

Ontario Region Multiculturalism Program

Levelling The Field Interim Report: January-March 2002

The Interim Report is an important part of the Grants & Contributions process. In order for Patrimoine Canadian Heritage – Multiculturalism Program to release any subsequent payments, your organization must submit an Interim Report.

Please respond to the following questions:

- 1. List the objectives and activities achieved to date. Outline the challenges and successes of the project to date.**

The Working Group On Racial Equity took several steps to promote the completion and phased implementation of the action steps and recommendations as tabled in the final report of the *Unfurling the Flag* project and in the workplan. In the final quarter of this year, our focus was mostly on facilitating the development of civic leadership skills and resources among targeted racial minority communities in the region, specifically among racial minority youth with the aim of raising their political participation in the city. In addition, the Working Group intervened to push the city to accelerate its changes and to become more responsive to and reflective of excluded communities.

Below is a list of some WGRE activities and successes from January to March:

COLOURING THE CITY TRAINING PROGRAM

- WGRE was heavily taken up in this quarter with the planning and logistics for the political leadership skills training for racial minority youth (location, bookings, orientation package, supplies)
- An evaluation of our outreach and promotion strategies through our newly created Training Strategy Group (Ahmad Saidullah, Scott Neigh, Jane Mulkewich and Michelle Cho) led to the development of new communications materials and to different contact and distribution techniques
- Training materials were put online and an application form was also available to applicants on the web site
- WGRE formally assigned the youth worker to look after the outreach and intake requirements of the training
- The youth member from the Working Group made many general and targeted contacts. Flyers were distributed at schools, stores, and other areas of general or targeted interest.

- Notices of the training appeared in VIEW magazine and the youth worker appeared on local radio to promote it as well.
- Working Group members attended two youth drop-ins (one cancelled) at a settlement agency to recruit youth for the training in February 2002.
- By March 6, 2002, WGRE had received over 70 applications for the 35 training spots for the Colouring The City program.
- WGRE and the trainers also analysed the applications, training needs, responses and tabulated the results
- WGRE's Training Strategy Group selected 35 applicants using baseline and desirable requirements.
- WGRE also liaised with the trainers about processes and content for the training
- One trainer, Venier WingSang Wong, was replaced by Rita Kohli for this training
- The first Colouring the City leadership skills training program for racial minority youth was held at the Hamilton Public Library from Friday March 22 to Sunday 24, 2002. 26 youth attended the training and 24 completed the course.

COMMUNITY-BUILDING INITIATIVES

- WGRE continues to have a presence at the Mayor's Strengthening Hamilton Community roundtables. Three WGRE members were invited to the March 20 event.
- One WGRE met with the Human Resources Department personnel over the ad for the Access and Equity Coordinator's position and other concerns raised by WGRE at City Hall. This was a very productive meeting.
- The hiring of an Access and Equity Coordinator at City Hall was done as recommended by WGRE
- The selection of the Committee Against Racism at City Hall was completed as recommended by WGRE
- The City has offered to conduct some training for our participants on Hamilton civic affairs in year 3.
- Two WGRE members have been selected to sit on the Committee Against Racism (CAR) at city hall.
- WGRE was approached by the Spectator for an article and views on immigration
- An article by a WGRE member on the World Conference Against Racism appeared in the Spectator
- Two WGRE members delivered an antiracism workshop at the OPIRG public interest school called "Activate the Municipal Landscape."
- Some WGRE members continue to be involved in the community with fighting hate crime and with responses to September 11 and its aftermath.

OTHERS

- WGRE also hired a bookkeeper and an auditor with whom it has been working closely over the last month and a half.
 - WGRE continues to augment its web site at <http://wgre.tripod.com/wgre.html>.
2. **Were any objectives modified, dropped or added during the implementation of this project? If so, what are the changes and why were they made?**

The revision of the Unfurling The Flag report was deferred to the last quarter as PCH payments had been delayed. The Unfurling The Flag report had to be revised given the changes to the city of Hamilton which has since been amalgamated. This has implications for political participation (e.g. wards, elections to councils, community concentration) and for community mobilization.

Since WGRE was focused on the training, it was not possible to update the Unfurling The Flag report as expected. Besides, WGRE wanted to incorporate Levelling The Field and training materials into the report. This meant that this resource could not be sent to potential participants as part of our outreach but excerpts from the original report were included in the training kit.

Our resulting lack of initial success at training outreach in the previous quarter led to the postponement of the training until late in the year (March 22-24). This meant that only one round of training could be accommodated within 2001-2002.

While the changed outreach materials and strategies have yielded excellent results in this quarter, there were, consequently, some slowdowns. Some delay in the applications arriving led to subsequent delays in trainers' course framework, analysis and design. Another obstacle was the OPS strike that prevented one trainer from delivering the training, although a replacement was found.

The process of selecting and confirming participants was slower than usual. We had a few cancellations as youth became unavailable and others were unavailable to take one or two days off from work, school or other commitments. Although we had agreed on 35 youth from 70 applications, last-minute cancellations forced us down to 30. On the training days, four did not show up and two dropped out early the first day. However, the remaining group was very committed and showed up on all 3 days, regardless of the weather and other demands.

Some WGRE members' roles were also adapted. There was more youth involvement in WGRE in 2001-2002. An evaluation meeting for WGRE is planned for April 2002 where changes for year 3 will be discussed. Some training participants, it is expected, may be invited to join the group. This information will also be reflected in future interim reports and in the updated report mentioned in the first paragraph.

3. Is the project on target? Please submit a revised timeline if anything has changed.

As a result of delayed and reduced initial payments, the project had a few changes. Although our application was submitted in 2000, we did not get our first payment until June which meant that we were unable to commission work until then. As a result of the delayed payments and work, the expanded publication of the updated *Unfurling The Flag* report will now incorporate the final *Levelling The Field* report. This is expected to be published by June 2003 or later when the *Levelling* work is completed, instead of the previous quarters as initially planned. The reason for this postponement is that the report will incorporate the trainers' reports and evaluations, the first of which arrived in April. The updated report will also indicate changes as a result of the WGRE evaluation. However, with this exception, the project expects to complete all its year-end deliverables as noted in the workplan by March 31, 2002, despite major funding delays.

4. How is the Multiculturalism Program's funding being used? If any, what additional resources did you secure for this project, and from whom? Please provide a financial report, comparing funds spent to date with the original budget.

The Program funding is being used as requested. Canadian Heritage remains the sole funder of the project. (See attached financial reports for details.)

5. Please describe the diversity of the people participating in the project.

The project in this quarter has focused on following up with senior city staff and municipal politicians about the Access and Equity Office, the Coordinator's hiring and the setting up of the Committee Against Racism, all of which resulted from our Working Group's recommendations.

Currently, Working Group members also attend the Strengthening Hamilton's Community roundtables. These include a wide array of human services

management in Hamilton, community organizations, activists, the Mayor, and other representatives from city institutions.

Over 3,200 emailed faxes, 200 emails, several phone calls, an ad in the McMaster University campus newspaper, 100 red-and-black posters displayed downtown and on McMaster University campus, and direct contact were used to promote the youth training.

Contact was also made at several community events with youth and with community leaders from the Muslim, South Asian, Black, East, Southeast and West Asian communities that make up the majority of racial minority communities in the city. Presentations were made to a wide range of university students for training recruitment.

In addition, the project has entailed sharing information with anti-racist groups and community organizations that focus on racial minorities, immigrants and refugees; peace groups; and personnel from schools, university and colleges.

The project continues to target and attract a wide variety of participants. The training outreach in particular has focused on male and female racial minority youth aged 15-25. For the information sessions, the Working Group contacted many community-based organizations and individuals. This represents a wide cross-section of the human services, social justice and racial minority communities. Attached is a tabulated report on the different diversities of the applicants for the first training.

COLOURING THE CITY : CONFIRMED, DEFERRED, REJECTED APPLICANT DEMOGRAPHICS

GLBT	Total No. of Applicants	No. of Applicants Confirmed	No. Of Applicants Deferred	No of Applicatns Rejected
Gay	2	0	2	0
Lesbian	1	1	0	0
Bisexual	1	1	0	0
Transgendered	0	0	0	0
Totals	4	2	2	0

By Religious/Spiritual Identity	Total No. of Applicants	No. of Applicants Confirmed	No. Of Applicants Deferred	No of Applicatns Rejected
Hindu	7	4	3	0
Hindu,Muslim	1	1	0	0
Buddhist	1	0	1	0

Hindu,Sikh	1	1	0	0
Agnostic	1	0	1	0
Christian	15	9	4	2
Muslim	20	5	11	4
Sikh	3	2	1	0
Other	21	5	14	2
Totals	70	27	35	8

By Ethnicity	Total No. of Applicants	No. of Applicants Confirmed	No. Of Applicants Deferred	No of Applicatns Rejected
Black/African	6	1	3	2
Bosnian	1	0	0	1
Caribbean	5	2	1	2
Chinese	3	0	3	0
Filipina	1	1	0	0
First Nations	1	0	1	0
Iranian	1	1	0	0
Korean	3	2	1	0
Latin	8	6	2	0
Mixed	6	2	3	1
South Asian	25	11	13	1
Sudanese	6	0	6	0
Turkish	1	1	0	0
Vietnamese	2	0	2	0
White Canadian	1	0	0	1
Totals	70	27	35	8

By Age	Total No. of Applicants	No. of Applicants Confirmed	No. Of Applicants Deferred	No of Applicatns Rejected
15	3	0	2	1
16	8	3	5	0
17	8	4	2	2
18	11	5	5	1
19	3	3	0	0
20	4	1	2	1
21	7	1	6	0
22	6	3	3	0
23	6	2	4	0
24	6	4	2	0
25	5	0	3	2
26	2	1	1	0
30	1	0	0	1
no age	0	0		
Totals	70	27	35	8

By Gender	Total No. of Applicants	No. of Applicants Confirmed	No. Of Applicants Deferred	No of Applicatns Rejected
Female	40	19	20	1
Male	30	8	15	7
Transgendered	0	0	0	0
Totals	70	27	35	8

The actual number of participants for the training reflected a wide range of diversities:

COLOURING THE CITY : CONFIRMED, DEFERRED, REJECTED APPLICANT DEMOGRAPHICS

GLBT	Total No. of Applicants	No. of Applicants Confirmed	No. Of Applicants Deferred	No of Applicatns Rejected
Gay	2	0	2	0
Lesbian	1	0	1	0
Bisexual	1	1	0	0
Transgendered	0	0	0	0
Totals	4	1	3	0

By Religious/Spiritual Identity	Total No. of Applicants	No. of Applicants Confirmed	No. Of Applicants Deferred	No of Applicatns Rejected
Hindu	7	4	3	0
Hindu,Muslim	1	1	0	0
Buddhist	1	0	1	0
Hindu,Sikh	1	1	0	0
Agnostic	1	0	1	0
Christian	15	8	5	2
Muslim	20	5	11	4
Sikh	3	3	0	0
Other	22	4	16	2
Totals	71	26	37	8

By Ethnicity	Total No. of Applicants	No. of Applicants Confirmed	No. Of Applicants Deferred	No of Applicatns Rejected
Black/African	6	1	3	2
Bosnian	1	0	0	1
Caribbean	5	1	2	2
Chinese	3	0	3	0
Filipina	1	1	0	0
First Nations	1	0	1	0
Iranian	1	0	1	0
Korean	3	2	1	0
Latin	8	4	4	0
Mixed	7	4	2	1
Somalian	1	1	0	0
South Asian	25	11	13	1

Sudanese	5	1	4	0
Turkish	1	0	1	0
Vietnamese	2	0	2	0
White Canadian	1	0	0	1
Totals	71	26	37	8

By Age	Total No. of Applicants	No. of Applicants Confirmed	No. Of Applicants Deferred	No of Applicatns Rejected
15	4	1	2	1
16	8	4	4	0
17	7	3	2	2
18	11	4	6	1
19	3	3	0	0
20	4	0	3	1
21	7	0	7	0
22	7	5	2	0
23	6	1	5	0
24	6	3	3	0
25	5	1	2	2
26	2	1	1	0
30	1	0	0	1
no age	0	0	0	0
Totals	300	26	37	8

By Gender	Total No. of Applicants	No. of Applicants Confirmed	No. Of Applicants Deferred	No of Applicatns Rejected
Female	40	16	23	1
Male	31	10	14	7
Transgendered	0	0	0	0
Totals	71	26	37	8

6. What effect has your project had on individuals, organizations, or institutions beyond your organization's own members? In other words, what social change is happening because of your project?

The Levelling The Field project left deep impacts on organizations, individuals and the community in Hamilton and beyond in 2001-2002. Our focus in the earlier phases of this year was on ensuring that the newly amalgamated City of Hamilton became accessible to everyone, specifically citizens who are racial minorities.

Our many interventions at the municipal level this year resulted directly in the creation of a dedicated, volunteer-run Committee Against Racism for which candidates have been recruited. This committee is expected to have the scope of guiding all anti-racist organizational change initiatives in the city and its institutions. Two Working Group members now sit on the committee.

In addition, as a direct result of the Working Group's actions and recommendations, the City of Hamilton decided to create an Access and Equity Office whose first priority would be anti-racism. An Access and Equity Coordinator, responsible for facilitating institutional change through the city, has been hired. In addition, the Working Group has been providing input to city hall to ensure that the hiring processes at the city ensure that the workforce composition reflects the diversity of the city.

In addition, the city-led initiative Strengthening Hamilton's Community, with the Hon. Lincoln Alexander, has been shaped in part by the four-point platform adopted by the Working Group on Racial Equity. The group is represented by two members at the roundtable. This initiative grew as a response to race-based assaults, arson and other reprisals that followed on September 11.

WGRC members have been playing key roles in the aftermath of September 11. As part of its revised training outreach strategy, the Working Group has attempted to contact youth from these affected communities who could be empowered through leadership training. Our subsequent extended outreach has raised the level of awareness among youth about the issue of political participation. The first leg of this training was finished by March 2002 and will provide a future network of youth with political leadership skills.

The participants in our Colouring The City political leaderships skills for racial minority youth found the training to have enormous impacts on their behaviours and outlook. The trainers also felt that this project embodies a truly creative strategy which will have significant impacts throughout the community and beyond.

In addition, the city has offered to educate our Colouring the City participants about local civic affairs.

The Working Group was also contacted by academic researchers in Canada and overseas and by media and other community organizations in the country that are interested in the issue of racial minority political participation.

7. Describe the plans for evaluating the project which have been developed to date.

The evaluation will be based on the Performance Management framework (PMF) that the Working Group will complete in March 2003. Meanwhile, the project continues to be evaluated by results and by feedback from Working Group

members as well as community feedback. The training program will include a thorough independent evaluation by the trainers.

8. What will your organization do to maintain the momentum started with this project?

This is a multi-year project. The Working Group will incorporate the learnings from the above and will continue to work on the project over the next year as set out in the workplan.

Please attach to your report any coverage this project has received to date, e.g., newsletters, publications, newspaper articles, posters, etc.

The project received a lot of media play in 2001-2002. Nearly all the articles that mention the Working Group on Racial Equity are now downloadable from <http://wgre.tripod.com/wgre.html>.