




Use of Indigenous Images/Themes in City Sports & Recreational Facilities Policy	 Hamilton	Content Created: 2024-01-18
<<Category Name Insert Here>>		Supersedes Policy: n/a
Policy No: <<Insert Here>>		Approval: YEAR-MM-DD
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<p><i>Use of Indigenous Images/Themes in City Sports & Recreation Facilities Policy</i></p>	
POLICY STATEMENT	<p>The City of Hamilton is committed to promoting and creating positive and inclusive experiences in its sports and recreation Facilities to establish an understanding and mutual respect for the dignity and worth of all people.</p>
PURPOSE	<p>This policy will provide direction, education and awareness to City staff, members of the public, and non-Indigenous sports teams with respect to the use and display of Indigenous Images/ Themes at all City of Hamilton’s Sport and Recreation Facilities.</p>
SCOPE	<p>The Use of Indigenous Images/Themes in City Sports/Recreation Facilities Policy (the “Policy”) applies to all municipally owned sport & recreation Facilities.</p>
OBJECTIVE	<p>The City will focus on supporting the needs of the Indigenous community in positive and respectful ways as it relates to the City’s sport & recreation Facilities and will work with community sport and local Indigenous groups to be an ally in this environment.</p> <p>The City will not permit the display of any Indigenous Images that are related to non-Indigenous sport organizations in the City’s sport & recreation facilities and the City will work to ensure that City recreation Facilities are void of Indigenous Images related to non-Indigenous sport organizations.</p>
DEFINITIONS	<p>The following terms referenced in this Policy are defined as:</p> <p>“City” The City of Hamilton.</p> <p>“Indigenous” In Canada, Indigenous peoples are First Nations, Métis, and Inuit. These are the original inhabitants of the land that is now Canada.</p> <p>“Indigenous Images” Includes symbols, team names, logos and imagery/themes on banners, trophies, plaques, signs, and murals that pertain to Indigenous culture. For certainty, the display of Indigenous Images on uniforms and personal belongings are not captured by this policy.</p>

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<p>Truth and Reconciliation Calls to Action</p> <p> </p> <p>Facilities</p>	<p>The Truth and Reconciliation Commission of Canada released 94 Calls to Action in 2015 to address the legacy of residential schools and advance the process of Canadian reconciliation. These Calls to Action are reflected in Hamilton’s Urban Indigenous Strategy created in 2019.</p> <p>All City owned and operated indoor & outdoor sport facilities such as recreation and community centres, arenas, sport fields, court surfaces and operations yards under the jurisdiction of the City of Hamilton.</p>	

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<p>CITY RESPONSIBILITIES</p>	<p>The City will:</p> <ol style="list-style-type: none"> 1. Provide opportunities for education and communication of the Policy to all individuals that have a connection to the City's sport and recreation Facilities. 2. Continue to work with non-Indigenous sport organizations to encourage alignment of this policy in facilities outside of City of Hamilton owned facilities. 3. Function as an ally with the Indigenous community to help promote change within our society. 4. Provide corporate resources and educate non-Indigenous sports organizations and clubs on an ongoing basis in the use of Indigenous Images within the City's sport & recreation Facilities. 5. Develop corporate staff training with expanded material, with a focus on addressing the Truth and Reconciliation Calls to Action #57, 87 & 88 as it relates to this Policy. <p>The following positions within the Recreation Division of the Healthy & Safe Communities Departments are responsible for fulfilling the City's Responsibilities and ensuring compliance with this Policy:</p> <ol style="list-style-type: none"> 1. Director of Recreation 2. Manager, Sport Services 3. Sport Specialist 	
<p>COMPLAINT PROCESS</p>	<ol style="list-style-type: none"> 1. Sport organizations and clubs with rental contracts for the use of City sport and recreational Facilities are responsible for abiding by the terms and conditions of their rental contract and with all applicable City policies, including this Policy. 2. Where an individual or group identifies Indigenous Images within City Facilities that appear to be in contravention of this Policy, operational staff will alert management of such concerns. 3. Management team, in consultation with the City's Indigenous Relations Team, will then identify whether the complaint represents a violation of this Policy. 4. Where a violation of this Policy is found, Management staff, in consultation with the City's Indigenous Relations Team, will discuss the matter with the individual or group, providing necessary education and using reasonable efforts to determine a solution that is consistent with the Objectives of this Policy. 	

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COMPLIANCE	Management staff may request the removal of items deemed in contravention of this policy as appropriate after investigation and consultation with the City's Indigenous Relations Team. As a last resort, management staff may pursue available enforcement opportunities to ensure compliance with the Objectives of this Policy.		
RELATED	The following related documents are referenced in this Policy: <ol style="list-style-type: none"> 1. Urban Indigenous Strategy 2. Correspondence from Ontario Human Rights Commission 3. Truth and Reconciliation Calls to Action 		
HISTORY			