

The Hamilton Anti-Racism Resource Centre

Project: Data collection supporting anti-racism strategy

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About the Organization:

(From their [website](#)): “The Hamilton Anti-Racism Resource Centre (HARRC) is committed to advancing education about race, racism, discrimination, racial equality, and anti-racist theory and practice in Hamilton. We do so by holding workshops, programs, and events, and offering support services to the community. We directly support affected members of our community by receiving complaints about racism and referring complainants to appropriate community resources.”

About the Initiative:

HARRC endeavours to develop an Anti-Racism Strategy and Action Plan in Hamilton. The goal of the plan is to target systemic racism in policy development, decision-making, program evaluation and outcome measurements.

The proposed Anti-Racism Strategy and Action Plan identifies opportunities for leveraging partnerships with other levels of government, community agencies and institutions to collectively confront systemic racism. The Strategy aligns with and builds on existing council approved Community Wellbeing and Safety Plan, Hate Mitigation Strategy and Urban Indigenous Strategy by leveraging existing resources, and identifying gaps for new opportunities in the priority areas. The strategy will endeavour to implement specific guidelines and recommendations based on significant public consultations.

An Anti-Racism Advisory Table will be established to guide and advise on the development of the Anti-Racism Strategy. Table membership will be comprised of City staff and community leaders of varying intersectional identities.

Research Objectives:

The McMaster Research Shop will work with HARRC to support data collection and analysis activities as part of their public engagement process. This will include:

- Working with HARRC to develop survey, roundtable questions, and other data collection methods.
- Supervising/supporting gender and race disaggregated data collection.
- Co-developing with HARRC a data collection privacy policy.

Further objectives to be scoped with the community partner during the month of September.

Ottawa model:

- Wanted to target specific demographics
- One demographic: Muslim community; could we engage Mosques; also youth groups that could interact within the Muslim community; seniors that might not use online surveys
 - Breaking down age, specific demographics; did we meet everyone that we should
- Muslim, Black, Jewish, Francophone; South Asian; Asian community; Indigenous community → all the groups we see in the census but also have an interaction with racism and oppression
 - Have facilitators from the community
 - Will focus groups be in-person or online?
- Research activities:
 - Survey

- Focus groups
- Information want to collect:
 - HIPC → individuals who work, help newcomers settle; two discussions happening: 1) How do we confront hate? How do I navigate a place where I feel like I'm encountering racism?
 - Inability to find work, will they rent to me in a particular neighbourhood
 - Discourse around the lived reality for people who feel like it will help my standard of living and opportunities for kids
 - What are their experiences of racism? How is that impacting their ability to succeed?
 - Validating; offering solutions to these issues; let's ensure we're not just silo'ing off ...
 - Issue – systemic/structural issues
 - Are we collecting health data at hospitals? Building in that health data equity now; be able to track that and offer healthcare solutions
 - Ottawa: had eight segments – housing, education, healthcare → parsed it out from there → something unique to Hamilton?
 - Start with Ottawa model – replicate, will this work here; come back to advisory committee and see if it will work/tailor it further

Next steps:

- Coming together as a Team; determine who engagement groups are; identifying contacts within the community
- Overarching engagement strategy so they know this is coming out
- SWAT analysis → where we're going to go with it; strategic planning based on what is there
- Strategic plan, communication strategy, engagement strategy
- Do we have everything that we need? (E.g., gift cards for peoples' time)

Advisory Committee:

- Kim (SPRC)
- Dr. Ameil Joseph
- Chelsea (Community Safety Well-being)
- Hamilton Legal Clinic
- Gachi Issa
- Hamilton Urban Indigenous Strategy team – want to do consultation, can you facilitate it

Current data collected:

- Launching community hate reporting tool
- Data often tells one aspect of the narrative, but not the overall impact
- Also need to provide annual community reports; delve into what's not often reported into that next layer; as non-profit community that's where that comes from; as we launch the hate reporting tool, this will help inform a lot of what we'll be hearing
- When someone fills out online reporting form, walk through options, offer them support; data that comes in, how are we engaging that into broader systemic issues

*Funding opportunities?

-Restaurant; have food; important to socialize/relationship-build; team-building

Research Activities:

HARRC plans to embark on a broad and comprehensive multi-phase engagement plan with the Hamilton's diverse community, with focused sessions with Indigenous, Black, racialized, Asian, Muslim, Jewish, and LGBTQ2AI communities, agency partners and stakeholders, and City of Hamilton employees to inform the development of this Anti-Racism Strategy. The engagement plan will consist of multiple

means of engagement, including a series of public consultations, facilitated discussions, online surveys, roundtables, and townhalls.

The McMaster Research Shop will support some or all of the engagement activities. Further research activities to be scoped as the project objectives become clarified.

Audience:

This work will support the development of a community report, which will be viewed by HARRC, city officials, and other public and community stakeholders.

Deliverable:

The deliverable will constitute, at minimum, a plain-language report outlining methods and findings from public engagement activities. This report may be separate from the community report HARRC plans to develop. The Research Shop may also contribute directly to sections of the community report. Further deliverables (e.g., presentations) to be discussed with community partner.

Timeline:

This research will occur over two semesters. An estimated timeline, subject to review, is as follows:

- September – October: Planning/prep
- October – December: Public engagement phase 1
- January – February: Public engagement phase 2
- February – April: Development/presentation of deliverables

Community Partner Role:

The community partner will work directly with the Research Shop team to:

- clarify the scope of the work,
- review all project deliverables (including data collection tools and protocols),
- assist with participant recruitment,
- support (where appropriate) facilitation of roundtable discussions/focus groups by arranging for a facilitator from the community,
- liaise with the advisory group and community partners to communicate expectations, feedback on the research process/deliverables, and otherwise facilitate communications between the Research Shop team and other project stakeholders.

Interest for Students:

Students interested in anti-racism, strategy development, and public engagement/consultation.