

**CITY OF HAMILTON**

**COMMUNITY SERVICES DEPARTMENT**

<b>TO:</b> Chair and Members Emergency & Community Services Committee	<b>WARD(S) AFFECTED:</b> CITY WIDE
<b>COMMITTEE DATE:</b> March 24, 2011	
<b>SUBJECT/REPORT NO:</b> Hamilton Centre for Civic Inclusion - Request for Funding (CS11023) (City Wide)	
<b>SUBMITTED BY:</b> Joe-Anne Priel General Manager Community Services Department	<b>PREPARED BY:</b> Marjorie Walker 905-546-2424 Ext. 4837
<b>SIGNATURE:</b>	

**RECOMMENDATION**

- (a) That Report (CS11023) regarding the request for funding from Hamilton Centre for Civic Inclusion be received;
- (b) That a funding agreement, satisfactory to the General Manager of Community Services, and the City Solicitor, be established whereby Hamilton Centre for Civic Inclusion provide documentation to the City of Hamilton in the form of an annual report to Council outlining finances and activities, while in receipt of City funding;
- (c) That City Council, through the Hamilton Immigration Partnership Council, continue to encourage and assist HCCI in its self-financing efforts as an independent, community-based, non-profit group.

**EXECUTIVE SUMMARY**

Committee of the Whole, at its meeting of April 1, 2009, approved the following:

“That report CS09016 respecting Hamilton Centre for Civic Inclusion be received.”

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“That one-time funding in the amount of \$260,000 (\$130,000 for 2009 and \$130,000 in 2010) for Hamilton Centre for Civic Inclusion be approved from the Tax Stabilization Reserve.”

“That HCCI will be self-sustaining in 2011.”

While the Hamilton Centre for Civic Inclusion (HCCI) acknowledges this direction from Council, extenuating circumstances in 2010 have led to a delay in their intent to be self sustaining.

On February 14, 2011, HCCI made a presentation at the General Issues Committee to request three additional years of funding, on a declining scale, to aid in their transition towards a self-sustaining, fee for service model.

***Alternatives for Consideration – See Page 6***

**FINANCIAL / STAFFING / LEGAL IMPLICATIONS**

**Financial:** HCCI is requesting funding from the City of Hamilton in the form of \$100,000 for 2011, \$75,000.00 in 2012, and \$50,000.00 in 2011 to aid in transitioning to a self-sustaining, fee for service provider.

**Staffing:** There are no staffing implications associated with Report CS11023.

**Legal:** There are no legal implications associated with Report CS11023.

**HISTORICAL BACKGROUND**

The Hamilton Centre for Civic Inclusion (HCCI) was established in 2005 as a result of the work undertaken through the Strengthening Hamilton Community's Initiative (SHCI), an initiative formed as a response to the burning of a local Hindu temple in 2001, the same year the terrorist attacks occurred in the United States on September 11th.

SHCI's short-term goal was to deal with the distress in the community caused by the burning of the Hindu temple, but it was anticipated that to address issues of racism in the longer term, a more profound systemic change would be required.

To this end, HCCI was established to develop a civic resource centre to create an inclusive and welcoming city through respecting diversity, practicing equity, and speaking out against discrimination.

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HCCI's mandate is to support the City of Hamilton and its major institutions, businesses and service providers to:

- initiate and sustain processes which promote equity and create welcoming and inclusive environments in all areas of civic life;
- develop and share training and education resources with the community;
- provide the community with access to relevant research and information; and,
- support newcomer immigrant and refugee communities, marginalized groups, diverse ethno-racial and ethno-cultural groups and Aboriginal communities.

Since 2005, HCCI has been working in the community to bring awareness to social exclusion and advancing civic inclusion. While historically the origins of HCCI were in response to race and faith based incidents, its framework of social inclusion embraces issues of gender, disability, age, sexual orientation, etc.

HCCI has taken on a newcomer community development and community engagement role through such initiatives as its Community Mobilization Training Program.

The other major area of activity HCCI has been undertaking, and with considerable success in its pursuit of self-sufficiency, is contracted work on a fee for service basis. This work has primarily been for undertaking diversity assessments for non-profit, voluntary sector agencies in Hamilton and generated \$92,750 in the last fiscal year. A full list of HCCI's accomplishments to date is attached as Appendix A to Report CS11023.

Committee of the Whole, at its meeting of April 1, 2009, approved one-time funding in the amount of \$260,000 for HCCI, with direction that HCCI be self-sustaining in 2011 by enhancing its fee for service programs. Support from the City also allowed HCCI to leverage funds from a variety of sources including the Trillium Foundation, Heritage Canada, and the Department of Justice to perform a variety of programs. The last of this funding will expire March 31, 2011. A list of HCCI finances and revenue streams is attached as Appendix B to Report CS11023.

In December 2010, HCCI approached the General Manager of Community Services to advise that extenuating circumstances has left HCCI in a precarious financial situation and requested additional funding from the City of Hamilton.

The uncertainty of the continuation of HCCI raises concern as Hamilton does not have broad based community human rights, equity, or anti-discrimination advocacy organization with the stature anywhere close to that of HCCI and its demise would create a significant vacuum.

The City recognizes the need for marginalized communities to have a strong and independent voice and to have the capacity to bring their issues forward on decisions

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that affect their lives in an effective and constructive fashion and as such, the Community Services department had included \$130,000 as a enhancement within the 2011 budget for Council consideration.

On February 14, 2011, HCCI made a presentation at the General Issues Committee to request three additional years of funding, on a declining scale, noting extenuating circumstances that have led to a delay in transition towards a self-sustaining, fee for service model.

- As a result of the closure of SISO, HCCI has had to relocate, causing administrative slowdown and relocation charges;
- Since Spring 2010, HCCI has been without a permanent Executive Director and are in the midst of a recruitment process;
- Their remaining program specific funding will end March 31 2011; and,
- 2011 project specific funding proposals to Citizenship and Immigration Canada have been unsuccessful.

HCCI's funding request (attached as Appendix "B" to report CS11023) is for the following:

2011- \$100,000.00  
2012- \$75,000.00  
2013- \$50,000.00

As per the request for \$100,000 for 2011 from HCCI, Community Services is now recommending an enhancement of \$100,000 in the 2011 budget, rather than the suggested enhancement of \$130,000.

**POLICY IMPLICATIONS**

None

**RELEVANT CONSULTATION**

Interim Executive Director, Hamilton Centre for Civic Inclusion  
Legal Services, City of Hamilton  
Finance and Administration, City of Hamilton

**ANALYSIS / RATIONALE FOR RECOMMENDATION**

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City Council has committed itself to ensuring that its policies and programs are non-discriminatory, inclusive, and equitable for all residents. Given the documentation of the many barriers that exclude immigrants and other marginalized communities in Hamilton from being able to participate fully in the social, economic, cultural and political life of the city, it is incumbent upon the municipal government to recognize these realities and take proactive steps to address them.

Given the current adjustments being made in settlement services in Hamilton – the shutdown of SISO and the \$43 million cutback in federal funding for settlement services in Ontario –City Council could choose to demonstrate its ongoing commitment to civic inclusion and integration efforts, and promote Hamilton’s reputation as an immigrant friendly city by providing transitional support to HCCI.

Through the City’s financial support, over 400 newcomers to Hamilton have participated on HCCI’s Community Mobilization Training Program over the last 3 years. HCCI has, as a consequence, established a comprehensive understanding and extensive network of contacts, with new and emerging immigrant communities in the city. In building on this developmental process of capacity building and skill building, HCCI is uniquely placed to provide a vehicle for newcomer input into local mainstream services and decision-making bodies.

There is an evident need in Hamilton for the excluded equity seeking communities to obtain a strong, clear and independent voice to bring their issues to bear on the decisions that affect their lives in an effective, well researched and constructive fashion.

To this end, with additional funding from the City, there exists an opportunity for HCCI to play a strong role for the City by bringing forward issues and concerns of newcomer communities, and actions to address them to local mainstream services and agencies, through collaboration with the Hamilton Immigration Partnership Council (HIPC). This community engagement role is in alignment with the City Council endorsed made-in-Hamilton Immigration Strategy, and complements and reinforces the work of the HIPC.

As a condition of funding, it is recommended that an agreement be established whereby HCCI will provide documentation to the City of Hamilton in the form of an annual report to Council outlining finances and activities, while in receipt of City funding.

Along with the recommended funding, HCCI would be accountable to provide regular updates to the HIPC on its activities, including issues and concerns of newcomer communities in Hamilton, and possible actions on how to address them.

HIPC would also work with HCCI to increase their capacity to become a self-sustaining, organization providing services through a fee for service model.

HCCI has strong potential to act as a “downward”, grass-roots organization concerned with new and emerging communities and organizations in the city. As a mechanism for identifying and networking with the ‘informal’ community sector that is largely marginalized and under resourced, funding from the City would allow HCCI to play a critical role of community development. HCCI would build capacity through leadership training, building skills with the excluded and marginalized communities as well as potentially providing a critical “downward” delivery access mechanism for mainstream service organizations.

### **ALTERNATIVES FOR CONSIDERATION**

#### **Option 1:**

Council could decide not to approve additional funding to HCCI. This would leave HCCI without base funding to operate and severely limit their ability to leverage other funding opportunities.

The principal program by which HCCI has pursued a newcomer community development and community engagement role is through its Community Mobilization Training Program. This program provides civics information and leadership skills to immigrants and members of minority communities. This program has also provided HCCI with an extensive network of contacts with new and emerging immigrant and ethnic communities in Hamilton. Having built the foundations of a community development process of leadership training and capacity building, it is unlikely that any other agency in the city could fill this role if HCCI ceases to exist.

**Financial:** There are no financial implications associated with this option.

**Staffing:** There are no staffing implications associated with this option.

**Legal:** There are no legal implications associated with this option.

### **CORPORATE STRATEGIC PLAN**

Focus Areas: 1. Skilled, Innovative and Respectful Organization, 2. Financial Sustainability, 3. Intergovernmental Relationships, 4. Growing Our Economy, 5. Social Development, 6. Environmental Stewardship, 7. Healthy Community

#### ***Intergovernmental Relationships***

- ◆ Maintain effective relationships with other public agencies

***Social Development***

- ◆ Residents in need have access to adequate support services
- ◆ People participate in all aspects of community life without barriers or stigma

***Healthy Community***

- ◆ An engaged Citizenry

<b>APPENDICES / SCHEDULES</b>
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Appendix "A" to Report CS11023 – HCCI's Accomplishments 2010

Appendix "B" to Report CS11023 - HCCI Budget and Budget Forecast 2010 to 2014



## The Year In Review

### HCCI's Accomplishments 2010

By the end of 2010, HCCI would have completed a number of activities all designed to establish and brand HCCI as an exemplary organization, well suited to the task of facilitating organizational change within the diverse and complex environment of Hamilton.

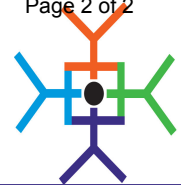
We have:

- To date conducted Diversity Assessments for 13 different organizations within the Best Start network. We have provided each organization with a written report that included a diversity-inclusion review and analysis together with recommendations for organizational next steps. Front line and supervisory staff (over 500) from each of the organizations, participated in the Diversity Assessments /Review process. Five organizations participated in 2010, and eight participates between 2008 and 2010.
- Developed perception scale instruments that measure individual perceptions within organizations in terms of Diversity, Inclusion, and Organizational Effectiveness.
- Developed an on-line diversity and inclusion assessment instrument for use by the YMCA. This instrument can be used to conduct diversity assessments within very large organizations.
- Established HCCI as a key partner with Hamilton Health Sciences in the Internationally Educated Nurses and English as a Second Language Nurses Integration Project (IEN/ESL) HCCI Provides ongoing cultural competency awareness and training in focus groups and workshops with Participants, Clinical Integrators, HHS Managers/Educators.
- Provided Antiracism-Antioppression training for over 100 front-line staff working within the shelter system in Hamilton under contract to Hamilton Emergency Shelter Intregation and Coordination Committee (HESICC)
- Continued to provide training to Hamilton Police Services
  - 2010 – 11; To date (Sep to Dec – 333 HPS staff, **Topic:** Finding Balance in our Community: Bias Free Policing, Building Relationships Professionally. Training will continue to June 2011
  - 2009 – 10; Over 850 HPS staff, **Topic:** Diversity & Human Rights: Issues and Applications through the Eyes of the Beholder
  - 2008 – 09; over 900 HPS staff, **Topic:** Advantages to Diversity





## Hamilton's Centre for Civic Inclusion



- Developed and provided a three-month training program about Hate and Hate Crimes to the Victim Advocacy Network. The VAN is made up of community members from 9 different communities in Hamilton. These trained community members will host information sessions within their communities to build awareness of what to do when confronted by hate and hate crimes.
- Developed a Hate Crime training manual for use as a community resource. The manual is in the draft stage and is being validated by personnel from Hamilton Police Services, Victim Services and The Victim Advocacy Network.
- Provided training to Staff and Students in HWDSB schools
  - Over 120 teachers from different HWDSB schools
  - Over 90 students from HWDSB schools
- Provided Equity and Inclusion training to 86 students in three different classes at MacMaster University.
- Continued to conduct Community Mobilization Training, during 2010:
  - 244 Students at LINC Level 4 / 5 in the ESL program at different St. Charles locations registered for the CMT 6-session training program, 225 completed the program.
  - 65 registrants from the Chinese, Francophone and Spanish speaking communities began the six-session Community Mobilization Training program, and 46 completed the program. The program was delivered in Chinese, French and Spanish.
  - 30 people from diverse racial and ethnic backgrounds, and who graduated from the CMT program indicated an interest in Municipal affairs and 22 applications for City Advisory committees have been submitted.
- Continued to engage youth through the Erase Racism Art Competition, the NOW facilitation program, and 2010 Youth Summer Close to 100 youth have been involved in the 2010 activities, 32 of them participated in the Erase Racism Art Contest.
- Tasked the HCCI- Employer Resource Steering Committee with providing recommendations to HCCI in the areas of employer education, developing outreach strategies and acting as champions in the business sector to promote inclusive practices in the workplace. They have also been exploring the development of a Diversity Accreditation model based on project called the Diversity Gold Standard. We also continue to work with the DiversityWorks Steering Committee in partnership with Hamilton Chamber of Commerce.

### HCCI Budget and Budget Forecast 2010 to 2014

Current Budget		Budget Forecast (Expenditures)			
	2010-2011		2011 - 2012	2012 - 2013	2013 - 2014
Total Salaries	\$191,852.00	Total Salaries	152,000.00	156,560.00	161,256.80
Total MERC & Benefit	\$31,310.00	Total MERC & Benefit	19,425.60	20,008.37	20,608.62
Total Salaries & Benefits	\$223,162.00	Total Salaries & Benefits	171,425.60	176,568.37	181,865.42
Total Overhead/Indirect Cost	\$125,759.36	Total Overhead/Indirect Cost	68,500.00	70,555.00	72,671.65
	\$348,921.36	Total Budget	239,925.60	247,123.37	254,537.07

#### Revenue Stream 2011 - 2014

Minimum Revenue/Income	2011 - 2012	2012 - 2013	2013 - 2014
Required to break even			
Project Funding	\$50,000.00	\$60,000.00	\$70,000.00
City Funding (grants)	\$100,000.00	\$75,000.00	\$50,000.00
Fee for Service / Contracts	\$60,000.00	\$70,000.00	\$80,000.00
Fundraising activities	\$30,000.00	\$45,000.00	\$55,000.00
Total	\$240,000.00	\$250,000.00	\$255,000.00