




Hamilton

# INFORMATION REPORT

<b>TO:</b>	Chair and Members Grants Sub-Committee
<b>COMMITTEE DATE:</b>	January 17, 2022
<b>SUBJECT/REPORT NO:</b>	City Enrichment Fund: Equity, Diversity, Inclusion (EDI) Information Report (GRA21003(a)) (City Wide)
<b>WARD(S) AFFECTED:</b>	City Wide
<b>PREPARED BY:</b>	Mimi John (905) 546-2424 Ext. 4524
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<b>SIGNATURE:</b>	

## INTRODUCTION

In response to a recent Council motion, 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.

The City Enrichment Fund is the granting mechanism for the City of Hamilton’s municipal investment in a wide range of program areas that supports the City’s strategic plan. Granting programs at the City of Hamilton have evolved over time, previously the City Enrichment Fund (CEF) was referred to as Community Partnership Program (CPP). In 2016, the fund transitioned from Community Partnership Program (CPP) to the City Enrichment Fund (CEF). The fund has continued to evolve and grow to adapt to community needs, 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. There are 6 main program areas;
  - Arts
  - Agriculture
  - Community Services
  - Environment
  - Sport & Active Lifestyles

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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.

- Communities, Culture, & Heritage
- The fund operates on an annual granting cycle with the applicants' initiative (program/event) taking place in the upcoming funding year, in-take process is done September 1 to November 1 of the previous year.
- Each program area comprises of different streams with specific guidelines which address the uniqueness within the program areas
- Eligibility varies based on program area and stream, however, an organization must be based in Hamilton and providing services to Hamiltonians

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

- 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 internal Equity, Diversity and Inclusion Steering Committee on best practises for the fund
- Staff will present findings for further discussion at Grants Sub-Committee meeting in Spring 2020 (postponed due to COVID and redeployment)

At the Grants Sub-Committee meeting on June 8, 2021, City Enrichment Fund (CEF) staff presented an Equity, Diversity, Inclusion (EDI) Report that provided an overview of the outreach to the community by means of a survey, phone calls and general information identifying the community feedback with regards to the current process of the fund. At that meeting staff were further directed (GRA21003 – Item 6.1) 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.

#### Current Application Process:

Our current application process does not include a self-identification option or questionnaire for applicants to determine or identify whether they are BIPOC-led (black, indigenous, people of colour), women-led, rural or led by other equity seeking groups. In addition, our current application does not request information about the communities that receipts serve. Each program area comprises of different streams with specific guidelines which address the uniqueness within the program areas. It varies based on funding stream in the way we capture information regarding which groups and demographics are being served by the fund as well as the nature of the organizations which are applying to the fund. The guidelines and process have remained unchanged

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year over year, however, due to the evolving demographics of the community, adding self-identification tool to the application process of all streams would enable staff to capture information and data consistently across the entirety of the City Enrichment Fund program.

Currently the application is available online only. In addition, the application is only made available in English without translation services. The bulk of any assistance provided to applicants is made available one-to-one with staff.

Presently, the only program area which capture and measure some aspects of an EDI lens is in Community Services stream. Under the program description section, applicants have 3 scorable elements, one of which asks them to identify the target group for the program. Applicants are given the option to select from the following list; BIPOC, Women, Youth, Seniors, Disabilities and Racialized in this section. In an effort to provide services and programming that is inclusive to our City residents – we request applicants select one of these options in our scorable elements which identifies directly who the organizations serve based demographics.

The information below provides a snapshot of applicants whose target group is identified as BIPOC in the 2020 and 2021 CEF application in-take process for the Community Services specific stream. Please note that there are other programs, in addition to CEF, housed in Healthy & Safe Communities that serve and fund BIPOC members of the community, for example – low income or those in poverty.

**CEF 2021: Community Services Application Identified EDI Information**

	Total Number of Programs	Unfunded	Funded
BIPOC	5	1	4
Women	11	0	11
Youth	12	2	10
Seniors	21	0	21
Disabilities	2	1	1
Racialized	4	2	2
<b>Not Funded</b>		<b>6</b>	
<b>Funded</b>			<b>49</b>
<b>Total</b>	<b>55</b>		

**CEF 2020: Community Services Application Identified EDI Information**

	Total Number of Programs	Unfunded	Funded
BIPOC	4	1	3
Women	11	0	11
Youth	11	1	10
Seniors	21	0	21
Disabilities	7	2	5
Racialized	6	3	3
<b>Not Funded</b>		<b>7</b>	
<b>Funded</b>			<b>53</b>
<b>Total</b>	<b>60</b>		

Overall Budget and Funding Allocation:

	2017	2018	2019	2020	2021
<b>City Enrichment Fund</b>	6,039,670	6,022,690	6,085,610	6,088,340	6,088,340

Over the years staff has applied the same funding model for returning applicants and a modified rationale for new applicants to work within the approved CEF budget. All funding recommended was contingent upon funds remaining in the program envelope.

The current health pandemic caused significant impacts to organizations and programs and highlighted the vulnerabilities and inequities in our community and in the fund. As we adapt to a new reality with the change in need, we are poised to see where we can modify and develop our processes.

Program Envelopes

2020 - 2022 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
<b>TOTAL</b>	<b>\$ 6,038,340</b>

Kindly refer to the appendices for a more robust breakdown of how funding has been allotted. The past two years has not been normal operations for the fund. Many programs were modified, postponed, cancelled. Some received additional funding from other sources while others looked to CEF. Staff had taken that into account and tried simplifying this complex situation by breaking down the recommendations for funding into a phased approach the last two years, to work with community groups and provide some flexibility within the grants mandate.

To view a more wholesome overview of the fund would be 2019 pre-pandemic levels in terms of funding amounts.

The Outstanding Business List Item respecting GRA21003 – Item 6.1 be identified as completed and removed from the list.

**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

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

**Economic Prosperity and Growth**

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

**APPENDICES AND SCHEDULES ATTACHED**

- Appendix “A” to Report GRA21003(a): Funding Rationale
- Appendix “B” to Report GRA21003(a): Breakdown of Funding Amounts