


INFORMATION REPORT

TO:	Chair and Members Grants Sub-Committee
COMMITTEE DATE:	May 28, 2021
SUBJECT/REPORT NO:	Equity, Diversity, Inclusion (EDI) Information Report (GRA21003) (City Wide)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Mimi John (905) 546-2424 Ext. 4524
SUBMITTED BY:	Cyrus Tehrani Director, Chief Digital Officer Digital, Innovation & Strategic Partnerships Division
SIGNATURE:	

INTRODUCTION

At the Grants Sub-Committee meeting on 10th February 2020, the City Enrichment Fund (CEF) 2020 Workplan included Equity, Diversity, Inclusion (EDI) next steps to:

- Conduct community engagement to further identify underserved groups and help understand the needs of these communities
- Identify appropriate framework for EDI lens for the City Enrichment Fund
- Identify potential impact on current CEF adjudication & funding processes
- Engage with the Equity, Diversity and Inclusion Steering Committee and align priorities with the City of Hamilton's EDI framework
- Staff will present findings for further discussion at Grants Sub Committee meeting in Spring 2020 (postponed due to COVID)

INFORMATION

From inception, the City Enrichment Fund (CEF) was created to be open to all non-profit groups seeking grant funds. With the growing community, evolution of the fund, changing service and program needs over the years, this report outlines information intended to provide the Grants Sub-Committee, Council and other City stakeholders with an assessment of the current state of Equity, Diversity, and Inclusion (EDI) in fund.

OUR Vision: To be the best place to raise a child and age successfully.

OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

The information outlined in this report contains data collected from the community that can help guide future action as part of ongoing efforts to further develop and advance Equity, Diversity and Inclusion (EDI) in the fund, as per term Council priorities and in-line with the City's Strategic Plan;

EDI assessment at this stage helps identify barriers to successful participation in the fund, gaps and opportunities to further improve equity outcomes;

Equity - fair and respectful treatment of all people

Diversity - recognize and respect everyone's unique qualities and attributes.

Inclusion - that all individuals feel respected, accepted and valued

The City Enrichment Fund (CEF) is one of the opportunities that the City can explore to further advance the city's vision of an equitable, diverse and inclusive community, actively engaged in making Hamilton a better place for everyone.

FUND OVERVIEW

The City Enrichment Fund is the overall name for the City of Hamilton's municipal investment in a wide range of program areas that supports the City's strategic plan. Established in 2016, the fund has continued to evolve and grow along with the community, year after year, providing valuable support to varying organizations and groups across Hamilton. A brief summary;

- The City Enrichment Fund provides grants up to 30% of a program's eligible budget.
- The fund operates on an annual granting cycle
- Application intake opens the first week of September and funding recommendations generally go to the Grant Sub-Committee meeting in Spring
- There are 6 main program areas:
 - Arts
 - Agriculture
 - Communities, Culture, & Heritage
 - Community Services
 - Environment
 - Sport & Active Lifestyles

- Each program area comprises of different streams with specific guidelines which address the uniqueness within the program areas.

The following graphic informs the various streams within those areas:

Program Areas	The six unique sector areas are served by the City Enrichment Fund.				
Funding Streams	Specific grants available within each program area.				
Categories	There are categories within funding streams. Please refer to the individual program handbook for details.				
ARTS	COMMUNITIES, CULTURE & HERITAGE	COMMUNITY SERVICES	SPORT & ACTIVE LIFESTYLES	AGRICULTURE	ENVIRONMENT
1. Arts Operating	1. Events & Established Activities	1. No One is Hungry or Without Shelter	1. Long Term Athlete Development Planning & Implementation	1. Programs & Events	1. Capacity Building
2. Arts Festivals	2. New Projects	2. Everyone Feels Safe	2. Sport Awareness		2. Projects & Programs
3. Capacity Building	3. Capacity Building for Cultural Organizations	3. Every Child and Family Thrives	3. Capacity Building		
4. Creation & Presentation Grants for Arts Professionals		4. No Youth is Left Behind	4. Sport Development / Inclusion		
		5. Everyone Can Age In Place	5. Accessibility		
		6. Community Capacity Grows	6. Active for Life		
		7. Everyone Has Someone to Talk To	7. Multi-Sport Hosting		
		8. Emerging Needs & Program Innovation			

2020 – 2021 CEF Budget Allotment Envelopes:

Agriculture	\$ 143,360
Arts	\$ 2,770,540
Communities, Culture & Heritage	\$ 567,700
Community Services	\$ 2,164,360
Environment	\$ 146,390
Sports & Active Lifestyles	\$ 245,990
TOTAL	\$ 6,038,340

OUR Vision: To be the best place to raise a child and age successfully.
 OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.
 OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

COMMUNITY ENGAGEMENT

2021 CEF Equity, Diversity and Inclusion Survey Results

The City Enrichment Fund sought feedback from the general public, previous/current grant recipients and community stakeholders on ways to better consider, reflect upon and improve on equity, diversity and inclusion (EDI) within the City Enrichment Fund.

Objective of the survey: Results to be used in future planning, decision-making, and resource allocation to further equitable outcomes across the fund.

Community input was received via SurveyMonkey:

Time Period: November 22nd, 2020 to January 15th, 2021
Number of Respondents: 241

The survey was open to current, past CEF grants applicants and to the entire Hamilton community. The focus of the survey was to assess EDI in the fund and understand opportunities for growth, in order to evolve and ensure that the overall granting process is more transparent, fair and equitable for all.

Survey questions focused on: demographic data; accessibility and inclusion; awareness of the fund in the broader community; filters of inclusion; general thoughts and feelings regarding the fund as it pertains to addressing diversity, equity, and inclusion.

Highlights of the survey:

- 55% of survey respondents were returning CEF applicants with 11% having never heard of the fund
- 71% of respondents found the fund accessible, while 62% found it inclusive, 18% were unsure. 6% found it neither accessible or inclusive.
- Channels of Outreach – E-mail Link, Twitter, LinkedIn, CEF Webpage
- CEF applicant programs included representation in the following groups;
 - Indigenous Identity (45%)
 - Francophones (23%)
 - 2SLGBTQIA+Identity (43%)
 - Immigrants (51%)
 - Older Adults/Seniors (49%)

- Persons with Disabilities (46%)
- Persons Living in Poverty (44%)
- Racialized People/Visible Minorities (54%)
- Rural Residents (29%)
- Women (60%)
- Other groups not represented (23%)

EDI SURVEY SWOT ANALYSIS



Strength

- Online Application Process
- Accessibility & Inclusion
- Individual Program Area Support
- Grant Mandate
- Scoring Based Application System

Weakness

- Length of Application Process
- Ability for New Applicants Accessing Funds
- Barriers – Systemic/Financial
- Internal consistency-staff changes
- Base funding

Opportunity

- Capacity Building (Internal/External Policies & Processes)
- Marketing of Grant
- Reaching out to more grassroots organizations
- Increase in applicants – Yearly growth
- Further Community Engagement

Threat

- Market demand and changes
- Lack of funding caps in operating-based groups
- Availability of funds for new groups
- Historic Nature of Fund

Program Specific EDI Opportunity: Respondents identified the need to better reflect EDI in;

Arts (44%),	Sports & Active Lifestyle (18%)
CCH (30%)	Agriculture (16%)
Community Services (24%)	Environment (13%),

**Only 112 out of 241 respondents answered this question*

This indicates that though there is actually a lot of good work being done across the fund as a whole, we still have ample opportunities for improvement within the individual streams due to the uniqueness of the streams in the program areas.

The survey initiated the work to further understand and gain awareness of the types of diversity within and across funding groups, and the context in which diversity, equity, and inclusion play out for our applicants, program areas and the fund as a whole.

Next Steps

Based on this community input and feedback, a more robust breakdown would be welcome to enhance EDI to build upon an already robust and expanding grant program to;

1. Identify EDI Framework:

Survey results to inform an EDI framework

- Further in specific areas; community engagement, focus groups, etc.

2. Areas Opportunities for Improvement:

- PM managers will go through results to see what can be improved

Areas to look into and action would be to increase Capacity Building across the funds in the following ways:

Possible Capacity Building Opportunities:

In 'our community' – Community Empowerment (Workshops, training and added materials and resources).

In 'our policies & practices - Long-term Stability (Stream Funding Caps, CEF Guidelines, etc.)

OUR Vision: To be the best place to raise a child and age successfully.

OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

In 'our processes' – Equity as a principal in CEF processes (Adjudication Process Consistency across the fund, etc.)

In 'our people' – Further community engagement (Engagement Tools such as PRISM, Information sharing, etc.)

Under the Priority of Equity, Diversity and Inclusion, each resident is different and may require differential treatment to prevent and reduce systematic and social inequalities. The principle of equity acknowledges and recognizes that there are historically and systematically underserved and underrepresented populations. This may be true within the fund as well and the recommendation would be an overall focus on capacity building in various areas across the fund.

Engage with the Equity, Diversity and Inclusion Steering Committee and align priorities with the City of Hamilton's EDI framework

Staff are working alongside the City's EDI Steering Committee to ensure alignment every step of the way; by attending Steering Committee meetings, sharing information and staying consistent to wording used as it pertains to EDI in the City Enrichment Fund.

In creation of messaging and wording to community groups, working definitions were adopted from the City's HR draft handbook provided on the City's website, which included:

Equity – fair and respectful treatment of all people

Diversity – recognize and respect everyone's unique qualities and attributes

Inclusion – that all individuals feel respected, accepted and valued

There are many EDI initiatives taking place in and CEF is committed to growing in accordance with the City's strategic alignment.