

A Report on
*The Symposium on the
Reality of Anti-racism Work
in the City of Hamilton*

**Prepared by the City of Hamilton's
Volunteer Committee Against Racism**

2004



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Executive Summary

In October 2003, the City of Hamilton's Committee Against Racism facilitated *The Symposium on the Reality of Anti-racism Work in the City of Hamilton*. The daylong symposium created a space for people to participate in a discussion of racism; to identify the issues that they face when implementing initiatives to put an end to racism and to address the impact upon those persecuted because of it. Over sixty people - representing a variety of institutions, non-profit organizations and voluntary initiatives - participated in the symposium.

Facilitated groups identified obstacles to their accomplishing anti-racism work and gaps in initiatives and services in Hamilton. Based on these concerns, groups then formulated recommendations to be presented to the City of Hamilton, major institutions in the city, and the Strengthening Hamilton Communities Initiative.

This report on the symposium presents the concerns and vision of the participants. It does not constitute a study of racism in Hamilton, but rather an expression of the perspectives of those who are working to end racism in this community.

The report consists of three parts – *Obstacles, Gaps, and Recommendations* – which present the contributions of the symposium participants, found under sub-headings organized by the writers of the report.

Obstacles to Accomplishing Anti-racism Work

- Denial of racism and ignorance of the issues that result from racism
- Lack of consensus regarding a definition of racism
- Hamilton's diversity is not represented in its institutions
- Lack of participation in decision-making
- Resistance to anti-racism initiatives
- Lack of funding and resources for anti-racism work
- Lack of commitment to existing anti-racism initiatives
- Embedded stereotypes
- Systemic racism in influential institutions in the community
- Anti-racism initiatives are often not valued by leaders, management, and the media.
- Anti-racism practitioners often suffer from emotional fatigue or "burn-out."

Gaps in Anti-Racism Work and Initiatives in the City of Hamilton

- Lack of initiatives and services
- Lack of communication
- Lack of practitioners/educators in anti-racism
- Lack of policies/procedures/rules/guidelines
- Lack of resources
- Lack of commitment by city to the issue of racism
- Lack of representation of diverse communities

Recommendations/Directions

- ***Education and Training Programmes***, including mandatory and ongoing anti-oppression training for City staff and elected officials, provided by the City of Hamilton.
- ***Participatory Democracy***. The City of Hamilton must develop and implement a plan, with measurable goals and timelines, to increase the participation of members of racialized groups in institutions and increase their access to decision-making positions.
- ***The formation of an Anti-Racism Coalition***. Such a coalition would lobby and apply pressure to Hamilton's institutions, identify and share "best practices," act as a "support network," and keep Hamilton's institutions accountable to an anti-racism agenda.
- ***The formation of a Resource Centre***. Such a centre would provide: anti-oppression training, consultation, monitoring and evaluation; research on racism in the Hamilton community; outreach and mentorship services; counselling and support services for anti-racism workers and people who have experienced racism.
- ***Funding Initiatives***. Specifically, the City of Hamilton must provide funding for anti-racism initiatives in the city, as well as funding for workshops that will give individuals and groups the resources and skills to secure funding from other agencies and institutions.
- ***Development of Anti-Racism Policies and Procedures***. The City of Hamilton and major organizations and institutions in this community must develop and implement *meaningful* anti-racism policies and procedures.
- ***Further development of, and support for, the City of Hamilton's Access and Equity Office***
- ***The extension of the mandate of the Strengthening Hamilton's Communities Initiatives beyond 2004.***
- ***The commitment of the City of Hamilton to working with Hamilton's Urban Aboriginal Community to acknowledge meaningfully the historical and systematic discrimination of Aboriginal peoples and to create a statement of understanding with respect to urban Aboriginal rights.***

Introduction

In October 2003, the City of Hamilton's Committee Against Racism facilitated *The Symposium on the Reality of Anti-racism Work in the City of Hamilton*.

The symposium resulted from the committee's consideration of its role to influence the municipal government in how it recognizes and challenges racism, and its need to fulfil this role with limited resources and a fixed time-frame. The small number of active members of the committee recognize that they are only a few of the many people who contemplate their daily experience of racism and who actively work to end racism in Hamilton.

The daylong symposium created a space for people to participate in a discussion of racism; to identify the issues that they face when implementing initiatives to put an end to racism and to address the impact upon those persecuted because of it. The symposium's goal aimed to record the oral feedback of participants, to prioritize issues identified by them, and to prepare a comprehensive list of recommendations for Hamilton's City Council and other institutions working within its jurisdiction.

In the initial planning stages, the committee considered a number of questions to be posed to people involved in anti-racism work. They included: *Is Hamilton a safe space for anti-racism work?; Are there structural problems or concerns regarding the allotment of funds to support anti-racism programs?; What obstacles do you face in achieving the objectives you have set for your work?; In a perfect setting, what would you want to achieve?; and, What would a perfect setting be for you?*

The symposium invited groups and individuals involved in anti-racism work or initiatives in the City of Hamilton. It was advertised via Cable 14 and the Community Information Service and the committee did its own outreach to known organizations and individuals involved in anti-racism work.

The symposium's agenda emphasized certain items to bring forth certain ideas that were deemed to be important by organizers and participants. People working in facilitated participant discussion groups identified obstacles that they met when trying to accomplish the goals of their anti-racism work and gaps that existed in City of Hamilton anti-racism initiatives and services. To ensure a collective tone for the work done throughout the day, conflict resolution guidelines were outlined during the introduction session and facilitators and participants alike were asked to work together to ensure that all voices were heard.

The group facilitation format encouraged the participation of everyone in attendance, with people's comments being recorded on flip charts. Because a facilitator aided the exchange within discussion groups, the comments recorded on the flip chart typically encompassed ideas that group participants shared and agreed upon. When re-convened as the full group, symposium participants together prioritized the issues that had been recorded in the smaller group settings. Using the outcomes of the prioritization exercise, small groups met again to formulate recommendations.

Through the symposium, the committee aimed to create a safe space for people to speak about their experiences in anti-racism work in Hamilton and to provide them with a genuine opportunity to suggest measures to eliminate it. The following pages include the comments that were recorded

during the three small-group sessions. In the text that follows, the discussion notes from four groups have been collated and organized under topic headings created by the writers of this report to provide a summary.

In this report, the word “racialized” will refer to anyone who experiences racism because of their race, skin colour, ethnic background, accent, culture or religion. Outside of this report, different people have used this word in different ways. Here, "racialized" includes people of colour, Aboriginal peoples, and ethnic, linguistic, religious or cultural minorities who are targets of racism. Racialized people have different cultures, histories, religions, family norms, life experiences, and are subject to different stereotypes. What they have in common is they are *racialized* - they are subject to racism and made to feel different because of their racial/ethnic background. The term racialized shows that race is socially constructed. Racist hatred has nothing to do with the target groups and everything to do with how dominant groups in a society identify non-dominant groups for discrimination.

Session 1 – Identifying Obstacles to Accomplishing Anti-racism Work

In Session 1, facilitators posed the following question to their small group of participants:
What obstacles do you face in achieving the objectives of your anti-racism work?

Facilitators were provided with the following questions should they have needed to bring discussion back on track or to stimulate breadth of discussion:

What would be a perfect setting for your work?

What prevents that setting from being your reality?

Do the obstacles exist in regard to funding?

Are they found in attitudes?

Are there barriers presented by individuals, by organizations, by society?

Obstacles:

Denial of Racism and Ignorance of the Issues that Result from Racism

People’s general lack of understanding about the issues associated with racism is a fundamental obstacle to anti-racism workers achieving the objectives of anti-racism initiatives. There is a lack of public knowledge of the impact of racism on the people of our community. This deficit is recognized amongst the “leaders” in the community, including members of City Council, and is considered most detrimental when found in those who hold influential positions and who are accountable to the public.

The dominant racial group in our community does not understand the felt experience of racism. Most decision-making and power positions are held by members of this group and racism has not had the same impact upon them as it has on those whom it targets directly. An obstacle to anti-racism work is intrinsic to a system that promotes members of the dominant racial group to hold positions of influence and to be the predominant decision-makers, since they are not passionate about confronting racism.

Racism is camouflaged by initiatives that acknowledge or name diversity or multiculturalism. There is a recognized belief that racism is not a current problem but a regrettable historical problem that has been remedied. Racism is something often concealed within organizations. It is not acknowledged. There is a defensiveness aroused when challenging people's conduct associated with racism. When the defensiveness is aroused and the negative feelings are brought to the surface, the anti-racism work itself is seen as causing problems. This often ends the work or diverts its energies.

Participants recorded the following comments:

- “Leaders” in the community, including members of City Council, lack an understanding of the issues associated with racism. They do not feel the impact of racism and are not passionate about confronting it as a problem that affects all of our society.
- The City is satisfied with having a committee about racism and thus feels it is doing its part in the struggle against racism.
- There is a belief that racism is a problem in history that is regrettable but has been remedied. Many believe that it is not a problem affecting our community today.
- Racism is often “white-washed” within organizations.
- Defensiveness.
- Anti-racism work is often seen as *causing* problems.
- Lack of public knowledge about the impact of racism.
- Problem “camouflaged” by focusing on diversity, multiculturalism, and community.
- Dominant culture does not understand the felt experience of racism.
- Lack of understanding of issue of racism by leading members of City or Strengthening Hamilton Community Initiative (SHCI).

Lack of Consensus Regarding a Definition of Racism

A lack of common understanding regarding the scope and forms of racism impedes initiatives seeking to end racism. For instance, the media and, more generally, the dominant culture narrowly define racism as individual acts, such as racial slurs, or people openly refusing services to others due to their race. Historically, the dominant culture in Hamilton has assumed that the way to deal with racism is to celebrate the city's racial “diversity,” through education, etc. As important as such educational programs may be, diversity education often does not challenge the structures of power which work to maintain white dominance.

Participants expressed concern that:

- Racism is too often narrowly defined as individual acts.
- Systemic racism and more subtle forms of racism are ignored.
- Racism, as an ideology of power and value, is a part of Canadian culture and is internalized by all Canadians.
- Popular understandings of racism in Hamilton lack the historical context of race and racism in this city.
- Popular understandings of racism do not confront racism in terms of structures of power and privilege.
- Popular understandings of racism often focus on whether or not the perpetrator or beneficiary of racism has a “racist intent.” As a result, its impact upon those attacked or suffering within

its structure of power is ignored. For instance, Hate Crime legislation focuses on hate/bias motivation rather than the impact on the victim of crime. It is very difficult to legally “prove” such intent.

- Popular understandings of racism often fail to understand racism in relation to other forms of dominance.
- Inconsistent and ambiguous terminologies often make discussing this issue difficult. As well, language like “people of colour” or “visible minorities” implicitly defines certain groups as “racially different” from the dominant racial community, which is assumed to be “normal” or the standard by which all people are judged.

Hamilton’s Diversity is Not Represented in its Institutions

Hamilton’s institutions - from education to City Hall to the construction of Hamilton’s communities in geographic terms - fail to reflect the racial diversity of this community.

Participants expressed concern that:

- Racialized youth lack role models. There are few people from racialized communities in positions of power and influence - from civic politicians to teachers.
- Privileged people often speak for the marginalized. Specifically, privileged white members of the community are often prominent in high-profile civic anti-racism initiatives.
- One needs to be within the system to change it, but members of racialized community’s are systemically excluded from, or marginalized within, institutions in this community.
- Specific initiatives to celebrate achievement by members of particular groups, i.e., black achievement, have been incorporated into the diversity/white dichotomy of Hamilton’s culture

Lack of Participation in Decision-Making

Participants identified a power imbalance in the major institutions in Hamilton (i.e., the city, Hamilton Health Sciences Corporation, the steel industry, police and emergency services, the school boards, McMaster University and Mohawk College, and the major media corporations). White Hamiltonians - and particularly white males - dominate management positions in these institutions. Participants identified how the dominance of one racial group in the city’s positions of power is an obstacle to anti-racism initiatives and to alleviating racism in its systemic and individual forms. For instance:

- Decision-makers are often not aware, or do not understand, the influence that their privilege has upon their attitudes and perceptions, and in how their power reinforces white dominance.
- Because few people belonging to marginalized communities - and particularly members of racialized groups - hold management positions, members of marginalized communities have less access to these decision-makers. They thus have greater difficulty communicating their concerns and perspectives to them.
- Institutional leaders, boards of directors, and other citizens who hold positions of power and influence are not held accountable for the racism endemic in their organizations.

- Often the only access members of racialized communities have on city policy-making comes through their role in city volunteer committees. These committees have traditionally had few resources and lack genuine input in city decision-making.
- Political representation in Hamilton at all levels of government is directly linked to structures of power and privilege, and specifically linked to white dominance.
- Members of the Hamilton community, and particularly those of marginalized and racialized communities, lack venues through which to participate in the decision-making processes of the city. This may contribute to low voter turnout.
- The city has only one commercial television station and one daily newspaper. White Hamiltonians, and particularly white men, dominate management and content-provider positions in both corporations. Issues pertaining to racial power and privilege, structural and systemic racism, individual racism, and hate crime receive inadequate coverage and analysis.

Resistance to Anti-racism Initiatives

Participants identified resistance to anti-racism initiatives as a substantial obstacle to their achieving the objectives of their work. There is a recognized resistance to change and a fear of upsetting the *status quo*, which must be acknowledged and addressed in order to create an environment that supports change. People's experience of anti-racism training 'authorized' by employers, etc., can lead to their resistance.

Participants listed the following:

- Resistance to change.
- Fear of upsetting the *status quo*.
- Lack of an environment that supports change.
- Experience of official anti-racism training can be negative. (The example was used of people in an all white organization feeling even worse when someone came and told them they were racist.)

Lack of Funding and Resources for Anti-racism Work

Participants identified the lack of funding and resources for anti-racism work as a considerable obstacle to their work, especially the lack of funding and resources for new initiatives. Cutbacks in government funding have had a considerable effect on anti-racism work, for example, cuts to spending on English as a Second Language (ESL) programs in schools. Often the work relies on volunteers who are already overworked. Funding tends to favour mainstream agencies that oftentimes resist anti-racism initiatives. The city does not provide adequate resources, nor does it establish new resources.

Participants listed the following:

- Obstacles to new initiatives.
- Must rely on over-worked volunteers.
- Cutbacks.
- Cuts to spending on youth, i.e., ESL in school boards.

- Funding tends to favour mainstream agencies that tend to resist anti-racism initiatives.
- Lack of city resources.

Lack of Commitment to Existing Anti-Racism Initiatives

Over the past 50 years, many reports have been drafted and committees formed to work towards eradicating racism in this community. Little action, however, has resulted from these initiatives. The Hamilton community has lacked foresight about the long-term consequences stemming from bad policies and poor attitudes. It has been content to seek “band-aid” solutions rather than long-range ones.

Participants listed the following:

- No action on reports of racism.
- Hate Crime Law depends on issue of motivation rather than impact – this is hard to prove.
- Lack of foresight of long-term consequences of policies and attitudes.
- “Band-aid” solutions.

Embedded Stereotypes

Despite initiatives to “celebrate diversity” in the Hamilton community, stereotypes and racist assumptions continue to prevail. For instance, participants expressed concern that:

- Anti-black male and anti-native male attitudes are prevalent in the Hamilton community, and particularly in the education system.
- The so-called “War on Terrorism” and Canada’s anti-terror legislation continues to stereotype particular groups in Canadian society as potential “terrorists.”
- Members of racialized groups are often assumed to lack English language skills.
- Members of racialized groups are assumed to have group cohesion that shapes their behaviours and attitudes.
- The actions of members of racialized groups are assumed to reflect their racial community in a way that the behaviour of white people is not.
- The media continues to racialize its representation of crime; in particular, black youth are often represented as dangerous or to be feared.

Racism is Systemic in Influential Institutions in the Community

If racism is customary and acceptable within institutions that are considered to be or identify as authoritative or as standard, this poses a significant obstacle to eradicating racism. Throughout the day, participants named the *Hamilton Spectator*, CHtv, and other media, the police, the school boards, funding bodies, and social assistance programs, as being influential institutions that are marred by systemic racism.

Participants identified some of the ways in which systemic racism is evident:

- Reinforcement of stereotypes (i.e., “terrorists”).
- Silencing of people in marginalized groups – social services, Ontario Works.
- Lack of recognition of power imbalances.
- Fear of reprisal for people voicing their concerns.
- Cutting of anti-racism programs in schools.

Anti-Racism is Often Not Valued by Leaders, Management and the Media.

Participants identified frustration with having their concerns consistently marginalized by political representatives, organizational managers, and the media. For instance, anti-racism initiatives are often dismissed by these groups as being the products of “special interests” or “activism.” When anti-racism initiatives are not a priority of an organization, they are not valued as an integral aspect of the organization.

- Anti-racism initiatives within organizations (the city, major institutions, etc.) are often marginalized or positioned as an “add on” rather than an integral facet of the structure of the organization and its mission.
- Anti-racist educators lack venues for gaining professional accreditation.
- Anti-racist strategizing and training roles are often done on a voluntary basis. As a result, they are likely not valued in the same way as the roles and responsibilities of salaried positions. In the workplace, the voluntary role must take less precedence than the job responsibilities of the employee. Similarly, community-based volunteers are limited by their need to earn a living and focus energies on paid work.

Anti-racism Practitioners Often Suffer from Emotional Fatigue or “Burn-out.”

Because anti-racism work is often not valued, and is performed as a “volunteer” activity, in addition to one’s employment, family and other responsibilities, and because of the many other obstacles to anti-racism work (some of which are outlined in this report), anti-racism practitioners often suffer from mental and physical fatigue. This impedes their ability to do their work.

In particular, participants expressed the following concerns:

- There are too few people working to end racism.
- Because racism is systemic to our institutions and social practices, it is difficult to measure success or achievement.
- It is difficult to separate one’s self (private life, identity) from the work.
- Anti-racism practitioners lack support networks.

Session 2 - Identifying Gaps in Anti-Racism Work and Initiatives in the City of Hamilton

In Session 2, facilitators posed the following questions for participants in their small group to consider:

What's missing in the delivery of service to me?

What's missing in the delivery of service to my audience or my service users?

What's missing in the delivery of service to my organization?

What's missing in the delivery of service to my community?

What's missing in the delivery of service to the City of Hamilton?

Each heading was allotted its own page of flip chart paper for brainstorming.

Gaps

Participants identified a number of gaps in structures, initiatives and processes for fostering a community culture that confronts racism in a constructive manner.

Lack of Initiatives and Services

Participants identified the concern that there is a lack of initiatives, both within organizations and on a community level, for identifying racism, educating about racism, and ending racism in this city. In particular, participants identified the following concerns:

- There is a lack of initiatives organized and managed by members of racialized groups.
- There is a lack of resources for capacity building for racial and ethno-cultural organizations.
- There is a lack of vision for constructively confronting racism in this community.
- There is a gap between the recognition of a need to constructively confront racism in our community and actions towards this end.
- In particular, there is a lack of a “network” that would allow anti-racism practitioners to communicate with one another and allow people in the community greater accessibility to initiatives.
- There is a lack of outreach services.
- There is a lack of support networks or services for people affected by racism. Specifically, there is a lack of ethno- and language-specific support.

Further, anti-racism work is made even more difficult as a result of the way in which the structure of community services reinforces the marginality of people from racialized groups. For instance:

- Language barriers exist for many citizens to access social services and health care.
- There is a lack of equal access to health care and other social services.

Lack of Communication

Participants identified lack of communication as a concern. In particular:

- Groups and individuals who are service-providers in this area do not communicate effectively with one another.
- There is a lack of communication between affected communities and service-providers.
- Best practices are not effectively shared.
- Members of the community lack knowledge of what services are provided and what initiatives are in progress.
- There is a lack of opportunities for networking.

Lack of Practitioners/Educators in Anti-Racism

Participants identified a lack of anti-racism educators and practitioners in this community as a gap. In particular:

- Organizations and institutions in this community lack salaried staff dedicated to the area of anti-racism.
- There are few people in the community who are trained and skilled as anti-racism educators/practitioners.
- There is no “recognized” certification or accreditation process for anti-racism educators/practitioners.
- Young people or new people interested in anti-racism work lack mentors and role models.

Lack of Policies/Procedures/Rules/Guidelines

Participants identified their concern that many major institutions and other organizations in the Hamilton community lack official policies and procedures, or lack effective or up-to-date policies and procedures with regard to anti-racism. In particular, participants expressed concern about the policies and procedures, or lack of thereof, in the area of anti-racism in the following institutions:

- The City of Hamilton
- The Hamilton-Wentworth District School Board
- Hamilton Police Services

Lack of Resources

Participants identified their concern that anti-racism practitioners and other concerned citizens lack access to resources on anti-racism - including funding, learning resources, and human resources. Participants identified this lack of resources as a gap that further limits the ability of organizations to produce and implement anti-racist strategies. For instance:

- Anti-racism practitioners lack access to funding for initiatives and programs.
- People lack access to learning resources.

Lack of Commitment by City to the Issue of Racism

Participants identified the concern that the municipal government for the City of Hamilton lacks commitment to constructively confront the issue of racism in this city. For instance:

- Citizens of this community, and particularly members of racialized communities, lack ways of participating in decision-making processes.
- Elected representatives have not maintained a commitment to the Strengthening Hamilton Community Initiative.
- The Strengthening Hamilton Community Initiative is not permanent.

Lack of Representation of Diverse Communities

Participants identified the lack of members of racialized and other marginalized communities in decision-making positions in community institutions and organizations. In particular, participants raised concerns about the lack of members of racialized and other marginalized communities in social service agencies, both in decision-making positions as well as service provision positions. Specific concerns were raised about the lack of diversity among the staff of Ontario Works.

Session 3 – Recommendations/Directions

The recorded results of Sessions 1 and 2 were posted for all participants to review. Each person assisted in prioritizing the issues by placing stickers beside items they considered high priority. Afterward, the priorities were identified to the whole group. The small groups met to formulate recommendations based upon the results of the earlier sessions and the prioritization exercise.

Recommendations

Participants made the following recommendations:

Education and Training Programmes

- That the City of Hamilton provide mandatory and ongoing anti-oppression training to its staff and to elected officials, for which the training objective is to foster in its work environment, policies, and programs a common analytical framework about the problem of racism.
- That the city increase public awareness of the issue of racism by supporting a city-wide public education campaign that includes such topics as language and its use, understanding diversity, cultural sensitivity, and includes education programmes with an historical perspective.
- That the city promote through recognition people who can serve as role models for Hamiltonians from different cultures.

- That the city recognize visible minorities in our cultural history through designations, commemorations, statues, and landmark status.

Participatory Democracy

- That the City of Hamilton develop and implement a plan, with measurable goals and timelines, to increase the participation of members of racialized groups in city programs, services and planning, as well as increase the access of members of racialized communities to decision-making positions within the City of Hamilton. The city should use its influence with other major institutions and corporations to undertake similar initiatives.
- That the abovementioned plan actively seek out representatives from Hamilton communities to work either in partnership with city hall or at arms-length in its development and implementation.

Coalition

- That an anti-racism coalition, made up of groups and individuals committed to anti-racism be formed, with the following functions:
 - ◆ Lobbying/applying pressure to Hamilton’s institutions.
 - ◆ Identification and sharing of “best practices.”
 - ◆ Acting as a “support network” for anti-racism workers.
 - ◆ Keeping Hamilton’s institutions accountable to an anti-racism agenda.

Resource Centre

- That a resource centre devoted to anti-racism research, education and training be created to operate in Hamilton. The centre should have paid staff and seek funding and support from all levels of government (municipal, provincial and federal). Such a centre might:
 - ◆ Provide anti-oppression training, consultation, monitoring and evaluation.
 - ◆ Conduct research into racism in the Hamilton community (for instance, its effects on the economy, etc).
 - ◆ Provide capacity-building initiatives within organizations.
 - ◆ Provide a resource library that includes anti-racism research, policies, initiatives and other resources.
 - ◆ Provide outreach services.
 - ◆ Compile a directory of anti-racism trainers and practitioners in Southern Ontario.
 - ◆ Consult health, social services, education, business, industry, and government.
 - ◆ Provide mentorship services.
 - ◆ Provide “anti-racism” accreditation.
 - ◆ Provide counselling and support to anti-racism workers and to people who have experienced racism.

- That the City of Hamilton supports the abovementioned resource centre through on-going funding and through its encouragement to other Hamilton institutions (education, industry, business, media) to also support it in similar ways.
- That an accreditation system for auditing racism/anti-racism in institutions and organizations in Hamilton be developed and implemented. The system should:
 - ♦ Be independent from government or any particular institution.
 - ♦ Audit institutions and organizations based upon criteria informed by anti-oppression practice and provide accreditation based on the fulfillment of certain standards in areas such as hiring, promotion, education and training.
 - ♦ Provide the city with standards for licensing and contracts.
 - ♦ Audit organizations that provide social services, such as Ontario Works.
- That Hamilton's major organizations and institutions - in particular the City of Hamilton, the Hamilton Police Service, the school boards in Hamilton, McMaster University, Mohawk College, organizations and institutions within the health and social service sector, the *Hamilton Spectator*, CHtv, and Brabant newspapers - be held accountable for the racism that occurs within them, and that they be challenged to develop policies, procedures and practices intended to transform structures of power which maintain racial hierarchies to eliminate them.

Funding

- That the City of Hamilton provide 2 to 3 daylong workshops on writing proposals and grants to help anti-racism activists seek out funding for their work. Workshops must be accessible to the least-targeted communities/grassroots groups. People need to be able to walk away from these workshops with an actual understanding of the process of grant-writing and potential sources for funding, as well as practical tools and reusable skills, and a final product of their own.
- That the City of Hamilton provides funding to grassroots organizations, the purpose of which is to empower their anti-racism initiatives.
- That the Board of Education put dollar resources into its equity mandate.
- That the City of Hamilton continues to fund events like this anti-racism symposium.
- That the city allocate permanent funding to anti-racism initiatives and mark this funding to inflation rates.

The Development of Anti-Racism Policies and Procedures

- That the City of Hamilton, as well as institutions and organizations in this community develop and meaningful anti-racism policies and procedures to be used consistently. Participants clearly differentiated between the adoption of standard policies and the

implementation of these policies in day-to-day practices. They cited the City of Hamilton and the Hamilton Wentworth District School Board as being two institutions that have had policy development projects on-going for a long period of time, yet whose policies are not carried out in day-to-day practices.

The City of Hamilton's Access and Equity Office

- That the City of Hamilton invest in expanding or extending the reach of its Access and Equity Office by actively promoting and advertising this resource to all people living in Hamilton.
- That the City of Hamilton provides additional funding and human resources to the Access and Equity Office.
- That the Access and Equity Office be relocated to a more accessible location or to multiple, smaller locations to facilitate access and improve the accessibility it currently offers behind locked doors in a downtown office building.

Strengthening Hamilton's Community Initiative

- That the Strengthening Hamilton Community Initiative's mandate be extended well beyond 2004.

The City of Hamilton and Urban Aboriginal Rights

- That the City of Hamilton enter into discussions that are open, transparent, and that encourage the participation of members from Hamilton's urban Aboriginal community, working towards acknowledging the historical and systemic discrimination Aboriginal peoples have experienced since the arrival of the first European settlers in this region. These discussions should lead towards a statement of understanding with respect to urban Aboriginal rights.

Appendices

The issue is racism NOT "diversity"...

Put "racism" back in the anti-racism movement

Groups and individuals involved in anti-racism work
or initiatives in the City of Hamilton

are invited to participate in

A Symposium on the Reality of Anti-racism Work in the City of Hamilton

Wednesday, October 1, 2003
10:00 a.m. to 4:00 p.m.

Hamilton-Wentworth District School Board
100 Main Street West

Identify and recognize the anti-racism initiatives in
Hamilton and the challenges we face

Develop an anti-racism agenda for
the Hamilton Community

For more information or to register please email:
antiracismsymposium@yahoo.ca

Or contact Committee Against Racism, City of Hamilton:
David Jefferess: jefferess@sympatico.ca
Saleha Khan: skhan@siso-ham.org or 905-667-7496
Pauline Kajiura: pkajiura@hotmail.com



Hamilton

Symposium on the Reality of Anti-Racism Work in the City of Hamilton
October 1, 2003
Agenda

- 9:00 Participants may set-up displays regarding their organizations/ initiatives; organizers display list of participants
- 9:00-10:00 Registration
- 10:00-10:45 Introduction
Guidelines for conflict resolution
Rounds: participants state name and organization/initiative
Time to intermingle to 10:45
- 10:45-11:15 Session 1 – Identifying obstacles to accomplishing anti-racism work
(4 facilitated breakout groups, flip charts)
- 11:15-11:30 Break
- 11:30-12:00 Session 2 – Identifying Gaps in anti-racism work and initiatives in the City of Hamilton (same groups)
- 12:00-12:30 Participants from each group read their lists from the two sessions
- 12:30-1:30 Prioritizing Exercise – participants are asked to place dot stickers beside on items on all the lists to indicate priority (before eating)
- Lunch
- 1:30-2:15 Identify priorities and discussion
- 2:15-2:25 Break
- 2:30-3:20 Session 3 - Recommendations/Direction (breakout groups)
- 3:20-3:50 Representative from group presents session 3 outcomes
- 3:50-4:00 Wrap-up

Symposium: September 2003

The Reality of Anti-Racism Work in the City of Hamilton

Hosted by the Volunteer Committee Against Racism, City of Hamilton

Evaluation

Thank you for attending today and sharing your experiences and ideas with us.

Please use this form to answer a few questions to provide feedback about this event. Space is provided after each question for additional comments or suggestions please use the back of this form if needed. Your feedback is important to us.

Please circle to indicate your choice of yes or no.

1. Was the location easy to find? **Yes** **No**

2. Were you able to share your ideas and experience? **Yes** **No**
Comments:

3. The timing of the sessions were they:
a. Too long
b. Too short
c. About right

4. Are there other topics you think we should have included today? **Yes** **No**
Comments:

4. Are there organizations or individuals you believe should have been invited that we may have missed?

Please check our listing and identify others below.

5. Were you aware of this committee before this event? **Yes** **No**

5. Any other information/feedback?

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Please circle to indicate your choice of yes or no.

1. Was the location easy to find?

Yes - 14

No - 0

2. Were you able to share your ideas and experience?

Yes - 14

No - 0

Comments: none

3. The timing of the sessions were they:

Too long - 1

Too short - 1

About right - 12

Comments:

I wish we hadn't started late

4. Are there other topics you think we should have included today?

Yes - 3

No - 8

Comments:

- **The day evolved as it should have.**
- **Wouldn't have been enough time.**
- **A more practically-focused follow-up conference addressing/providing training in & for (1) proposal-writing, funding requests; (2) facilitating/advocating for implementation of recommendations, proposals etc. previously made by various city & community-based committees & organizations; (3) network formation.**
- **Lack of representation at various levels.**

- **Elaborate and implement a plan of action.**
5. Are there organizations or individuals you believe should have been invited that we may have missed?
- **More students**
 - **More marginalized comm. reps**
 - **Should have had other organizations attend**
 - **Not sure who was invited – noted absence of mainstream organizations – I saw the flyer through C.I.S. – where else did you market?**
 - **More teachers, students**
5. Were you aware of this committee before this event?
- Yes - 7
No - 7
6. Any other information/feedback?
- **It's always a challenge to have a process like today with people whose analyses vary so widely, but I think you were able to accomplish the central goal.**
 - **Good work.**
 - **Well organized.**
 - **More frequent symposiums needed.**
 - **Great day.**
 - **Very educational – helpful information to take back to the workplace.**
 - **Appreciated participatory format.**
 - **What is the next step? Don't re-invent the wheel! Build on what is out there!**