

ADVISORY COMMITTEE AGAINST RACISM

MISSION STATEMENT

The Committee Against Racism exists to advise, advocate for and consult on issues in the community of Hamilton, relating to racism and its impacts and the development and implementation of anti-racism strategies, and inherent benefits.

VALUES

As members of the Committee, we will be vigilant about the need for equitable treatment for all without discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, religion, sex, sexual orientation, sexual identity, age, marital status, family status or ability level as defined by the Ontario Human Rights Code.

MANDATE

The Committee is empowered by and responsible to City Council for its activities; it reports to City Council, on issues and concerns pertaining to racism and provides advice to address the impacts of racism, through the Audit, Finance & Administration Committee.

TERMS OF REFERENCE

OPERATING GUIDELINES

1. Make recommendations and give advice to the City of Hamilton's staff and Council on issues relating to racism, equity, diversity and inclusion as well as issues relating to anti-racism.
2. Encourage every person, regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, creed or any other grounds based on the Ontario Human Rights Code (OHRC), to participate in programs and services for the improvement of community relations and the fulfilment of Human Rights.
3. Work actively with institutions and all other relevant organizations, including educational institutions, Police Services, Emergency Services, public, private, voluntary sector and all levels of government to advise, consult, advocate and to promote proactive measures pertaining to racism and its impacts.
4. Consult with individuals and/or groups with respect to complaints regarding racism and to make referrals within the community for complainants.
5. Initiate and facilitate discussions between individuals and/or groups to address issues and concerns of racism and/or while promoting respect and understanding in the community.

COMMITTEE MEMBERSHIP

Membership of the Committee shall be comprised of community members who have lived experience of racism, allies and advocates. In total, there shall be a maximum of 14 Committee members including the Chair of the Committee.

TERM OF OFFICE

The term of office is 4 years. New members shall be recruited at the half way point during the 4 year term should the membership number drop below the maximum number of members.

MEETING SCHEDULE

Meetings occur the fourth Tuesday of each month from 6:30 to 8:30 p.m.

MEETING FREQUENCY

The committee noted that they would like to meet more frequently at times. This does not require any special changes but can be accomplished through the Chair calling special meetings.