




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

<b>TO:</b>	Mayor and Members General Issues Committee
<b>COMMITTEE DATE:</b>	December 8, 2021
<b>SUBJECT/REPORT NO:</b>	Hate Prevention, Mitigation and Community Initiatives Action Plan (CM19006(g)) (City Wide)
<b>WARD(S) AFFECTED:</b>	City Wide
<b>PREPARED BY:</b>	Morgan Stahl, Director of Government and Community Relations (905) 546-2424 or 289-556-6446
<b>SUBMITTED BY:</b>	Morgan Stahl Director, Government and Community Relations City Manager's Office
<b>SIGNATURE:</b>	

**RECOMMENDATION**

- (a) That Government Relations & Community Initiatives staff be directed to implement the Hate Prevention, Mitigation and Community Initiatives Action Plan, as outlined in Appendix "B" attached to Report CM19006(g);
- (b) That staff be directed to engage with local organizations that are culturally-specific and serve equity-seeking groups or groups disadvantaged by discrimination, to determine opportunities for City staff to coordinate and accelerate existing initiatives, in response to the hate prevention and mitigation recommendations;
- (c) That the Government Relations & Community Initiatives staff work with other departments across the corporation with respect to related strategies including, but not limited to, the Urban Indigenous Strategy, the Hamilton Community Safety and Well-Being Plan, Hamilton's 10-year Housing and Homelessness Action Plan, the City's internal human resources Equity Diversity and Inclusion (EDI) workplan, and partner organizations such as the Hamilton Anti-Racism Resource Centre, the Hamilton Centre for Civic Inclusion, and the No Hate in the Hammer Coalition in order to ensure that City policies and programming are informed by the hate prevention and mitigation recommendations presented by Sage Solutions and endorsed by Council in August 2021;

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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.

- (d) That the City initiate an ongoing Equity, Diversity and Inclusion (EDI) Coordination table of community representatives to foster information sharing regarding initiatives that are culturally-specific and serve equity-seeking groups or groups disadvantaged by discrimination, and to determine opportunities for the City to coordinate and accelerate existing initiatives; and,
- (e) That a coordinated response process involving the Office of the Mayor and the City Manager's Office that is proactive to ensure timely response to incidents of hate, be conducted in order to further external equity, diversity and inclusion priorities.

## **EXECUTIVE SUMMARY**

In response to the recommendations as presented by Sage Solutions regarding hate prevention and mitigation in the City and approved by Council on August 15, 2021, the recommendations form the basis of an action plan to support the City in its efforts to further our community initiatives and external equity, diversity and inclusion priorities.

Over the past several years, there has been an increased level of awareness that Municipalities have the opportunity to lead and participate in activities in order to ensure communities are safe, respectful, and inclusive for all residents. Local government can have an impact through policy, services, and civic engagement to assist in larger societal goals and responsibilities.

Council endorsed eighteen recommendations presented in the Hamilton Hate Prevention – Final Report by Sage Solutions, Appendix “A” to Report CM19006(e), at its meeting of August 15, 2021.

Staff was directed to report back to the General Issues Committee in Fall 2021 with an action plan to implement the City-focused recommendations outlined in the Hamilton Hate Prevention – Final Report by Sage Solutions, Appendix “A” to Report CM19006(e)), and next steps to further equity, diversity and inclusion priorities for the City of Hamilton. These actions are to take into consideration City efforts already underway, such as the Community Safety and Well-being Plan; Urban Indigenous Strategy; and other related initiatives;

Staff was also directed to forward recommendations that focus on the operations of third parties contained in the Sage Report to the relevant organizations for their consideration this was done so on August 17, 2021.

Through Council's Equity, Diversity and Inclusion Term of Council Priority, the City commits to creating and nurturing environment that is welcoming and inclusive, where equity-seeking communities feel safe, supported and have an enhanced sense of belonging through strengthened community capacity, City responsiveness, and inclusive engagement opportunities.

The recommendations provided presented in this report respond directly to the eighteen recommendations approved by Council at its meeting August 15, 2021 and are informed by the comparative analysis and community engagement findings in the final report provided by Sage Solutions as well as related initiatives underway across City departments.

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 also continues to be challenged by incidents of hate, racism, and discrimination. To address these challenges, it takes the entire community working together to reinforce our values, create effective policies and build our community resilience.

## **FINANCIAL – STAFFING – LEGAL IMPLICATIONS**

There are no staffing or legal implications associated with Report CM19006. Implementation of the action plan will be covered through the existing Council approved budget.

## **HISTORICAL BACKGROUND**

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 provided direction to staff to conduct further engagement with key stakeholders and equity-seeking groups and develop an action plan that would enable the City to address the numerous findings and recommendations provided by the recent project consultant, Sage Solutions who engaged with equity-seeking groups, people with lived experiences of discrimination, residents and other stakeholders to inform the development of the City's hate prevention and mitigation policies, procedures and practices.

It's important to note that the City of Hamilton has a number of EDI-related projects and initiatives that support the action plan recommended in this report.

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.

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- The City's internal Equity Diversity and Inclusion (EDI) workplan, which was approved by Council in September 2021 and includes the development of an Equity, Diversity and Inclusion Internal Framework.
- 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.
- 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 and Executive Director hired in September 2021.
- The Hamilton Community Safety and Well-Being 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. The Community Safety and Well-Being Plan (CSWP) supports safe and healthy communities through a community-based approach to address root causes of complex social issues. Planning seeks to achieve a proactive, balanced, and collaborative approach to community safety and well-being across four key areas: social development, prevention, risk intervention, and incident response.
- 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.
- 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.

Recent community consultations indicate while the work above is having an impact, more work needs to be done to ensure that the City is contributing to a sense of wellbeing, belonging and inclusion in our community.

On August 15, 2021, staff was directed by Council to report back to the General Issues Committee in Fall 2021 with an action plan to implement the City-focused recommendations outlined in the Hamilton Hate Prevention – Final Report by Sage

Solutions, Appendix “A” to Report CM19006(e)), and next steps to further equity, diversity and inclusion priorities for the City of Hamilton as a whole.

## **POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS**

None

## **ANALYSIS AND RATIONALE FOR RECOMMENDATION**

The August 9, 2021 report recommends that action to help address issues of hate in the community be both led and shaped by those with lived experience of systemic inequalities.

The effort would benefit from clear timelines, performance targets, clear roles and responsibilities, and resources to implement. The recommendations presented in the report presented at the General Issues Committee are informed by the comparative analysis and community engagement findings in the final report provided by Sage Solutions. The actions respond directly to the 18 recommendations approved by Council at its meeting August 15, 2021.

The report recommends that the City develop a framework within which it addresses hate crimes and incidents with defined and appropriate responses that proactively and unequivocally condemn hateful behaviour, support communities experiencing hate and demonstrate in practical ways that the City of Hamilton actively supports a culture of inclusion. It also recommends emphasizing and promoting values of tolerance, inclusion, justice and equity while condemning behaviours that contradict those values.

Also recommended is the need for City staff to participate in ongoing anti-oppression training and integrated in-service practices. This is being fulfilled by the internal strategies put forward by Human Resources staff, supported by Council in September 2021.

The community engagement that informed Sage Solutions’ report made a call for the City to increase its efforts to listen to community voices and amplify their messages, support community groups in their work, proactively build relationships with communities that are experiencing hate, These efforts could include involving inviting marginalized community members to decision-making tables, supporting community programming, and investing in safe, inclusive spaces.

It was suggested that the City coordinate a unified and well-funded city-wide public education campaign to provide opportunities for those who have experienced hate to share their stories in a meaningful way with the broader community, training in effective ways to intervene when you see hate incidents occurring and customized,

culturally responsive resources available when people are impacted by a hateful incident in the city. There are opportunities for the City to support community efforts, which could accelerate and expand those efforts impact.

Except for the City of Toronto, the City of Hamilton related policies on hate prevention and mitigation far exceed other municipalities. Some of these include the City's Equity and Inclusion Policy, Hate Related Incident Prevention Procedure, Corporate Security Procedure, and Notification of Assembly and Trespass Bylaw. However, research shows that the solution is not about creating more policies generally seen as "enforcement" or "punitive" but rather more pro-active and affirmative actions to reinforce municipal values such as community initiatives, strategic partnerships, community engagement, placemaking initiatives, investments in community through granting programs and community capacity building.

Lastly, staff was directed to prepare an Amending By-law to By-law 10-197, being the Hamilton Sign By-law, to provide that the City of Hamilton may, at its sole discretion, remove, without notice, or order to be removed, any sign or decoration, which has been determined is for an unlawful activity, or contains expressions and symbols associated with hate, profanity or obscenity or other message that is deemed offensive or discriminatory, as defined in the Ontario Human Rights Code, for Council's approval.

## **ALTERNATIVES FOR CONSIDERATION**

None

## **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” to Report CM19006(g) (City Wide) – Relevant Overview of City Initiatives and Programming

Appendix “B” to Report CM19006(g) (City Wide) – City of Hamilton Hate Prevention, Mitigation and Community Initiatives Action Plan