




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

TO:	Mayor and Members Audit, Finance & Administration
COMMITTEE DATE:	November 16, 2023
SUBJECT/REPORT NO:	Recommendation for Sustainable Funding for the Hamilton Anti-Racism Resource Centre (CM20007(e)) (City Wide)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Morgan Stahl (905) 546-2424 Ext. 2178
SUBMITTED BY:	Morgan Stahl Director, Government and Community Relations
SIGNATURE:	

RECOMMENDATION

- (a) That the annualized amount of \$190,000.00 to support the ongoing operations of the Hamilton Anti-Racism Resource Centre be referred for Council's consideration to the 2024 Operating Budget;
- (b) That, if approved as part of the 2024 Operating Budget, any funding from the City of Hamilton for Hamilton Anti-Racism Resource Centre be allocated to Hamilton Anti-Racism Resource Centre annually through a transfer payment agreement facilitated by the Government Relations and Community Engagement division, and that each year's funding be conditional on the submission to the City of an annual report and audited financial statements produced by Hamilton Anti-Racism Resource Centre, and;
- (c) That any City funding for Hamilton Anti-Racism Resource Centre be used for the purposes of advancing education about race, racism, discrimination, racial equality, anti-racist theory and practice within the City of Hamilton, in alignment with Hamilton Anti-Racism Resource Centre mandate and by-laws attached as Appendix "A" and Appendix "B" to Report CM20007(e).

EXECUTIVE SUMMARY

Over the past several years, the City of Hamilton has been leading the development and implementation of a broad range of policies, procedures, strategic initiatives,

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.

investments and action plans to address issues of hate in the community and promote the creation of a safe, welcoming, and inclusive city for all.

Hamilton Anti-Racism Resource Centre (HARRC) was established to provide resources and support to residents experiencing racism, to collect and report statistically on incidents and trends of racism, and to provide information, education and advocacy to foster community capacity and understanding of anti-racism and anti-discrimination in Hamilton.

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: That the associated annualized program budget of \$190,000.00 be referred to the 2024 operating budget for the Government Relations and Community Engagement division, to facilitate a service agreement with the HARRC, in order to provide the necessary resources and sustainability to the support on-going operations of the Centre.

Staffing: There are no staffing implications

Legal: There are no legal implications

HISTORICAL BACKGROUND

In December 2019, Council approved recommendations which outlined next steps enabling the re-opening of the HARRC, this included extensive consultation and community-led engagement ensuring that voices of racialized individuals were foundational to the re-opening and continuation of HARRC's mission and mandate. This was a significant demonstration of the City's commitment to addressing issues of racism and providing community-based supports for equity deserving communities.

In 2021, Council approved a \$203,846 commitment from the Tax Stabilization Reserve to support HARRC operations for the remainder of the 26-month commitment to facilitate start up and resumption of operations. This was disbursed to HARRC in September 2021 in order to coincide with the September 7, 2021 start-date of their newly appointed Executive Director, Lyndon George, and appointment of Board of Directors. These funds came to completion in November 2023 which covers HARRC's operating costs for the original 26-month term.

Lyndon George, Executive Director, attended the July 13, 2023 Audit, Finance and Administration meeting to provide a status update on HARRC inclusive of the services provided through the agreement of the previously Council approved \$203,846 commitment, the Executive Director's presentation, Update and Progress for HARRC was provided as Appendix "A" to Report CM20007(d). Within Report CM20007(d),

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Council approved a one-time payment of \$75,000.00 from Tax Stabilization Fund #110046 be provided to the HARRC for the period of December 2023 – April 2024. As part of the presentation, staff were directed to work with HARRC to discuss their operational and sustainability plan ahead of the 2024 budget process identifying the role that the City will play to support their sustainability for the future.

Staff met with HARRC throughout the months of August, September and October 2023 to discuss the comprehensive plan, in detail. As a result, staff are recommending that the associated annualized program budget of \$190,000.00 be referred to the 2024 operating budget for the Government Relations and Community Engagement division, to facilitate a service agreement with the HARRC, in order to provide the necessary resources and structure to the support ongoing operations of the Centre.

POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS

N/A

RELEVANT CONSULTATION

N/A

ANALYSIS AND RATIONALE FOR RECOMMENDATION

Equity, diversity and inclusion are key priorities for the City of Hamilton's 25-year community vision and Term of Council Priorities. From 2015 – 2016, the City's Our Future Hamilton community visioning initiative engaged with nearly 55,000 residents and community partners to create a new shared community vision that would guide long-term planning efforts. Throughout the year-long engagement process, Hamiltonians told us they want a safe, caring, and supportive city that is free from all forms of discrimination and is a place where culture, diversity and inclusivity are embraced.

Through comparative research efforts and municipal jurisdictional scans we heard: a multi-pronged approach is needed; a single one size fits all municipal model is not appropriate or effective; while municipalities are able to use various levers to influence behaviour, mitigating hate requires coordinated action well beyond municipal control; and no single municipality has currently addressed or alleviated issues of hate, racism and discrimination, but Hamilton can learn from the composite experience of others and collaborative partnerships with organizations like HARRC.

The Hamilton Community Safety and Well-Being Plan Advisory 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-

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Black and anti-indigenous racism, xenophobia, anti-Semitism, transphobia, homophobia, and other forms of discrimination.

On August 13, 2021, Council approved 18 recommendations of the Hate Prevention and Mitigation Initiative, presented in report CM19006(e). The recommendations stemmed from research and stakeholder engagement by Rebecca Sutherns of Sage Solutions retained by the City of Hamilton as a part of response to high numbers of hate-related incidents reported to police in recent years.

City-led initiatives that further support and align with the mandate of Hamilton Anti-Racism Resource Centre and Hate Prevention, Mitigation and Community Initiatives Action Plan objectives include:

- 25-Year Community Vision (Our Future Hamilton)
- Community Safety and Well-Being Plan
- Economic Development Action Plan 2021 – 2025
- Hamilton’s 10-year Housing and Homelessness Action Plan
- Internal Equity, Diversity & Inclusion Framework & Workplan
- One-Time Enhancement Grant Relief Program
- Placemaking Grant Program
- Corporate-wide Public Engagement Policy and Administrative Framework
- Urban Indigenous Strategy
- Youth Engagement Strategy

While the above work is underway, recent incidents of hate and racism in Hamilton indicate that more work is needed. These incidents leave a long-lasting impact on the individuals and communities who are victims, and they affect all Hamiltonians by impugning the city’s reputation and diminishing community sense of belonging for many equity-deserving populations.

ALTERNATIVES FOR CONSIDERATION

N/A

APPENDICES AND SCHEDULES ATTACHED

Appendix “A” to Report CM20007(e) – The Hamilton Anti-Racism Resource Mandate & Summary

Appendix “B” to Report CM20007(e) – The Hamilton Anti-Racism Resource Centre By-laws