



**City of Hamilton**  
**LGBTQ ADVISORY COMMITTEE**  
**AGENDA**

**Meeting #:** Meeting#-xx-xxxx  
**Date:** September 15, 2020  
**Time:** 6:00 p.m.  
**Location:** Due to the COVID-19 and the Closure of City Hall  
All electronic meetings can be viewed at:  
City's YouTube Channel:  
<https://www.youtube.com/user/InsideCityofHamilton>

Jessica Bowen, Supervisor of Human Rights (905) 546-2424 ext. 5164

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**City of Hamilton**  
**LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER**  
**ADVISORY COMMITTEE**

**Meeting #:** 20-003  
**Date:** September 15, 2020  
**Time:** 6:00 p.m.  
**Location:** Webex

Pauline Kajiura, Project Manager - Community Inclusion & Equity, (905)  
546-2424 ex. 2567

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**1. CEREMONIAL ACTIVITIES**

1.1 Welcome / Introductions

1.2 Land Acknowledgement

**2. APPROVAL OF AGENDA**

2.1 Approval of the Formal Agenda

2.2 Approval of the Informal Agenda

**3. DECLARATIONS OF INTEREST**

**4. APPROVAL OF MINUTES OF PREVIOUS MEETING**

4.1 Motion to Approve the Minutes of February 18, 2020

**5. COMMUNICATIONS**

**6. DELEGATION REQUESTS**

**7. CONSENT ITEMS**

**8. PUBLIC HEARINGS / DELEGATIONS**

**9. STAFF PRESENTATIONS**

**10. DISCUSSION ITEMS**

10.1 Outstanding Business List

10.2 Updates from Working Groups

10.3 Update from Chair about the Committee's Delegations to the Hamilton Cycling Committee and the Arts Advisory Commission (see February 18, 2020 Minutes for more information)

10.4 Redaction of a Portion of the Citizen Committee Report Submitted in Relation to Motion 7.1 from the January 21, 2020 Meeting of the LGBTQ Advisory Committee (redacted version attached) Update from Working Group on Committee Selection (on hiatus)

**11. MOTIONS**

11.1 Motion to Submit a Citizen Committee Report to the Office of the City Clerk with respect to Recommending the Most Relevant Places for Advertising Committee Vacancies (see attached draft Citizen Committee Report)

11.2 Motion to Delegate to give an Annual Presentation to the Standing Committee to which the LGBTQ Advisory Committee Reports at the end of the Calendar Year

**12. NOTICES OF MOTION**

**13. GENERAL INFORMATION / OTHER BUSINESS**

**14. PRIVATE AND CONFIDENTIAL**

**15. ADJOURNMENT**

Next Meeting: Tuesday, October 20, 2020





Hamilton

INFORMAL AGENDA  
**LGBTQ Advisory Committee**  
Tuesday, September 15, 2020  
6:00 PM  
Webex

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- 1. Welcome / Introductions**
  - 2. Land Acknowledgement**
  - 3. Declarations of Conflicts of Interest**
  - 4. Procedural Business**
    - 4.1 Motion to Approve the Formal Agenda
    - 4.2 Motion to Approve the Informal Agenda
    - 4.3 Motion to Approve the Minutes of February 18, 2020
  - 5. Presentations / Delegations**
  - 6. Recommendations**
    - 6.1 Motion to Submit a Citizen Committee Report to the Office of the City Clerk with respect to Recommending the Most Relevant Places for Advertising Committee Vacancies (see attached draft Citizen Committee Report)

**7. Regular Business**

- 7.1 Motion to Delegate to give an Annual Presentation to the Standing Committee to which the LGBTQ Advisory Committee Reports at the end of the Calendar Year

**8. Discussion Items**

- 8.1 Outstanding Business List
- 8.2 Updates from Working Groups
- 8.3 Update from Chair about the Committee's Delegations to the Hamilton Cycling Committee and the Arts Advisory Commission (see February 18, 2020 Minutes for more information)
- 8.4 Redaction of a Portion of the Citizen Committee Report Submitted in Relation to Motion 7.1 from the January 21, 2020 Meeting of the LGBTQ Advisory Committee (redacted version attached)

**9. Notices**

**10. Announcements**

**11. Adjournment**





# Hamilton

## MINUTES

### **LGBTQ Advisory Committee**

Tuesday, February 18, 2020

6:00 PM - 8:20 PM

City Hall, 71 Main Street West, Room 192

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**Present:** James Diemert, Autumn Getty (Recording Secretary), Lisa-Marie Johnston, Cameron Kroetsch (Chair), Violetta Nikolskaya (Vice Chair), Kyle Weitz, Maureen Wilson (City Council Appointee)

**Regrets:** Freja Gray, Mitch Ray-Borsc, Terri Wallis

**Absent:** Kristin Cavarzan, Jake Maurice

**Staff:** Jessica Bowen (Diversity and Inclusion)

**Guest:** Greg Tedesco (Housing Services, City of Hamilton)

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### **1. Welcome / Introductions**

Committee members and guests were welcomed and there was a round of introductions.

### **2. Land Acknowledgement**

V. Nikolskaya provided a Land Acknowledgement.

### **3. Declarations of Conflicts of Interest**

None

### **4. Procedural Business**

#### **4.1 Motion to Approve the Formal Agenda**

**(J. Diemert / V. Nikolskaya)**

That the LGBTQ Advisory Committee approve the agenda for today's meeting as distributed.

**CARRIED**

#### **4.2 Motion to Approve the Informal Agenda**

**(J. Diemert / V. Nikolskaya)**

That the LGBTQ Advisory Committee approve the agenda for today's meeting as distributed with the following additions / amendments:

- 7.7 - Civil Marriage Ceremonies at City Hall
- 7.8 - Informal Tour of the 519 in Toronto

**CARRIED**

#### **4.3 Motion to Approve the Minutes of January 21, 2020**

**(K. Weitz / L. Johnston)**

That the LGBTQ Advisory Committee approve the minutes from its January 21, 2020 meeting as distributed.

**CARRIED**

### **5. Presentations / Delegations**

#### **5.1 Delegation from Greg Tedesco, Housing Services, City of Hamilton with respect to feedback on the Point-in-Time Connection survey**

Delegate provided an overview of the Point-in-Time (PIT) connection (with brief presentation) and explained to the Committee that this is the third time that the City of Hamilton was participating in the national PIT connection.

The PIT will be implemented from April 19, 2020 to April 23, 2020. It will be similar to the PIT connection done in 2018 with the goal of connecting to the greater population.

The delegate asked Committee members for feedback on the demographic questions included in the survey and let members know that if they were interested in volunteering to help with the PIT connection that they could apply to do so online (delegate provided the link).

## **6. Regular Business**

### **6.1 Motion to Schedule a Training and Planning Day for the Committee and to Assign a Budget for its Expenses**

**(A. Getty / K. Weitz)**

That the Committee schedule a training and planning day for Sunday, April 26, 2020 and spend up to \$2,000.00 from its reserve.

**CARRIED**

Discussion: The Committee discussed possible options for capacity building and considered the objectives for the day as well as who might facilitate the content.

Possible training options included training related to anti-racism, anti-oppression, community engagement, and communications.

Members discussed different organisations who could possibly facilitate training. V. Nikolskaya will gather quotes for training from a few organisations for the Committee's consideration and will present them at the next meeting.

## **6.2 Motion to Delegate to the City of Hamilton's Advisory Committees about a(n):**

**All Advisory Committee Event; and**

**Change to the Standing Committee to which the LGBTQ Advisory Committee Reports**

**(K. Weitz / V. Nikolskaya)**

That the Committee delegate to all of the City of Hamilton's Advisory Committees to get feedback from them about hosting an All Advisory Committee Event and about a Change to the Standing Committee to which the LGBTQ Advisory Committee Reports.

**CARRIED**

Discussion: The intention of delegating to all of the City of Hamilton's 13 Advisory Committees is to get feedback from them about holding an All Advisory Committee event potentially hosted by the LGBTQ Advisory Committee. The goal of the event is to get to know the members of other Advisory Committees.

Suggestions discussed by the Committee included the possibility of hearing presentations from all of the Advisory Committees about what they do so that these Committees can learn from one another; and to discuss the possibility of making joint recommendations to City Council around common issues. The delegates (Chair and Vice Chair) will bring these ideas for feedback to the other Advisory Committees.

The Committee also discussed the idea of moving from reporting to the Audit, Finance and Administration Committee

to the Emergency and Community Services Committee. Members discussed that this might better align with its mandate and terms of reference.

### **6.3 Community Survey and Event about Flag Raising**

**(A. Getty / K. Weitz)**

That the LGBTQ Advisory Committee draft a survey and plan an event to engage with Two Spirit and LGBTQIA+ communities to get feedback about a flag raising in order to make a recommendation to City Council.

Discussion: Members of the Committee will come back with a draft and event plan at future meetings.

## **7. Discussion Items**

### **7.1 Update from Working Group on Committee Selection (on hiatus)**

### **7.2 Update from Working Group on the Needs Assessment and Scheduling of its Next Meeting**

The next meeting of the Working Group will be on Monday, March 16, 2020 at 6:00 PM at the YWCA.

### **7.3 Continued Discussion of Event for Pride Month 2020**

Members discussed what options they wanted to see for a potential Pride event and that the matter would come before the Committee for a decision at its next meeting.

#### **7.4 Continued Discussion of Food at Committee Meetings**

Members discussed possible food vendors to provide refreshments for its monthly meetings including Planted, Cake & Loaf, and Coven. Other considerations included the proximity of the vendor to City Hall and supporting businesses that provide a living wage or that may be able to accommodate dietary restrictions.

#### **7.5 Delegation to the Audit, Finance and Administration Committee of February 20, 2020**

Members discussed the potential of delegating to the Audit, Finance and Administration Committee with respect to the Citizen Committee Reports that they submitted. Members didn't put forward a motion to delegate.

There was a brief related discussion following this about one of the Committee's Citizen Committee Reports with respect to how it might be possible to better advertise Committee vacancies. The Committee will prepare a report on this subject to send to the Office of the City Clerk.

#### **7.6 Correspondence from the Hamilton Immigration Partnership Council**

#### **7.7 Civil Marriage Ceremonies at City Hall**

Members discussed that there was a staff report with respect to civil marriage ceremonies at City Hall and that it was not possible for the Committee to comment formally due to the timelines for public feedback. C. Kroetsch asked the City Clerk if there was a way to extend the timelines to allow the Committee to comment but was told this was not possible.

## **7.8 Informal Tour of the 519 in Toronto**

An informal invitation from City Staff was passed along to C.Kroetsch to see if members of the Committee would like to attend an informal tour of the 519 in Toronto. No members of the Committee expressed an interest in attending to represent it. C. Kroetsch was informed that attendees would include Mayor Fred Eisenberger, Deirdre Pike, Councillor Mauren Wilson, Councillor Nrinder Nann, and Christopher Cutler.

## **8. Notices**

### **8.1 Motion to Submit a Citizen Committee Report to the Office of the City Clerk with respect to Recommending the Most Relevant Places for Advertising Committee Vacancies (see attached draft Citizen Committee Report)**

## **9. Announcements**

## **10. Adjournment**

**(J. Diemert / K. Weitz)**

That, there being no further business, the meeting be adjourned at 8:20 PM.

**CARRIED**





Hamilton

OUTSTANDING BUSINESS LIST

**LGBTQ Advisory Committee**

Tuesday, September 15, 2020

6:00 PM

Webex

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**1. Recommendations**

- 1.1 Change the Standing Committee to which the LGBTQ Advisory Committee Reports
- 1.2 Change the Committee's Mandate and Terms of Reference

**2. Regular Business**

- 2.1 Schedule and Advertise an All Advisory Committee Event
- 2.2 Reschedule, Choose a Location, and Invite Facilitators for a Committee Training and Planning Day
- 2.3 Restart the Working Groups on Committee Selection and the Needs Assessment
- 2.4 Change the Food for Committee Meetings

### **3. Discussions**

3.1 Rename the Committee including Community Outreach

3.2 Schedule an Event for Pride Month 2021

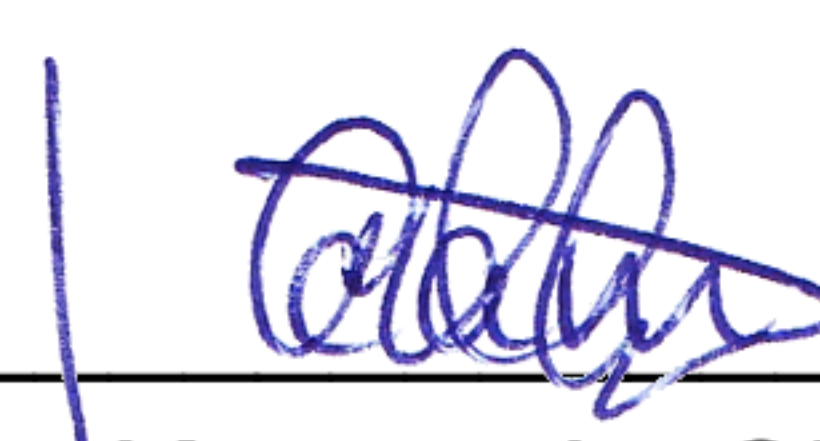
3.3 Flag Raising including a Community Survey and an Event

3.4 Change the Committee Pamphlet

3.5 LGBTQ+ Art Initiatives



# CITIZEN COMMITTEE REPORT

<b>To:</b>	Chair and Members:  Audit, Finance and Administration Committee; General Issues Committee; and City Council
<b>From:</b>	LGBTQ Advisory Committee   _____ Cameron Kroetsch, Chair
<b>Date:</b>	January 21, 2020
<b>Re:</b>	Motion 6.1 carried at the November 15, 2019 meeting of the LGBTQ Advisory Committee

**Recommendation:**

That City Council revoke the appointment of its recent “Citizen Appointee” to the Hamilton Police Services Board and redo the selection process through a new process developed using the principles of equity, diversition, and inclusion (EDI).

**Background:**

Please see 8.4 (b) in the minutes from the LGBTQ Adivsory Committee’s May 15, 2019 meeting for the discussion of this recommendation.

As the minutes from the May 15, 2019 meeting have not been submitted to any Committee of Council, the matter has not yet been put before you and we must, regrettably, address this matter it in a Citizen Committee Report (almost 8 months after we intended it to be before you for a decision).

## Analysis/Rationale:

The LGBTQ Advisory Committee does not deem the selection process for choosing the “Citizen Appointee” to the Hamilton Police Services Board to have been conducted using principles of equity, diversity, or inclusion (EDI). As it has since been City Council’s expressed wish to conduct the business of the City of Hamilton using these principles, we ask that it:

- (1) revoke the current appointment;
- (2) develop a more equitable appointment process and redo the selection process, for the following reasons:
  - (a) that the process used for selecting said member, to a paid position, was too similar to the process used for selecting members of Advisory Committees to volunteer positions and was not equitable. Specifically, that interviews for the position were not sufficient in length (only 10 minutes) and, according to public comments from some who were interviewed, did not allow candidates to fully present their qualifications for the position;
  - (b) Councillor Ferguson officially requested that the incorrect information found within the Citizen Committee Report from the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Advisory Committee, respecting the Hamilton Police Services Board Appointee be redacted.
- (3) consider conflicts of interest that may have an impact on the selection process (i.e. whether or not candidates to the position have or have had any material, significant, or other direct relationship with the Hamilton Police Service).



## CITIZEN COMMITTEE REPORT

<b>To:</b>	Office of the City Clerk
<b>From:</b>	LGBTQ Advisory Committee  <hr style="width: 20%; margin-left: auto; margin-right: 0;"/> Cameron Kroetsch, Chair
<b>Date:</b>	September 15, 2020
<b>Re:</b>	Motion 6.1 carried at the September 15, 2020 meeting of the LGBTQ Advisory Committee

### **Recommendation:**

That the Office of the City Clerk advertises for vacancies on the LGBTQ Advisory Committee in the places which the Committee has identified as likely to be most relevant to Two Spirit and LGBTQIA+ communities (see below).

<PLACES TO BE DISCUSSED AND ADDED DURING THE MEETING>

### **Background:**

The Office of the City Clerk wrote to the Chair of the LGBTQ Advisory Committee with the following request:

“For this round of recruitment, we want to ensure that we are advertising in the most relevant places for the Advisory Committee. After discussion with the Clerk and the Staff Liaison, this will be added as a discussion item to the next LGBTQ Advisory Committee agenda.

At the meeting please have the Advisory Committee discuss and put forward a motion with their recommendations for advertisement options.”

**Analysis/Rationale:**

This recommendation was requested from the Office of the City Clerk and, with the Committee's input, will hopefully lead to reaching more members of Two Spirit and LGBTQIA+ communities.

**NOTE:** We ask that the Committee Chair be updated as to when the recommendations in this Citizen Committee Report will be addressed and when vacancies will be advertised so that the Committee and its members can circulate any advertisements to their public and private networks.