



Hamilton

CITIZEN COMMITTEE REPORT

To:	Audit, Finance and Administration Committee Chair and Members
From:	Roger Cameron, Chair Committee Against Racism _____
Date:	October 4, 2012
Re:	United Nations Educational, Scientific and Cultural Organization (UNESCO) Coalition of Municipalities (CAR12001)

Recommendation:

The Committee Against Racism recommends to the Mayor and Council that they make the commitment to sign onto and become a member of the Coalition of Municipalities Against Racism and Discrimination by sending a letter to the Canadian Commission for UNESCO expressing Hamilton's interest in becoming a member of the Coalition.

Background:

The Committee Against Racism is a volunteer advisory committee of the City of Hamilton, appointed by Council to advise, advocate and consult on relevant issues in the community of Hamilton relating to racism and its impacts.

At the Committee Against Racism's March 27, 2012 meeting the Committee passed the above motion. The Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD) was initiated by UNESCO in 2005 as a network of municipalities interested in "sharing experiences in order to improve their policies to fight racism, discrimination, xenophobia and exclusion."¹

CCMARD aims "to address the need for a platform to broaden and strengthen the ability to protect and promote human rights through coordination and shared responsibility among local governments, civil society organizations and other democratic institutions."²

¹ <http://www.unesco.org/new/en/social-and-human-sciences/themes/fight-against-discrimination/coalition-of-cities/>

² http://www.unesco.ca/en/interdisciplinary/coalition/documents/5274_UNESCO_EN_WEB_1.pdf

They have two goals, which are to share experiences and lessons learned with others and strengthen policies to counter all forms of discrimination to achieve greater social inclusion.

Over 51 municipalities across Canada have signed on to the Coalition; however Hamilton is not currently one of these members. By joining the Coalition, the City of Hamilton will be able to build a respectful, inclusive and safe community where everyone has an equitable opportunity to participate in the economic, social, cultural, recreational and political life of the community. In addition, it will provide increased access to a network of municipalities throughout Canada and the world that promotes the sharing of best practices and resources to combat racism and other forms of discrimination.

Another benefit of being a part of the Coalition is strengthened partnerships with local organizations, businesses and individuals concerned about the issue of discrimination. As well, this will increase trust, loyalty and respect from employees and citizens as a result of the City of Hamilton's public commitment to actions that foster greater equity, inclusion and appreciation of diversity.

Currently, the City has various initiatives which are in line with the Coalition's mandate and the following are some examples of what the City is doing.

1. Increase vigilance against systemic and individual racism and discrimination.

- Presently, the Committee Against Racism consults and collaborates with other advisory committees, community and religious groups such as Hamilton Centre for Civic Inclusion, Community Coalition Against Racism and Local Immigration Partnerships to increase awareness and address racism and its consequences within the community.
- The Committee Against Racism listens to complaints, provides information and support to community members who have experienced racism and discrimination and provide appropriate recommendations to the city staff and Council.
- Internally, the City is currently implementing the Equity and Inclusion policy which commits to ensuring that Council and all levels of corporate management embed the principles of Equity and Inclusion into the way that the City does business, delivers services and programs and provides opportunities.
- As well the City is implementing the Racial Equity policy and has been facilitating ongoing Racial Equity training for all staff since 2007.
- The Racial Equity training program, which is mandatory for City staff, is aimed at improving diversity competency by enhancing the way the city designs and deliver programs, services and opportunities to racialized members of the community.

- The City also has other relevant policies such as the Harassment and Discrimination Prevention Policy and Procedures and the Violence Prevention Policy and Procedures.
- The City is currently implementing the Accessibility for Ontarians with Disabilities 2005 legislation which focuses on removing, preventing and eliminating barriers and discriminatory practices against persons with disabilities.

2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination.

- The Committee Against Racism track and collects incidence of racism through lived experience of community members with the aim of raising awareness, through publications and reporting back to Council for action and policy direction.
- The Access and Equity office collects and evaluates data on systemic and individual racism and discrimination which is made available to the community and staff for planning, policy, program development, and consciousness raising.
- The committee is presently in the planning stages of a resource centre and telephone help line to provide information, support, resources and advice to individuals who have experienced or are experiencing racism, discrimination and oppression. The Committee has been collaborating with the other volunteer advisory committees of the City, community agencies, cultural and religious groups and large organizations and institutions (such as the educational institutions and hospitals and the Hamilton Police Services)

3. Inform and support individuals who experience racism and discrimination.

- Each term of the Committee Against Racism we host an Anti-Racism Symposium where community members, agencies and institutions are invited to participate in learning and sharing best practices and strategies to address issues of racism in Hamilton. The recommendations from these symposiums are shared with Council and many are put into action. Such example, include the city's Equity and Inclusion Policy, racial equity training, city's workforce census and proposal for and the development of the resource centre.
- The Access and Equity office also provides educational materials and supports community members who have experienced racism and discrimination.
- The Access and Equity office also has a complaints system in place for community members who feel that have experienced racism and discrimination when accessing city services and programs.

- 4. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.**
 - The Committee Against Racism actively consults with the Hamilton Police Services to address racism and discrimination by making recommendations to facilitate and enhance diversity and equity policies and we have been recently involved in their 5 year strategic planning process.
 - The Hamilton Police Services Board has access to the City's anti-racism and anti-discrimination policies, resources and racial equity training, which can be utilized to support their equity initiatives.

- 5. Provide equal opportunities as a municipal employer, service provider and contractor.**
 - The Committee Against Racism has provided advice to Human Resources regarding equitable recruitment and hiring practices and processes and have indicated that we want to continue to be involved in an ongoing manner by providing input and advice.
 - One of the long term outcomes of the Equity and Inclusion policy is that the City's workforce and Hamilton's business environment reflects the ethno-racial diversity of communities it serves.
 - The City is also currently implementing the Employment Standards regulation of the Accessibility for Ontarians with Disabilities Act (AODA), 2005 which has a number of requirements with respect to accommodating and supporting persons with disabilities in the recruitment and hiring process.

- 6. Support measures to promote equity in the labour market.**
 - The City partners with Workforce Planning Hamilton, Hamilton Chamber of Commerce (Diversity Works Initiative) and other employment organizations to facilitate equitable employment practices and opportunities.

- 7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing.**
 - The City is involved in a number of housing initiatives in the city of Hamilton. One such initiative is the City Housing Hamilton, in collaboration with their tenants have developed and are currently implementing a strategy that find ways of involving tenants in identifying issues, coming up with solutions and working together to improve the quality of life for all City Housing Hamilton tenants. The strategy and tenant handbook can be found at the following link:
<http://www.cityhousinghamilton.com/page1.aspx?page=StrategyBooklet&tab=&menu=331>
 - Another initiative is the development of the Housing and Homelessness Action Plan (a multi-stakeholder collaboration) being lead by the Housing

Services Division of Community Services Department. This initiative has made an effort to look at discrimination in housing and have held many consultations with underserved communities across the city. To our knowledge the next step is to work on the implementation plans.

8. Involve citizens by giving them a voice in anti-racism initiatives and decision-making.

- The Committee Against Racism encourages involvement of the public through their committee meeting for input, feedback, suggestions and personal lived experiences to address racism and discrimination.
- The Access and Equity office regularly consults with community members and with the City's' Volunteer Advisory Committees in its policy planning process. Recent consultations include the Equity and Inclusion Policy development, AODA, 2005 Customer Service Standard and Integrated Accessibility Standards implementation.

9. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and in other forms of learning.

- The Committee Against Racism consults regularly and collaborates with diversity and equity personnel from the education sector including the Hamilton Wentworth District School Board, Hamilton Wentworth Catholic District School Board, Mohawk College and McMaster University.
- A representative from the Hamilton Wentworth District School Board attends our monthly meetings as a resource to the Committee Against Racism. The committee wants to ensure that the HWDSB address issues of racism in the schools, that the curriculum and faculty are representative of the racial and ethno-cultural community and the committee has provided input regarding the Board's development and implementation of their Equity Policies.
- At the 2010 Anti-Racism Symposium, education was a key theme area and a number of recommendations were put forward including addressing the disparities in educational achievement and that faculty should reflect the diversity of the wider community.

10. Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

- The City of Hamilton established and supports the Aboriginal Advisory Committee who exists to address issues of mutual interest and/or concern and to enhance and to empower the Aboriginal community.
- The Immigrant and Refugee Advisory Committee hosts an annual "Welcome Open House" for new comers and refugees living in Hamilton.

- The Access and Equity Office collaborates with community agencies to host events such as Black History Month, National Aboriginal Day, and Chinese New Year.

Analysis/Rationale:

Considering that the City of Hamilton is continuously undertaking and implementing anti-racism, anti-discrimination, diversity, equity and inclusion initiatives, we feel we are well underway in our efforts to eliminate racism and discrimination.

There is an alignment between the Coalition's objectives and activities and the City of Hamilton's commitment to equity, inclusion, diversity and public engagement. A few examples of this alignment are the establishing of the City's advisory committees such as the Committee Against Racism, developing and implementation of the Equity and Inclusion Policy, and implementing the Racial Equity training program. By joining the Coalition, the City of Hamilton will be able to build a more inclusive community, share practices with other municipalities, and collaborate with other institutions to take action against racism and discrimination. As such, it would be beneficial for the City of Hamilton to join the Canadian Coalition of Municipalities Against Racism and Discrimination.

The Committee Against Racism strongly recommends that the Mayor and Council join the CCMARD coalition and the committee would be willing to facilitate the process by taking part in any presentation to Council along with UNESCO and the Human Rights Commission.

Attachment:


Appendix A – Canadian Coalition of Municipalities Against Racism and Discrimination



Toolkit Summary

CANADIAN
COALITION OF
MUNICIPALITIES
AGAINST
RACISM AND
DISCRIMINATION

(CCMARD) – Toolkit for Municipalities, Organisations and Citizens.



“...BY TAKING ACTION TO COMBAT RACISM AND MULTIPLE FORMS OF DISCRIMINATION, MUNICIPALITIES ARE ABLE TO BUILD RESPECTFUL, INCLUSIVE AND SAFE SOCIETIES WHERE EVERYONE HAS AN EQUAL OPPORTUNITY TO PARTICIPATE IN THE ECONOMIC, SOCIAL, CULTURAL, RECREATIONAL AND POLITICAL LIFE OF THE COMMUNITY.”

– CALL FOR A COALITION OF MUNICIPALITIES AGAINST RACISM AND DISCRIMINATION, 2005

ABOUT THE COALITION

The Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD) is one of six coalitions that compose the International Coalition of Cities Against Racism. The International Coalition, launched in March 2004 by UNESCO (the United Nations Educational, Scientific and Cultural Organization), consists of networks of cities interested in sharing their experiences to improve their policies against racism, discrimination, exclusion and intolerance.

CCMARD addresses the need for a platform to broaden and strengthen the ability to protect and promote human rights through coordination and shared responsibility among local governments, civil society organizations and other democratic institutions. It is based on a common desire to achieve two goals:

1. **Share experiences and lessons learned with others;**
2. **Strengthen policies to counter all forms of discrimination to achieve greater social inclusion.**

To realize these goals, CCMARD benefits from the valuable support of numerous partners, including the Canadian Association of Statutory Human Rights Agencies, the Canadian Commission for UNESCO, the Canadian Race Relations Foundation, the Racism-Free Workplace Strategy, Human Resources and Skills Development Canada (HRSDC) – Labour Program, the Federation of Canadian Municipalities, Human Rights Commissions in Alberta, Ontario and Saskatchewan, the *Union des municipalités du Québec*, the Alberta Urban Municipalities Association, the Union of Nova Scotia Municipalities, and the National Association of Friendship Centres. University research chairs, such as the *Chaire de recherche en immigration, ethnicité et citoyenneté (Université du Québec à Montréal)*, federal and provincial ministries and agencies as well as an important number of local stakeholders complete the network.

AS OF DECEMBER 31, 2011, 51 MUNICIPALITIES IN NINE PROVINCES HAD JOINED CCMARD.

An updated list of signatory municipalities can be found at www.unesco.ca and www.ccmard-ccmcrd.ca

International Coalition of Cities Against Racism

www.unesco.org/new/en/social-and-human-sciences/themes/human-rights/fight-against-discrimination/coalition-of-cities/

Canadian Coalition of Municipalities Against Racism and Discrimination

www.ccmard-ccmcrd.ca

THE 10 COMMON COMMITMENTS

Signatory municipalities of CCMARD rely on 10 Common Commitments to inform and guide their work. These Commitments relate to three primary areas of municipal responsibility:

THE MUNICIPALITY AS A GUARDIAN OF THE PUBLIC INTEREST

1. Increase vigilance against systemic and individual racism and discrimination.
2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination.
3. Inform and support individuals who experience racism and discrimination.
4. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.

THE MUNICIPALITY AS AN ORGANIZATION IN THE FULFILLMENT OF HUMAN RIGHTS

5. Provide equal opportunities as a municipal employer, service provider and contractor.
6. Support measures to promote equity in the labour market.
7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing.

THE MUNICIPALITY AS A COMMUNITY SHARING RESPONSIBILITY FOR RESPECTING AND PROMOTING HUMAN RIGHTS AND DIVERSITY

8. Involve citizens by giving them a voice in anti-racism initiatives and decision-making.
9. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and in other forms of learning.
10. Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

ABOUT THE TOOLKIT

This Toolkit is designed to be used by municipalities that have already joined the Coalition, those considering joining, as well as by community organizations and citizens encouraging participation by their municipality. It is designed to be user-friendly, adaptable to local communities' needs and helpful to municipalities at all stages of their CCMARD involvement. Whether a municipality is considering becoming a member, developing its Plan of Action or evaluating its efforts and continued involvement, there are tools to help. Inside you will find:

- **Information** about what it really means to the community to have their municipality be a part of the Coalition;
- **Examples of good practices**, procedures and events to address the full range of the 10 Common Commitments;
- **Useful Tools** such as sample media releases, the text of the CCMARD Declaration, examples of resolutions adopted by City Councils and examples of Plans of Action.

WHY MUNICIPALITIES?

Municipalities have unique strengths and capacities that make local government a critical actor in efforts to foster equality and respect for all citizens. These include: being the major political force within the local community; governing the delivery of essential services within the local community; having the capacity to influence public opinion and bring diverse interests together; and many more!

WHAT ARE THE BENEFITS OF JOINING CCMARD?

Municipalities benefit in several ways from membership in CCMARD. These benefits include: increased access to a network of municipalities throughout Canada and the world that promotes the sharing of best practices and resources to combat racism and other forms of discrimination; strengthened partnerships with local organizations, businesses and individuals concerned about discrimination; increased sustainability and documentation of anti-discrimination initiatives through the creation and implementation of a Plan of Action that is approved and adopted by Council.

OF INVESTING TIME AND RESOURCES TO CREATE A MORE WELCOMING AND INCLUSIVE COMMUNITY?

The successful, ongoing implementation of a CCMARD Plan of Action and the creation of a more welcoming and inclusive community offer several tangible benefits to a municipality: an enriched, safer and more cohesive life (improved community life); improved service delivery, fewer complaints to Council and reduced liability in the event of complaints on the basis of discrimination (improved efficiency); being a better position to attract and retain immigrants, Aboriginal peoples and under-represented populations in the workforce (improved economic life); and being better prepared and more effective in their response should an incident of discrimination occur (improved response).

BEFORE JOINING CCMARD

When a municipality decides to join CCMARD, careful planning and preparedness can help municipalities overcome these challenges and move into membership in CCMARD. Section 2 contains information and ideas for:

- **Engaging stakeholders** – The Toolkit presents some things to keep in mind when involving community stakeholders:
 - Consider Diversity
 - Vary Your Outreach
 - Be Creative and Flexible
 - Validate Experience
 - Recognize Limitations
 - Follow-Up
- **Understanding your local reality** – Taking the time to understand your unique local reality offers a number of benefits. Section 2 presents some of these benefits, which include ensuring that the actions you undertake are relevant, meaningful and achievable in your local context; allowing you to take into consideration the human and financial resources you have available to implement your Plan of Action; and contributing to the ongoing sustainability of your initiatives as community stakeholders take ownership of work that is important to them.
- **Developing a case for support** – Once community stakeholders are engaged and a deeper understanding of the local context in which you are living and working is gained, it is important to compile this information and develop a case for supporting CCMARD membership. Section 2 presents some ideas to help you strengthen your case for CCMARD membership:
 - Talk to other municipalities
 - Involve your stakeholders
 - Know the benefits of CCMARD membership
 - Be persistent

JOINING CCMARD

The process of becoming a signatory member of the Canadian Coalition is relatively simple. Section 3 presents the following **4 steps** to guide you in the process:

STEP 1

Prepare your case – Secure support (includes tips to secure support from your council and conduct an organizational readiness assessment)

STEP 2

Adopt a Resolution to join CCMARD and sign the Declaration (examples are provided)

STEP 3

Inform the Canadian Commission for UNESCO

STEP 4

Declare and celebrate your involvement (includes a list of days or month to which your event could be linked)

DEVELOPING A PLAN OF ACTION

This section covers key information to consider when creating your Plan of Action including:

- **Elements of success** such as forming a staff committee, engaging elected officials, involving stakeholders, linking to existing priorities, initiatives and networks, reflecting your local reality.
- **Identifying the issues** using informant interviews, document analyses and census data, focus groups, community forums and community advisory groups.
- **Establishing a baseline** (data on housing, public safety, education, etc.).
- **Identifying action items** that are SMART: **S**pecific, **M**easurable, **A**ttainable, **R**ealistic, **T**ime-limited.
- **Indicators and evaluation** (Performance or implementation indicators, results indicators).
- **Examples of Plans of Action** for large, mid-size and small municipalities.

The section also presents examples about how to include gender-based analysis, link a Plan of Action to a Municipal Sustainability Plan (MSP), organize a community forum, monitor changes in ethno-cultural diversity and prepare an annual social outlook report.

IMPLEMENTING YOUR MUNICIPALITY'S PLAN OF ACTION

This section of the Toolkit addresses topics related to the implementation of your municipality's Plan of Action:

- **Locating Resources** – This section provides some ideas to help you locate the resources you will need in your community by identifying current community resources, project funding opportunities and municipal funding as well as by looking outside of government and establishing partnerships.
- **Addressing Challenges** – Some strategies that may be used to help overcome obstacles are highlighted, they include: re-visiting your common vision, diversity training and education, looking to your stakeholders and looking for quick wins.
- **Celebrating Successes** – Many options are possible: issuing an annual report card, celebrating a significant date or establishing a recognition program (examples are provided).
- **Sharing and Learning From Others** – Opportunities to share and learn from others include taking part in networking events, sharing informally, recognizing the expertise in your own community, being a sharer not a taker.

ABORIGINAL ENGAGEMENT

The CCMARD 10 Common Commitments clearly speak to the necessity of undertaking actions to address the discrimination and inclusion of Aboriginal Peoples. In order to effectively achieve this objective, true engagement of Aboriginal peoples in both the planning and implementation of CCMARD initiatives is required. This section explores this engagement and provides examples of how municipalities are doing this. It also highlights four principles of engagement of Aboriginal Peoples:

1. **Mutual Recognition**
2. **Mutual Respect**
3. **Sharing**
4. **Mutual Responsibility**

YOUTH ENGAGEMENT

This section presents the conditions for effective youth engagement and tips to engage youth. It also suggests ways to engage youth in CCMARD-related initiatives. They are:

- 1) Involve your **local Youth Councils/Advisory Groups**.
- 2) Get in touch with members of the **Youth Advisory Group (YAG)** of the Canadian Commission for UNESCO and with **UNESCO Associated Schools** in your area.
- 3) Use the **arts, sports and recreation**.
- 4) Link your initiatives with **programs and organizations** that are active in areas related to one or more of CCMARD's areas of action.
- 5) Encourage youth from your community to **participate in national or international contests, campaigns or trainings** related to inclusion and diversity.
- 6) Be inspired by what has been done in other municipalities and **exchange good practices**.

PROMISING PRACTICES

This section contains numerous examples of policies, programmes, events and resources to address each of the 10 Common Commitments.

For example, you will find the following information concerning **Commitment 6 (Support measures to promote equity in the labour market)**:

- A **Mentorship Pilot** – Vancouver, BC
- A **Work Experience Program** – Oakville, ON
- **Immigrationworks** and the **Connector Program** – Halifax Regional Municipality, NS
- The **Chamber of Commerce Group** – Stratford, PEI

You will also find information about:

- The **Youth Employment Strategy**
- The **Aboriginal Canada Portal**
- The **Hireimmigrants.ca Roadmap**
- The **Career Edge Organization**

NFB FILMS FOR RECOMMENDED VIEWING


You will find in this section a list of films selected by the National Film Board of Canada (NFB) to illustrate the 10 Common Commitments (another list with French language NFB Films is available in the French version of the Toolkit). The films have been chosen to promote discussion and understanding among viewers.

For example, you will find the following **recommended films for Commitment 6 (Support measures to promote equity in the labour market)**:

- *As I Am*, Nadia Myre, 2010, 4 min.
- *Jaded*, Cal Garingan, 2010, 14 min 46 s.
- *Still Waiting for Justice*, Nadine Valcin, 2006, 15 min 20 s.
- *Hanging On*, Chedly Belkhodja, 2006, 14 min 10 s.

The Toolkit also provides **tips that may assist municipalities, organizations and citizens in introducing the recommended films to their community**. They include:

- set boundaries for the film screening and discussion;
- before screening a film, choose various motifs for your participants to look out for;
- host a debate;
- encourage participants to fill out a KWL chart (Donna Ogle, 1986).



“CCMARD IS ABOUT PEOPLE, AND HOW A LOCAL INITIATIVE HAS AN IMPACT AT THE LOCAL, NATIONAL AND INTERNATIONAL LEVEL. IT IS ALSO ABOUT HOW MEMBERS OF THE COMMUNITY CAN INFLUENCE PROGRAMMES AND POLICIES TO IMPROVE THE DAILY LIVES OF THEIR FELLOW CITIZENS.”

– DAVID A. WALDEN, SECRETARY-GENERAL, CANADIAN COMMISSION FOR UNESCO



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Alberta
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SASKATCHEWAN
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COMMISSION

The Toolkit also contains a glossary of terms (section 10) as well as a list of selected resources (section 12) – toolkits and guides, reports and studies, videos and websites – related to CCMARD.

The complete Toolkit can be downloaded free at
www.unesco.ca and www.ccmard-ccmcrd.ca

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