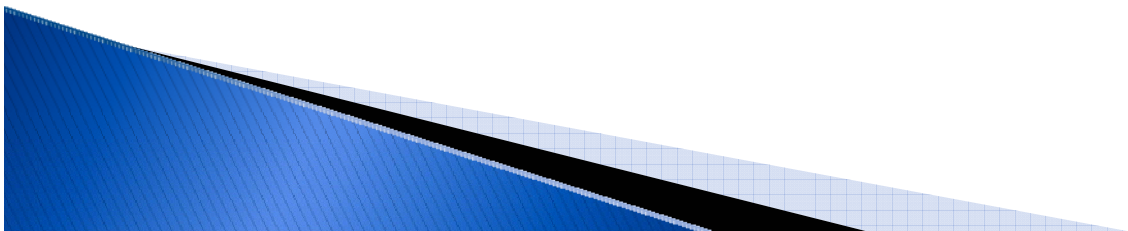


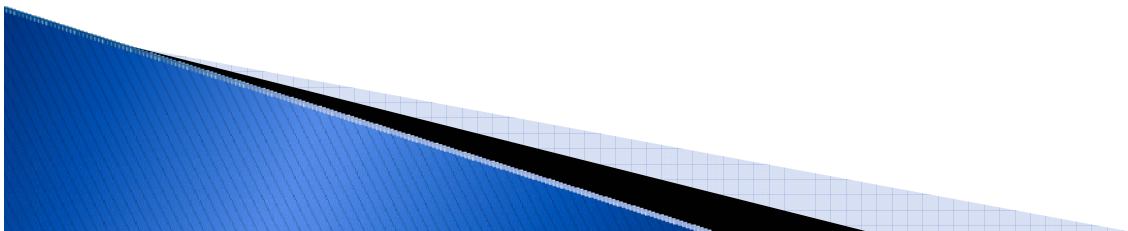
Committee Against Racism (CAR)

**Presentation to Council: GIC
February 1, 2012**



Presentation Overview

- ▶ **Committee Against Racism Mandate**
- ▶ **Accomplishments & Upcoming Work**
- ▶ **Anti-racism Symposium 2010 report Overview**
- ▶ **Equity and Inclusion Policy, Racial Equity Training, & Recommendations**
- ▶ **Workforce Census 2011 report & Recommendations**
- ▶ **Next Steps**

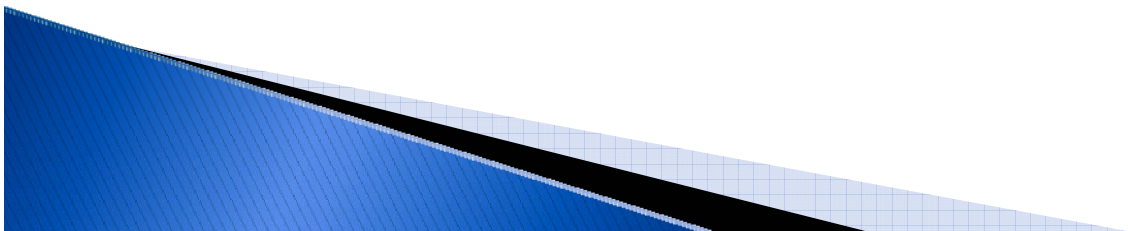


Committee Against Racism (CAR)

- ▶ To advise, advocate and consult on relevant issues in the community of Hamilton relating to racism and its consequences, including anti-racism strategies and its benefits
- ▶ To work actively with relevant stakeholders to advise, consult, advocate and to promote proactive measures pertaining to racism and its consequences
- ▶ Facilitate discussions between individuals and/or groups to address issues and concerns of racism
- ▶ Make recommendations to the City of Hamilton on issues relating to Equity in Employment as well as issues relating to anti-racism

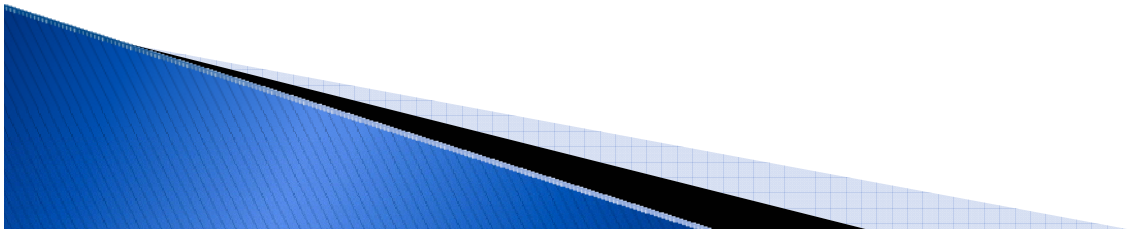
CAR Accomplishments: 2003- Present

- ▶ The Racial Equity training was piloted in 2007 and the City staff are still undergoing training as proposed by the CAR in 2006
- ▶ Also proposed by the CAR, the Access & Equity Office was relocated and is now more accessible and visible
- ▶ In 2009 the CAR was involved in the consultation and validation processes for the Equity & Inclusion Policy (approved in 2010)



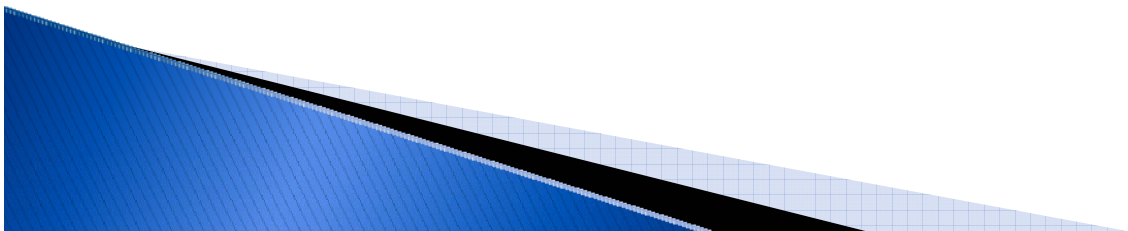
CAR Accomplishments continued

- ▶ Hosted a third Anti-Racism symposium in 2010
- ▶ In 2011, the CAR wrote a reflection piece in The Spec about the learning outcomes of Michael Dixon's case
- ▶ Participated in community events: Black History Month, SHCI, HCCI, John C. Holland Award, Liberty Youth, Free the World Anti-Poverty Initiative, ACCPI Awards, South Asian Heritage Month



CAR Accomplishments continued

- ▶ One of CAR's primary and ongoing responsibilities is to hear and respond to complaints of racist incidents from the community, as there are no other resources or supports within the community
- ▶ Within the last 4 years, the CAR has been tracking racist complaints from the community

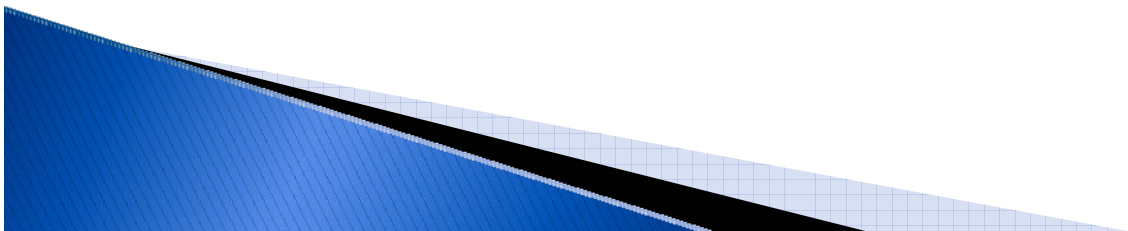


What's Next for 2010-2014

- ▶ Black History Month event at City Hall, February 24-25, 2012
- ▶ Development of a community resource centre
- ▶ Continuing collaboration with the City of Hamilton departments regarding policies, programs, and services
- ▶ Contribute to the implementation of the Equity & Inclusion Policy
- ▶ Receive regular updates on Racial Equity training statistics and training outcomes

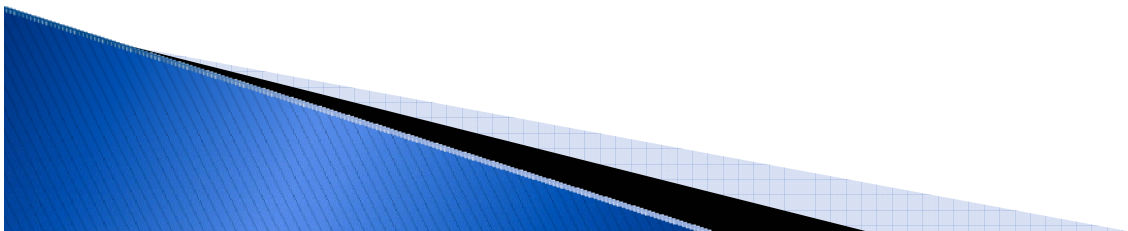
Anti-Racism Symposium 2010

- ▶ The 3rd annual Anti-Racism Symposium was held at the Downtown Arts Centre (28 Rebecca Street)
- ▶ “Building Partnerships: Anti-Racism Strategies for Hamilton” was the theme of this symposium
- ▶ Key community organizations came together for the expressed purpose of information sharing, education, and awareness



Anti-Racism Symposium 2010 continued

- ▶ Participating organizations included: City Housing Hamilton, Hamilton Police Service, Hamilton-Wentworth Catholic School Board, Hamilton-Wentworth District School Board, St. Joseph's Healthcare Hamilton, and the Hamilton Spectator



Anti-Racism Symposium 2010 continued

▶ **Presenters addressed:**

- Efforts being made by their organization to address the problems of racism
- Ways in which they interacted to resolve these problems
- Strategies utilized to strengthen relationships with partners

▶ **Key Findings:**

- **City Housing Hamilton:** Implementation of a zero tolerance policy for discrimination
- **Hamilton Police Service:** Recognition that the police force has never promoted an officer of colour above the rank of staff officer

Anti-Racism Symposium 2010 continued

- **Hamilton-Wentworth Catholic School Board:** The school board's philosophy of "each belongs" has promoted a culture of inclusiveness
- **Hamilton-Wentworth District School Board partnership with HCCI:** Cross-cultural strategies have been developed to make students from diverse cultural groups feel welcomed
- **St. Joseph's Healthcare Hamilton:** Revision of policies to emphasize cultural sensitivity and diversity in the workforce
- **The Hamilton Spectator:** A lack of resources is hindering the Spectator's ability to cover a diverse range of issues

Racial Equity Training

- ▶ The Racial Equity training program (formerly Anti-Racism training) was developed and launched in 2007
- ▶ This training was a means to implement the Racial Equity Policy, a subset of the Equity & Inclusion Policy
- ▶ All City staff are mandated to complete the training
- ▶ The purpose of the Racial Equity training is to educate management and staff to provide inclusive and equitable services to under served racialized communities.

Recommendations

Equity & Inclusion Policy & Racial Equity Training

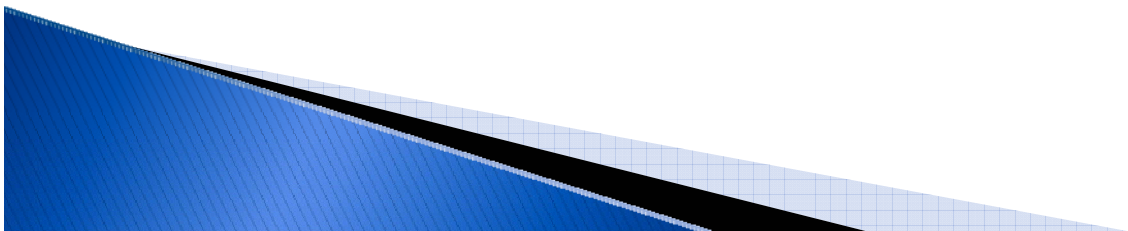
Recommendation 1: That Council direct the Access & Equity Office to release a report that details the number of total staff, Councillors, senior managers, and managers who have completed the Racial Equity training.

Recommendation 2: That Council request on behalf of CAR, a copy of Hamilton Police Service's Equity Policy.

Recommendations continued

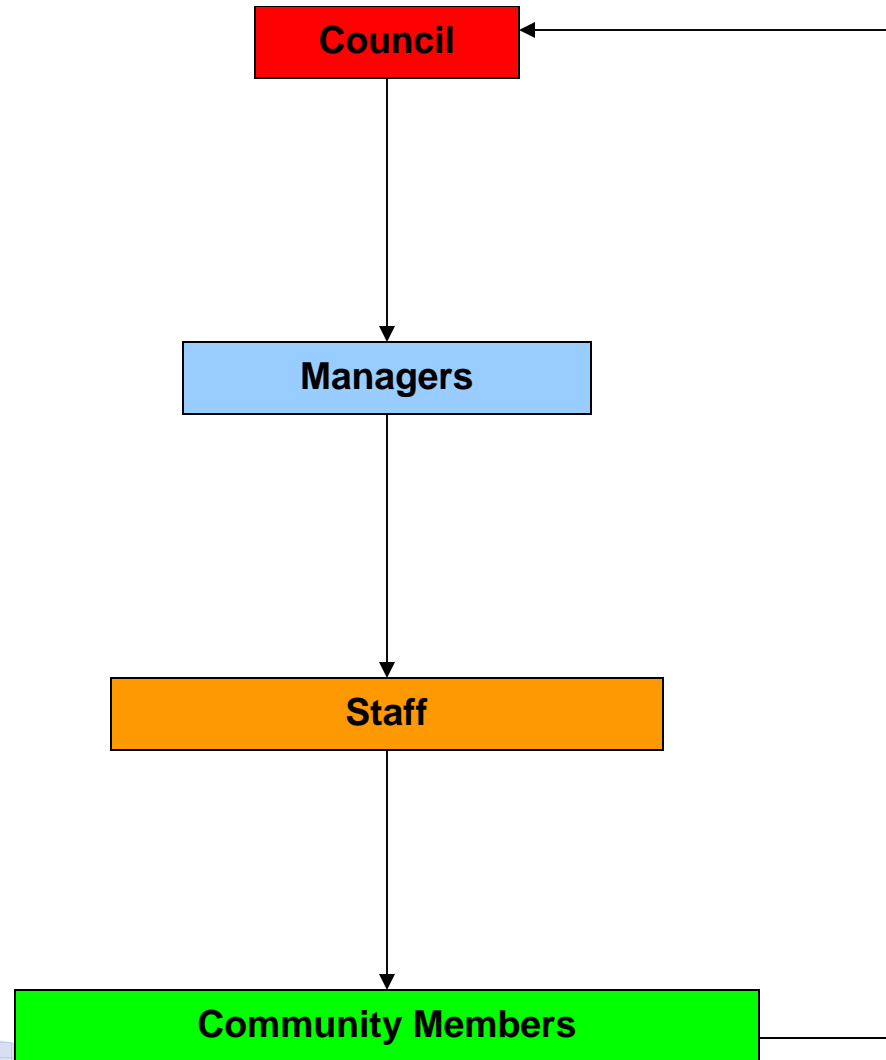
Recommendation 3:

That all Councillors and their staff take Racial Equity training within one year of taking office.



Recommendations continued

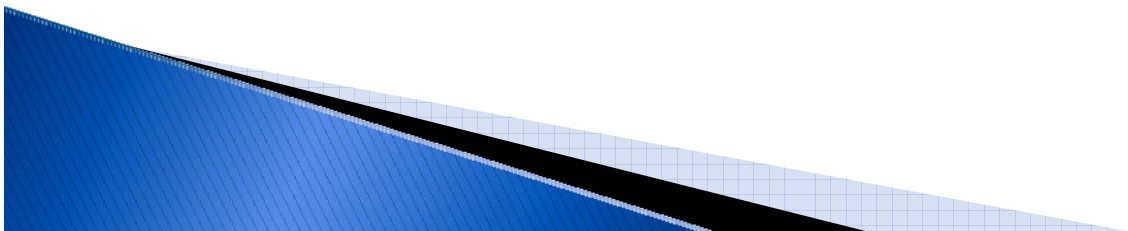
RACIAL EQUITY TRAINING



Recommendations continued

Recommendation 4:

That Council approve the formation of an Access and Equity Standing committee of Council.

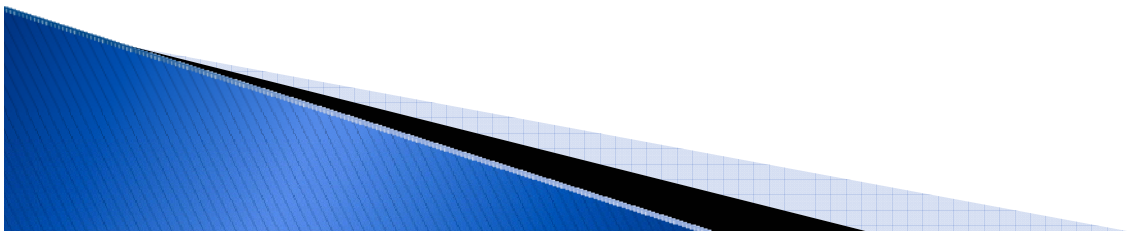


Workforce Census 2011

- ▶ In 2009, the City contracted TWI Inc. to conduct a workforce census which was completed in 2011
- ▶ Among the various demographic categories, the areas which CAR is interested in include: ethnic cultural, language, religious/spiritual, and immigration

Ethnic/Cultural Representation:

- ▶ 8% of respondents considered themselves to be “visible minority” (racialized) persons, compared to 14% of Hamilton’s external population



Workforce Census continued

- ▶ 56% of respondents have British Isles origin compared to 45% of Hamilton's external population
- ▶ 2.7% respondents consider themselves to be of Aboriginal ancestry compared to 1.5% of persons in the external population

Language:

- ▶ There is an under-representation of respondents who speak common languages outside of English, French, and European languages

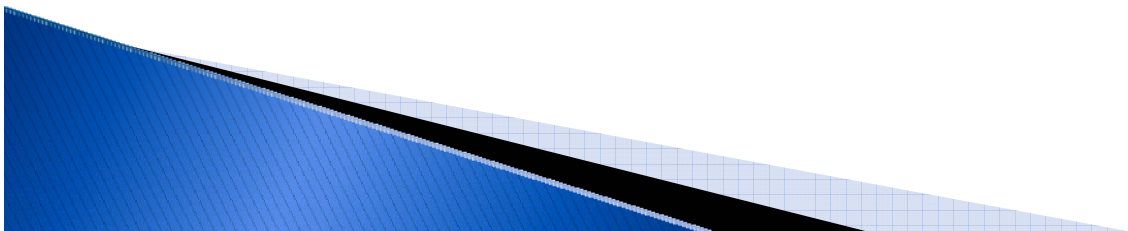
Workforce Census 2011 continued

Religious/Spiritual:

- ▶ 3% have a Buddhist, Eastern, Hindu, Jewish, Muslim or Sikh affiliation compared to 5% of persons in the external population

Immigration:

- ▶ 15% of respondents are landed immigrants compared to 26% of persons externally



Workforce Census Recommendations

Recommendation 5:

That Council direct Senior managers, including Human Resources, to develop and implement a plan of action with the outcome of making the City's workforce more reflective of the City's diverse population.

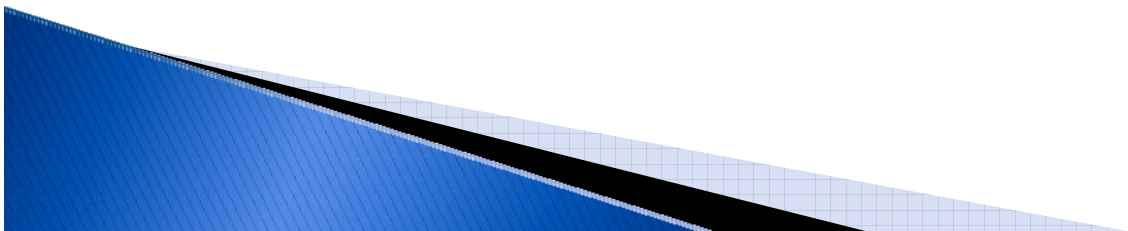
Recommendation 6:

That Council direct Human Resources to actively consult with CAR in the recruitment, hiring, promotion and retention process and that they report back regarding outcomes and updates every 6 months to CAR.

Workforce Census Recommendations continued

Recommendation 7:

That Council approve the City's website to be translated into multiple languages to increase access to diverse communities, similar to the Cities of Mississauga and Toronto.





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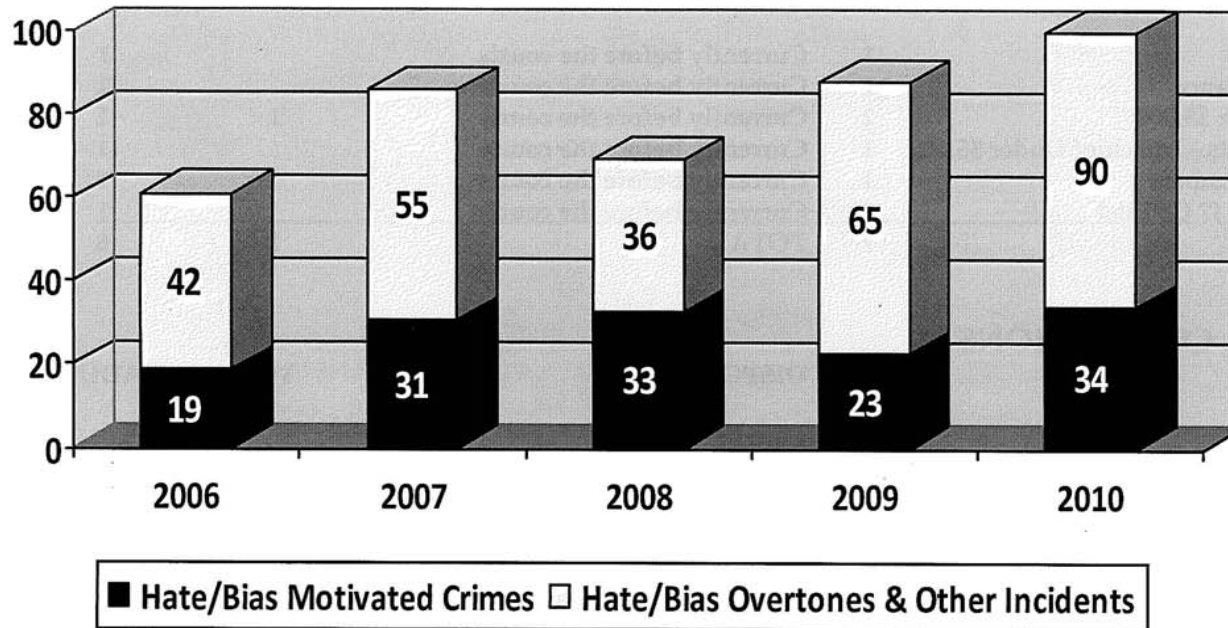
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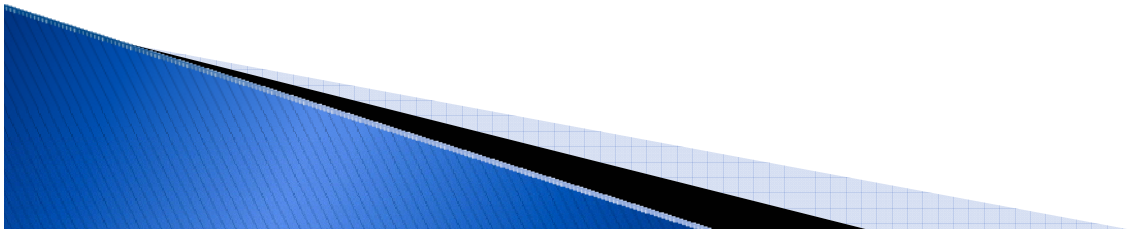
“Hate/bias crimes” in comparison to “hate/bias incidents” (2006 – 2010)



Recommendations & Next Steps

▶ Recommend 8:

That Council approve a feasibility study regarding the establishment of a resource centre that includes partners and will have a staffed telephone line, including anti-racism resources, education, and training for the community.



Recommendations & Next Steps continued

- ▶ **Recommend 9:**

That Council direct the Access and Equity office to work in collaboration with the CAR on the development of a public awareness campaign that will focus on the impact of racism, how to address it, as well as the purpose of the resource centre and help telephone line.

**CAR invites everyone to attend the
Black History Month event on
Friday, February 24 and Saturday,
February 25, 2012 at City Hall**

