



City of Hamilton
LGBTQ ADVISORY COMMITTEE
AGENDA

Meeting #: Meeting#-xx-xxxx
Date: February 16, 2021
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>

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

	Pages
1. WELCOME AND INTRODUCTIONS	
Roll Call	
2. LAND ACKNOWLEDGEMENT	
3. APPROVAL OF AGENDA	
(Added Items, if applicable, will be noted with *)	
4. DECLARATIONS OF INTEREST	
5. APPROVAL OF MINUTES OF PREVIOUS MEETING	3
6. 2021 COMMITTEE ELECTIONS	
7. DELEGATION REQUESTS	11
Request for a Meeting with Hamilton Police Service	
8. DELEGATIONS	
9. REGULAR BUSINESS	

9.1. Approval of Chair's Delegation to Audit, Finance and Administration Committee

Motion: That the LGBTQ Advisory Committee approve that the Chair delegate to the April 8, 2021 Audit, Finance and Administration Committee with respect to the Committee's Citizen Committee Report respecting an All Advisory Committee event.

10. DISCUSSION ITEMS

10.1. Outstanding Business List

10.2. Updates from Working Groups
(C. Kroetsch, V. Nikolskaya)

10.3. Changes to Land Acknowledgement
(J. Maurice)

10.4. "Pride in Hamilton - An Independent Review into the Events Surrounding Hamilton Pride 2019"

10.5. Citizen Committee Report regarding the All Advisory Committee event

10.6. Citizen Committee Report regarding Accessible Captioning

10.7. Recruitment and Advertising to Fill Committee's Vacancies
(P. Kajiura)

11. CORRESPONDENCE

Response from the City Clerk's office to the Committee's Comments with respect to its December 2020 Letter

12. NOTICES OF MOTION

13. ANNOUNCEMENTS

14. ADJOURNMENT



Hamilton

MINUTES

LGBTQ Advisory Committee

Tuesday, January 19, 2021

6:00 PM - 7:50 PM

Webex

Present: Cameron Kroetsch (Chair), Jake Maurice, Violetta Nikolskaya (Vice Chair), Terri Wallis, Freja Gray, Kyle Weitz, Maureen Wilson (City Council Appointee)

Regrets: James Diemert, Autumn Getty

Absent: Lisa-Marie Johnston

Staff: Pauline Kajiura (Staff Liaison)

Guests: Mikhaila Bernales (BSW Placement Student)

1. Welcome / Introductions

C. Kroetsch took roll call.

2. Land Acknowledgement

V. Nikolskaya provided a Land Acknowledgement.

(a) Changes to the Agenda (Item 5.1)

C. Kroetsch advised of the following change to the agenda:

Approval of the Agenda (Item 5.1)

(K. Weitz, V. Nikolskaya)

That the LGBTQ Advisory Committee approve the Agenda for today's meeting as distributed, with an amendment that the approval of the agenda be moved to follow item 2.

CARRIED**(b) Declarations of Conflicts of Interest (Item 3)**

None declared.

(c) 2021 Committee Elections (Item 4)**(i) Nominations (Item 4.1)**

P. Kajiura made a call for nominations for the Chair position. C. Kroetsch was nominated by V. Nikolskaya, and the nomination was accepted.

P. Kajiura made a call for nominations for the Vice-Chair position.

V. Nikolskaya was nominated by C. Kroetsch and the nomination was accepted.

K. Weitz was nominated by V. Nikolskaya, and the nomination was declined.

J. Diemert was nominated by K. Weitz, who was not present.

P. Kajiura made a call for nominations for the Recording Secretary position.

There were no nominations.

(ii) Elections (Item 4.2)

C. Kroetsch was acclaimed as Chair. Elections for Vice-Chair and Recording Secretary were deferred to the next meeting giving J. Diemert an opportunity to accept or decline his nomination and to again request nominations for recording secretary.

(d) Motion to Approve the Minutes of December 15, 2020 (Item 5.2)

(K. Weitz / V. Nikolskaya)

That the LGBTQ Advisory Committee approve the minutes of its December 15, 2020 meeting, as distributed.

CARRIED

(e) Presentation from Councillor Maureen Wilson with respect to a Park Renewal Plan for the Hamilton Amateur Athletic Grounds (HAAA) at 250 Charlton Avenue West (Item 6.1)

Cllr Wilson introduced the topic of the park renewal initiative in Ward 1, in the Kirkendall neighbourhood, southwest part of the ward, a green space east of Locke bounded by Locke, Charlton and Queen, 7 acres in size. It holds a clay running track, playground equipment and basketball court. Frequented by people in and outside the ward.

There are 2 public meeting dates with the same information in each - February 4th at 7:30 and Saturday Feb 6 at 10:30 am. Evening and weekend times are an attempt to make the meetings accessible. Ward 1 office will provide a walkthrough test run of Zoom to increase participation.

City and Ward 1 office, assisted by neighbourhood working group, have adopted principle of inclusivity and are reaching out to stakeholders to invite to the consultation and to get ideas to reach people for the consultation to hear considerations for the park redevelopment. Cllr. Wilson invited people to attend meetings or provide her with feedback by email.

C. Kroetsch – Is it laid out and are facilities in the best way for people who use it today? Consider climate resiliency and reducing runoff.

V. Nikolskaya – ensure washrooms are accessible and are not gendered and include change tables/stations. Accessible washrooms are especially important in COVID times, where we have seen more need. Consider the Portland Loo project - self-maintained washrooms. Ensure drinking fountains, to beat the heat and make the space safer.

T. Wallis offered to speak with Cllr. Wilson about accessibility. Cllr. Wilson received good feedback from the Advisory Committee for Persons with Disabilities and has meetings with professionals from Ron Joyce Children’s Health Centre. T. Wallis suggested connecting with the Disabilities Justice Network of Ontario.

F. Gray - Gender-neutral, trans symbol makes a difference and makes it more welcoming. Parks are good for community art projects.

C. Kroetsch – research shop at McMaster studied washrooms in Hamilton and in other locations in North America, and presented to the Beasley Neighbourhood Association, included Portland Loo project, and is online.

Cllr. Wilson thanked committee members for the feedback.

(f) Recommendations (Item 7.)

(i) Motion to Recommend an All Advisory Committee Event (Item 7.1)

That the LGBTQ Advisory Committee send the Citizen Committee Report, as distributed, to AF&A.

(V. Nikolskaya / J. Maurice)

CARRIED

(ii) Motion to Recommend that the Office of the City Clerk Make Changes to the Policies in its "Letter to Advisory Committees" (Item 7.2)

That the LGBTQ Advisory Committee send the email, as distributed, to the Office of the City Clerk in response to the Clerk's letter to advisory committees of December 2020.

(K. Weitz / V. Nikolskaya)

Cameron reviewed the committee's recommendations regarding the Clerk's Office changes to the guidelines.

CARRIED

(g) DISCUSSION ITEMS (Item 9)

(i) Outstanding Business List (Item 9.1)

C. Kroetsch informed the committee he re-added changing the name of the committee to the outstanding business list.

V. Nikolskaya stated that some Councillors are eager to see the name change, which is exciting, but failed to acknowledge that the committee has considered this for some time but the process requires rigour and is labourious.

ii) Changes to the Land Acknowledgment (Item 9.2.)

J. Maurice has been working with Indigenous communities lately and with youth and feels there are some problematic pieces in the land acknowledgment used by the committee and asked to review if and bring back recommended changes.

V. Nikolskaya supported Jake's recommendation and looks forward to what Jake and youth will bring forward and suggested the LGBTQAC work with the Aboriginal Advisory Committee.

J. Maurice will review the acknowledgement. V. Nikolskaya will send him the one read at these meetings and P. Kajiura will send him the City's land acknowledgement for reference.

(iii) Updates from Working Groups (Item 9.3.)

There were no updates

(iv) Update about Discussion Items from the Previous Meeting (Item 9.4.)

C. Kroetsch – included in a CCR last January, the LGBTQAC requested that the Chair to be able to participate in the process of reviewing applications for membership on the committee, or that someone from the committee be in the room. Part of request.

P. Kajiura will follow up on the request and its status.

Cllr. Wilson clarified that this request may be problematic as there is an expectation of privacy with applications, which is why the selection committee makes a recommendation in closed sessions and swear an oath to uphold the confidentiality.

V. Nikolskaya stated that part of our request was that we participate in some regard, as it is predominantly cis and straight folks who are members of the selection committee who are making decisions on a committee they are not members of. Perhaps the participation could be "blind", in that the LGBTQAC participants do not see names of applicants. She also thinks folks are expecting that it is not based on a merit system, which is flawed, and hopes for consultation in any way, regarding the problems with a merit

process and advise on why certain parts of the process could be better and tear down some of the barriers. Everyone who joined the committee signed a confidentiality agreement.

(v) Update about Recruitment and Advertising to Fill the Committee's Vacancies (Item 9.5.)

P. Kajiura gave an update; that the ads were completed by the Creative team at the City using Matt Crans graphic artwork, that social media and newspaper ads will begin fairly soon.

V. Nikolskaya pointed out the barrier in asking for a resumé; that these are volunteer positions and resumé and cover letters can be intimidating and be a barrier to addressing the historical underrepresentation of queer, trans and BIPOC. Suggested using “statement of interest” or “application”.

Please ensure everyone gets copies of the ads for sharing. C. Kroetsch commended Matt Crans on his detail and attention; including the Medicine Wheel, featured people known in the 2S-LGBTQIA+ community, removed orange for colour-blindness, clear sign for BLM, took all of the feedback and this was a lot of work on his part and so pleased that someone from the 2SLGBTQIA+ community was the artist.

(h) ADJOURNMENT (Item 12)

(F. Gray / V. Nikolskaya)

That, there being no further business, the meeting be adjourned at 7:11 p.m.

CARRIED

From: [Jasbir Dhillon](#)
To: [Kajiura, Pauline](#)
Cc: [Rebecca Moran](#); [Paola Jani](#)
Subject: HPS Request for Meeting
Date: February 11, 2021 9:15:25 AM

Hello Pauline,

I hope you are well. Can you please share the meeting request below with the LGBTQ Advisory Committee.

Thank you,

Jas

Dear LGBTQ Advisory Committee,

I am writing on behalf of the Hamilton Police Service to request a meeting with the Committee. The Service's relationship with the Two Spirit and LGBTQIA+ communities is damaged and we have a long way to go in rebuilding trust. It is in this hope that I'd like to arrange a meeting to open the lines of communication and explore the potential to co-design the change that the communities would like to see in the HPS.

There are a number of recommendations from the Scott Bergman Report which are intended to foster collaboration between community members, organizations and HPS. For instance, recommendations 25, 26, 27, 28 and 33 of the report make reference to collaborating with Two Spirit and LGBTQIA + communities for input.

These recommendations state:

Recommendation #25: The HPS should retain a third-party facilitator or mediator from a list provided by community members to facilitate future community meetings moving forward.

Recommendation #26: The HPS should consider holding larger town hall meetings to review their action plan, 'The Way Forward'.

Recommendation #27: The HPS should consult with the community to determine if and when it may be appropriate to recreate a community task force/advisory committee.

Recommendation #28: To build trust and foster a positive relationship with the Two-Spirit and LGBTQIA+ communities, the HPS leadership should consider having an inspector or higher ranking officer work with the HPS's Community Relations staff to conduct ongoing community outreach.

Recommendation #33: The HPS officers should be required to work within the Two-Spirit and LGBTQIA+ communities in order to receive experiential training in conjunction with more traditional, lecture-oriented sessions. Officers of all ranks should interact with community members on a more regular basis.

We would like to meet to discuss these recommendations and seek out your

guidance on the issues of most importance to Two Spirit and LGBTQIA+ communities.

The Service accepted and has begun to implement those recommendations that fell solely to the HPS. Hamilton Police recognizes the implementation of many of the recommendations cannot be undertaken without engagement and input from the communities. I am hopeful that the Committee will agree there is an opportunity to renew relationship building efforts, to work collaboratively in implementing the Bergman recommendations and to create lasting change towards inclusivity, equity and safety for all.

A proposed agenda is:

- Introductions of HPS staff and LGBTQ Committee members.
 - HPS Attendees will include Deputy Chief Ryan Diodati, Chief Administrative Officer Anna Filice, LGBTQ Liaison Officer Rebecca Moran, EDI Specialist Paola Jani, and Community Relations Coordinator Jasbir Dhillon.
- Update on HPS progress since the release of the Report in June 2020.
- Discussion of next steps.

This agenda is a draft and we welcome your input on additional agenda items.

I look forward to hearing from you.

With gratitude,

Jas

Jasbir Dhillon

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