff to prepare a Recommendation Report and present to Audit, Finance & Administration Sub Committee on December 5, 2019