



Board Recruitment Update

AUDIT, FINANCE & ADMINISTRATION COMMITTEE

FEBRUARY 18, 2021



BACKGROUND

April 2018 - Hamilton Anti-Racism Resource Centre (HARRC) launched as a collaborative pilot project.

February 2019 - Project paused to allow for broader engagement across the community. Hamilton City Council approves the re-establishment of HARRC with an independent board of directors.


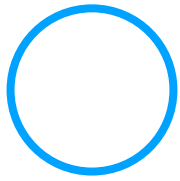
October 2020 – A short-term HARRC Community Advisory Panel (CAP) was established with membership from a diverse group of Hamilton's Diverse and racialized communities, to recruit and recommend HARRC's inaugural board of directors to City Council.

February 2021 - The following report summarizes the work of the CAP, HARRC Board recruitment process and other deliverables




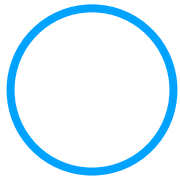


EMPOWER STRATEGY GROUP DELIVERABLES

- ✓ Background Review and Assessment
 - ✓ Draft CAP Terms of Reference
 - ✓ Communications Plan and Implementation
 - ✓ Recruit and Recommend Candidates
 - ✓ Final Report and Recommendations
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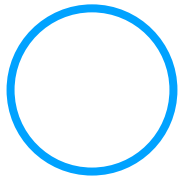


COMMUNITY ADVISORY PANEL (CAP)

- EMpower Strategy Group recruited a Community Advisory Panel (CAP) via targeted outreach to racialized and diverse leadership groups in Hamilton including faith-based organizations
 - Nine individuals volunteered their time on this important project.
 - Panel reflected the diversity of Hamilton and brought a wide range of skills and expertise to the selection process.
 - Dr. Ameil Joseph and Mouna Bile agreed to Co-Chair the Community Advisory Panel.
 - The panel met virtually on the following days in 2020-2021: October 15, 29, November 11 and January 4.
 - The panel's terms of reference are attached in Council's Report.
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CAP MEMBERSHIP

- Mouna Bile, Black Justice Coordinator, Hamilton Community Legal Clinic
 - Lisa Marie Johnston, Member, LGBTQ Advisory Committee, City of Hamilton
 - Dr. Ameil Joseph, Associate Professor, School of Social Work, McMaster University
 - Yasmeen Mirza, Assistant Secretary, Muslim Association of Hamilton
 - Taimur Qasim, Member, Committee Against Racism
 - Gustavo Rymberg, CEO, Hamilton Jewish Federation
 - Jean-Jacques Somwe, President, Congolese Community of Hamilton
 - Dr. Gary Warner, Order of Canada recipient and Professor Emeritus, McMaster University
 - Joanne Webb, Board President, Hamilton Regional Indian Centre
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HARRC PURPOSE AND VISION

EMpower Strategy presented the following from the “Anti-racism resource centre project draft framework and terms of reference” (September 2014) at the October 29th CAP meeting. The purpose and vision are below:

“Purpose

- The Anti-Racism Resource Centre and telephone help line will help fill service gaps that exist in Hamilton relating to anti-racism and anti-oppression. In particular, it will provide support, assistance and information by offering the option for individuals to speak directly to a trained staff member on matters relating to racism, discrimination and oppression or provide referrals to the appropriate service providers.

Vision

- To serve as a friendly and supportive centre that promotes a sense of belonging for racialized people in Hamilton and where individuals impacted by racism and other forms of race related-oppression can access information, support and resources.”



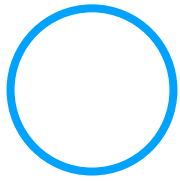
The panel reviewed HARRC’s purpose and vision. After a full discussion, it was determined by CAP that it was still relevant and should remain unchanged until further review by the incoming HARRC Board of Directors.





APPLICATION AND INTERVIEW PROCESS




- Posting was widely circulated online, *Hamilton Spectator* and ethnic media and racialized communities
 - Applications accepted for three weeks
 - 39 candidates applied. All candidates mapped against skills matrix. Top candidates were interviewed.
 - Interviewed shortlist of 26 candidates over six days (December to January).
 - Interview invitation asked candidates to identify accommodation needs as required. Each candidate had a minimum of 30 minutes.
 - Candidates were asked six questions; responses scored by each interview panelist and combined by EMpower Strategy Group
 - In addition to the scores, the panel reviewed candidates for representation of equity-seeking groups and skills
 - The interview team used an inclusive approach to consider lived experience expertise and diverse representation. Upon completion of the interviews, the interview team met three times more to ensure a fair and equitable selection process.
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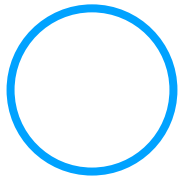
HARRC BOARD EVALUATION CRITERIA

EMpower Strategy Group and the Community Advisory Panel developed four essential criteria used to assess all potential Board applicants:

- ☐ Lived experience and a solid understanding, strong commitment and analysis of anti-racism and anti-oppression principles and practices
- ☐ Connections to diverse communities through volunteer work and/or professional associations
- ☐ Governance experience with emphasis on candidates who had set up new boards
- ☐ Strong skills in key areas such as finance, human resources and fundraising.

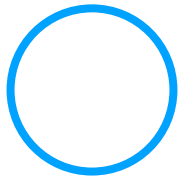


13 Candidates recommended for Council approval – to be released publically after Council in-camera discussion and approval





HARRC GOVERNANCE

- Moving forward, CAP recommends the following governance structure to ensure that HARRC is set up to succeed:
 - Board of directors with 13 members
 - Board led by either two Co-Chairs or Chair and Vice Chair to be elected by the Board itself
 - Staggered term limits to ensure continuity; maximum of two terms (TBD in bylaws)
 - 5 members 24-month terms
 - 5 members 36-month terms
 - Chair/Co-Chair 36-month term
 - Board to hire an Executive Director within first 90 days
 - Executive Director to hire key operational and administrative lead
 - Physical office in visible, accessible location with strong digital presence
 - Funding provided by City of Hamilton initially (36 months)
 - Bylaws and board policies to be determined by board
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THANK YOU

Thank you to the members of CAP who provided their invaluable input into this project as well as our partners at the City of Hamilton for their support and guidance.

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