

Date: March 22, 2021

CAR Work Plan 2021-2022:

Base plan on several items:

- Empirical data and anecdotal data
- Available timeline (approx. 24 months)
- Try to be as current and forward thinking as possible
- Resources and expertise present on the committee
- Stay within mandate of committee
- Leverage unique platform to be able to provide direct recommendations to City Council

Work Plan Items	Committee Against Racism's Role	Expected Outcomes	Updates
Monitor and support City Council initiatives and provide feedback/reminders (Priority 1)	<ul style="list-style-type: none">- City Council would likely be interested in CAR's input on these.- Need to ensure it is a two-way communication channel and CAR receives feedback on the provided input.- Provide comments on Equity, Diversity and Inclusion Handbook for the City of Hamilton?- Examples include:<ul style="list-style-type: none">o Hate Prevention and Mitigation Initiativeo Community Safety and Well-being Plano HARRC		
Working with schools to see how racism is addressed in the school system (Priority 2a)	<ul style="list-style-type: none">- Become involved in all the different initiatives addressing racism within the school boards- Invite liaisons to CAR meetings to build communication channel		

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	<ul style="list-style-type: none">- Review report on bullying published by school board- Develop content/curriculum regarding Black History Month with a special focus on Hamilton		
Connect with new person at HPS who works with education and racism (Priority 2b)	<ul style="list-style-type: none">- Interact with diversity and inclusion officer at HPS and community relations officer at HPS		
Cultivate relationships with other advisory committees to identify opportunities for collaboration and partnerships (Priority 2c)	<ul style="list-style-type: none">- How can we find out about the activities of other advisory committees? Can we receive reports from them?- Idea is to be able to support these advisory committees with issues that overlap with CAR mandate.		
Identify various community organizations with related mandates (Priority 3a)	<ul style="list-style-type: none">- Connect with IWC to learn about issues faced by new immigrants (especially Arab community) in Hamilton- Starting point: HCCI/ HARRC/ Police/ School boards- Potentially build a library of community organizations that can be shared and potentially history of organizations as well.		
Improve outreach and connect with community organizations or	<ul style="list-style-type: none">- Develop social media presence for CAR- Do we know the numbers of who views the streams of our meetings?		

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individuals with similar mandates (Priority 3b)	<ul style="list-style-type: none">- Raise awareness to pertinent issues within City of Hamilton- Define communication channels and liaison personnel within important organizations in the community (Human Rights Commission, etc.)- Develop partnerships with new and existing communities in the City of Hamilton- Invite and/or conduct information interviews with these communities/organizations/liaison personnel to learn more about what they do and how we can collaborate.- Need to define what we want to achieve through outreach- Develop a process/system to share information and remain up-to-date on current events in the City of Hamilton		
Identify various community initiatives with related mandates (Priority 3c)	<ul style="list-style-type: none">- Look for statistics to see where to new immigrants are coming (HIPC report) to identify which communities to reach out to- Research should include ethnic minorities		
Keeping a list of days/events to support and then budget for every year (Priority 4)	<ul style="list-style-type: none">- Ensure that a report is received from funded event to know how CAR is making a difference/impact of funding- Develop a template/application for community organizations to request for funding/support from CAR		

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	<ul style="list-style-type: none">- Investigate whether CAR can advertise its ability to fund certain events in the City of Hamilton?- Send list of days/event to City Council		
Identify/develop a process to act/respond to anti-racism events in the community (Priority 5)	<ul style="list-style-type: none">- Develop list of reporting tools/websites- Develop a pamphlet/primer to identify the reporting pathway services for victims of racism and possibly share it with different organizations (immigration services, city council/hall, community organizations, etc.).		
Identify list of historical standing agenda items (Priority 1b or 6)	<ul style="list-style-type: none">- Annual Hate Crime presentation from HPS- Budget		