

COMMITTEE AGAINST RACISM DRAFT WORKPLAN (2014-2018)

COMMITTEE MANDATE	COMMITTEE AGAINST RACISM'S ROLE	EXPECTED OUTCOMES	UPDATES	February 2021 Update:
Sub-Committee I				
<p>1. Formation of a Resource Centre</p>	<p>1. (a) That this Committee be consulted and support the formation of a Hamilton Community Resource Centre. Completed</p> <p>(b) That this Committee have an opportunity to review the list of stakeholders and provide additional input as necessary to ensure inclusive grassroots involvement in the design, development, implementation, monitoring and evaluation of the centre. Completed</p>	<p>1. That a resource centre devoted to anti-racism research, education and training be created to operate in Hamilton. The centre should have paid staff and seek funding and support from all levels of government (municipal, provincial and federal). Such a centre might:</p> <ul style="list-style-type: none"> • Provide anti-oppression training, consultation, monitoring and evaluation. • Conduct research into racism in the Hamilton community (for instance, its effects on the economy, etc). • Provide capacity-building initiatives within 	<p>1. In February 2012, CAR made a presentation to Council recommending the formation of an anti-racism resource centre. Council approved the recommendation and requested a further consultation to determine its feasibility.</p> <p>Committee presented resource centre overview to other Citizen Advisory Committees.</p> <p>In addition, Committee with the assistance of an expert facilitator, conducted various consultation sessions with various agencies, community, religious and</p>	<p>City Council agreed to establish HARRC with an independent board of directors. This board will be responsible for the day to day operations of HARRC. Completed.</p>

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	<p>2. That this Committee actively encourages the City of Hamilton to support the formation of a Hamilton Community Resource Centre and the Committee Against Racism members and council members sit on the board of the Resource Centre.</p> <p>Completed</p>	<p>organizations.</p> <ul style="list-style-type: none"> • Provide a resource library that includes anti-racism research, policies, initiatives and other resources. • Provide outreach services. • Compile a directory of anti-racism trainers and practitioners in Southern Ontario. • Consult health, social services, education, business, industry, and government. • Provide mentorship services. • Provide “anti-racism” accreditation. • Provide counseling and support to antiracism workers and to people who have experienced racism. <p>2. That the City of Hamilton supports the abovementioned resource centre through on-going</p>	<p>cultural groups in September and October 2012.</p> <p>A report is being compiled and will be presented to Council in 2013. A resource centre framework has also been developed.</p> <p><i>1.a) Item completed, no further action required</i></p> <p><i>1. b) Item completed, no further action required</i></p> <p>2. Has been incorporated into Resource Centre Framework and report, to be presented to Council for Approval in 2013.</p>	

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	<p>3. That this Committee be consulted throughout the process to the review and provide input into the policies framework etc. (i.e. licensing/contracts, purchasing) (i.e. increase opportunity regarding equity & accessibilities –i.e. purchasing policies, Standardizing SHCI, A/R framework plan. <i>(HARRC's mandate)</i></p> <p>4. That this Committee observe, document and write letters to</p>	<p>funding and through its encouragement to other Hamilton institutions (education, industry, business, media) to also support it in similar ways.</p> <p>3. That an accreditation system for auditing racism/anti-racism in institutions and organizations in Hamilton be developed and implemented. The system should:</p> <ul style="list-style-type: none"> • Be independent from government or any particular institution. • Audit institutions and organizations based on criteria informed by anti-oppression practice and provide accreditation based on the fulfillment of certain standards in areas such as 	<p><i>Above item completed; no further action required</i></p> <p>3. Has been incorporated into Resource Centre Framework and report, to be presented to Council for Approval in 2013.</p> <p><i>Ongoing. HARRC launched April 4, 2018. Item to be reviewed at a later time</i></p>	

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	<p>relevant institutions informing them of any observations and inviting them to future Committee meetings to discuss any possible recommendations.</p> <p>(HARCC creating data base which may inform the Committee's work and recommendation to Council – therefore 4 will need to be updated, reworked into a distinct point)</p> <p>5. That a Committee Against Racism Media Monitoring Subcommittee be struck to monitor racist reporting in the City of Hamilton. Jo Rhodes volunteered.</p> <p>There use Hamilton Media Advisory Committee – peopled by various people in the media community and housed at Cable 4 If information is provided to this Committee about Racist</p>	<p>hiring, promotion, education and training.</p> <ul style="list-style-type: none"> • Provide the city with standards for licensing and contracts • Audit organizations that provide social services, such as Ontario Works. <p>4. That Hamilton's major organizations and institutions – in particular the City of Hamilton, Emergency Services, the Hamilton Police Services, Ontario Works, ODSP, the school boards in Hamilton, McMaster University, Mohawk College, organizations and institutions within the health and social service sector.</p>	<p>4. Recommendation has been incorporated into Resource Centre Framework and report, to be presented to Council for Approval in 2013.</p> <p><i>Develop communication plan outlining actions, milestones and leads</i></p> <p>5. Recommendation has been incorporated into Resource Centre Framework and report, to be presented to Council for Approval in 2013.</p> <p><i>Set up committee structure, review leads and volunteers, develop</i></p>	

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	<p>comments or photos in the media - it needs to be</p> <p>How does racism systemically continue in the community – this goes along with point 4.</p> <p>We have a tool in HARRC to address issues.</p>	<p>5. That the media (e.g. print, radio and TV) be held accountable for the racism that occurs within them, and that they be challenged to develop policies, procedures and practices intended to transform structures of power which maintain racial hierarchies.</p>	<p><i>mission, vision with clear and objective action items, milestones and leads</i></p>	
<p>C2. Funding Initiatives</p>	<p>1. That this Committee send a letter to the City's granting committee endorsing funding to grassroots organizations, which empower antiracism initiatives.</p> <p>Not completed – needs to be part of the new work plan and reworded – racialized people not getting the grant and as a result the committee needs to continue to be marginalized</p> <p>2. To investigate and verify with this</p>	<p>1. That the City of Hamilton provides funding to grassroots organizations, the purpose of which is to empower their anti-racism initiatives.</p> <p>2. That the Board of Education put dollar resources into its equity mandate.</p>	<p>1. The Committee Against Racism has reviewed preliminary material and report on the City of Hamilton granting process. Further action is required.</p> <p><i>UPDATE REQUIRED</i></p> <p>2. Requires further action</p> <p><i>UPDATE REQUIRED</i></p>	<p>School boards have hired anti-racism officers in Hamilton.</p> <p>CAR should set up liaisons with HWDSB and Catholic SB to Human Rights and Equity Officers. Invite them attend CAR meetings/provide updates to look for collaboration opportunities.</p> <p>Completed with changes.</p>

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	<p>Committee's HWDSB representative that adequate dollars/resources are being utilized regarding their equity mandate. To ensure this through this Committee's Terms of Reference & Work plan.</p> <p>Add district School Board, and needs to be reworded</p> <p>3. That this Committee endeavor to ensure that the City retain a permanent allocation/budget line for anti-racism initiatives.</p> <p>Keep this item</p> <p>Additional item – ensure that all references to the Committees Manadate align (on the web site, in the budget and brochure)</p>	<p>3. That the City allocates permanent funding to anti-racism initiatives and marks this funding to inflation rates.</p>	<p>3. Requires further action <i>UPDATE REQUIRED</i></p>	
Sub-Committee II				
1. Participatory Democracy	1. (a) That the Committee against Racism recommends that a City	1. That the City of Hamilton develop and implement a	1. No further action or discussion has been	Step 1:

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<p>(REMOVE this section but use language 1 and 2 in column 2 as these are outcomes the Committee still want to acheive)</p>	<p>of Hamilton Council Standing Committee on Access & Equity be established.</p> <p>(b) That the Committee against Racism assist the city in a community engagement strategy/plan regarding accessibility & equity to civic opportunities for racialized communities (i.e. increased decision making, possible council positions, consultation with racialized communities regarding programs & services ensuring all stakeholders are there, increased opportunities for racialized communities).</p> <p>(c) As the City progresses with its' Access & Equity framework, that this Committee be consulted in its further development and implementation, as well as assisting in any public awareness and promotion.</p>	<p>plan, with measurable goals and timelines, to increase the participation of members of racialized groups in city programs, services and planning, as well as increase the access of members of racialized communities to decision-making positions within the City of Hamilton. The City should use its influence with other major institutions and corporations to undertake similar initiatives.</p>	<p>initiated since the recommendation was put forward.</p> <p><i>UPDATE REQUIRED</i></p> <p>2. Requires further action. <i>UPDATE REQUIRED</i></p>	<p>Ask Pauline/ John for an update on the City of Hamilton Access and Equity framework.</p> <p>Step 2:</p> <p>Revisit action item once update has been received.</p>

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	2. That this committee have an opportunity to review the list of stakeholders and provide additional input as necessary to ensure inclusive grassroots involvement in the process.	2. That the abovementioned plan, actively seek out representatives from Hamilton communities to work either in partnership with city hall or at arms-length in its development and implementation.		
<p>2. Formation of an Anti-Racism Coalition</p> <p><i>The COALITION OF MUNICIPALITIES AGAINST RACISM AND DISCRIMINATION, COMMUNITY COALITION AGAINST RACISM(CCAR) and collaborate with the local community, provincial or national coalitions against racism</i></p> <p><i>This section remains – work out proper wording</i></p> <p><i>What are our responsibilities as a result</i></p>	<p>1. (a) That this Committee investigate and collaborate with existing bodies that encompass the identified functions of lobbying/applying pressure to Hamilton's institutions, identification and sharing of best practices, acting as a support network for anti-racism workers, and keeping Hamilton's institutions accountable to an anti-racism agenda.</p> <p>(b) To further pursue networking and collaborative efforts to assist in addressing the abovementioned areas identified as lacking.</p>	<p>1. That an anti-racism coalition, made up of groups and individuals committed to anti-racism be formed with the following functions:</p> <ul style="list-style-type: none"> • Lobbying/applying pressure to Hamilton's institutions. • Identification and sharing of "best practices." • Acting as a "support network" for anti-racism workers. • Keeping Hamilton's institutions accountable to an anti-racism 	<p>1. Preliminary discussions ensued with Ken Stone, Chair of the Community Coalition Against Racism (CCAR), regarding possibly emulating the CCAR model. It is suggested that Committee Against Racism follow up with Ken Stone to resume dialogue and brainstorm ideas for possible collaboration.</p> <p><i>1. Dialogue and brainstorm ideas for possible collaboration with the Coalition of</i></p>	<p>Revisit this action item once CAR has created a list of different community organizations with similar mandates as CAR.</p> <p>A coalition of municipalities against racism and discrimination does exist.</p>

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<i>of signing up for CMARD?</i>	<p><i>1.a) Share best practices to encompass anti-racism identified services, functions and programs</i></p> <p><i>b) collaborate with and monitor Hamilton businesses, agencies and institutions for their response and responsibility to an anti-racism agenda</i></p> <p><i>c) pursue networking and collaborative efforts to assist in addressing systemic and individual racism and discrimination.</i></p>	<p>agenda.</p> <p><i>An anti-racism coalition, made up of individuals and groups committee to anti-racism, formed with the following functions:</i></p> <ul style="list-style-type: none"> <i>• Identification and sharing of "best practices"</i> <i>• Acting as a "support network" for anti-racist workers</i> <i>• Lobbying/applying pressure to stop prejudiced and biased media reporting</i> <p><i>Keeping Hamilton's institutions accountable to an anti-racism agenda</i></p>	<p><i>Municipalities Against Racism and Discrimination</i></p> <p><i>2. Discuss with CCAR, the Community Coalition Against Racism about sharing examples of best practices, effective policies and programs.</i></p> <p><i>3. Contact coalitions to explore ways to contribute to the coalition initiatives and appoint a CAR member with an alternate to coalition</i></p> <p><i>Obtain feedback from senior members. Invite Ken Stone to present, if needed</i></p>	
<p>3. Development of Anti-Racism Policies and Procedures</p> <p>Pull out 1 a as the</p>	<p><i>1. (a) That this Committee assist the City of Hamilton in recognizing antiracism initiatives as an organizational priority; an integral aspect in the</i></p>	<p>1. That the City of Hamilton, as well as institutions and organizations in this community develop meaningful anti-racism</p>	<p>1. In 2007, Council approved funding for the Access & Equity office to develop an Equity and Inclusion policy for the City of Hamilton</p>	<p>Add action item to new work plan.</p> <p>Find out when Equity, Diversity and Inclusion policy</p>

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<p>role/mission statement</p>	<p>promotion of the City of Hamilton as a leader/role model to other influential institutions.</p> <p>(b) To collaborate and assist in the development and implementation of consistent official policies and effective day-to-day practices and procedures (i.e. look at current best practices models being utilized by the City of Hamilton, Social Justice Committee, OW/ODSP Operational Group).</p> <p>(committee can endorse/advocate or providing feedback)</p> <p>Review the Access and Equity policy</p> <p>Part of our role is to review policy and offer suggestions on anti-racism training</p>	<p>policies and procedures to be used consistently. (Participants clearly differentiated between the adoption of standard policies and the implementation of these policies in day-to-day practices. They cited the City of Hamilton and the Hamilton Wentworth District School Board as being two institutions that have had policy development projects on-going for a long period of time, yet whose policies are not carried out in day-to-day practices.)</p>	<p>and update the City's anti-racism policy.</p> <p>The Equity and Inclusion policy was approved by Council in 2009. The policy has been disseminated to staff via eNet and a public awareness campaign will commence in 2013. A communication plan was developed in 2012 and messaging will commence in 2013.</p> <p>A long-term implementation and evaluation strategy is also being developed.</p> <p><i>Report needed. How is CAR doing? Gaps? Improvements?</i></p>	<p>was last reviewed and updated.</p> <p>If it has not been updated recently, recommend to City Council to do with and ask for CAR feedback on new policy.</p> <p>CAR is now a part of City of Hamilton Community Initiatives program and there is a lot of EDI work to be done here.</p> <p>There is also work being done to develop a community safety and well-being plan.</p>
<p>4. The City of Hamilton's Access and Equity Office REMOVE</p>	<p>1. Collaborate and assist in the development of education & awareness strategies which will promote and advertise the resources of the Access & Equity</p>	<p>1. That the City of Hamilton invest in expanding or extending the reach of its Access and Equity Office by actively promoting</p>	<p>1. The Access & Equity staff have designed brochures and flyers for the office and volunteer committees to further</p>	<p>Ask Pauline to look at this action item and possibly provide an update based the work done by the new Diversity and Inclusion</p>

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<p><i>Will need to be revised as Access and Equity Office was dissolved and restructuring occurred</i></p> <p><i>Review at the Diversity and Inclusion strategic plan</i></p>	<p>Office; thereby increasing and/or broadening community effort and response to the issues of racism & discrimination.</p> <p>2. (a) Collaborate and pursue additional /increased funding and human resources to the Access & Equity office (i.e. Grant /proposal writing, lobbying efforts, etc).</p> <p>(b) Promote the equality of this department (i.e. organizational structure) to a level that will initiate systemic institutional change regarding the development and implementation of anti-racism strategies and/or framework.</p> <p>3. Recommend, lobby and pursue</p>	<p>and advertising this resource to all people living in Hamilton.</p> <p>2. That the City of Hamilton provides additional funding and human resources to the Access and Equity Office.</p> <p>3. That the Access and Equity Office be relocated to a more accessible location or to multiple,</p>	<p>promote and advertise the Access & Equity office.</p> <p>The Access & Equity office website is continuously being reviewed and updated.</p> <p><i>UPDATE REQUIRED</i></p> <p>2. In 2008, Council approved funding to increase the Access and Equity staff-load.</p> <p>To date, there are three permanent full time positions and two part-time positions.</p> <p><i>UPDATE REQUIRED</i></p> <p>2. The Access & Equity office relocated to</p>	<p>department.</p>

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	the relocation of the current Access & Equity office to a more accessible location (i.e. beside the Mayor's office).	smaller locations to facilitate access and improve the accessibility it currently offers behind locked doors in a downtown office building.	<p>City Hall in spring 2010 and are located strategically on the 2nd Floor, next to the Mayor and City Manager's office.</p> <p>The Access & Equity Coordinator also plans to work out of multiple smaller locations once or twice a month to facilitate accessibility and visibility of its services.</p> <p><i>UPDATE REQUIRED</i></p>	
Sub-Committee III				
1. The City of Hamilton and Urban Aboriginal Rights. <i>(This section to be removed after reviewing the</i>	1. (a) Initiate contact with the urban Aboriginal group "HEDAC" (Hamilton Executive Directors' Aboriginal Coalition). (b) Consult & discern a process	1. That the City of Hamilton enter into discussions that are open, transparent, and that encourage the participation of members from Hamilton's urban Aboriginal	1. The CAR Chair made a presentation to the City's Aboriginal Advisory Committee and provided an overview of the Resource Centre Framework and outlined	Continue/restart conversations with HEDAC and City advisory aboriginal committee to see if there are any opportunities for collaboration.

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<p>Indigenous Strategy Report and figure out how to support and mutually collaborate on important initiatives.</p>	<p>for development of a statement of understanding between the City and the urban Aboriginal people of Hamilton regarding urban Aboriginal rights.</p> <p>(c) Draft and finalize this statement the satisfaction of both parties; with final acceptance by both the HEDAC and the City of Hamilton.</p>	<p>community, working towards acknowledging the historical and systemic discrimination Aboriginal peoples have experienced since the arrival of the first European settlers in this region. These discussions should lead towards a statement of understanding with respect to urban Aboriginal rights.</p>	<p>areas for partnership and collaboration. Both committee agreed to work together in areas of mutual interest.</p> <p><i>Update Presentation. Possible lead - Princewill</i></p>	
<p>2. Hamilton's Centre for Civic Inclusion</p> <p>(Remove this section)</p>	<p>1. (a) Consult with SHCI; determining SHCI's current mandate length, vision and initiatives, etc.; to enhance networking and collaborative efforts.</p> <p>(b) Collaborate & ascertain any lobbying efforts that the Committee Against Racism may pursue on behalf of SHCI (i.e. to</p>	<p>1. That the Strengthening Hamilton Community Initiative's mandate be extended well beyond 2004. NOTE: SHCI has transitioned into its own entity named Hamilton's Centre for Civic Inclusion (HCCI) and continues to further an anti-racism mandate.</p>	<p>1. HCCI made a presentation to CAR in December 2011, regarding its activities and initiatives.</p> <p>Further action is required with respect to partnership.</p> <p><i>Develop partnership agreement</i></p>	<p>Completed. This action can be removed.</p> <p>However, CAR should continue to engage with HCCI regularly.</p>

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	ensure its permanency).	2. That this Committee maintains an active membership on HCCI's Governing Council. 3. That this Committee continue to support the anti-racism initiatives of HCCI.	2. Requires follow up by CAR and Access & Equity office. 3. Ongoing	
3. Events Move outcome 1. up to Section 1, #2	1. That this Committee assist the City towards the provision of these identified workshops.	1. That the City of Hamilton provide 2 to 3 daylong workshops on writing proposals and grants to help anti-racism activists seek out funding for their work. Workshops must be accessible to the marginalized/underserved communities and grassroots groups. People need to be able to walk away from these	1. Requires follow up <i>UPDATE REQUIRED. Any workshops completed. Open to all grant writing</i>	Follow-up on this action item and continue to investigate.

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		<p>workshops with an actual understanding of the process of grant-writing and potential sources for funding, as well as practical tools and reusable skills, and a final product of their own.</p> <p>b) That the City of Hamilton continues to fund events like this antiracism symposium.</p>	<p>b) Requires follow up <i>Once idea is concrete, develop plan.</i></p>	
<p>4. Education and Training Programs Update this section: make the wording more active in that the Committee is taking the initiative and blend Subcommittee 2 Section 3</p>	<p>1. That the Committee Against Racism be informed and/or consulted with regards to any internal City of Hamilton anti-racism and diversity education and training.</p>	<p>1. That the City of Hamilton provide mandatory and ongoing anti-oppression training to its staff and elected Committee officials, for which the training objective is to foster in its work environment, policies, and programs a common analytical framework about the problem of racism.</p>	<p>1. In 2006, Council approved funding for all city staff to undertake mandatory anti-racism training.</p> <p>To date, approximately 1773 city staff have completed training. Training is scheduled to continue through 2013.</p> <p>Training evaluation commenced in 2012 to</p>	<p>Carry forward but tweak this action item to fit in with current workplan, developments in AR/AO space and connections with Human Right and Equity officers.</p> <p>Consider both parts:</p> <ol style="list-style-type: none"> 1. City of Hamilton internal trainings (Talk with Jodi) 2. Other organizations within the City of Hamilton.

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	<p>2. That the Committee Against Racism's role in the increasing of public awareness is to assist in the development of fact sheets, town halls, presentations, speaking engagements and any other forms of public awareness as may be considered. A/R Symposium – September 2005</p> <p>3. That this committee support and assist with an Anti-Racism, Diversity and Inclusivity awards program in the City of Hamilton and further,</p> <p>4. That this committee be consulted in the development of any</p>	<p>2. That the City increase public awareness of the issue of racism by supporting a city-wide public education campaign that includes such topics as language and its use, understanding diversity, cultural sensitivity, and includes educational programs with a historical perspective.</p> <p>3. That the City promote through recognition, people who can serve as role models for Hamiltonians from different racial and ethno cultural backgrounds.</p>	<p>assess the impact of the training on staff attitudes, behaviors and service delivery. The evaluation is ongoing and will also assess changes in the Organization culture, ways of doing business and citizen access to City opportunities and resources.</p> <p><i>UPDATE REQUIRED</i></p> <p>2. The Committee Against Racism further sought and gained approval from Council to initiate a partnership with HCCI to develop a public awareness campaign. Requires further action.</p> <p><i>Develop workshop and seminar schedule. Possible location - HCCI.</i></p> <p>3. This issue requires further action.</p>	<p>a. Can the City advocate/force minimum diversity and inclusion practices on the organizations operating within the City?</p>

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	designations, commemorations, statues and landmark statues etc., as may arise.	4. That the City recognize visible or racialized communities in our cultural history through designations, commemorations, statues, and landmark status.	<p><i>Involve newspaper (i.e. Reader's Choice)</i></p> <p>4. On August 1st 2012, Griffin House received a National Historic Site Plaque. A ceremony was held at the site to dedicate the plaque and commemorate its importance to Black History in Canada. Maxine Carter, CAR Chair and members were in attendance.</p> <p>There has been no further action on the recognition of racialized people in our cultural history through designations, commemorations, statues, and landmark status.</p> <p>ONGOING</p>	