



Hamilton

MINUTES
IMMIGRANT & REFUGEE ADVISORY COMMITTEE
Thursday, February 9, 2012 - 6:30 pm
City Hall, 71 Main St. W., Room 192

Present: Aspy Ayrton, Arvind Sahay, David Hosten, Paul Hoang, Abdulkhaliq Herati, Dustin Rouse, Joana Fejzaj, Mohamed Hamouda, Minh Trinh, Zafar Siddiqui, Dena Honig, Sumaira Khurshid

Also Present: Maxine Carter, Jaffar Hayat - Access & Equity Division

Regrets: Hana Pinthus Rotchild, Nasir Sarwar, Shuja Qureshi, Thayra Marting, Maher Hamade, Isaac Acquah,

Absent:

Guests: Mary Agro, Human Resources, City of Hamilton
Roger Cameron, Chair Committee Against Racism

1. DECLARATION OF INTEREST.

None declared.

2. WELCOME AND INTRODUCTIONS.

All were welcomed and introduced themselves.

3. APPROVAL OF AGENDA.

A. Ayrton/S. Fejzaj

To accept the agenda, as presented.

CARRIED.

4. Approval of minutes of January 12, 2012.

Joana Fejzaj was present in the meeting on January 12, 2012

A. Ayrton /A. Sahay

To approve the minutes of January 12, 2012, as amended.

CARRIED.

5. Matters Arising from the Minutes of January 12, 2012

No matters arising from the minutes.

6. Presentation

6.1 Workforce Census.

Mary Agro, Organizational Development, Human resources, City of Hamilton delivered a presentation regarding the outcome of the staff Work Force Census 2011.

Mary Agro provided an overview of the Workforce Census Project. The aim of this exercise was to get a snapshot of the City of Hamilton staff in a variety of variables. For example to what extent the work force reflects the diversity of external population, the extent to which they volunteer, retirement issues and more. The collected information will be used to develop future strategies in a variety of areas on the basis of the recommendations made by the Consultant and Human Resources staff. The committee was informed that prior to conducting a survey for data collection, the team consulted with all the volunteer advisory committees for their feedback on the data collection tool and updated them on the process.

The workforce census collected information regarding demographic characteristics of the workforce in demographic areas that include organizational, individual, educational, ethnic/cultural, religious/spiritual, language, dependent care, and non-work activity variables. The results of the workforce census provide a description of workforce attributes, baseline data, and comparisons to Statistics Canada census data for the Hamilton Census Sub-Division (CSD), the geographic division for the Hamilton municipality, where available.

Committee members commented that they did not feel that jobs at the City are open to the entire community. Jobs are internally focused. There is not a process for equal access.

S. Khurshid was concerned that 51% of the City staff are working overtime and are unpaid. This translates into a lot of stress.

Question: Why is the response rate so low in the Fire department?

Answer: We are not sure but HR is working on it to bring the number up for next time.

Question: When you asked about landed immigrants did you mean newcomers?

Answer: Yes it does.

Question: What is the definition of the term “visible minorities”?

Answer: The term is being used by Stats Canada and we used it in order to compare data with the external population that Stats Canada reports on.

Question: What are the factors that contributed to low representation of racialized people in the City departments as compared to the external population?

Answer: City of Hamilton is a highly unionized environment, therefore most positions are advertised internally first.

Question: Is the questionnaire available to the public?

Answer: Yes, it is available.

M. Trinh / P. Hoang

That committee accept Mary Agro's presentation regarding the City of Hamilton's Work Force Census.

CARRIED.

6.2 Roger Cameron – Committee Against Racism Chairperson

R. Cameron provided an overview of the recommendation dealing with the development of a resource centre for the community who experience racism and need support.

The goal of having this centre is to provide support and assistance to the community if they have complaints or need information regarding racism and discrimination, an inclusive space that will provide that help. The centre will document and track racist incidents and will launch a public awareness campaign about inclusion, equity and anti-racism.

Question: What will be the process?

Answer: CAR is working on it and Council has approved that we move forward and look at the feasibility of such a resource centre.

Question: What will be the approach and justification of such a centre?

Answer: Individuals are afraid of making complaints to the same organization against which they have complaints. Also some organisations lack impartiality and accountability when they investigate complaints against their staff and/or about themselves. There are still some organizations that do not have a complaints office or officer.

Question: How would this centre work?

Answer: The centre will have formalized set of rules and guidelines for engagement and will host a crisis line.

Question: Will this centre investigate workplace incidents as well?

Answer: Not investigated but it will be documented and followed up to ensure the complaint is being taken seriously.

A. Sahay/ M. Trinh

To accept Roger Cameron's presentation.

CARRIED.

7. Business Items.

7.1 Work Plan & Priorities.

Tabled to the next meeting.

**7.1.1 Discussion and review of work plan including Priority #3
Employment - Discussion.**

Tabled to the next meeting.

7.1.2 Establishment of Work Group

Tabled to the next meeting.

8. Review and comment on reports, legislation and studies.

The committee briefly discussed the offensive marketing tactics and advertisements of the restaurant, HillBilly Heaven Hamilton.

The issued was tabled till the next meeting.

9. Correspondence/Current affairs.

9.1 Settlement Services Information- Invitation to Citizenship & Immigration Canada.

10. New Business.

No new business.

11. Next Meeting Date.

The next meeting will be held on Mach 8, 2012.

12. Adjournment.

The meeting adjourned at 8:30 p.m.