

Hamilton Roundtable for Poverty Reduction

Social Inclusion Policy

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Hamilton Roundtable for Poverty Reduction *'The best place to raise a child'*

Inclusion Policy

Purpose:

To develop a responsive policy to directly address inclusion of all citizens involved in the Hamilton Roundtable for Poverty Reduction process of community engagement.

Developing Principles and Guidelines:

The Roundtable for Poverty Reduction (HRPR) is a catalyst for action, a governing entity of collaborative model, and a mechanism for response from the community to reduce poverty.

Principle # 1

A level field of involvement developed and maintained by the governing entity (HRPR) reflecting equality in social integration process.

- A safe, respectful, welcoming public meeting space to be created for conversation and collaboration
- Community Citizen Representatives to be at the decision making table at all times
- Roundtable members to meet each HRPR Community Citizen Representative to engage in developing mutual respect
- All barriers to participation to be removed. This includes covering costs for childcare, transportation, meals, being sensitive to cultural needs, physical accommodations (See Budgetary Items, Appendix A)

Not maintaining this process would create social exclusion or tokenism and develop imbalance of power in the community and at the table.

Principle # 2

A diversity of citizen representation, including people on low income, incorporated in the process of civic engagement and community collaboration.

- Inclusion of and respect for the voice of all citizen members no matter race, ethnic background, gender, sexual orientation, disability, religion beliefs, or financial status.
- Derived from respect for all citizens; all persons to be respected for who they are or what they represent - agencies, organizations, groups, institutions, government - adhering to the 'No Blame' philosophy of HRPR .
- Low income citizens to be at the decision making tables including HRPR meetings, its working groups or committees, activities held in the community, political meetings and collaboration with other communities and their low income members.
- The Director of HRPR to engage in continuous conversations with individual community members to identify their interests in the collaboration process.
- Choice of engagement, from Community Citizen Representatives, to be honoured and accepted.
- Information regarding activities, programs, delivery of service and goods to low income people in the community to be disseminated to the HRPR Community Citizen Representatives for their input and advice
- A punitive social assistance system resulted in mistrust of any mainstream structure among Community Citizen Representatives. Creating an environment of true participation and engagement for the Roundtable members would lead to members' enhanced sense of belonging and willingness to provide constructive input to the HRPR initiatives.

Principle # 3**Strengthen and utilized peoples skill set to enhance the collaborative experience.**

- Director to identify the strengths and skills of HRPR Community Citizen Representatives.
- Director to identify opportunities where these skill sets and strengths can be utilized throughout the community collaborations.
- HRPR to further engage Chairpersons of HRPR working groups/committees to give supports at their members.
- Executive Directors of agencies and organizations, advocacy groups and other partners of the HRPR collaborative to involve and engage Community Citizen Representatives in their activities.
- Community Citizen Representatives to be encouraged to self identify what their interests or potential in engagement is.

This process will ensure that a sense of self worth is developed by Community Citizen representatives as well as respect for others participating in the process of reducing poverty. This, in turn, will eliminate the ‘us’ and ‘them’ attitudinal barrier.

Principle # 4**Fostering human growth and development**

- Director and Staff to continuously pursue learning opportunities for Community Citizen Representatives to enhance and promote their continuous engagement.
- HRPR to be genuinely responsive to requests from Community Citizen Representatives to learn more about process, models, business language and tools of collaboration.

- HRPR to provide learning experiences and technical opportunities for Community Citizen Representatives to become leaders, mentors and collaborative partners.
- Mentorship opportunities to be created for HRPR Community Citizen Representatives by pairing individuals from business, non-profit sector, academia, public institutions and politicians with Community Citizen Representatives while attending events and meetings, thus creating an opportunity for interactive learning process.
- Community Citizen Representatives experience various environments of collaboration, political, economical, social sectors- the triple bottom line environments.

Investing in human capital will reduce poverty at the macro level. Opportunities created for Community Citizen Representatives through their participation in the Roundtable and its committees/working groups would result in the development of relationships between people who otherwise would have no occasion to talk to each other. That will create human growth and development for all.

Principle # 5

Ensuring, Promoting and Celebrating Community Citizen Representatives Engagement

- Each community activity, function, learning opportunities, political events pertaining to HRPR be paid for in advance for citizens who cannot afford to participate
- Community Citizen Representatives will receive an honorarium for their contributions including presentations, survey distribution and development, policy and program development as well as participation in working groups/committees of HRPR (see Appendix A).
- The leadership of Community Citizen Representatives to be celebrated at the end of year in recognition of their contributions.

Appendix A

Facilitating Inclusion: Budget Considerations

- **Transportation Supports:** may include payment for taxi services, bus tickets, and other transportation supports as required to attend HRPR identified meetings and functions. Where possible, transportation supports will be provided in advance of the meeting or event to facilitate involvement.
- **Meeting Supports:** includes identified supports to facilitate meeting attendance including refreshments, child care, registration fees, and telephone cost reimbursements. It is the responsibility of the citizen member to discuss the supports required in advance of the meeting to ensure these can reasonably be provided for.
- **Meeting Honorariums:** an annual honorarium will be provided to citizen members of the HRPR. Meeting honorariums will be distributed annually to citizen members and will recognize participation in Roundtable and working group meetings.
- **Honorariums:** in recognition of a special contribution which benefits the work of the Roundtable including presentations, speaking engagements, one time efforts. Honorariums will be discussed in advance with the member and will be a maximum of \$150.00 per agreed upon activity.
- **Conference Participation:** includes registration costs, transportation, a daily per diem, and child care supports.
- **Contracted Projects:** includes contracted, focused work which benefits the Roundtable including research, report writing, etc. Contracted projects will be negotiated in advance with staff of the Roundtable and will be considered an honorarium payment.
- **Member Recognition Program:** delivered annually, the HRPR will provide all members with appropriate recognition of their involvement and leadership at the Report to Community Event.

Draft Projected Social Inclusion Budget – Hamilton Roundtable for Poverty Reduction

Transportation:	\$ 1,000.00
Meeting Supports:	\$ 3,000.00
Member Honorariums:	
• Meeting Honorariums	\$ 6,000.00
• Special Honorariums 10 x \$250	\$ 2,500.00
• Conference Participation:	\$ 3,000.00
• Research and Special Projects:	\$ 1,500.00
Member Recognition Program:	<u>\$ 1,000.00</u>
Total Estimated Budget	\$18,000.00