



Recommendation Report (CM19006)

Appendix B: City of Hamilton Hate Prevention, Mitigation and Community Initiatives Action Plan

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1.0 Quick Reference: Overview of Hate Prevention, Mitigation and Community Initiatives Action Plan

It is important to note that the City of Hamilton Hate Prevention, Mitigation and Community Initiatives Action Plan outlines new work underway and objectives as a result of the Sage Solutions recommendations and builds on the foundation of existing initiatives to further our community initiatives and external equity, diversity and inclusion priorities:

- The Hamilton Community Safety and Well-Being Plan
- Internal Equity, Diversity & Inclusion Framework & Workplan
- The Urban Indigenous Strategy
- The Hamilton Anti-Racism Resource Centre (HARRC)
- Hamilton’s 10-year Housing and Homelessness Action Plan
- The City of Hamilton’s Youth Engagement Strategy
- The City of Hamilton’s Public Engagement Policy
- The Economic Development Action Plan 2021 – 2025
- The Placemaking Grant Program

1.1 Our current timeline:

The City of Hamilton has taken significant steps to further equity, diversity and inclusion and deepen our relationships with equity seeking groups – the City’s hate prevention and mitigation initiative has been completed with the following key activities and timelines:

- 1.1.1 **February 2020:** Consultant produces community engagement plan
- 1.1.2 **June to August 2020:** Citywide community engagement and public consultation
- 1.1.3 **September 2020:** Preliminary policy and public engagement findings
- 1.1.4 **September 2020 to January 2021:** Further public input on engagement findings
- 1.1.5 **February 2021:** Policy and recommendations report to Council for consideration
- 1.1.6 **August 2021:** Final report reviewed by Council and community stakeholders (through delegation)
- 1.1.7 **December 2021:** Further recommendations related to hate prevention and mitigation accompanied by an action plan

1.2 Hate Prevention, Mitigation and Community Initiatives within Municipalities

Municipalities have varying approaches to how they address equity, diversity, inclusion and community-based initiatives. Some municipalities appear to embed these practises in their human resources or human rights division while others have tailored departments and resources dedicated to combatting hate and promoting inclusion throughout the City.

2.0 Action Plan: Phase One (Collaboration, Engagement, Analysis)

What we heard:

- a multi-pronged approach is needed;
- a single “one size fits all” model is not appropriate to each place;
- municipalities are able to use various levers to influence behaviour, and yet
- mitigating hate requires coordinated action well beyond municipal control;
- no single municipality currently has this issue “figured out,” but Hamilton can learn from the composite experience of others.

	Work Objectives	Project Scope Details	Timelines / Targets
2.1	Incorporate Municipal Best Practices	Engage with other municipal leads via the equity, diversity and inclusion working group focused on combatting hate, oppression and discrimination Participate in the Municipal Anti-Hate Symposium: Towards a collective approach to understanding and dismantling hate to be hosted on Friday, December 10, 9:00am – 5:00pm.	<ul style="list-style-type: none"> • Timeline: Q1 2022 • Target: Initiate December 2021 and engage consistently

		<p>The symposium will explore topics such as recognizing and responding to hate in local communities, what actions municipalities can do to address hate as well as specific discussions about anti-Indigenous hate, anti-Semitic hate, anti-Black hate, anti-Asian Hate, anti-LGBTQ2s+ hate, and anti-Muslim hate.</p> <p>Identify relevant legislation, regulations, and connections to existing internal policies or procedures</p>	
2.2	Key Stakeholder Engagement	Engage with key community partners such as the Hamilton Anti-Racism Resource Centre, Hamilton Centre for Civic Inclusion and No Hate in the Hammer in addition to establishing relationships with community organizations led by equity seeking groups, namely, the Black, Muslim, Jewish, 2SLGBTQIA+, and Indigenous communities.	<ul style="list-style-type: none"> • Timeline: Q1 2022 • Target: On-going from 2021 – 2022
2.3	Strengthen Our Advocacy	<p>Collaborate with the Association of Municipalities of Ontario, Federation of Canadian Municipalities and Ontario Big City Mayor’s Caucus to ensure we are advocating to higher levels of government on relevant issues impacting equity seeking, namely, the Black, Muslim, Jewish, 2SLGBTQIA+, and Indigenous communities.</p> <p>An example, The City of Hamilton urging the Canadian Government to build on Parliament’s 2019 report Taking Action to End Online Hate and engage in the development of legislation that would clarify and strengthen the definition of hate speech, including explicit recognition of the psychological harm that can be caused by hateful symbols, and work with all levels of government in addressing the root causes of hate speech.</p>	<ul style="list-style-type: none"> • Timeline: Q1 2022 • Target: On-going from 2021 onward
2.4	Identify Equity, Diversity & Inclusion breakdown in the City Enrichment Fund	Staff were directed to integrate the Equity, Diversity and Inclusion breakdown of the allocated City Enrichment Fund in a form that enables the consistent measurement of outcomes, and report back to the Grants Sub-Committee.	<ul style="list-style-type: none"> • Timeline: Q1 2022

2.5	Development of a Community Coordination Table	City initiate an ongoing Community Equity, Diversity and Inclusion (EDI) Coordination table of 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.	<ul style="list-style-type: none"> • Timeline: Q2 2022 • Target: On-going from 2022 onwards
2.6	Identify Opportunities to Collaborate with Community Organizations	<p>Convene collaborative opportunities for productive dialogue amongst community organizations, businesses, and other local institutions, with the goal of building a welcoming city together.</p> <p>Ensure that Provincial and Federal funding opportunities are being identified for communities serving equity seeking groups, namely, the Black, Muslim, Jewish, 2SLGBTQIA+, and Indigenous communities. in the City of Hamilton.</p>	<ul style="list-style-type: none"> • Timeline: Q2 2022 • Target: On-going from 2022 onwards

3.0 Action Plan: Phase Two (Equity, Diversity and Inclusion in our Public Engagement Process)

	Work Objectives	Project Scope Details	Timelines / Targets
3.1	Engagement with Equity Seeking / Impacted Groups	<ul style="list-style-type: none"> • Engage with racialized, equity-seeking, and traditionally under-represented groups including but not limited to: seniors, youth, rural residents and stakeholders, racialized and Indigenous community members, newcomers, low-income residents, and persons with disabilities • Identify key findings, themes and recommendations to better improve relationships with equity-seeking and traditionally underrepresented groups regarding public engagement and broader input 	<ul style="list-style-type: none"> • Timeline: Q2 2022

**This work is consistent and supports the Scope of Work and Project Activity Plan: Public Engagement Policy and Administrative Framework (CM21011) approved by Council at General Issues Committee on October 6, 2021.*

4.0 Project Activity Plan: Phase Three (Hate Prevention, Mitigation and Community Initiatives Evaluation Tools)

	Work Package	Work Scope Details
4.1	Internal Tools and Evaluation Metrics	<ul style="list-style-type: none"> • Develop internal tools and metrics to assess City-led hate prevention and mitigation efforts, demonstrate impact and value, inform future initiatives such as granting process and improve practices
4.2	Stakeholder Engagement	<ul style="list-style-type: none"> • Engage with stakeholders to review effectiveness of having established a community-led approach to hate prevention and mitigation and identify impact as well as opportunities for improvement
4.3	Annual Reporting	<ul style="list-style-type: none"> • Report back to the General Issues Committee and community stakeholders on City-led initiatives, practices, and achievements