

HCCI Activities Report

Governing Council Meeting

17th June, 2009 ; 4:30 – 6:30 pm

The last few months have been both busy and exciting. During this period HCCI was involved in completing projects, and in charting a course for moving forward. This report will therefore present a picture of the projects that have been completed, or are nearing completion together with projects that are well underway.

Project Title	<ul style="list-style-type: none"> • Activity – Describe what was done and the date(s) on which the activity took place • Participants – Indicate the number of participants 	Indicators and Comments
North Hamilton Community Health Centre training	<p>The final training session for staff at North Hamilton Community Health Centre was completed on 20th May, 2009. 49 staff members were in attendance and the training was well received. Participants were provided with an opportunity to:</p> <ul style="list-style-type: none"> • Reflect and review their understanding of Diversity and Diversity components and the impact of their personal wheel of influence. • Develop an awareness of “Ladders of Influence” and how personal ladders and organizational ladders impact Cultural Competency and Proficiency. • Consider the steps necessary to make the transition from awareness to understanding and from understanding to culturally proficient behaviour. • Apply the understanding of culturally competent and proficient behaviour to health care. • Consider the next steps required to become culturally competent and proficient and provide culturally competent patient care. • Begin an organizational change process for building and developing a culturally proficient organization. 	<p>Evaluation of the session by participants provided the following results:</p> <p>1. Workshop Session Evaluation Results:</p> <ul style="list-style-type: none"> • The facilitators got the information across clearly? <i>Score 4.23 out of maximum 5</i> • The facilitators were responsive to the needs of the group? <i>Score 4.09</i> • The activities conducive to learning? <i>Score 3.95</i> • Out of 43 responses, 15 found the workshop very worthwhile, 20 found it worthwhile, 5 found it of some value and 3 did not respond. • The rating of the overall presentation was 7.43 out of 10 <p>Overall Training pre and post-test</p> <p>The for pre-test post-test analysis of the Culturally Competent Survey for Health care Practitioners indicated that after completion of the workshop, there was a significant improvement in competency in each of the 15 areas surveyed. The highest % improvement was in the area of understanding components of Organizational Change. This showed a 74.7% improvement from a score of 2.49 in the pretest to 4.35 in the posttest.</p> <p>The Inclusion perception survey showed interesting preliminary results, but the analysis is not yet complete.</p>
Youth Leadership Development	<p>The Youth Leadership program began on 7th May and will continue over an eight week period from the 7th May to the 25th June. Initially there were 38 young people participating in the training but after 4 weeks, there are 18 people who have maintained regular attendance. The program is designed to develop speaking and leadership skills based on the manuals of Toastmasters International and with</p>	<p>This program has been very well received. The young people were very happy to be able to chair the meetings and received some training on parliamentary procedures. Each week one third of the youth deliver speeches, one-third evaluate speeches, and one-third evaluate the evaluators. In</p>

	<p>the assistance of local members of Toastmasters International.</p> <p>The training topics over the 8 weeks will include:</p> <ol style="list-style-type: none"> 1. Introduction to Chairmanship 2. Introduction to Public Speaking 3. Impromptu speaking 4. Organizing your speech 5. Listening 6. Gestures in speaking 7. Voice and Vocabulary 8. Show your skills 	<p>that way, everyone has an assigned task for the meeting and the tasks change from week to week.</p>
<p>Network of Leaders Development</p>	<p>The biweekly training for the "Network of Leaders" program began on 29th January, 2009 and will be completed on the 22nd June 2008.</p> <p>The training has covered the following topics:</p> <ol style="list-style-type: none"> 1. Community and Community Building 2. Developing and Enhancing Leadership Skills 3. Creating Networks/Establishing Relationships 4. Finding Resources 5. Strategic Thinking and Organizing 6. Conflict Resolution 7. Appreciative Inquiry vs Problem Solving as a leadership tool. And Making Effective Presentations. 8. Participant presentations and Program Completion. <p>Next Steps</p> <p>Participants were able to identify issues and grouped themselves into interest groups to develop strategies and approaches to resolve the issues. The interest groups examined issues in four main areas, housing, education, community information, and women issues</p>	<p>Participants have expressed a desire to continue to develop expertise and additional training in the specific areas identified as being of interest. They also expressed a need for additional training.</p>
<p>HPS Police Training Project</p>	<p>The training project with the Hamilton Police Services continues, and will continue to the 18th June. There was no training on May 28th.</p> <p>There were 103 participants in May and 98 evaluations were returned.</p>	<p>The evaluations showed that the training continues to be well received.</p> <p>Results:</p> <ul style="list-style-type: none"> • The facilitators got the information across clearly? <i>Score 4.88 out of maximum 5</i> • The facilitators were responsive to the needs of the group? <i>Score 4.78</i> • The activities conducive to learning? <i>Score 4.75</i> • Out of 98 responses received, 38 found the workshop very worthwhile, 49 found it worthwhile, 7 found it of some value, 1 found it of no value, and 3 did not respond. • The rating of the overall presentation was 8.35 out of 10

Project Goals		
<p>The goals of this project are to:</p> <p>(i) Assist the Hamilton Police Services in their diversity and Inclusivity process.</p> <p>(ii) Assist the Hamilton Police Services in a recruitment strategy that ensures that the HPS reflects the diverse community.</p> <p>(iii) Increased community awareness about policing and the requirements necessary to be effective police officers.</p>		
Major Activities	Outcome	Follow-up
<ul style="list-style-type: none"> Ontario Police College – OPC Training 	<ul style="list-style-type: none"> An unintended outcome gain by HCCI During the training staff completed / reviewed two core levels of CSS – (Constable Selection System): <ul style="list-style-type: none"> Background Check up process Essential Competencies Interview process 	<p>OACP Approval for Certification in Essential Competencies – ECI analysis</p>
<ul style="list-style-type: none"> Application of OPC Certification: Conducting Background check and Essential Competencies during the live interviews 	<p>As official interviewer of HPS:</p> <ul style="list-style-type: none"> Conducted 2 ECI interviews – Two backgrounds as an observer 	<p>Review of analytical report of selection process at ECI level</p>
<ul style="list-style-type: none"> HCCI Advisory committee on Police Project 	<ul style="list-style-type: none"> Contact potential members and arrange the first committee meeting Orientation and future plan: <ul style="list-style-type: none"> Terms of Reference Develop a Framework of Action Orient all members and develop a shared understanding of roles by stakeholders 	<p>Draft TOR to be prepared and sent to the members before next meeting</p>
<ul style="list-style-type: none"> Participation in the development of 2010 – 2012 Business Plan 	<p>HCCI staff participated in three days Business Plan Meeting</p>	<ul style="list-style-type: none"> Business plan 2010 – 2012 will be released in December 2009.
<ul style="list-style-type: none"> Next Steps 	<ul style="list-style-type: none"> Consultation with HPS at various levels Review and analysis of current recruitment process Drafting recommendations for improvement in Outreach and recruitment from diverse communities. 	<ul style="list-style-type: none"> Implementation of Action plan through out Phase II and III

Hamilton Community Foundation Funded Project

“Children’s Voice on Erasing Racism through Arts and Performance”

Event	Activities	Outcomes
Art Competition	<p>Art competition helped to make children aware about racism and gave them an opportunity to express their views and thoughts on erasing racism through Arts. It focused on bringing creativeness through children. The competition was categorized in to 3 main categories by age groups.</p> <ul style="list-style-type: none"> • Visual arts - Age group 5 to 7 years old, 8 to 11 years old and 12 to 14 years old. • Poetry – Age 5 years to 14 • Pottery – Age 5 years to 14 • Songs/ Music <p>HCCI received 52 submissions from schools, different communities.”</p>	<p>The art submissions were judged by 2 professional Artists. They were invited from Workers Art of heritage center and Immigrant culture and Art Association. The Winners were recognized at the second Annual general meeting of HCCI. All the work was exhibited at the LIUNA station main gala. HCCI has developed an video called “Erasing Racism Through Arts” with the submissions received.</p>
Educating and Training Component	<ul style="list-style-type: none"> • Educating Children Children were educated about racism and the effects of racism and discrimination by a variety of different strategies and tools. <ul style="list-style-type: none"> - Games - Story telling - Scriptwriting and creating the play - Performance <p>60 children from the community at large, and 20 children from George Allen school participated in the activities.</p> • Training Youth to be Mentors 12 Youth from the “Youth In Motion” group served as mentors for the children. This helped them with their own leadership development and also provided role-models for the children. • HCCI volunteers received facilitation training and learnt how to use games and activities as facilitation tools for small children. 9 Volunteers participated. 	<p>A review of children’s perceptions before and after participating in the activities and in the final performance showed an increased level of awareness relating to issues of racism.</p> <p>The children , their parents, family members and members of the community enjoyed the performance and all indicated that they had fun learning and growing.</p>
Community Engagement /information	<p>Community members, family members and friends of the children were invited to attend the final presentation. Invitations were also sent to funders and other non-profit organizations serving children and youth.</p>	<p>254 people attended the final performance event held at Sir John A. McDonald Secondary School on 21st May, 2009</p>
Promotion Outreach	<p>A plan that included the creation of posters, videos, and pamphlets and informational interviews was completed and shared with the community using the media and web-site distribution.</p>	