

*HCHC's Responses to Concerns Raised:*

In response to concerns related to organizational governance and accountability, HCHC has newly approved bylaws that aim to promote inclusionary practices within the organization. These values are found in their objectives, which state that HCHC will unite, advocate and promote Hispanic-Latin American organizations, while sharing the rich cultural heritage within Canada and around the world. Their vision includes promoting the growth of social development, culture, economy, education, services and civic interest of Hispanic-Latin American people. Inclusion is also noted in HCHC's standing committees, and Council of Advisors, which has now been clarified.

Organizational inclusivity and accountability are also supported through the introduction of various policies. HCHC has implemented policies related to: complaints, anti-oppression policy, conflict of interest and code of ethics within the organization and its membership. A training and implementation plan for the Board and HCHC members related to these policies is planned.

HCHC has provided to the City a current list of HCHC members, as well as Board Members and their positions. Membership will be extended to the broader community once HCHC becomes a legal entity. Board members will be recruited through a Nominations Committee of the Board. An AGM will be held within six (6) months of becoming a legal entity to increase the representativeness of the organization.

*Staff Recommendation:*

The City acknowledges that disagreement can be an indicator of healthy democracy within communities. While the City does not play an adjudicating role in community conflict it does offer support to communities to move toward a shared resolution of these conflicts by funding community processes which provides a safe and neutral space for respectful dialogue to address contentious legacy issues.

HCHC has met all the conditions on governance and accountability. HCHC has secured a Trustee for the grant and submitted a budget and workplan. The workplan focuses on three specific activities:

1. Latinlicious! Taste of Toronto Latin foods with a Latinlicious app
2. Hispanic-Latin American Heritage Month (October 2016) increasing participation of various groups and promotion
3. Hispanic/Latino Community Research to support a Community Forum on Identity.