

Date: September 28, 2021

CAR Work Plan 2021-2022:

Base plan on several items:

- Empirical data and anecdotal data
- Available timeline (approx. 24 months)
- Try to be as current and forward thinking as possible
- Resources and expertise present on the committee
- Stay within mandate of committee
- Leverage unique platform to be able to provide direct recommendations to City Council
- Need for action items to be concrete, direct and specific and tangible.
- Need to remember of delays within process to make recommendations.

Work Plan Items	Committee Against Racism's Role	Group Members	Updates
Monitor and support City Council initiatives and provide feedback/ reminders (Priority 1a)	<ul style="list-style-type: none">- City Council would likely be interested in CAR's input on these.- Need to ensure it is a two-way communication channel and CAR receives feedback on the provided input.- Need to look to invite City initiative leaders to ask/follow-up on impact of project- Look to hold City initiative leaders/city council accountable for their proposed plans- Ensure City of Hamilton provides resources on their website to support victims of racism and discrimination (Example: Anti Asian racism message on City of Hamilton website/ Coronavirus page: https://www.hamilton.ca/coronavirus)		

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	<ul style="list-style-type: none"> - Provide comments on Equity, Diversity and Inclusion Handbook for the City of Hamilton? - Examples include: <ul style="list-style-type: none"> o Hate Prevention and Mitigation Initiative o Community Safety and Well-being Plan o HARRC o Distribution of vaccinations within Hamilton and racialized communities 		
<p>Review and consult on the City of Hamilton’s Access and Equity framework (now called Equity, Diversity and Inclusion Framework and Community Equity and Inclusion Portfolio within City Manager’s Office) (Priority 1b)</p>	<ul style="list-style-type: none"> - Ask Pauline/ John for an update on the City of Hamilton Access and Equity framework. - EDI framework is human resources for City of Hamilton focused - Community Equity and Inclusion Portfolio is externally facing - Find out when Equity, Diversity and Inclusion policy was last reviewed and updated. - If it has not been updated recently, recommend to City Council to do with and ask for CAR feedback on new policy. - That the Committee Against Racism be informed and/or consulted with regards to any internal City of Hamilton anti-racism and diversity education and training. 	<p>Sub-group members: Annie Law, Marlene Dei-Amaoh,</p>	

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Working with schools to see how racism is addressed in the school system (Priority 2a)	<ul style="list-style-type: none"> - Become involved in all the different initiatives addressing racism within the school boards - Invite liaisons to CAR meetings to build communication channel - Review report on bullying published by school board - Develop content/curriculum regarding Black History Month with a special focus on Hamilton 	<p>Sub-group members: Gerry Smith, Shamini Jacob, Phillip Jeffrey</p>	
Connect with new person at HPS who works with education and racism (Priority 2b)	<ul style="list-style-type: none"> - Interact with diversity and inclusion officer (Paola Jani) at HPS and community relations officer (Jasbir Dhillon) at HPS 	<p>Sub-group members: Marlene Dei-Amaoh,</p>	
Cultivate relationships with other advisory committees to identify opportunities for collaboration and partnerships (Priority 2c)	<ul style="list-style-type: none"> - How can we find out about the activities of other advisory committees? Can we receive reports from them? - Idea is to be able to support these advisory committees with issues that overlap with CAR mandate. 		
Identify various community organizations with related mandates (Priority 3a)	<ul style="list-style-type: none"> - Connect with IWC to learn about issues faced by new immigrants (especially Arab community) in Hamilton - Starting point: HCCI/ HARRC/ Police/ School boards - Potentially build a library of community organizations that can be shared and 	<p>Sub-group members: Taimur Qasim, Phillip Jeffrey,</p>	

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	<p>potentially history of organizations as well.</p> <ul style="list-style-type: none"> - Continue/restart conversations with HEDAC and City advisory aboriginal committee to see if there are any opportunities for collaboration. 		
<p>Improve outreach and connect with community organizations or individuals with similar mandates (Priority 3b)</p>	<ul style="list-style-type: none"> - Develop social media presence for CAR - Do we know the numbers of who views the streams of our meetings? - Raise awareness to pertinent issues within City of Hamilton - Define communication channels and liaison personnel within important organizations in the community (Human Rights Commission, etc.) - Develop partnerships with new and existing communities in the City of Hamilton - Invite and/or conduct information interviews with these communities/organizations/liaison personnel to learn more about what they do and how we can collaborate. - Need to define what we want to achieve through outreach - Develop a process/system to share information and remain up-to-date on current events in the City of Hamilton 		
<p>Identify various community initiatives with</p>	<ul style="list-style-type: none"> - Look for statistics to see where to new immigrants are coming (HIPC report) 		

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related mandates (Priority 3c)	to identify which communities to reach out to - Research should include ethnic minorities		
Keeping a list of days/events to support and then budget for every year (Priority 4)	- Ensure that a report is received from funded event to know how CAR is making a difference/impact of funding - Develop a template/application for community organizations to request for funding/support from CAR - Investigate whether CAR can advertise its ability to fund certain events in the City of Hamilton? - Send list of days/event to City Council		
Identify/develop a process to act/respond to anti-racism events in the community (Priority 5) Priority to be reviewed.	- Develop list of reporting tools/websites - Develop a pamphlet/primer to identify the reporting pathway services for victims of racism and possibly share it with different organizations (immigration services, city council/hall, community organizations, etc.). - Convert any correspondence received in a Citizen Draft Report so that it can be guaranteed to be reviewed by AFNA and City Council. - Note: Any communications with outside agencies (other levels of government/media) must be approved by City Council.		

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Identify list of historical standing agenda items (Priority 1b or 6)	<ul style="list-style-type: none"> - Annual Hate Crime presentation from HPS - Budget - That this Committee endeavor to ensure that the City retain a permanent allocation/budget line for anti-racism initiatives. Would need to develop a really solid and specific argument. Maybe work with SPRC to develop argument and present at June meeting where Hate Mitigation Plan was presented. (from 2014-2018 workplan) 		
Review grant application process to City Enrichment Fund to ensure that it is accessible to marginalized and racialized communities and grassroots organizations, which empower antiracism initiatives (Priority 7)	<ul style="list-style-type: none"> - Racialized people not getting the grant and as a result the committee needs to continue to be marginalized - Provide City Council with a recommendation regarding City Enrichment Fund have an equity and inclusion lens. - That the City of Hamilton provide 2 to 3 daylong workshops on writing proposals and grants to help anti-racism activists seek out funding for their work. Workshops must be accessible to the marginalized/ underserved communities and grassroots groups. People need to be able to walk away from these workshops with an actual understanding of the process of grant- 	Sub-group members: Simone McWatt, Taimur Qasim	

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	<p>writing and potential sources for funding, as well as practical tools and reusable skills, and a final product of their own.</p> <ul style="list-style-type: none">- Ask CEF to present about process and ask to review their process/policy. Ask for follow-ups as well.		
Formation of an Anti-Racism Coalition (Priority 8)	<ul style="list-style-type: none">- Revisit this action item once CAR has created a list of different community organizations with similar mandates- A coalition of municipalities against racism and discrimination does exist. What are our responsibilities as a result of signing up for CMARD?		