

New Resource Helps Organizations Capture Advantages of City's Diversity

HAMILTON - Helping Hamilton's businesses and organizations understand the city's changing demographics is the focus of a new resource just released by Hamilton Community Foundation.

"Hamilton's diversity is one of the city's great assets," says Grace Diffey, Vice-President of Community Relations for the Foundation. "We wanted to give organizations a quick picture of the makeup of that diversity to help them leverage that strength. This publication, *Hamilton's Diversity Scan*, provides the facts on multiple dimensions of the city's population, including age, ethnicity and culture, sexual orientation, household and family size, gender, income, language, education and other areas that can help a business or community group better understand who lives in our city."

Hamilton's Diversity Scan offers an abundance of data, gleaned from Statistics Canada and other research. In particular, it highlights some of the unique differences between Hamilton, the rest of the province and the country. For instance:

- Hamiltonians are more likely to have a trades certificate than those in the rest of Ontario.
- They are more likely to be part of a single-parent family than others in the province, and it is more likely that the lone parent will be a female than in the rest of Ontario or Canada.
- Some 93 percent of Hamiltonians have a working knowledge of English only. Those who don't have English as their mother tongue, are most likely to speak Italian as their first language.
- More than 18 per cent of Hamiltonians identify themselves with at least one form of disability.

Hamilton's Diversity Scan was commissioned by the Foundation as a resource to its own diversity and inclusiveness efforts in three core areas of its work –encouraging philanthropy, making grants to local charities, and community leadership on the city's most pressing issues including environmental protection, reducing poverty and engaging citizens.

"For the Foundation, understanding who lives in our community is about our own ability to have effectiveness and impact," says Ms. Diffey. "We commissioned this report as a resource to our own work. In talking about *Hamilton's Diversity Scan* with various community members we began to understand that this was a unique product that could be a support to so many entities – private, public and charitable – in any aspect of their strategy, operations, governance or planning."

Copies of *Hamilton's Diversity Scan* can be downloaded from Hamilton Community Foundation's website at www.hcf.on.ca.

Hamilton Community Foundation receives funds from generous citizens, invests those funds to generate income, and makes grants to support a wide range of local charities, including arts and heritage, education, the environment, health and social services. It brings people together to convene solutions to some of Hamilton's most pressing challenges, such as environmental protection, engaging youth and other citizens, neighbourhood revitalization and poverty.