



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

**Meeting #:** 21-003  
**Date:** March 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

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	<b>Pages</b>
<b>1. WELCOME AND INTRODUCTIONS</b>	
Roll Call	
<b>2. LAND ACKNOWLEDGEMENT</b>	
<b>3. APPROVAL OF AGENDA</b>	
(Added Items, if applicable, will be noted with *)	
<b>4. DECLARATIONS OF INTEREST</b>	
<b>5. APPROVAL OF MINUTES OF PREVIOUS MEETING</b>	<b>5</b>
February 16, 2021	
<b>6. COMMUNICATIONS</b>	
None	
<b>7. DELEGATION REQUESTS</b>	

- 7.1. Craig Burley, submitted March 9, 2021, to delegate at today's meeting. 17

Regarding the Pride flag raising and issues related to the Committee's interactions with the Hamilton Police Service, and to speak to the same matters requested by the HPS, as outlined in his request

## 8. CONSENT ITEMS

- 8.1. Motion to Approve a new Land Acknowledgement for use by the LGBTQ Advisory Committee (J. Maurice) 19
- 8.2. Motion to Approve Advertising Costs from the 2021 Budget (C. Kroetsch)

## 9. DELEGATIONS

- 9.1. Deputy Chief Frank Bergen, Chief Administrative Officer Anna Filice, LGBTQ Liaison Officer Rebecca Moran, EDI Specialist Paola Jani, and Community Relations Coordinator Jasbir Dhillon from the Hamilton Police Service, as outlined in their request. 21
- 9.2. Graeme Brown, Business Analyst, Business Development from the City of Hamilton, with respect to the Economic Development Action Plan, as outlined in their request 23

## 10. STAFF PRESENTATIONS

## 11. DISCUSSION ITEMS

- 11.1. Update from Working Groups (C. Kroetsch, V. Nikolskaya)
- 11.2. Update on recruitment process (P. Kajiura)
- 11.3. Update on previously submitted Citizen Committee Reports (C. Kroetsch)
- 11.4. Pride 2021 event and flag raising (from Outstanding Business List)
- 11.5. Delegating on Citizen Committee Reports (C. Kroetsch)
- 11.6. Public Access to Advisory Committees (C. Kroetsch)
- 11.7. Outstanding Business List 25

## 12. NOTICES OF MOTION

## 13. ANNOUNCEMENTS

14. ADJOURNMENT





# Hamilton

## MINUTES

### **LGBTQ Advisory Committee**

Tuesday, February 16, 2021

6:00 PM - 7:45 PM

Webex

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

**Regrets:** Freja Gray, Terri Wallis

**Absent:** None

**Staff:** Pauline Kajiura (Staff Liaison)

**Guests:** Mikhaila Bernales (BSW Placement Student)

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#### **1. Welcome and Introductions**

C. Kroetsch took roll call.

#### **2. Land Acknowledgement**

V. Nikolskaya provided a Land Acknowledgement.

#### **3. Approval of the Agenda**

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

That the LGBTQ Advisory Committee approve the Agenda for today's meeting as distributed and that the Agenda be amended to separate motion 9.2 into 2 motions creating a new 9.3.

**CARRIED**

**4. Declarations of Interest**

None

**5. Approval of Minutes of Previous Meeting**

**(C. Kroetsch / V. Nikolskaya)**

That the LGBTQ Advisory Committee approve the minutes from its January 19, 2021 meeting as distributed.

**CARRIED**

**6. 2021 Committee Elections**

**For Vice Chair** - At the previous meeting, C. Kroetsch nominated V. Nikolskaya and the nominee accepted. V. Nikolskaya nominated K. Weitz and the nominee did not accept. K. Weitz nominated J. Diemert but the nominee was not present. The nominee did not accept, at today's meeting. V. Nikolskaya was acclaimed as Vice Chair.

**Recording Secretary** - There were no nominations.

**7. Delegation Requests**

**7.1 Deputy Chief Ryan Diodati, Chief Administrative Officer Anna Filice, LGBTQ Liaison Officer Rebecca Moran, EDI Specialist Paola Jani, and Community Relations Coordinator Jasbir Dhillon from the Hamilton Police Service as outlined in their request (attached) for a**

**future meeting, subject to the approval of the City Clerk**

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

That the delegation request be approved for the March 16, 2021 meeting of the LGBTQ Advisory Committee.

**CARRIED**

Discussion - Members indicated a general discomfort with this motion since a complaint had been filed against a member of the Committee, in part, for delegating to the Hamilton Police Services Board (HPSB) and wanted to ensure that the City Clerk approved this delegation request and deemed it to be lawful before it proceeded (the motion includes wording to this effect). Staff confirmed that they would confer with the office of the City Clerk before the next meeting, and before extending an invitation to the delegates.

Members were generally concerned about this request in part because an invitation was extended to Hamilton Police Service (HPS) Chief Eric Girt following the events of Pride 2019 as an offer to come forward to discuss issues in public after a suggestion for a private meeting came forward. The Committee felt having this discussion in public was more appropriate. The invitation was not even acknowledged by the HPS. It's slightly puzzling to members of the Committee why HPS is coming forward at this time.

There is also a clear conflict with respect to our inability to delegate to the HPSB without written permission, but the HPS' ability to delegate to the Committee without requiring the same permission. The complaint filed against the Committee's Chair to the Integrity Commissioner explicitly referenced this matter.

Members discussed an ongoing investigation of 2 HPS officers with respect to an engagement, on video, that impacted the community. There is discomfort around having discussions with the HPS until the results of that investigation are known.

In general, several members raised questions about the intentions of HPS in submitting this delegation request.

Members discussed that, considering that the Committee's delegations were refused by the HPSB more than once, that they should be open and welcome a discussion in public like this. The Committee has an opportunity to ask questions and to engage with HPS on this matter directly.

**7.2 Graeme Brown, Business Analyst, Business Development from the City of Hamilton with respect to the Economic Development Action Plan as outlined in their request (attached) for a future meeting**

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

That the delegation request be approved for the March 16, 2021 meeting of the LGBTQ Advisory Committee.

**CARRIED**

Discussion - Members of the Committee have asked City staff to pass along a message to the delegate to ask if they will be providing materials in advance of their delegation for the Committee to review and, if so, to distribute them to the Committee as soon as possible.

**8. Delegations**

None



## 9. Regular Business

### 9.1 Approval of Chair's Delegation to the Audit, Finance and Administration Committee on April 8, 2021

(C. Kroetsch / J. Diemert)

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

**CARRIED**

Discussion - The Chair informed the Committee that he had spoken with staff and was informed that this separate permission from the Committee was required. This is important since there is no other way for the Committee to actively participate in this discussion as it is not mandatory for its requests to be referred back before a decision is made, even if those requests are modified from their original form.

Staff updated the Committee that the office of the City Clerk has been directed to think about what the event might look like. There was a brainstorming session about how the event may go, attended by City staff only. Most of the Committee Staff Liaisons agreed that the agenda should be centred on presentations from each Advisory Committee, as suggested by the LGBTQ Advisory Committee, and allow for time for questions. In addition to the Hamilton Cycling Advisory Committee and the Arts Advisory Commission, the Immigrant and Refugee Advisory Committee and the Hamilton Veterans Committee have discussed the event and are in favour of it happening. Some other questions that

came up during the City staff brainstorming session included the following -

- Who will chair the event?
- Are Advisory Committees able to gain consensus via email about the details of the event if timing presents a problem (i.e. that Advisory Committees will not meet in time to give feedback or make requests about the agenda, date, or time of the event)?
- What other agenda items may be required?
- Does this event need to happen via Webex?
- Should City Council Appointees be attending this event?

Members of the Committee wanted more information about whether there might be other platform alternatives for hosting the meeting outside of Webex as there is no accessible captioning currently available to the City of Hamilton through Webex. Staff will follow up to find out about alternatives.

## **9.2 Recommendation to submit a Citizen Committee Report regarding the Selection Process for Vacancies on the LGBTQ Advisory Committee**

**(C. Kroetsch / K. Weitz)**

That the LGBTQ Advisory Committee recommend that the City of Hamilton focus their selection on youth, Queer and Trans Black, Indigenous, and People(s) of Colour (QTBIPOC), and Two Spirit members of the community; and involve members of the LGBTQ Advisory Committee in the selection process, by submitting the Citizen Committee Report, Focus and Committee Involvement in Selection

Processes (see the attached draft).

## **CARRIED**

Discussion - The mover provided a brief history of the situation, and why this had to be brought forward again including his discussion with the office of the City Clerk around which part of the original Citizen Committee Report from January 2020 this had been included in. Even though the January 2020 report had been approved by City Council, these 2 items were not placed properly in the report and were not considered to be approved as a result.

This is being brought forward to ensure that these items are before City Council in time for the start of the selection process.

A delegation to the Audit, Finance and Administration Committee addressed these issues, according to the member of the Committee who delegated, but were still somehow not incorporated in the approval. Members of the Audit, Finance and Administration Committee seemed to acknowledge the points, as part of the original Citizen Committee Report, and the delegate was confused as to why this additional step was required.

There were some questions put to City staff by the office of the City Clerk that asked that the Committee consider making its recommendation more clearly but members of the Committee thought it was important to state the recommendation on the exact terms as brought forward in January 2020 so as not to create any additional confusion.

City staff and members discussions that the Hamilton Aboriginal Advisory Committee already has a selection process that allows for its members to participate in the selection, directly, and that this should be mentioned during

any delegation on the subject.

According to City staff, a change of this nature would have to come from City Council as it had for the Hamilton Aboriginal Advisory Committee.

Ideas were shared about using anonymous recruitment processes, ensuring that confidentiality was respected, and defining who on the Committee would participate. It was agreed that the Citizen Committee Report would specifically outline who from the Committee would participate, namely the Chair and Vice Chair.

Members expressed frustration that they had to make this request again and encouraged City Council to sign off on our request to ensure that there is better representation in areas where there is currently not enough. Since there are not any members of Two Spirit or LGBTQIA+ communities participating in the selection process, apart from some in City staff who may provide support, members thought it was particularly important that the Committee be included.

### **9.3 Approval of Chair's Delegation to the Audit, Finance and Administration Committee on February 18, 2021**

**(C. Kroetsch / J. Diemert)**

That the LGBTQ Advisory Committee approve that the Chair delegate to the Audit, Finance and Administration Committee on February 18, 2021 with respect to the Committee's Citizen Committee Report entitled Focus and Committee Involvement in Selection Processes.

**CARRIED**

## **10. Discussion Items**

**10.1 Outstanding Business List**

No discussion

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

No discussion

**10.3 Changes to the Land Acknowledgement (J. Maurice)**

J. Maurice informed the Committee that they had reached out to other youth to get feedback and had started brainstorming on changes to the Land Acknowledgement. They hope to bring a motion forward at the next Committee meeting.

**10.4 "Pride in Hamilton - An Independent Review into the Events Surrounding Hamilton Pride 2019" (L. Johnston)**

This item was brought forward as it was the first time the Committee had an opportunity to comment on it since its release in June 2020 as the Committee was not permitted to meet virtually until August 2020.

Members questioned why the report's writer did not come to the LGBTQ Advisory Committee to report on their findings and why the Hamilton Police Service (HPS) was coming independently.

A member mentioned that the recommendations in the report do not adequately address the report's findings and that there are still individuals facing charges for defending the public at Pride 2019.

This was in contrast to the report produced by HPS, completely refuted and debunked by the Independent

Review, that detailed HPS' own perception of what happened at Pride. It was completely different and HPS removed themselves from all wrongdoing.

Apart from the Hamilton Police Service acknowledging that the Independent Review has value and merit, there needs to be work done internally to acknowledge what happened.

The incident that was recorded on video of a police officer lunging at a member of the community demonstrates that police are not learning from this and that their sincerity about building trust is not genuine. An investigation into that matter will be conducted internally.

A member shared that they felt the Independent Review was damning of police conduct and completely discredited the internal investigation which found no wrongdoing. The Independent Review was clear that those who stepped up to defend the community from white supremacists intent on violence were in no way responsible for what happened. The Independent Review was clear that groups, like the Proud Boys, were there to cause harm and that the City's permissive attitude toward their congregation in front of City Hall exacerbated this situation. The review's writer made it clear that HPS had a number of tools at its disposal, including laws, bylaws, and policies, that its officers chose not to use and that its leadership chose not to enforce.

A member raised the question of where this \$600,000 to pay for the report came from exactly? What budget line? How was it funded? They also commented that the review does not go far enough in acknowledging the balance of power or directing HPS to apologize to Pride Hamilton.

**10.5 Citizen Committee Report regarding the All Advisory Committee event (C. Kroetsch)**

Refer to Item 9.1 for discussion.

**10.6 Citizen Committee Report regarding Accessible Captioning (C. Kroetsch)**

C. Kroetsch informed the Committee that there were motions coming forward to the Audit, Finance and Administration Committee on February 18, 2021 in regard to accessible captioning.

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

P. Kajiura informed the Committee that the recruitment process had begun to fill all 6 vacancies. The creative team from the city produced the advertisements in collaboration with Matthew Crans and it was successfully rolled out.

Members expressed that this was an unprecedented collaboration between the LGBTQ Advisory Committee and the City of Hamilton and that this sort of communication and collaboration would be welcome in the future around other issues.

**11. Correspondence**

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

Discussion - The office of the City Clerk's response to the matter clearly stated that they would not involve the Committee in changes to the formatting of its Minutes, despite all of the current changes having been worked out in agreement with the Committee.

In terms of the other issues, it looks like they have been adequately responded to by the office of the City Clerk, especially in clearing up the oversight with respect to excluding Committees from writing their own Citizen Committee Reports.

**12. Adjournment**

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

That, there being no further business, the meeting be adjourned at 7:45 PM.

**CARRIED**



## Request to Speak to Committee of Council

Submitted on Tuesday, March 9, 2021 - 1:39 pm

==Committee Requested==

**Committee:** LGBTQ Advisory Committee

==Requestor Information==

**Name of Individual:** Craig Burley

**Name of Organization:**

**Contact Number:**

**Email Address:**

**Mailing Address:**

**Reason(s) for delegation request:**

This request is for the LGBTQ Advisory Committee

I am a member of the LGBTQ community and I would like to speak to the Committee meeting on March 16 regarding the Pride flag raising and issues related to the Committee's interactions with the Hamilton Police Service, and to speak to the same matters requested by the HPS regarding its interest in rebuilding relationships with the LGBTQ community and fulfilling the recommendations of the Pride in Hamilton Report.

**Will you be requesting funds from the City? No**

**Will you be submitting a formal presentation? No**



## **Land Acknowledgement - J. Maurice**

We are gathered here today on sacred and stolen land. This land is governed by the Dish with One Spoon Wampum Belt Covenant. This is an agreement to share and care for the resources around the Great Lakes. Today, this sacred land is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work in the community, on this territory.

This is simply just one step of unlearning and recognizing the harm colonization has had.

To further honour the lands of which we are gathering on, we would like to share words of thanks also known as a thanksgiving address. We give thanks to the people, the mother earth, the waters, the fish, the plants, the medicines, the animals, the four directions, the sun, grandmother moon, the stars, the creator; and now our minds are one.

It was not our intent to leave anything out. If something was forgotten we leave it to each individual to send such greetings and thanks in their own way.



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

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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**

Community Relations Coordinator  
Hamilton Police Service  
155 King William Street  
Hamilton, Ontario  
Tel: (905) 546-4910  
Email: [JDhillon@hamiltonpolice.on.ca](mailto:JDhillon@hamiltonpolice.on.ca)  
<https://hamiltonpolice.on.ca/>

**From:** Brown, Graeme <[Graeme.Brown@hamilton.ca](mailto:Graeme.Brown@hamilton.ca)>  
**Sent:** February 11, 2021 1:50 PM  
**To:** Kajiura, Pauline <[Pauline.Kajiura@hamilton.ca](mailto:Pauline.Kajiura@hamilton.ca)>  
**Cc:** Schleeahn, Norm <[Norm.Schleeahn@hamilton.ca](mailto:Norm.Schleeahn@hamilton.ca)>  
**Subject:** RE: 2021-2025 EDAP - Engagement Call

Hi Pauline,

We would greatly appreciate the opportunity to bring the 2021-2025 Economic Development Action Plan engagement process directly to the advisory committee, where we could as you suggested, provide a brief overview of the scope of the project, receive input and insights directly from the advisory committee regarding priorities, opportunities and ideas that could help inform the Action Plan, as well to provide a medium to receive addition feedback in the week following the meeting.

Graeme

**Graeme Brown**

Business Analyst, Business Development

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Hamilton

OUTSTANDING BUSINESS LIST  
**LGBTQ Advisory Committee**

Tuesday, March 16, 2021

6:00 PM

Webex

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**1. Recommendations**

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

**2. Regular Business**

- 2.1 Reschedule, Choose a Location for, and Invite Facilitators for a Committee Training and Planning Day
- 2.2 Change the Food for Committee Meetings

**3. Discussions**

- 3.1 Change the Committee Pamphlet
- 3.2 LGBTQ+ Art Initiatives