



Hamilton

INFORMATION REPORT

TO:	Chair and Members Audit, Finance and Administration Committee
COMMITTEE DATE:	March 24, 2022
SUBJECT/REPORT NO:	Support for the National Council of Canadian Muslims brought forward by the NCCM recommendations in Motion 6.2 (CM21015(a)) (Outstanding Business List Item)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Sunil Anrigh Project Manager, Community Inclusion & Equity (905) 546-2424 ext. 4073 Pauline Kajiura Manager, Community Initiatives (905) 977-1589
SUBMITTED BY:	Morgan Stahl Director, Government Relations & Community Engagement City Manager's Office
SIGNATURE:	

COUNCIL DIRECTION:

At its meeting on August 13, 2021, Council approved the following motion:

That the Director of Government Relations and Community Engagement be directed to work with local leaders of the National Council of Canadian Muslims to determine what dedicated local funding may be required to fulfil community-based anti-Islamophobia initiatives and report back to the Audit, Finance and Administration Committee, to undertake NCCM Recommendation 56:

56. Municipalities provide dedicated funding for local community-based anti-Islamophobia initiatives.

(d) That the Director of Government Relations and Community Engagement be directed to report back to the Audit, Finance and Administration Committee on local anti-Islamophobic public awareness campaigns and

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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.

SUBJECT: Support for the National Council of Canadian Muslims brought forward by the NCCM recommendations in Motion 6.2 (CM21015 (a))
Page 2 of 5

options respecting a potential program(s) for training young Muslim leaders for the future, to undertake NCCM Recommendations 58 and 61:

58. Municipalities dedicate specific funding for anti-Islamophobia public awareness campaigns.
61. Develop models for training young Muslim leaders for the future such as Youth Fellowship program in Toronto.

INFORMATION:

The City of Hamilton recognizes the rise of hate crimes, including those focused on the Muslim community, both within the municipality and across Canada. This includes a recent Islamophobic attack in the City of Hamilton, allegedly by a Cambridge man, on the wife and daughter of Imam Kamal Gurgi of Hamilton's downtown mosque.

Hamilton City Council was requested to respond to recommendations respecting the municipal portion of the National Canadian Council of Muslims (NCCM) National Action Summit on Islamophobia. These were brought forward by a contingent of Hamilton's Muslim leaders brought forward to Council on July 19, 2021. Muslim leaders in Hamilton requested Council's endorsement and commitment to several of the municipal recommendations in the NCCM's report.

Following the August 13, 2021 Council motion, City staff and officials engaged with the NCCM and Muslim leaders across Hamilton to discuss opportunities to address the recommendations outlined in the NCCM's July 19, 2021 report as per Council's directive. To that end, City staff and officials met with the Hamilton Team Leader for NCCM throughout September, and most recently November 10, 2021 to discuss collaborative opportunities.

The Mayor's Office and City staff held the first meeting to strike the Mayor's Anti-Islamophobia Advisory Group with a wide cross section of members of the Muslim community across Hamilton on September 28, 2021. This included NCCM's Advocacy Officer and the Hamilton Team Leader. Staff are currently working with national and local members of NCCM to ensure that subsequent meetings are fully representative of the Muslim community.

City staff also provided recommendations to NCCM about potential provincial and federal funding streams that may assist in supporting the delivery of this programming and potential events.

Subsequently, the Mayor's office and City staff met with NCCM staff on November 10, 2021 to discuss upcoming actions and steps with the Mayor's Anti-Islamophobia

SUBJECT: Support for the National Council of Canadian Muslims brought forward by the NCCM recommendations in Motion 6.2 (CM21015 (a))
Page 3 of 5

Advisory Group. Further meetings with NCCM and local leaders are being planned for 2022.

NCCM Recommendations 56 and 58

With regards to NCCM recommendation 56 and 58, currently the City of Hamilton provides funding support to many community-based organizations and more recently, funding provided to the Hamilton Anti-Racism Resource Centre (HARRC), both of which have a focus on addressing hate and encouraging participation and civic engagement in Hamilton by reducing systemic barriers faced by racialized communities. Many community partners that access City funds have held programs and events aimed at encouraging civic engagement, and have run programs geared towards the Muslim and the broader BIPOC (Black, Indigenous, People of Colour) community in Hamilton, including the Hamilton Civic Leadership Program and the Black Youth Mentorship Program.

A variety of current funding opportunities exist for local organizations to launch campaigns that raise awareness and work to prevent Islamophobia, including the City of Hamilton's City Enrichment Fund. Additionally, there are several recently launched funding opportunities, provincially and federally, including the Ontario Anti-Racism Anti-Hate Grant Program and the Government of Canada's Anti-Racism Action Program. As of 2022, the City Enrichment Fund is currently under review to determine a means to track Equity, Diversity and Inclusion (EDI) elements of applicants and programs submitted for consideration in order to ensure the program is administered and funds distributed in a more equitable manner.

In 2017, at the suggestion of the Mayor's office, the Hamilton Immigration Partnership Council (HIPC), in partnership with the Hamilton Centre for Civic Inclusion (HCCI) and the Ontario Council of Agencies Serving Immigrants (OCASI) launched #HamiltonforAll. The campaign's goal of making the City more hospitable to immigrants and refugees, and encouraging community members to engage with newcomers, was based on a similar program in Toronto called Toronto for All.

More recently, in February 2022, the local community coalition No Hate in the Hammer, which includes representatives from the City of Hamilton among others, hosted a discussion on Islamophobia as part of their speaker series, *Creating a Community Response to Hate: A Virtual Speaker Series*.

NCCM recommendation 61

Pertaining to NCCM recommendation 61, the City of Hamilton's Human Resources department does not currently have a specific program or campaign designed to recruit individuals of a particular religious faith. The department does, however, engage with

more than 50 community partners and organizations to circulate recruitment opportunities within various communities. Additionally, the City does hire and place several hundred students and youth in employment opportunities throughout the City each year through several programs, including the Summer Student Program, the Public Health Post-Secondary Student Placement Program, the High School Co-op Student Program, and lastly the Post-Secondary Student Placement Program. There are opportunities to better engage with and encourage Muslim youth to apply for these positions.

Moreover, *CityLab*, a partnership between the City of Hamilton and local post-secondary educational institutions, provides opportunities for City leaders and staff to work with students and academics from local universities and colleges on various projects. Over 2000 students have engaged in the program with over 100 projects across Hamilton. Additionally, the non-profit *Model City Hall Hamilton* has hosted events and conferences in Hamilton for youth, dedicated to encouraging youth participation in local politics. The City of Hamilton has acted as a partner in the past, and several City Councillors contributed their time in supporting the conference. Two conferences have taken place with approximately 80 participants at each. Again, there are opportunities here to directly target Muslim participants.

The City of Hamilton's Youth Strategy presents further opportunities. The Strategy has previously engaged with Muslim youth, as in 2018 when they ran a targeted engagement at the Hamilton Mosque that was co-facilitated with the Youth Strategy's steering committee. In addition, they have a strong connection with local Mosques and organizations including Empowerment Squared, the Newcomer Youth Centre, and several other groups serving Muslims in Hamilton. The strategy has been very successful in engaging with youth in Hamilton, and they have indicated they are open to supporting any department within the City of Hamilton with a desire to connect with Muslim youth in Hamilton.

The City of Hamilton's Hate Prevention, Mitigation and Community Initiatives Action Plan

Approved by Council in December 2021, the City of Hamilton's Hate Prevention, Mitigation and Community Initiatives Action Plan outlines a number of steps the City of Hamilton is undertaking to address issues of hate within the city, including Islamophobia. This includes that staff be directed to engage with local organizations that are culturally-specific and serve equity-deserving 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. This comprises a number of items, including 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

SUBJECT: Support for the National Council of Canadian Muslims brought forward by the NCCM recommendations in Motion 6.2 (CM21015 (a))
Page 5 of 5

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.

Further, 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-deserving communities feel safe, supported and have an enhanced sense of belonging through strengthened community capacity, City responsiveness, and inclusive engagement opportunities.

Further, the Hamilton Community Safety and Well-Being Plan is currently being implemented. Approved by Council in July 2021, the plan names hate incidents as one of its six local priorities. These include goals to reduce individual and organizational incidents of Islamophobia, anti-Black and anti-Indigenous racism, xenophobia, anti-Semitism, transphobia, homophobia, and other forms of discrimination.

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

N/A