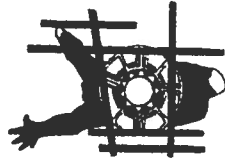


Overview



**Who We Are
Need**

**Why Fund ARAC
Crimes Motivated by Hate/
Complaints to the OHRC
Budget**

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Appendix 1

- A ARAC Task Force
- B WWIW 1989, Conference Participants

Appendix 2

Proposed Services

Appendix 3

- A 1997, Annual Report, Hate Motivated Crimes- Hate Crime Unit, Intelligence Service, Toronto Police Service
- B Ontario Human Rights Commission - Annual Report 1994 to 1995

Unions

Who We Are

Co-Sponsors of the Anti-Racism Action Centre (ARAC)

- **Cross Cultural Communication Centre, established in 1972.**
- **Women Working with Immigrant Women, established in 1974.**

CCCC and WWIW have a long and productive working relationship with labour. Examples include the production of the "Combating Racism in the Workplace - A Course For community Workers", participation as active members in the Coalition For Fair Wages and Working Conditions For Homeworkers, participation in the Apparel Textile Action Centre which provided services to laid-off workers in the Textile and Clothing Industry, the development of the Anti-Racism Action Centre, organizing of International Women's Day rally and march since 1993, and providing support to strikes and Human Rights cases such as the Wei Fu, and Paulin Au cases.

Need

- The community has identified a need for a place to which individuals who experience racial discrimination can go or be referred to receive support and advocacy. (See Appendix # 1A)
- This gap in anti-racism services, and the lack of community mechanisms and resources to deal effectively with incidents of racial discrimination was documented in numerous studies and community consultations.
- The recommendation to establish ARAC was put forward at the 1989, WWIW community conference. (See Appendix # 1B)
- There is an immediate need for a centre which is mandated to provide the following services:
 - One-to-one support
 - Casework
 - Relevant and accurate information
 - Support groups
 - Advocacy
 - Legal assistance
 - Resource collection and development of educational and training materials
 - Training. (See Appendix #2)

Why Fund ARAC

- **Support for Victims**

Individual needs a lot of support

Individual becomes consumed by the situation

The experience may affect many areas of individual's life, i.e. health, job, children, family, housing, education

Unions deal with workplace grievances

Unions unable to provide on going support due to resources

ARAC will provide on going support

ARAC will provide validation and understanding of experience without person having to prove experience

ARAC will address effects of workplace racism in all areas of individual's life

Unions/ARAC can share resources and support each other's cases

- **Non Union Workers**

ARAC can connect un-organized workers to unions

ARAC services can bridge labour and community anti-racism activities

- **Address racism and racist incidents in housing, health and services, education, workplace and community**

Anti-Racism Action Centre

Crimes Motivated By Hate

- There was an increase of hate crimes between 1993 and 1997
- Attacks motivated by race was the highest of hate crimes
- Assault was the most frequent form of hate crime
- Most hate crimes occurred in education centres, residence and public areas

(See Appendix # 3A, 1997, Annual Report, Hate Motivated Crimes - Hate Crime Unit Intelligence Service Toronto Police Service.)

Note: This represents only reported incidents

Complaints of Racial Discrimination

- Complaints of discrimination on racial grounds to the Ontario Human Rights Commission is the second largest category
- Most incidents of discrimination occurs in the workplace

(See Appendix # 3B, OHRC Annual Report, 1993-1995)

10% cases to HRCC.

**ANTI-RACISM ACTION CENTRE
PROPOSED BUDGET**

EXPENSES

	Year 1	Year 2	Year 3
Victim Assistance/Documentation and Data Collection			
Salary and Benefits	66,000 (2)	72,620	80,260
Program Expenses and Materials	16,066	16,200	16,835
Co-ordination and Administration	14,833 (1/3)	16,303	17,646
Sub-Total	96,899	105,123	114,741
Development and Production of Training and Educational Materials			
Salary and Benefits	16,500 (1/2)		
Design/Production/Distribution	15,000	4,000	4,000
Staff Training	340	400	460
Community Education and Training		18,150	20,060
Program Expenses and Materials	4,166	6,675	5,801
Co-ordination and Administration	11,833 (1/3)	13,303	14,646
Sub-Total	47,839	42,528	44,967
Outreach and Promotion of Services			
Salary and Benefits	16,500 (1/2)	18,150	20,060
Staff Training	300	400	466
Production of Publicity Materials	5,000	6,000	4,000
Program Expenses and Materials	3,616	4,025	4,236
Co-ordination and Administration	11,833 (1/3)	13,304	14,646
Sub-Total	37,249	41,879	43,408
Total Expenses	181,987	189,530	203,116

**ANTI-RACISM ACTION CENTRE
PROPOSED BUDGET**

INCOME

	Year 1	Year 2	Year 3
Canadian Heritage		8,000	10,000
Metro:			
• Access and Equity Centre	10,000	10,000	10,000
Ministry of Citiz., Culture & Recreation			10,000
United Way		5,000	5,000
Solicitor General - Victim Assistance Program	8,000	6,000	5,000
Private Sector	48,000	40,000	40,000
Contributions in Kind	18,000	20,000	24,000
Labour Organizations	75,987	71,530	70,116
Fees from Training and Services		5,000	10,000
Sales of Materials		6,000	4,000
Foundations	10,000	10,000	10,000
• Community Foundation	10,000	8,000	6,000
• Trillium Foundation	12,000	10,000	9,000
Total	181,987	189,530	203,116

**ANTI-RACISM ACTION CENTRE
PROPOSED BUDGET**

EXPENSES

Victim Assistance/Documentation and Data Collection

	Year 1	Year 2	Year 3
Salary and Benefits	66,000	72,620	80,260
Staff Training	1,000	1,200	1,399
Program Expenses and Materials	15,066	15,000	15,436
• Mailing	200	250	300
• Phone	2,000	2,050	2,100
• Printing	300	400	430
• Office Supplies	400	500	550
• Resources	500	1,000	1,000
• Facilities	3,100	3,000	3,000
• Travel	2,566	2,800	3,056
• Interpretation	4,000	2,000	1,500
• Legal Services	2,000	3,000	3,500
Co-ordination and Administration	14,833	16,303	17,646
• Salary and Benefits	11,000	12,103	13,313
• Audit/Bookkeeping	833	1,200	1,333
• Volunteer Training	3,000	3,000	3,000
Project Total	96,899	105,123	114,741

**ANTI-RACISM ACTION CENTRE
PROPOSED BUDGET**

EXPENSES

Development and Production of Training and Educational Materials

	Year 1	Year 2	Year 3
Salary and Benefits	16,500		
Staff Training	340	400	460
Design/Production/Distribution	15,000	4,000	4,000
Community Education and Training		18,150	20,060
Program Expenses and Materials	4,166	6,675	5,801
• Mailing	200	250	300
• Phone	1,000	1,025	1,050
• Printing	350	400	430
• Office Supplies	400	500	430
• Resources	300	500	500
• Facilities	1,000	3,000	2,000
• Travel	916	1,000	1,091
Co-ordination and Administration	11,833	13,303	14,646
• Salary and Benefits	11,000	12,103	13,313
• Audit/Bookkeeping	833	1,200	1,333
Project Total	47,839	42,528	44,967

**ANTI-RACISM ACTION CENTRE
PROPOSED BUDGET**

EXPENSES

Outreach and Promotion of Services

	Year 1	Year 2	Year 3
Salary and Benefits	16,500	18,150	20,060
Staff Training	300	400	466
Production of Publicity Materials	5,000	6,000	4,000
Program Expenses and Materials	3,616	4,025	4,236
• Mailing	200	200	200
• Phone	1,000	1,025	1,025
• Printing	350	400	430
• Office Supplies	400	500	500
• Resources	200	500	500
• Facilities	550	400	466
• Travel	916	1,000	1,090
Co-ordination and Administration	11,833	13,304	14,646
• Salary and Benefits	11,000	12,104	13,313
• Audit/Bookkeeping	833	1,200	1,333
Project Total	37,249	41,879	43,408
Total Expenses	181,987	189,530	203,116

ARAC Task Force

- Birth Control and V.D. Information Centre
- Canadian Arab Federation
- Centre for Equality Rights in Accommodation
- Chinese Canadian National Council - Toronto Chapter
- Cross Cultural Communication Centre
- INTERCEDE
- Korean Canadian Women's Association
- Metro Labour Education Centre
- Ontario Coalition of Visible Minority Women
- United Steelworkers of America
- Women Working With Immigrant Women
- Workers Information and Action Centre

Anti-Racism Action Centre

WWTW 1989, Conference Participants

Jamaican Canadian Association	Terri Hyton
East End Literacy	Michele Kuhiman
Parkdale Community Legal Clinic	Diane Roberts
Centre for Refugee Studies U of York	Noren Spencer
Centre for Refugee Studies U of York	Chow-Ying Wong
Asian Community Centre	Manjit Kumal
Ontario Council of Agencies Serving Immigrants	Paulina Maculis
Jane/Finch community and Family Centre	Mahboubeh Katirai
New Experience For Refugee Women	Margarita Mendez
Cross Cultural Communication Centre	Mireya Gonzalez
Advocates for Community-Based Training and Education for Women	Nikki Gerrard
Alliance for Employment Equity	Maria Williams
Cross Cultural Communication Centre	Joanne Lindsay
Grace Edward C.	Grace Edward C.
Jojo Geronimo	Madhu Das Gupta
Kowser Omer	Carmencita Hernandez
Baljit K. Banga	Salome Lukas
Meera Dowan	Akua Benjamin
June Veecock	Rosanne Beochi
Veronica Robinson	Pat Bird
Nora Dremmon	Nora Dremmon
Veronica Moreno	Carolyn Egan
Jenny Gulien	Nora Jung
Marion Villanueva	Karen Pearlston
Rene Cospelianos	Maria Wallis
Judy Persad	Judy Persad
Jeeti Sahota	Sindhur Parleh
Sindhur Parleh	
Jamaican Canadian Association	
East End Literacy	
Parkdale Community Legal Clinic	
Centre for Refugee Studies U of York	
Centre for Refugee Studies U of York	
Asian Community Centre	
Ontario Council of Agencies Serving Immigrants	
Jane/Finch community and Family Centre	
New Experience For Refugee Women	
Cross Cultural Communication Centre	
Advocates for Community-Based Training and Education for Women	
Alliance for Employment Equity	
Cross Cultural Communication Centre	
Birth Control and V.D. Information Centre	
Coalition of Visible Minority Women	
Women Working With Immigrant Women	
Women Working With Immigrant Women	
Coalition of Visible Minority Women	
Ontario Federation of Labour	
United Steelworkers of America, Toronto Socialist Feminist Action	
Jane/Finch Community and Family Centre	
Ontario Council of Agencies Serving Immigrants	
Aid Action Now	
Coalition of Visible Minority Women	
Cross Cultural communication Centre	
Social Planning Council	
Immigrant Women's Job Placement Centre	

Proposed Services

Victim Assistance Service

- **Intake**
- **Assessment**
- **Immediate/crisis support**
 - if evicted - help individual to find a place to stay
 - if assaulted - obtain medical assistance
- **Information on rights and legislation**
- **Options**
 - mediation
 - filing a complaint
 - writing support letters
 - establishing a support group
 - establishing a support action committee
- **Develop a plan of action with individual**
- **Facilitate action including accompaniment when necessary**
- **Emotional support**

Data Collection

- **Type and number of cases**
- **Length of time needed**
- **Resources that were used**
- **Process and outcome**

Development of Training Materials

- **Develop training materials**
- **Assess skills and resources needed**
- **Further develop services and materials**
- **Define areas for anti-racism training for the community and institutions**

**1997, Annual Report, Hate Motivated Crimes - Hate Crime Unit,
Intelligence Service, Toronto Police Service.**

YEARLY PERCENTAGE COMPARISONS			
	1994	1995	1997
	155	302	187
N/A	61 % increase	21 % increase	7 % increase
		42 % decrease	

1997 HATE CRIME OCCURRENCES											
OFFENCE	AG	DI	ET	GE	LN	MU	NA	RA	RE	SO	TOT
Arson								1			1
Assault			2		1	2	8	54		11	78
B&E			1								1
Bomb Threat									1		1
Harassment								5	3		8
H/Propaganda						3		4	7		14
Mischief						9	4	20	17	2	52
Robbery						2		1			3
Threat			1			2	4	11	5	3	26
W/Dangerous								1			1
Wilful P/Hate			1						1		2
TOTAL			5		1	18	16	97	34	16	187

AG-Age, DI-Disability, ET-Ethnicity, GE-Gender/Sex, LN Language, MU Multi Bias, NA Nationality
 RA-Race/Colour, RE-Religion, SO-Sexual Orientation

YEARLY COMPARISONS BY BIAS CATEGORY

YEAR	AG	DI	ET	GE	LN	MU	NA	RA	RE	SO	Total
1993	N/A	N/A	8	N/A	N/A	.	.	77	54	16	155
1994	N/A	2	6	0	N/A	.	17	155	58	11	249
1995	N/A	0	10	1	N/A	32	23	164	50	22	302
1996	0	0	9	0	0	8	7	101	32	18	175
1997			5		1	18	16	97	34	16	187
Total		2	38	1	1	58	63	594	228	83	1068

Note: In 1993 NA and ET were combined. In 1993 & 1994 MU was combined with RA.

AG Age. DI Disability. ET Ethnicity. GE Gender/Sex. LN Language. MU Multi Bias. NA Nationality.
 RA Race/Colour. RE Religion. SO Sexual Orientation.

TABLE 2:
COMPLAINTS RECEIVED BY PROVISION & GROUND, 1994-95

	Age	Sexual Orientation	Sex & Pregnancy	Sexual Harassment	Creed	Ethnic Origin ¹	Handicap	Public Assistance ²	Record of Offences ³	Reprisal	No Grounds	Breach of Settlement	TOTAL	PERCENTAGE(%)			
SERVICES	130	21	20	39	6	20	18	16	5	221	7	-	503	21			
HOUSING	48	14	1	5	7	3	14	11	31	26	2	-	203	8			
CONTRACTS	4	1	-	-	-	-	-	-	-	-	1	-	6	0			
EMPLOYMENT	362	56	43	251	286	40	186	26	24	403	9	-	1,688	69			
VOCATIONAL ASSOCIATION	6	1	1	1	-	-	-	-	4	-	-	-	13	1			
REPRISAL	-	-	-	-	-	-	-	-	-	35	-	-	35	1			
BREACH OF SETTLEMENT	-	-	-	-	-	-	-	-	-	-	-	4	4	0			
TOTAL	550	93	65	296	299	63	218	53	60	654	41	2	35	19	4	2,452	100
PERCENTAGE(%)	22	4	3	12	12	3	9	2	2	27	2	0	1	1	0	100	

1. Citizenship, ancestry, place of origin
 2. Only in accommodation
 3. Only in employment

Complaints Received by the OHRC

Table 1:
COMPLAINTS BY REGION OF REGISTRATION & GROUND, 1994-95

	Race or Colour	Ethnic Origin ¹	Creed	Sex & Pregnancy	Sexual Harassment	Sexual Orientation	Age	Marital Status	Family Status	Handicap	Public Assistance ²	Record of Offences ³	Reprisal	No Grounds	Breach of Settlement	TOTAL	PERCENTAGE(%)
EASTERN	45	15	17	55	48	15	21	7	7	112	8	-	1	8	1	360	15
HAMILTON/NIAGARA	21	4	4	18	27	6	22	5	8	62	2	-	2	-	1	182	7
NORTHERN	31	4	2	30	39	7	14	12	10	75	3	1	9	-	-	237	10
SOUTHWESTERN	56	12	3	42	56	5	58	4	6	130	8	-	-	9	1	390	16
TORONTO CENTRAL	106	28	16	50	50	20	38	10	15	97	4	-	7	1	-	442	18
TORONTO EAST	157	25	19	68	45	8	44	9	7	95	10	1	9	1	-	498	20
TORONTO WEST	134	5	4	33	34	2	21	6	7	83	6	-	7	-	1	343	14
TOTAL	550	93	65	296	299	63	218	53	60	654	41	2	35	19	4	2,452	100
PERCENTAGE(%)	22	4	3	12	12	3	9	2	2	27	2	0	1	1	0	100	

1. Citizenship, ancestry, place of origin
 2. Only in accommodation
 3. Only in employment

LOCATIONS OF HATE CRIME OCCURRENCES			
EDUCATION CENTRES 24	RESIDENCE 50	BUSINESS EMPLOYMENT 16	PUBLIC AREAS 97
College University Private Schools High Schools Middle Schools Junior School Libraries Hebrew School Student Residences Faculty Residence	Houses Apartment Residences Apartment Lobbies Apartment Elevators Apartment Parking Lot Apartment Courtyard Apartment Playground Co-op Residences Rooming Houses	Office buildings Department Stores Grocery Stores Construction Site Financial Institution Video Store Variety Store	Synagogues Churches Strip Plaza & Malls TTC Conveyances TTC Property Streets, Laneways Parking Lots, Parks Restaurants Coffee Shops & Taverns Community Centres Motel Correction Centre Pool Halls

AG-Age, DI-Disability, ET-Ethnicity, GE-Gender/Sex, LN-Language, MI-Multi Bias, NA-Nationality
 RA-Race/Colour, RE-Religion, SO-Sexual Orientation