




**CITY OF HAMILTON**  
**CITY MANAGER'S OFFICE**  
**Government and Community Relations**

<b>TO:</b>	Mayor and Members General Issues Committee
<b>COMMITTEE DATE:</b>	August 9, 2021
<b>SUBJECT/REPORT NO:</b>	Hate Prevention and Mitigation Update CM19006(e) (City Wide)
<b>WARD(S) AFFECTED:</b>	City Wide
<b>PREPARED BY:</b>	Pauline Kajiura (905) 546-2424 Ext. 2567
<b>SUBMITTED BY:</b>	Morgan Stahl Director, Government and Community Relations City Manager's Office
<b>SIGNATURE:</b>	

**RECOMMENDATION**

- (a) That the recommendations presented in the Hamilton Hate Prevention – Final Report by Sage Solutions (attached as Appendix “A” to Report CM19006(e), be endorsed; and,
- (b) That staff be directed to report back to the General Issues Committee in October 2021 with an action plan to implement the City-focused recommendations outlined in the Hamilton Hate Prevention – Final Report by Sage Solutions (attached as Appendix “A” to Report CM19006(e)) and next steps to further equity, diversity and inclusion priorities for the City of Hamilton taking into consideration work underway, such as the Community Safety and Well-being Plan; Urban Indigenous Strategy; and other related initiatives.
- (c) That staff be directed to provide recommendations that focus on the operations of third-parties contained in the Sage Report to the relevant organizations for their consideration.

**EXECUTIVE SUMMARY**

Through Council’s Equity, Diversity and Inclusion Term of Council Priority, the City commits to creating and nurturing a city that is welcoming and inclusive, where equity-seeking communities feel safe, supported and have an enhanced sense of belonging

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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.

through strengthened community capacity, City responsiveness, and inclusive engagement opportunities.

While Hamilton strives to be a safe and supportive city for people regardless of their race, age, background, religion, ability, sexual orientation, and gender identity, Hamilton, like many cities, also continues to be challenged by incidents of hate, racism, and discrimination.

On September 30, 2020, Council directed staff to continue community engagement efforts with the aim of having feedback inform recommended actions the City could take to address incidents of hate, racism and discrimination in Hamilton. The approved motion stated:

That City staff be directed to conduct further engagement with key stakeholders and equity-seeking groups, and develop specific recommendations, actions and resource requirements to advance the findings submitted by the project consultant and attached as Appendices A and B to Report LS19031(c)/PW19068(c)/CM19006(c) (City Wide).

Recommendations presented in this report are to advance those made by an independent consultant, Sage Solutions, who performed phases 1 and 2 of the City's community engagement activities and developed the report's findings.

Rebecca Sutherns from Sage Solutions will attend the August 9, 2021 General Issues Committee to present an overview recommendations as outlined in Appendix "A" Hamilton Hate Prevention – Final Report and Appendix "B" Hamilton Comparative Research Report Final of Report CM19006(e).

The City is currently engaged in several equity and inclusion initiatives that promote the City of Hamilton as a place that is welcoming and inclusive.

Following Council endorsement of the recommendations in this report, staff will prepare an action plan for Council's review and approval, which will be designed to further promote equity, diversity and inclusion consistent with the Term of Council Priority. This action plan will take into consideration the related strategies approved by Council and already underway. They include:

- The Urban Indigenous Strategy, which was approved by Council in July 2019. The Strategy identifies actions and charts out a path to reconciliation that aims to strengthen the City's relationship with the Indigenous community.

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- The Hamilton Anti-Racism Resource Centre (HARRC), which was established to operate independently from the City had its inaugural Board of Directors installed in February 2021.
- The Hamilton Community Safety and Well-Being Plan Advisory Plan approved by Council in July 2021, which names hate incidents as one of its six local priorities and contains a goal to reduce individual and organizational incidents of Islamophobia, anti-Black and anti-Indigenous racism, xenophobia, anti-Semitism, transphobia, homophobia, and other forms of discrimination.
- Hamilton's 10-year Housing and Homelessness Action Plan underwent its Five-Year Review in August 2020 and included plans to apply a formalized Gender Based Analysis Plus to ensure that all actions and decisions relating to housing and homelessness policy, programs, and services are effectively meeting the specific needs of the diversity of individuals and households.
- The City's internal Equity Diversity and Inclusion (EDI) workplan, which will come before Council in September 2021 and includes the development of an Equity, Diversity and Inclusion Framework.
- City staff have been invited to participate in the newly-developing Hamilton Police Service Hate Crime Review Team that will invite community members to help examine how hate-motivated incidents are considered and handled and to ensure community-based supports and resources to victims of hate-incidents.

Community consultation during this work has highlighted that hate related incidents at in the Hamilton community and have the potential to leave long lasting impacts on the individuals effected and in the communities in which they live.

**FINANCIAL – STAFFING – LEGAL IMPLICATIONS**

**Financial:** Financial resources to implement the recommendations will be included in the action plan that staff will bring forward to the General Issues Committee for consideration in October 2021.

**Staffing:** Any staff implications related to the implementation of the recommendations will be included in the action plan that staff will bring forward to the General Issues Committee for consideration in October 2021.

**Legal:** None.

## **HISTORICAL BACKGROUND**

On September 23, 2020, staff provided Council with recommendations along with two reports submitted by Dr. Rebecca Sutherns and her team at Sage Solutions the project consultant on research and public engagement.

Council subsequently directed staff to review options on how best to obtain feedback from a larger sample of the community with priority given to those with lived experiences, if possible, as it relates to the Hate Prevention and Mitigation Initiative, and report back to the General Issues Committee.

The resulting second engagement phase conducted jointly with Sage Solutions, City staff and community leaders involved approximately 100 people, including six targeted focus group conversations and an online survey that generated 37 responses.

The online survey was open for eight weeks (November 16, 2020-January 8, 2021) and invited members of the public to identify up to five recommendations that they support.

Three of the focus groups involved existing Advisory Committees at the City of Hamilton: the Committee Against Racism, the LGBTQ2S+ Advisory Group and the Mayor's Roundtable on Diversity and Inclusion.

Other sessions were convened expressly to gather feedback for this project. They included a session with members of the Hamilton Police Service, City staff and ten community leaders representing equity-seeking groups. City staff held sessions with members of the No Hate in the Hammer Steering Committee and members from Jewish communities and Muslim communities.

This second stage of consultation built on initial consultation efforts, which included:

- Community Conversations on Hate Prevention and Mitigation, which took place between June 29 and July 9, 2021
- Anti-Black Racism and Hate Conversation, which took place on Wednesday, August 19, 2020
- A community survey issued between June 16 and July 15, 2020 and received 91 participants
- 10 specific conversations that took place by telephone or email at the participant's request
- Conversations with the Mayor's Advisory Table on Diversity and Inclusion

In the current report, Council is being provided with the results of the consultation, a review of other municipal jurisdictions and feedback with key stakeholders from equity-seeking groups.

Rebecca Sutherns from Sage Solutions will attend the August 9, 2021 General Issues Committee to present the recommendations outlined in Appendix “A” Hamilton Hate Prevention – Final Report and Appendix “B” Hamilton Comparative Research Report Final of Report CM19006(e).

## **POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS**

None

## **ANALYSIS AND RATIONALE FOR RECOMMENDATION**

Sage Solutions produced twenty recommendations informed by engagement with key stakeholders and equity-seeking groups. These are provided as follows and further detailed in Appendix “A” Hamilton Hate Prevention – Final Report and Appendix “B” Hamilton Comparative Research Report Final.

### Proactive Leadership

- Accelerate decisive and well-informed City responses to stand against hate. Be firmer in condemning hateful activities in the city while promoting alternative positive values.
- Create, resource and implement an action plan to confront systemic racism, oppression, and other forms of discrimination in Hamilton.
- Convene collaborative opportunities for productive dialogue amongst community organizations, businesses, and other local institutions, with the goal of building a welcoming city together.
- Measure and report on progress.

### Centring Communities

- Follow through with actions that support what the City has already heard.
- Deeply listen to the voices of those experiencing hate, acknowledge their experiences and provide ongoing opportunities for community feedback.
- Incorporate more diverse representation at decision-making tables.
- Initiate convergent strategies to coordinate and accelerate the work that community organizations are doing to combat hate in the city.
- Redirecting funding away from punitive efforts and toward prevention, including increasing resources for social services partnerships to address mental health, addictions and affordable housing.
- Invest in equity-promoting programming and re-evaluate City grants and granting processes to ensure they are equitable and accessible.

- Invest in more safe community spaces.

#### Education and Early Intervention

- Partner with community organizations, District School Boards, and other relevant collaborators, to co-create and implement an educational curriculum together with young people about racism, hate, equity, diversity, inclusion, and justice and belonging, from the perspective of people living in Hamilton.
- Invest in placemaking initiatives that encourage diverse community interactions across groups.

#### Regulations and Enforcement

- Leverage the municipal regulatory framework to stand against the presence of hate, beginning on City property, but extending beyond that where legally possible.
- Develop a hate incident community mapping mechanism to better track and collect data for hate incidents happening in the city.
- Build a coordinated community reporting system.
- Embrace community-led responses to harm.
- Building and fostering working relationships between community organizations and Hamilton Police Service.

Several recommendations from the stakeholder engagement conducted by Sage Solutions fall outside the jurisdiction and authority of the City but are included here to ensure the feedback from the community is accurately reflected. The recommendations include:

- Redirecting funding away from punitive efforts and toward prevention, including increasing resources for social services partnerships to address mental health, addictions and affordable housing.
- Partner with community organizations, District School Boards, and other relevant collaborators, to co-create and implement an educational curriculum together with young people about racism, hate, equity, diversity, inclusion, and justice and belonging, from the perspective of people living in Hamilton.
- Develop a hate incident community mapping mechanism to better track and collect data for hate incidents happening in the city.
- Building and fostering working relationships between community organizations and Hamilton Police Service.

Given the nature and importance and the feedback received, City staff will ensure impacted organizations are made aware of feedback that pertains to them received during our process.

## **ALTERNATIVES FOR CONSIDERATION**

None

## **NEXT STEPS**

That Council direct staff to report back in October with an action plan to implement recommendations and next steps to further equity, diversity and inclusion priorities for the City of Hamilton taking into account the workplans for related initiatives outlined earlier in the report.

## **ALIGNMENT TO THE 2016 – 2025 STRATEGIC PLAN**

### **Community Engagement and Participation**

Hamilton has an open, transparent and accessible approach to City government that engages with and empowers all citizens to be involved in their community

### **Economic Prosperity and Growth**

Hamilton has a prosperous and diverse local economy where people have opportunities to grow and develop.

### **Healthy and Safe Communities**

Hamilton is a safe and supportive City where people are active, healthy, and have a high quality of life.

### **Culture and Diversity**

Hamilton is a thriving, vibrant place for arts, culture, and heritage where diversity and inclusivity are embraced and celebrated.

### **Our People and Performance**

Hamiltonians have a high level of trust and confidence in their City government.

## **APPENDICES AND SCHEDULES ATTACHED**

Appendix “A” CM19006(e) Hamilton Hate Prevention - Final Report Sage Solutions  
Appendix “B” CM19006(e) Hamilton Comparative Research Report Sage Solutions