

SUMMARY OF HCCI PROJECTS AND ACTIVITIES

HCCI IS A COMMUNITY RESOURCE, A CATALYST FOR ACTION, AND A CHAMPION OF EQUITY AND INCLUSIVENESS.

HCCI's mandate is to support the City of Hamilton and its major institutions, businesses and service providers to initiate and sustain transformative processes, which promote equity and create racism-free and inclusive environments in all areas of civic life. To achieve this goal, HCCI has addressed and is presently addressing the following issues:

- *Anti-Racism*
- *Social Inclusion*
- *Leadership Development*
- *Political Education and Awareness*
- *Social and Economic Education*
- *Capacity-Building`*

WHERE WE ARE?

HCCI has initiated the following actions within the last six months.

(SEE ATTACHED APPENDICES)

ADMINISTRATIVE

- *Executive Director selected*
- *HCCI's Executive Director's appointment was officially announced through a press release and was reported in the media.*
- *SHCI / HCCI Office moved to new location, (SISO Location) in April 2006*
- *Executive Director presented the first year's work plan to the IGC*
- *Two staff members were hired*
- *Preparation for a week long, diversity celebration, with various activities is underway for the week of March 16-21 2006. In the course of this week, HCCI will have its official launch with a week long of diversity celebrations in the City of Hamilton.*
- *A communication plan and branding plan are in place.*

- *Protocols and office policies have been established*
- *The SHCI website address has been enhanced to www.hcci.ca and a new website is under construction to reflect the needs of the different stakeholders – Youth, Community, Labor and institutions.*

FUNDING

- *Funding approved by Hamilton City Council for one year. The Department of Canadian Heritage and the Ontario Trillium Foundation funded HCCI for three years. Agreements with all funders were signed.*
- *Funders approved HCCI to be affiliated with Settlement and Integration Services Organization (SISO).*

GOVERNING COUNCIL

- *Interim Governing Committee (IGC) was selected and have met regularly since June 2006 to November 2006 when the Inaugural Governing Council was put in place.*
- *IGC mapped a three year work plan.*
- *Charter Membership was activated and more than 20 organizations, institution and Individuals have signed-up.*
- *Inaugural Governing Council Recruitment Document and Terms of References were finalized and the recruitment process finalized.*

HCCI STAFF ACTIVITIES AND OUTPUTS

A- Public Education and Resource Sharing

1. ***To effectively implement its three year plan and carry out its mandate, HCCI continues to facilitate several focus group meetings to enhance public awareness and public education within the community. In addition, this will enable HCCI to achieve its mission, vision and goals.***

HCCI GOVERNING COUNCIL RETREAT

20 HCCI governing council members participated in an anti-racism retreat / workshop- December 8, 2006

Goal: *HCCI Governing Council Members to reach a common understanding and accurate conceptualization of ‘Anti-Racism’ and required approaches to tackling this issue.*

Purpose: *To provide clarity on the concept of Anti-Racism and enable participants to perform self-examinations thus enabling them to actively engage in anti-racism work and advocacy.*

Summary:

The HCCI Governing Council's mandate is to strive to create a reference group that is knowledgeable and aware of anti-racism and can contribute meaningfully to the work of the centre. The reference group must be representative of the population in terms of gender, race, class, disability and sexual orientation. In pursuance of their mandate, the Governing Council meets every two months to measure progress on its stipulated goals. In addition, the Governing Council continues to diligently serve as the guiding force of HCCI staff and steering body that ensures accurate implementation of HCCI's mandate, mission, vision and goals, thereby ensuring accountability and action.

Outcomes of the retreat

Governing Council Members...

- *Committed to “unlearning racism”.*
- *Shared their hopes, anxieties and fears for HCCI.*
- *Planned to delegate roles and responsibilities at the next meeting.*
- *Provided useful suggestions on building just and equitable communities, sharing power, transforming institutions and sustaining change.*

ETHNIC COMMUNITY FOCUS GROUP MEETING

30 ethnic community members attended a focus group meeting on November 11, 2006

Goal: *To create active dialogue, partnerships and direct action for an inclusive Hamilton free of racism and hate.*

Outcomes:

Ethnic Group Representatives...

- *Identified the following training needs: leadership development, social and economic education, political, social and civic engagement.*
- *Agreed to become a **Community Mobilization Team** members and participate in ongoing HCCI training workshops and meetings to develop leadership and political capacity as well as promote social and economic independence.*
- *Agreed to participate in HCCI training workshops.*
- *Provided useful ideas and suggestions of HCCI's website, newsletters, and brochures.*
- *Agreed to be ambassadors of HCCI at public events, informing the public of the mission and vision of HCCI.*
- *Suggested organizing a cultural arts event that will showcase culture, diversity and positive promotion through arts, poetry and music.*
- *Agreed to become **Community Mobilization Team** members.*

YOUTH LEADERS FOCUS GROUP MEETING

20 Youth Leaders attended a focus group meeting - November 11, 2006

Goal: *To encourage youth involvement in civic engagement processes thereby enhancing youth empowerment.*

Purpose: *To promote open dialogue among youth and discuss strategies to enhance youth involvement in civic engagement processes.*

Summary:

HCCI is committed to promoting active dialogue among youth and encouraging them to engage and fully participate in the transformative processes within their various communities. Facilitating focus groups will encourage open and honest dialogues thereby creating new opportunities for youth engagement and participation. HCCI is committed to mobilizing all youth in Hamilton to become socially active within their various communities. By promoting civic engagement initiatives among youth will enable them to realize their significance within Hamilton. The youth represent a significant and vulnerable population, whose voices need to be audible, recognized and acknowledged. Most often, the youth perspective gets ignored or dismissed which has resulted in a passive involvement of youth civically. As such, by providing the youth with the requisite knowledge, information and skills essential to empowerment will mobilize them to action.

Outcomes:

Youth Leaders...

- *Agreed to become members of **Youth in Motion** and participate in training workshop designed to enhance youth empowerment and promote civic engagement.*
- *Provided useful ideas and suggestions of HCCI's website, newsletters and brochures.*
- *Agreed to promote HCCI's mission among all youth groups in Hamilton.*

Business Leaders Focus Group Meeting

8 Business Leaders attended a focus group meeting on November 28, 2006

Goal: *To promote sector-based partnerships between communities and institutions to create racism-free environments in employment, health, education and housing.*

Purpose: *To initiate meetings and discussions with institutional leaders and employers focused on messages promoting exclusivity in the workplace.*

Summary:

HCCI's key focus is breaking systemic barriers to implement Institutional change. As such, dialogues between community members and Institutions will open channels for change. Building solidarities will help promote and facilitate the development of partnerships and multi-sector initiatives to create racism-free environments in all areas of civic life including social, cultural and economic arenas.

Outcomes:

Business Leaders...

- *Strategies around messaging for inclusive workplaces.*
- *Need to make workplaces more diverse, inclusive and anti-racist.*
- *Agreed to work closely with HCCI to make workplaces more culturally-sensitive, non-discriminatory, free of racism and hate.*
- *A business steering committee was formed to address institutional change and will meet in February to discuss strategies to tackle systemic barriers and effect institutional change.*
- *HCCI is co-sponsoring the Hamilton Immigrant Workforce Integration Network (HIWIN) a Diversity Works' conference for small and medium-sized businesses. It is a half-day conference for Hamilton employers to learn how immigrant skills can address current and projected labor shortages.*

2. HCCI is developing promotional materials such as posters, brochures and a website

Goal: *To promote initiatives that heighten the public's awareness and understanding of the impacts of racism and effective actions that can be taken to address the problem*

Purpose: *To serve as a public education tool aimed at educating Hamiltonians to 'see' subtle and systemic forms of racism and learn ways to end it.*

Summary: *The brochures will provide a brief description of HCCI and outline its mission, vision and values. It will highlight HCCI's strategic directions and approaches to individuals, organizations and businesses. The posters will provide contact information for HCCI and encourage people to contact HCCI for resources and support. In addition, these resources and tools will be used to aid the efforts to implement institutional change within organizations and institutions. These promotional materials will help Hamiltonians recognize subtle and systemic forms of racism in the sectors of employment, education, health and housing. Essentially, the brochures, posters and website will serve as an instrument for resource and information dissemination for the centre. Definitions of racism, systemic racism, 'tips' to end racism and website links accompany the basic brochure. The brochures*

and posters also include quotations which surmise HCCI's message and inspire action to effect sustainable change. Artistically, they are designed to include strong images and a sentence promoting diversity and inclusion.

Outcomes:

- Material to publicize HCCI's goals, resources and actions.
- Increased community awareness about the histories of various racialized people in Canada.
- Created discussions about impact of racism and discrimination.
- Website design and domain purchase-

APPENDIX A: Draft brochures and posters

These are in the drafting stage and the goal is to have a finalized version ready for distribution at the HCCI launch scheduled for March 20, 2007. The messaging and images are being finalized.

3. **HCCI is developing a 'Digital Story Telling Initiative' Workshop series to serve as a resource-sharing and promotional tool for HCCI as well as educational experience for participants.**

Goal: To highlight and promote pertinent issues affecting ethno-specific communities through personal experiences.

PURPOSE: The purpose of the workshops is to attach faces to stories, experiences and issues, to render them relevant and credible.

SUMMARY

The digital story telling workshops are geared towards highlighting and promoting issues through personal experiences. As such, individuals will develop their own personal stories into a mini movie relating to their experiences in accessing housing, education, health and employment. It will also include personal stories about racism, discrimination, hate crimes and inclusion. The purpose of the workshops is to attach faces to stories, experiences and issues, to render them relevant and credible. It will also provide an opportunity for participants to learn computer and digital movie making skills which can be replicated within their various communities. Participants have committed to four days of intensive training. They have also committed to sharing learned knowledge with others after the workshop. The workshop aims to produce 8-10 movies during the initial workshop with plans to repeat the workshops in various communities on an ongoing basis. The stories will be produced in a DVD format which will be used by HCCI as a promotional tool within the community and among institutions and organizations to enable institutional change. Participants will also be given copies for their personal use. Ten

participants consisting of community leaders and youth have committed to attending the 4 day workshops.

Outcomes:

The workshops are underway with a high level of anticipation and enthusiasm among participants.

APPENDIX B: Digital Story Telling Initiative Workshop

4. **HCCI has established partnership with Media Advisory Committee to develop DVD film series, Public Services Announcement(PSA) for HCCI and assist with facilitating sessions for the Community Mobilization Team and ‘Youth in Motion’ training workshops focusing on “Engaging the Media”.**

Summary:

The partnership will serve as a resource for disseminating pertinent information to the public thus enhancing public awareness of the center’s activities. In addition, representatives from print media, radio and television will facilitate the training workshops. The panel will enlighten the participants on the role of media within the community, types of media, accessing the media and cultivating the media. Essentially, this will help community members construct effective media use in their efforts to initiate and implement transformative processes within their various communities and in the community at large.

Outcomes are:

- Press Releases, interviews with CHML 900 and the Hamilton Spectator
- Commitment in assisting HCCI with public Education and Awareness Raising

5. **Community Mobilization Teams**

HCCI has developed ‘Community Mobilization Teams’ and is currently facilitating training workshops for the ‘Community Mobilization Teams’ consisting of ethno-specific community leaders, mainstream community members and interfaith groups.

Goal: To foster inclusive, equitable and enduring civic leadership and civic participation across the ethno-racial and ethno-cultural groups in Hamilton.

Purpose: To promote and facilitate full participation of Hamilton’s ethno-cultural and ethno-racial communities in decision-making processes affecting the city and its institutions, in line with principles of inclusion and the civic importance of fostering leadership and maintaining the vitality of the democratic process.

Summary:

The '**Community Mobilization Teams**' comprise of the diverse ethno-racial and ethno-cultural groups in Hamilton. Aimed at promoting social inclusion and civic engagement, HCCI will facilitate and assist the team members in the development of strategies that facilitate full and active participation of ethnic, religious, and cultural communities in Canadian society. They will establish a sustainable mechanism, conceived as a strategy of civic engagement and participation that would act as a model of excellence and a community resource on diversity issues, leadership development and training as they relate to all aspects of community life. Thrust with the mandate to mobilize their various communities to action, team members will attend training workshops on 5 key themes focusing on:

- **understanding and implementing civic leadership,**
- **community structure, strengthening and building communities,**
- **leadership in community and engaging community.**

Upon completion of the training, the community mobilization team will mobilize other community members to undertake initiatives that will lead towards empowerment. Furthermore, they will actively facilitate and promote capacity-building initiatives, leadership development, political and social engagement. Community Mobilization teams will also serve as a bridge between HCCI and the community by recruiting and mobilizing new community members, sharing information on upcoming events, activities and community and/or HCCI initiatives. Members of the team meet every three weeks to share information and resources, and help plan common strategies in tackling the various issues affecting diverse communities.

Activities:

- Training and workshops have commenced with an overwhelming response from community members.

Outcome:

- Attendance is consistent and averaging approximately 52 so far with the possibility of doubling within the next month due to the participant's enthusiasm and willingness to inform others and bring more community members to attend the workshop.
- Participants have taken ownership of the initiative and are actively involved in the process by providing input in all aspects of the workshop from designing the curriculum to selecting training format and facilitators.

APPENDIX C: Community Mobilization Team Terms of Reference
APPENDIX D: Community Mobilization Team Members List
APPENDIX E: Community Mobilization Team Training Curriculum
APPENDIX F: Community Mobilization Team Training Schedule

6. **Youth in Motion group**

HCCI has developed a ‘Youth in Motion’ group and we are facilitating training workshops, artistic and dramatic presentations for ‘Youth in Motion’ consisting of diverse group of Hamilton youth committed to making a change in their various schools and communities.

GOAL: *To foster inclusive, equitable and enduring civic leadership and civic participation among youth in Hamilton.*

PURPOSE: *To promote youth empowerment and facilitate full participation of Hamilton’s youth in decision-making processes affecting the city and its institutions, in line with principles of inclusion and the civic importance of fostering leadership and maintaining the vitality of the democratic process.*

SUMMARY:

In efforts to promote principles of social inclusion and civic engagement among youth, HCCI has launched the ‘Youth in Motion’ initiative to help facilitate youth involvement in civic engagement processes thereby enhancing youth empowerment. HCCI is committed to promoting active dialogue among youth and encouraging them to engage and fully participate in the transformative processes within their various schools and communities. Facilitating youth workshops designed specifically to the needs of youth and approaches will encourage creativity, participation, open and honest dialogues thereby creating new opportunities for youth engagement and participation. HCCI is committed to mobilizing all youth in Hamilton to become socially active within their various communities. By promoting civic engagement initiatives among youth will enable them to realize their significance within Hamilton. The youth represent a significant and vulnerable population, whose voices need to be audible, recognized and acknowledged. Most often, the youth perspective gets ignored or dismissed which has resulted in a passive involvement of youth civically. As such, by providing the youth with the requisite knowledge, information and skills essential to empowerment will mobilize them to act. The youth workshops are designed to incorporate artistic and dramatic elements thereby cultivating interest and creativity among participants. Workshop facilitators will allow youth to present their interpretation of issues affecting them and their various communities, in an effort to enhance the training curriculum. Thrust with the mandate to mobilize other youth within their various communities to action, participants will attend training workshops on 5 key themes focusing on; understanding and implementing civic leadership, community structure, strengthening and building communities, leadership in community and engaging community. Upon completion of the training, mobilize other youth to undertake initiatives that will lead towards empowerment.

Outcomes:

Trainings started in November, 2006.

APPENDIX G- Youth in Motion Terms of Reference

APPENDIX H- Youth in Motion Training Curriculum

APPENDIX I- Youth in Motion Training Schedule

7. Ending Racism Tool-kit

HCCI is developing an “Ending Racism Tool-kit” to supplement the efforts on institutional change by challenging systemic barriers and share resources with institutional, organization and community partners.

SUMMARY:

The ‘Ending Racism Tool-kit’ will serve as a resource for community members, businesses, organizations and institutions. It will aid in the effort to disseminate anti-racism frameworks across all sectors and communities. The tool-kit will be implemented along with the Train-the-Trainer manual and will include the anti-racism framework, samples of anti-racism policies and guidelines, relevant statistics, Vision2020, Canada’s Action Plan on Racism and other relevant readings. The toolkit will be adapted to the needs of all communities, sectors, institutions and organizations. Essentially, it will help communities and institutions initiate and implement the process of systemic anti-racist change.

8. Train-the-Trainer manual

HCCI is developing a ‘Train-the-Trainer’ manual to serve as a resource for HCCI staff, Community Mobilization Team Members, Youth in Motion and community members at large.

Summary:

The ‘train-the-trainer’ manual will serve as a key educational program to ‘spread’ anti-racism framework across all communities and sectors. It will aid in the development and dissemination of models, guidelines and best practices for change initiatives. The manual will be implemented along with the ‘Ending Racism tool-kit’. This will be a vital resource to help facilitate public education and public awareness, by providing trainers with the requisite skills essential to effecting anti-racist changes within Hamilton. In essence, the manual will supplement the efforts on institutional change by challenging systemic barriers and share resources with institutional and community partners.

Outcomes:

- *A detailed resource has been completed and will be shared with community organization and institutions.*
- *The curriculum for the community mobilization team and youth in motion group are adapted from the train-the-trainer manual.*

Appendix J- Train-the-Trainer Manual Table of Contents

9. **Conflict Transformation Models**

HCCI has incorporated and is facilitating the implementation of a conflict transformation models / programs alongside the Community Mobilization Team and Youth in Motion training workshops. In addition, HCCI is also fostering public education by presenting Conflict Resolution and Transformation lectures at Mohawk College and McMaster University.

Summary:

The conflict transformation models are resource tools to help communities, institutions and organizations start processes of systemic change. It will serve as a key educational program to promote conflict transformation framework across all communities, institutions and organizations. The conflict transformation models will focus on varying skills and practices, communication styles, diplomacy and active listening. It is designed to be very participatory and places emphasis on respectful and honest dialogues, free of racism and hate. The program has been incorporated into the 'train-the-trainer' module and will be facilitated alongside the training workshops. In addition, HCCI's Executive Director and Community Developer presented a lecture on Conflict Resolution and Transformation to approximately 100 McMaster University Peace Studies students on February 9, 2007 and to 70 students at Mohawk College, Education Assistant Program on November 2006. Both lectures increased public education and public awareness among the students. The students responded quite well to the lecture and were quite engaging in their discussions and questions. They stated that HCCI is viewed as an agency practicing 'conflict transformation in action'. Several students have contacted HCCI to become involved and work on specific projects related to conflict transformation, peace and anti-racism.

APPENDIX K- Conflict Transformation Material

10. **HCCI promotes 'Season for Non-Violence' Campaign**

Summary:

HCCI is committed to supporting 'Season for Non-Violence' that runs until April 4. Season for Non-Violence is an international 64-day educational, media, and grassroots campaign dedicated to demonstrating that non-violence is a powerful way to heal, transform, and empower our lives and our communities. Inspired by the 50th and 30th memorial anniversaries of Mahatma Gandhi and Dr. Martin Luther King Jr., this international event honors their vision for an empowered, non violent world. Season for Non-Violence includes daily commitments to live by, with a weekly focus on themes such as respect, acceptance, appreciating differences, truth and truthfulness; absorbing suffering, understanding, trusteeship and constructive action and non-violence with one's own adversary. HCCI is supporting this great initiative because of its interest in the

promotion of a peaceful and inclusive Hamilton and look forward to providing the local community with great suggestions each week for making commitments to promote non-violence.

APPENDIX L: SEASON FOR NON-VIOLENCE Press Releases

11. Anti-Racism Network

HCCI has developed and actively coordinates an Anti-Racism Network and e-mail list.

Goal: *To create and maintain a network among the groups within Hamilton working on ending racism within various sectors and communities.*

Purpose: *To foster understanding, cooperation and mutual respect between diverse faith and cultural groups based on shared goals and aspirations.*

Summary:

In striving to foster collaboration among diverse groups, HCCI has established an Anti-Racism Network with the assigned task of creating a safe and confidential forum that will work collaboratively to develop appropriate strategies in addressing the issue of racism within our community. The network will coordinate anti-racism work in Hamilton and increase awareness on what is happening in organizations and institutions in relation to anti-racism. It will connect disparate groups with common goals and remove barriers between HCCI and other community based groups. The group meets monthly.

Outcomes are:

- *The emergence of an informed and engaged group of participants.*
- *Drafted and reviewed their terms of reference, roles and responsibilities.*
- *Set the next meeting and decided to have an anti-racism facilitator aimed at updating the Network's anti-racism terminology and concepts.*
- *A network that fosters cooperation and respect and allows groups to share resources and ideas.*
- *An opportunity for the participants to work collaboratively to develop appropriate strategies to address the issue of racism within Hamilton.*

APPENDIX M- Anti-Racism Network Terms of Reference

APPENDIX N- Anti-Racism Network Members List

12.

BILL 124 proposed legislation

HCCI presented a submission to the press for BILL 124 proposed Legislation on December 5, 2006

Summary:

In partnership with Settlement and Integration Services Organization (SISO), HCCI facilitated a press conference to present a submission on the proposed BILL 124.

Poverty rates amongst visible minorities and immigrants in Hamilton have grown tremendously with newcomers accounting for 52%. Many of these unemployed and underemployed immigrants are well qualified to work in a regulated profession and are passing Canadian entry exams, but are then denied internships or other qualifying standards that effectively shut them out of the profession. BILL 124 is described as an act to provide for fair registration practices in Ontario's regulated professions. It will ensure that registration practices are transparent, objective, impartial and fair. The bill will also ensure that decisions are made within reasonable time and that written responses are provided within a reasonable time. HCCI presented a submission stating its position on the proposed bill, suggesting that it represents a bold step forward in correcting inequities and unfair practices faced by internationally trained professionals. One of HCCI's key goals is to work on the issue of employment to create models of inclusive, racism-free work environments that ensure access to job opportunities; equitable treatment in the workplace and inclusive participation within the employment sector. HCCI is committed to ending racism in the workplace and promoting equitable and fair work practices. As a result, it actively works on promoting efforts that will foster such change. Subsequently, HCCI urged the government and all parties to collaborate in the process of addressing the issue of licensing and accreditation for the benefit of all Ontarians.

Outcomes:

- HCCI coordinated the interviewing and photographing of four foreign trained skilled professionals, which was subsequently, published in the Hamilton Spectator on Dec 7, 2006 and other media outlets.*
- A document stating HCCI's position on the proposed Bill 124 was submitted and presented to the press for distribution.*
- The proposed Bill 124 was passed in parliament on December 13, 2006*

APPENDIX O- BILL 124 SUBMISSIONS

13. **Hamilton Speaks' Event**

To celebrate Hamilton's diversity and rich cultural heritage, HCCI will be coordinating an event called 'Hamilton Speaks' during the HCCI official launch scheduled for March 20, 2007.

Summary:

*In the spirit of fostering a greater sense of belonging to our city, the **Hamilton Centre for Civic Inclusion (HCCI)** is supporting the planning of an event called '**Hamilton Speaks**'. Conceptualized as a cultural arts event, 'Hamilton Speaks' will showcase culture, diversity and positive promotion through arts, poetry, music, fashion and drama. HCCI envisions a united community that respects diversity, practices equity, and speaks out against discrimination. '**Hamilton Speaks**' seeks to give an opportunity to all who are willing to share their culture with the city. Hitherto, '**Hamilton Speaks**' is a performance event that celebrates the various streams of culture that flow into the rich blend of diversity, which forms the total identity of our city. The event will be framed under an umbrella of togetherness including all residents of Hamilton. We want everyone living in Hamilton to embrace the idea of Hamilton as a united and strong community. The event will incorporate poetry, drama, dance, a fashion show and songs from as many cultural streams as possible. It is important for each of us to accept the responsibility to speak for ourselves. Hamilton Speaks is an ideal opportunity to do so, for a wide cross section of the city.*

Activities :

- A planning committee to coordinate the event.
- The group is working tirelessly to garner volunteers for the event.
- Several artists, performers and entertainers have agreed to participate in the event.

APPENDIX P- HAMILTON SPEAKS EVENT

14. **HCCI presents 'Hamilton Diversity Week' starting March 16-21, 2007.**

Summary:

*As part of its launch, HCCI will be co-sponsoring '**Hamilton Diversity Week**' on **March 16-21, 2007**. '**Diversity week**' is a culmination of a series of events celebrating Hamilton's rich cultural heritage and diversity, spanning over a period of five days. The theme is centered on anti-racism, discrimination and institutional change. HCCI's involvement symbolizes its commitment to promoting inclusiveness and creating a Hamilton free of racism and hate. Several community and youth*

organizations will participate in a diverse array of events and launch charters on anti-racism. The grand finale will involve the official launching of the Hamilton Centre for Civic Inclusion.

APPENDIX Q- DIVERSITY WEEK CALENDAR

OTHER PUBLIC AWARENESS RAISING AND MEDIA CAMPAIGNS

- Presented HCCI mission and goals to Ontario Coalition of Agencies conference with more than 200 participants
- Participated in Hamilton Foundation event
- Participated in Hamilton United Nations event Oct. 24, 2006
- Urban Core 10th anniversary program
- Antiracism Advisory Committee with the HWDB
- LUINA Scholarship Selection Committee member
- Bay Area Alumni Breakfast presentation
- African Canadian Community Association (ACCA) presentation
- Black History Month Celebration
- Presented to Hamilton Police Diversity Committee
- Presented to the community facilitators Group with Hamilton Police Standards Branch
- Presented to 26 A-squad police officers participated in a HCCI public Education and public awareness training.
- 78 community and youth leaders have participated in HCCI's focus group meetings and commenced training workshops covering topics such as 'understanding and implementing civic inclusion and engagement'; 'community structure'; 'strengthening and building communities'; 'leadership in community' and 'engaging community'.

INCREASED EQUITY, ACCESS AND PARTICIPATION

- All participants have committed to working with HCCI on HCCI's key issues comprising institutional change in the education, health, housing and employment sectors; anti-racism; social inclusion; civic engagement; leadership development and youth empowerment.
- HCCI Governing Council have elected officers to the Executive, Selection, Communication and Anti-Racism Committees.
- The Anti-Racism Network will be working to build collaborations with various partners promoting anti-racism initiatives in Hamilton.
- HCCI has formed a steering committee on institutional change consisting of business leaders in Hamilton, which will be meeting in February.
- All focus group participants, community members, business leaders, anti-Racism network members, committee members, youth, institutions and organizations associated with HCCI, have committed to working as Ambassadors of HCCI, share HCCI's vision among their various communities and bring on board new members.

ACCOUNTABILITY

- *Governing Council members receive regular updates from the Executive Director and funders receive regular financial and narrative reports as per signed agreements*
- *Members have a common understanding of what Anti-Racism work entails through HCCI's ongoing training workshops.*
- *Governing Council Members, Community Mobilization Teams, Youth-In-Motion and Hamilton's diverse communities are well informed about HCCI's work through ongoing meetings, training workshops, press releases and website updates.*
- *HCCI's quarterly newsletter will go into circulation in March and every quarter thereafter.*
- *HCCI brochures and posters will begin circulation in March after HCCI's official launch.*