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**HARRRC**

Hamilton Anti-Racism Resource Centre

**COMMUNITY  
IMPACT REPORT  
2023/2024**

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## WHO WE ARE

The Hamilton Anti-Racism Resource Centre (HARRC) is a community-based organization dedicated to confronting racism and promoting equity across Hamilton. We work to address systemic discrimination, provide direct support to individuals impacted by racism, and build community partnerships to create meaningful change. Through workshops, advocacy, anti-racism education, and public forums, we aim to empower individuals, create understanding, and advocate for anti-racist policies that build an inclusive Hamilton.

## WHAT WE DO

**Mission:** To foster a Hamilton free from racism, discrimination, and oppression by providing resources, education and support to individuals and communities to actively confront racism

**Vision:** A Hamilton where people are valued, respected, and treated equitably regardless of their race. We strive for a community where diversity is respected, systemic barriers are dismantled, and anti-racist ideas are supported.



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As the Board Chair of the Hamilton Anti-Racism Resource Centre, I am honoured to share our 2023/2024 Community Impact Report, a reflection of the achievements we've made together over the past two years. This report not only highlights our collective efforts but also offers a moment to recognize our progress and acknowledge the challenges that lie ahead as we stand up to racism in Hamilton.

Reflecting on HARRC's mission, I am reminded that our work is more critical than ever. As Board Chair, I am proud to say that these past 2 years we have made significant strides in responding to the needs of communities impacted by racism. Through every initiative, we are driven by our commitment to dismantling systemic racism and creating a safer, inclusive Hamilton. During this time HARRC has worked tirelessly to advance anti-racist initiatives and provide much-needed support to individuals and groups affected by hate and racism. This past year, we have supported more than 300 individuals and engaged with over 1500 community members, assisting them in connecting with legal support, accessing essential resources, and finding their voices in the face of racism.

I want to thank our community for trusting HARRC with your stories, experiences, and hopes for a better Hamilton. Your courage and resilience inspire us to continue moving forward, advocating for meaningful change, and building a Hamilton rooted in equity and respect.

Please take the time to read our community impact report, which covers details of reported hate incidents and a recap of our activities.

-Cassandra Belasco



## **A MESSAGE FROM OUR BOARD CHAIR**

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# A MESSAGE FROM OUR EXECUTIVE DIRECTOR

Dear Hamilton Community,

As the Executive Director of the Hamilton Anti-Racism Resource Centre I am grateful to share this reflection as part of our 2023-2024 Community Impact Report.

Reflecting on the past two years, it's clear that HARRC has made progress in responding to the needs of communities affected by racism. Our efforts have been driven by our dedication to addressing both the systemic roots of racism and the immediate challenges that individuals face. Through direct support and community engagement, we have aimed to create tangible pathways for healing, empowerment, and accountability.

These discussions have not always been easy, but they have been necessary. They have allowed us to confront difficult truths about racism and the lived reality for communities impacted by hate. In May 2023 HARRC and the Centre for Civic Inclusion (HCCI) launched [WeSupportHamilton.ca](https://wesupporthamilton.ca) an online reporting platform designed to support individuals and groups impacted by hate in Hamilton. We recognize that the efforts to confront racism requires continued commitment and collaboration.

The challenges we face remind us why HARRC's mission is so essential, and they fuel our dedication to expanding our impact, deepening community partnerships, and advocating for systemic change.

Lyndon George







## 2023-2024 HIGHLIGHTS

**25+**

**workshops, community forums and events hosted**, addressing racial bias, racial aggressions, anti-racism education, systemic inequities in health, anti-racism policing policy and anti-racism activism

**2+**

### **Policy Changes**

Contributed to the development of two major local policy reforms: Hamilton board of health equity and governance reform and Hamilton Police Service Board, Citizen Appointee Selection process.

**1500+**

### **Community Members Engaged**

Reached over 1,500 individuals across Hamilton, critical conversations and action against racism

**300+**

### **Support Services**

300+ Individuals Supported  
Provided direct assistance to over 300 people experiencing racism, racial harassment, hate incidents in Hamilton, including conflicts related to racism in schools and public settings

These impact highlights HARRC's commitment to advancing anti-racism awareness, developing anti-racism policy, and supporting individuals affected by racism.



# FINANCIALS

The Board and management team of the Hamilton Anti-Racism Resource Centre are firmly committed to strong fiscal management and accountability. We prioritize integrity and responsibility in every financial decision, ensuring that resources are utilized effectively to support our mission of promoting equity and confronting racism.

HARRC's financial statements are reviewed by WJ Professional Corporation. They have provided a review engagement for the 2023 and 2024 financials.

By adhering to good financial oversight and stewardship, we remain dedicated to delivering sustainable essential services for the Hamilton community. HARRC's financial information is viewable on the Canada Revenue Agency's website



## HARRC Community Health Equity Meeting

*Collaborating for Inclusive Change  
with the Hamilton Board of Health*

The Hamilton Anti-Racism Resource Centre, in partnership with the Hamilton Centre for Civic Inclusion (HCCI) the City of Hamilton, and McMaster University Office of Community Engagement, hosted a Community Health Equity Meeting to discuss the re-structure of the Hamilton Board of Health. This meeting presented a valuable opportunity for community members to provide feedback, share experiences, and contribute ideas on how the Board of Health could better reflect and address the diverse needs of Hamilton's communities.

“The Hamilton Anti-Racism Resource Centre and the Hamilton Centre for Civic Inclusion (HCCI) put forward our joint submission to the City of Hamilton’s public consultation on reviewing Hamilton Public Health’s governance model. Our organizations continue to lead the work to promote equity, anti-racism, diversity, anti-oppression, and inclusion in Hamilton. **-Access to health or lack thereof is political.** We believe that people who are socially marginalized and discriminated against are also at risk of being politically marginalized, with their unique needs not being considered by policymakers. We believe that by supporting marginalized populations, we can improve the overall health and well-being of our entire community in Hamilton.”





# ANTI-RACISM POLICY

In collaboration with the Citi Hamilton's Committee Against Racism, HARRC initiated efforts to reform the citizen selection process for the Police Services Board. This initiative aimed to create a more inclusive and transparent selection process that reflects the diverse voices of our community. Responding to ongoing community concerns, particularly around police use of force data, this reform seeks to ensure meaningful representation and accountability within the Police Services Board, reinforcing our commitment to equity and accountability in Hamilton.



Dr. Anjali Menezes, appointed to the Hamilton Police Service Board  
Nov, 2023

THE COMMITTEE AGAINST RACISM AND THE HAMILTON ANTI-RACISM RESOURCE CENTRE ARE SEEKING APPLICANTS TO FILL SIX (6) COMMUNITY MEMBER SEATS TO THE HAMILTON POLICE SERVICES BOARD SELECTION COMMITTEE.

THE POLICE SERVICES BOARD SELECTION COMMITTEE WILL BE COMPRISED OF:

6 COMMUNITY REPS + 6 CITY COUNCILLORS

THE SELECTION COMMITTEE WILL BE TASKED WITH SELECTING THE CITIZEN APPOINTEE TO THE HAMILTON POLICE SERVICES BOARD FOR THE 2022-2026 TERM OF HAMILTON CITY COUNCIL'S CONSIDERATION.

It's time to change the way we select  
our representative to the police service board.

**Committee  
Against  
Racism**

**Citizen Committee Report**



# OUR WORKSHOPS

HARRC offers impactful anti-racism workshops, focusing on raising awareness about racism and understanding the effects of microaggressions. In partnership with Youthrive and City School by Mohawk College, these workshops provide participants with practical knowledge and tools to recognize, address, and prevent microaggressions, fostering more inclusive and respectful environments. Through this collaboration, we aim to empower individuals and organizations to actively promote equity and contribute to a more welcoming community.

“Attending HARRC’s microaggressions workshop was eye-opening. I learned how small actions can have a big impact, even if they seem harmless. Now, I feel more confident speaking up and supporting others when I see these issues in my community.”

— Youth Participant, HARRC Microaggressions Workshop



**When youth are empowered, engaged, and included, youth will thrive!**

HARRC’s anti-racism workshops are designed to empower youth, adults, and families to deepen their understanding of racism and to equip them with tools to respond effectively and advocate for meaningful change. Through these interactive sessions, participants gain insights into the lived reality of racism and practical strategies to challenge discrimination, build resilience. Our goal is to create a foundation for individuals and families to become informed advocates, strengthening the collective effort to stand against racism.

For National Indigenous Peoples Day, the Hamilton Anti-Racism Resource Centre, in collaboration with the Indigenous Relations Team, co-hosted a community panel discussion featuring Indigenous voices. This event provided a meaningful platform for Indigenous community members to share their experiences, perspectives, and insights on issues impacting Indigenous communities. The discussion aimed to create understanding, respect, and allyship, highlighting the importance of Indigenous leadership and resilience in the journey toward equity and reconciliation.



On March 21st, in recognition of the International Day for the Elimination of Racial Discrimination, the Hamilton Anti-Racism Resource Centre hosted a powerful community event featuring renowned author and anti-racist scholar, Dr. Ibram X. Kendi. Dr. Kendi shared insights from his groundbreaking work on understanding and dismantling systemic racism, sparking thought-provoking discussions with attendees. The event included a panel discussion and provided an opportunity for community members to deepen their understanding of anti-racism and to explore actionable steps toward building a more equitable and inclusive Hamilton.



**INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION**

**RECOGNIZING EVERYDAY JUSTICE**

**HOW TO BE AN ANTIRACIST**  
**IBRAM X. KENDI**

**LOCATION:**  
1 James St. North  
McMaster University  
(Jackson Square)  
Continuing Education Centre  
Contact info: info@harrc.ca

**THURSDAY**  
**MARCH 21, 2024**  
**DOORS:**  
4:30PM  
**START TIME:**  
5:00PM-8:30PM

Join us as we amplify voices and challenge biases. Event includes local guest speakers, panel discussions and actionable steps towards building a personal commitment to anti-racism

**HARRC**  
Hamilton Anti-Racism Resource Centre



On October 5, 2024, the Hamilton Anti-Racism Resource Centre celebrated community and creativity at the Fall Into Community event, hosted in partnership with Arts for All at Corktown Park. This family-friendly event featured anti-racism engaging arts and crafts activities for children, allowing young participants to express themselves artistically, while co-ed soccer games brought people of all ages together for some friendly, active fun. The day highlighted the joy of community connection and collaboration in a lively, welcoming setting.

Funding provided by The City Enrichment Fund (CEF)





Hamilton's first online community-based hate reporting platform



## Initial summary report

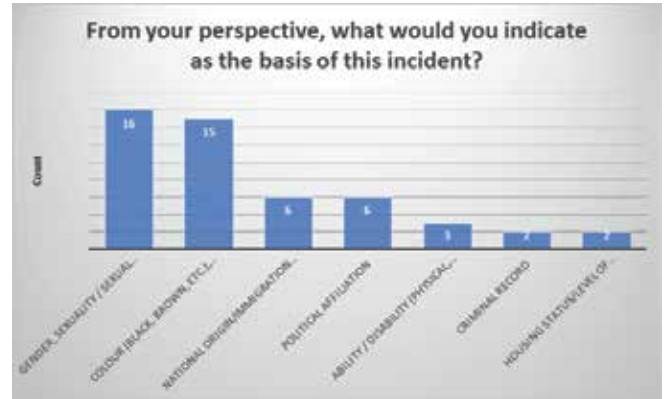
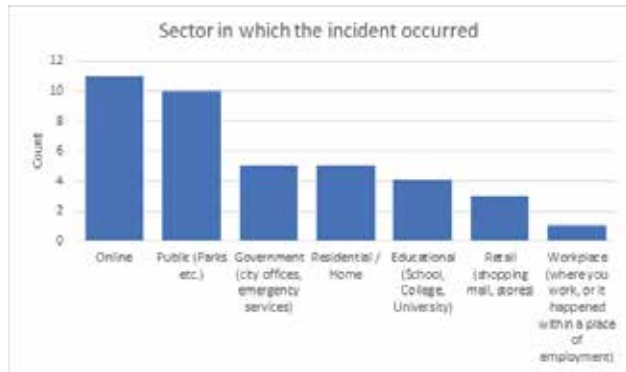
For years, the people of Hamilton have been working to respond to the needs of those who experience hate. This platform is a result of collective work and advocacy. WeSupport, the idea that the experience of hate is a site for care. In 2019, we studied the practice of doing something differently in respect to how we respond to those who experience hate. We reviewed existing literature, existing platforms and reporting systems that arose in response to the inadequacies of police based or complaint based legal juridical. What we found was that the needs of those who experience hate were indeed sites for care. This corresponded with the needs expressed by those who attended a forum about the pilot project year for the Hamilton Anti-Racism Resource Centre, where participants expressed the need for online pathways and resources to be developed in addition to in-person support or individual-based responses to needs.

WeSupport is about recognizing that the experience of hate can come with the experience of pain and suffering. These experiences should not be left in isolation. WeSupport is a way to respond with care as the entry point. This platform offers a way to tell your story and be heard, to connect with existing resources and support, to not be alone when you navigate difficult systems of complaint, whether it be in areas of healthcare, employment, education, housing, community safety, public policy, juridical and others.

WeSupport also cares about your story and that it belongs to you. This respect has gone into how we thought about your privacy and confidentiality. Nothing you share will be shared without your consent. WeSupport is also a movement that brings together and mobilizes solidarities that have been building for many years to address issues that we know to be historical, social, political and thereby systemic across allied agencies and organizations that value the knowledge that comes from community and lived experiences.

To date, there have been 40 total submissions on the online platform From March 2023-October 2024, 2 of which were hate directed at the reporting system. People reporting hate incidents often reporting multiple, intersecting forms of hate being directed at them simultaneously.

People reporting described Ableist slurs, Anti-Black racism, Transphobic hate, Homophobia, vandalism, attacks, Anti-Asian racism, reporting hate stickers in public spaces, threats, and intimidation.



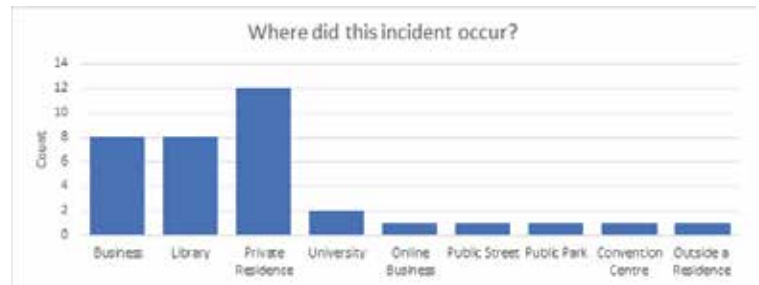
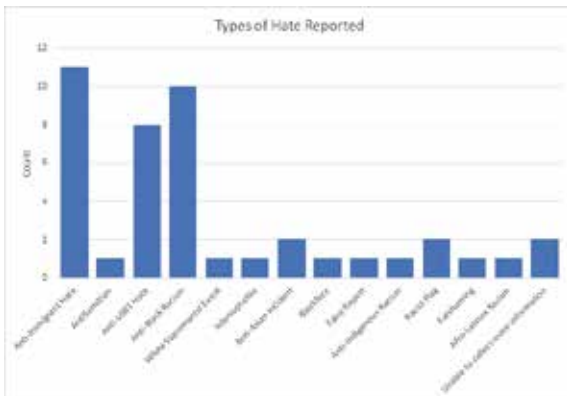
HARRC Staff documented the incidents, provided follow up and monitoring, made referrals to City staff, conducted a home visit, issued a public letter, met with family, Schools Board, Equity Office, Referred to Victim's Services or intervened by removal hate objects.

Experiencing and reporting hate is difficult. The platform is becoming known to the community and an initial public campaign in forthcoming to increase awareness of the platform. WeSupportHamilton is providing an additional avenue for community members to report incidents of hate and receive support when requested.

# Web-Form Inquiries Summary Report

Between October 2023 and October 2024, 40 reports were made to HARRC through the web-form on the HARRC website.

The types of hate reported included anti-immigrant hate, antisemitism, anti-LGBT hate, anti-Black racism, report of a White supremacist event, Islamophobia, anti-Asian hate, Blackface, Anti-Indigenous racism, racist flags reported, Fat shaming, and Afro-Latinx racism.



Hate incidents reported took place at businesses, libraries, at private residences, university, online, on public streets and parks, at the Hamilton convention centre and outside residences.

HARRC responses included follow up of support by phone and email, reporting to the libraries, connecting people to legal supports, documenting, connecting to health supports, victim services, and reporting to the City.

Hate continues to be pervasive, and widespread in Hamilton. Online methods of reporting continue to provide pathways to support for those experiencing hate.

# 2023/2024 HARRC BOARD OF DIRECTORS



Cassandra Belasco



Dr. Désiré Yamutuale



Dr. Yvan Brochu



Roshney Kurian



Suad Kamla



Michelle Shivbarran



Dr. Kassia Johnson



Jordan Carrier



Amber Dean



Dr. Rodrigo Narro Perez

# Thank you to our supporters

ACCA -Afro Canadian Caribbean Association

ACORN Hamilton Chapter

AIDS Network

Circle of Beads (Indigenous Consultation Circle)

City Councillors

Committee Against Racism

Compass Community Health Centre

De dwa da dehs nye>s Aboriginal Health Centre

Good Shepherd Hamilton

Greater Hamilton Health Network

Greater Hamilton Health Network  
Health Equity Council

Hamilton Immigration Partnership Council

Hamilton Black Health Community Leaders Forum

Hamilton Community Benefit Network

Hamilton Centre for Civic Inclusion

Hamilton Community Foundation

Hamilton Community Legal Clinic

Hamilton Jewish Family Services

Hamilton Trans Health Coalition

Hamilton Urban Core Community Health Centre

Indigenous Relations Team

Muslim Association of Hamilton

Office of Community Engagement  
McMaster University

Office of the Mayor

Refuge Health Centre for Newcomer Health

Social Planning & Research Council

SASH -Sexual Assault Centre

St. Joseph's Healthcare Hamilton

Thrive Group

Victim Services -Hamilton Police Service

## Thank you to our funders:



Hamilton

**HAMILTON**  
**COMMUNITY**  
**FOUNDATION**






## Contact

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