



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

**Meeting #:** 21-004  
**Date:** April 20, 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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| Roll Call   |              |
| <b>2. LAND ACKNOWLEDGEMENT (V. Nikolskaya)</b>  |              |
| <b>3. APPROVAL OF AGENDA</b>  |              |
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Community Safety and Well-Being Plan

Engage Hamilton - Community Safety and Well-Being Plan

## 8. CONSENT ITEMS

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Jennifer Hohol, Senior Project Manager, Healthy and Safe Communities, City of Hamilton regarding Community Safety and Well-Being Plan

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12.3. Update on outstanding Citizen Committee Reports (C. Kroetsch, P. Kajiura)

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# Hamilton

## MINUTES

### **LGBTQ Advisory Committee**

Tuesday, March 16, 2021

6:00 PM - 8:45 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:** None

**Absent:** Freja Gray, Terri Wallis

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

**Guests:** Mikhaila Bernales (BSW Placement Student, City of Hamilton), Deputy Chief Frank Bergen (Hamilton Police Service), Craig Burley, Community Relations Coordinator Jasbir Dhillon (Hamilton Police Service), Chief Administrative Officer Anna Filice (Hamilton Police Service), EDI Specialist Paola Jani (Hamilton Police Service), Lyla Miklos, LGBTQ Liaison Officer Rebecca Moran (Hamilton Police Service)

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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 / J. Diemert)**

That the LGBTQ Advisory Committee approve the Agenda for today's meeting as distributed and that the Agenda be amended to move Delegations above Regular Business and allow the delegates approved at Items 7.1 and 7.2 to present before the delegates at Items 8.2 and 8.1 respectively.

**CARRIED**

**4. Declarations of Interest**

None

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

**(J. Diemert / L. Johnston)**

That the LGBTQ Advisory Committee approve the minutes from its February 16, 2021 meeting as distributed.

**CARRIED**

**6. Communications**

None

**7. Delegation Requests**

**7.1 Craig Burley 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 their request, for today's meeting**

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

That the delegation request be approved for today's meeting of the LGBTQ Advisory Committee, that it be added as Item 8.2, and that the delegate be permitted to speak beyond the 5 minute time limit.

**CARRIED**

- 7.2 Lyla Miklos regarding the historic and current relationship with Hamilton's Two Spirit & LGBTQIA+ communities and the Hamilton Police Service, as outlined in their request, for today's meeting**

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

That the delegation request be approved for today's meeting of the LGBTQ Advisory Committee, that it be added as Item 8.1, and that the delegate be permitted to speak beyond the 5 minute time limit.

**CARRIED**

## **8. Delegations**

- 8.1 Lyla Miklos regarding the historic and current relationship with Hamilton's Two Spirit & LGBTQIA+ communities and the Hamilton Police Service, as outlined in their request (Item 7.2) (see attached written delegation submitted by the delegate)**

See the attached written delegation provided by the delegate regarding the content of their delegation.

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

That the delegation be received.

**CARRIED**

**8.2 Craig Burley 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 their request (Item 7.1)**

The delegate identified themselves as a queer Hamiltonian and gave an outline of their observations of the Hamilton Police Service's (HPS) open support of the Proud Boys at local events including a protest and rally outside the Maxime Bernier political fundraiser event at Mohawk College on September 29, 2019, Pride 2019, and at several incidents in the City Hall forecourt.

The delegate discussed the recent announcement from the Ministry of Public Safety and Emergency Preparedness that added the Proud Boys, and others, to the Criminal Code list of terrorist entities on February 3, 2021.

The delegate highlighted the preoccupation of police with supporting or protecting groups like the Proud Boys in comparison to their targeting of members of Two Spirit and LGBTQIA+ communities. The delegate asked that the HPS be transparent and forthcoming with respect to the actions they have taken to support these groups and disclose any information they have about this to the public immediately.

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

That the delegation be received.



**CARRIED**

- 8.3 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 (see attached written delegation submitted by the delegates)**

See the attached written delegation provided by the delegate regarding the content of their delegation.

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

That the delegation be received.

**CARRIED**

- 8.4 Norm Schleeahn, Director, Economic Development City of Hamilton and Graeme Brown, Business Analyst, Business Development, City of Hamilton with respect to the Economic Development Action Plan, as outlined in their request**

The delegates presented the following points -

- Every five years for the last 20 years, the City of Hamilton has brought forward an Economic Development Action Plan (EDAP) to help guide its actions and to help move the city's economy forward. Ideally the 2021-2025 action plan should already be in place, however, due to COVID-19, it has been delayed and they hope to have it completed by the end of Q2 2021. Key differences with the action plan is that it will incorporate climate change, and equity, diversity and inclusion.

- In the current 2021-2025 EDAP, they started working on this document in 2019 and again before the end of 2020. The EDAP is looking at past engagement with the business community but also with the residents of Hamilton. However, due to COVID they were not able to engage fully and so relied primarily on online surveys.
- The focus of the EDAP is to identify large strategic initiatives that are above and beyond the regular workplan that's happening with economic development and tourism and culture.

**(A. Getty / L. Johnston)**

That the delegation be received.

**CARRIED**

## **9. Regular Business**

### **9.1 Motion to Approve a new Land Acknowledgement for use by the LGBTQ Advisory Committee (J. Maurice) (Item 8.1)**

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

That the LGBTQ Advisory Committee approve a new land acknowledgement for use by the LGBTQ Advisory Committee (see the attachment to Item 8.1)

**CARRIED**

Discussion - Committee members thanked J. Maurice for their work on this and will be happy to use the new land acknowledgement at the next meeting of the Committee.

**9.2 Motion to Approve Advertising Costs from the 2021 Budget (C. Kroetsch) (Item 8.2)**

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

That the LGBTQ Advisory Committee approve the allocation of advertising costs in the amount of \$1,500 from its 2021 budget.

**CARRIED**

Discussion - The mover stated that the costs fall on the committee to pay as directed by the office of the City Clerk. Staff stated that the specific expense that would fall upon the Committee would be the graphic artwork to pay the graphic artist.

**10. Discussion Items**

**10.1 Updates from Working Groups (C. Kroetsch, V. Nikolskaya) (Item 11.1)**

No discussion

**10.2 Update on recruitment process (P. Kajiura) (Item 11.2)**

P. Kajiura stated that the Interview Sub-Committee to the Audit, Finance & Administration Committee is meeting to go over the applications. There are 31 applicants. The Sub-Committee will begin meeting on March 17, 2021 to go over the applications. Councillor Wilson stated that she was chairing the Sub-Committee.

**10.3 Update on previously submitted Citizen Committee Reports (C. Kroetsch) (Item 11.3)**

C.Kroetsch provided updates to the Committee on its

outstanding Citizen Committee Reports, specifically that the Audit, Finance and Administration Committee did not approve its recommendations regarding Focus and Committee Involvement in Selection Processes and that the Citizen Committee Report regarding Accessible Captioning for Meetings of the LGBTQ Advisory Committee required additional work by staff and that we should hopefully have an update by the next meeting about when this will come back to the Audit, Finance and Administration Committee for discussion.

#### **10.4 Pride 2021 event and flag raising (from Outstanding Business List) (Item 11.4)**

Committee members discussed that the previous goal set by the Committee was to talk to the community about what they wanted. This could be through putting a survey out, and using the Engage Hamilton platform to ask the community what they would like to see then taking those results and making a decision and recommendations for the Pride event and the flag raising.

A Committee member asked for the history and other members responded with information.

Committee members agreed that it is important to reach out to the community and ask what they want. The Chair, Vice Chair, and anyone else interested will work on a plan to present at the next meeting.

#### **10.5 Delegating on Citizen Committee Reports (C. Kroetsch) (Item 11.5)**

C. Kroetsch stated that, after a lengthy correspondence with the office of the City Clerk, there does not appear to be a way for the Committee to delegate when it submits a Citizen Committee Report to the Audit, Finance and Administration

Committee. The Committee would like to be able to both make a recommendation and to speak freely to that recommendation without the need for additional permissions. C. Kroetsch will bring a draft recommendation forward at the next meeting for discussion and approval.

**10.6 Public Access to Advisory Committees (C. Kroetsch)  
(Item 11.6)**

C. Kroetsch stated that it had not been possible for members of the public to select an Advisory Committee from the Request to Speak to Committee of Council Form but that, just this week, that had been updated at his request and he believed the issue had been rectified and that no further action was required.

**11. Adjournment**

**(A. Getty / L. Johnston)**

That, there being no further business, the meeting be adjourned at 8:45 PM.

**CARRIED**



**DELEGATION TO THE CITY OF HAMILTON'S LGBTQ  
ADVISORY COMMITTEE  
ONLINE MEETING VIA WEBEX  
TUESDAY, MARCH 16, 2021  
LYLA MIKLOS**

Good Evening Members of the City of Hamilton's Lesbian, Gay, Bisexual, Transgender and Queer Advisory Committee, City Staff, Delegates, Guests and those listening and watching online via YouTube.

My name is Lyla Miklos. My pronouns are she and her and I self-identify as queer or bi. I come to you tonight as a past Chair of this Committee, past Chair of Hamilton Pride and an out member of Hamilton's Two Spirit and LGBTQIA+ community for over 25 years.

The conversations that our community had back in the late 1990's and early 2000's were very different from the ones we are having now. To have a Pride Festival that elected leaders didn't try to proactively stop was an accomplishment. To have a Pride march and rally that our elected officials wanted to attend and share messages of solidarity at was an accomplishment. To have a Rainbow Flag raising at City Hall that the media, politicians, police, local businesses, community members and more wanted to participate in was an accomplishment. Even the creation of this committee that I am speaking to today was an accomplishment.

I sat on the Community Roundtable of SHCI (Strengthening Hamilton's Community Initiative), led by then Mayor Bob Wade, formed after the firebombing of Hamilton's Hindu Temple following the events of 9/11. No one ever said after that Temple was firebombed that maybe those people who bombed the Temple had some valid point of view that needed defending. When a member of our community was nearly beaten to death SHCI called an emergency meeting, led by then Mayor Larry Dilanni, and they unequivocally condemned that hate crime and spoke out and stood in solidarity with our community.

Now the language I hear from our leadership and police is that perpetrators of hate crimes have a legitimate viewpoint that must be defended because freedom of speech is more important than my right as a queer woman to simply exist without constantly being threaten with violence.

In 2019 I shared with the Police Services Board an incident which took place a couple of years ago where a member of the HPS gave a presentation on hate crimes and claimed that the Police are a group who are victims of Hate Crimes and even provided stats.

What I didn't share in 2019 was that this presentation was given at a local High School's Gay Straight Alliance Club's meeting to a room filled with Two Spirit and LGBTQIA+ students and staff.



I challenged the officer at the time stating that the Police are NOT an identifiable group under the human rights code so hence they cannot be victims of hate crimes. The officer doubled down on their assertion that the police are victims of hate by emphatically stating that people DO hate the police. I replied that may be so, but hating the police is not against the law. The officer who gave this presentation is the HPS's current head of hate crimes. He has publically stated on several occasions that as a police officer the law ties his hands when it comes to pursuing hate crimes in this city. This is a sad commentary coming from the HPS officer leading this file as our City continues to wear the stain of shame of being named the Capital of Hate Crimes in Canada.

20 years ago our community's relationship with the Police although far from perfect was far more amicable. When there was an HPS LGBTQ Police Task Force I was often invited to their meetings as the Chair of Pride or this Committee. Every one of those meetings were attended by the Police Chief, Head of Hate Crimes and Community Liaison Officer. HPS staff came to these meetings with a sincere desire to learn and listen along with an open compassionate heart and commitment to do better.

Now our Police are gate keepers who refused to even allow the current chair of this committee to address them at their public board meetings.

The Police came into our safe space as we discussed the collective trauma of the violence done to us at our Pride celebration and then arrested and jailed a trans women for speaking out against them.

The Police arrested members of the community who came to our rescue and protected us at Pride when the Police chose to stand back and not get involved while hate groups came with the intent to do us harm and violence. A stark contrast to our 2006 Pride Parade where police put their bodies between parade participants and homophobic world cup soccer fans.

20 years ago when I was doing this work we were grateful to simply be at the table. Grateful to be seen. Grateful to be heard. Grateful to be validated. This was after so many years of being ignored, vilified and silenced. That gratitude has now evolved into some critical examination of the power structures that are in place that continue to persecute our sexual and gender identities. Tokenism is no longer enough.

The plan HPS is presenting to your committee tonight is far too little far too late. Our queer and trans communities can't wait any longer. The time for change is now.



# HAMILTON POLICE SERVICE

155 King William Street, Hamilton, Ontario Canada L8R 1A7 | P 905.546.4925 | F 905.546.3892

## LGBTQ Advisory Committee

### Delegation

March 16, 2021

Good evening. It is our pleasure to be here this evening, I am Acting Chief Frank Bergen. I would like to personally thank the LGBTQ Advisory Committee for accepting our delegation request.

This is our first time delegating before this committee and before we begin, we recognize that it may take years to rebuild a trusting relationship and at this time, I would like to begin with an apology.

Tonight, we would like to officially extend an apology to the LGBTQ Advisory Committee and to all members of Hamilton's Two Spirit and LGBTQIA+ communities, many of whom may be tuned in tonight. On June 11, 2020, the Hamilton Police Service issued a formal apology regarding the events that took place at Pride 2019.

As a Police Service, we take responsibility for what took place at Pride 2019. We acknowledge that our relationship with the Two Spirit and LGBTQIA+ communities has been significantly damaged as a result of the violence and the events, which followed Pride 2019. We acknowledge that the historical hurt and trauma caused by words, actions or lack thereof by Hamilton Police Service have led to this distrust.

We hope that today is the first step in finding a way forward and we can collectively co-design next steps in what reconciliation and healing looks like.

In June 2020, Scott Bergman presented the results of a report commissioned by the Hamilton Police Service Board investigating the events that took place at Pride 2019. The Hamilton Police Service accepted all 38 recommendations and began to implement those recommendations that fell solely to the Hamilton Police Service.

We wanted to provide some progress highlights since presenting to the HPSB in September 2020. The service committed to public updates through the Police Service Board at regular six-month intervals. We recognize that HPS needs to further improve transparency with respect to the progress of these recommendations. Moving forward the Service will carefully examine and implement additional mechanisms, through either the HPS website or other means, to better communicate HPS progress, successes and challenges regarding these recommendations.

Within the following themes:

### **Diversity**

- In partnership with the Canadian Centre for Diversity and Inclusion (CCDI), an external charitable organization specializing in promoting diversity and inclusion in Canada, launched and completed a diversity and inclusion survey with our members.

### **Operations**

- A new operational plan template has been completed. This operational plan template is part of the revised Incident Command Planning policy. This will allow more information to be provided for event planning purposes.

### **Policy/Procedures**

- Conducted an Environmental Scan of Two Spirit and LGBTQIA+ Internal Support Networks (ISN) in other policing jurisdictions including Terms of Reference and ISN goals where available.
- Draft Terms of Reference created for the ISN with an anticipated completion date of April 30, 2021.
- Currently revising *Major Incident Command Policy* 4.3.41. in addition, renaming the policy *Incident Command Planning*. The revised policy will include three new Incident Command Classifications (Critical Incident, Major Incident, and Special Event Incidents). Focus on Incident Management System & Incident Response and associated level of command knowledge, skills and abilities.

### **Training**

- The EDI Specialist and Two Spirit and LGBTQIA+ Liaison Officer are assessing existing training materials and identifying gaps in order to create more robust training materials regarding Two-Spirit and LGBTQIA+ communities.
- The format of training is also being considered with Professional Development Division. ELearning opportunities are being explored. A national organization has been identified that conducts an interactive online presentation over successive sessions. Exploring how this session can be incorporated with existing training materials.

In addition, at the heart of this delegation:

### **Community Engagement**

- The Two-Spirit and LGBTQIA+ Liaison Officer has been working with the community since starting in the role in 2020. With the hiring of an EDI Specialist in February 2021, an EDI framework is being developed and consideration will be given for the Liaison Officer role within that framework.

We are here today to specifically request your assistance in guiding the process for community engagement with the aim of rebuilding relationships.

We recognize that for some in the community, this process may be too soon and for others it is not soon enough. We know there is a distrust of police and we believe for this process to work, a third party should be retained. The third party would be responsible for administering a survey, compiling the results into themes, which can then inform the selection of a facilitator/mediator to lead future community meetings and determine if and when it may be appropriate to create a community task force/advisory committee.

Recently we saw the successful appointment of board members to the Hamilton Anti-Racism Resource Centre.

We are suggesting a similar process by which we ask for community feedback through a simple survey that asks two questions:

1. List the key qualifications and experience the facilitator(s) must have to respectfully and successfully engage Hamilton's Two Spirit and LGBTQIA+ communities in re-establishing dialogue with the Hamilton Police Service.
2. Hamilton Police Service hopes to establish a community Advisory panel to inform community consultations and providing feedback when needed. Please list the key qualifications and experiences that members of a proposed community advisory panel should have.

Our request today is for your Committee's participation in providing a list of individuals within the community who may be able to help administer the survey. This will be the first step in engaging a facilitator for the ongoing dialogue that needs to happen to determine how we can collectively move forward.

Thank you.



Frank Bergen  
Acting Chief of Police  
fbergen@hamiltonpolice.on.ca



**From:** Jasbir Dhillon <[JDhillon@hamiltonpolice.on.ca](mailto:JDhillon@hamiltonpolice.on.ca)>  
**Sent:** March 25, 2021 12:26 PM  
**To:** Kajiura, Pauline <[Pauline.Kajiura@hamilton.ca](mailto:Pauline.Kajiura@hamilton.ca)>  
**Subject:** HPS Delegation

Hi Pauline,

Please find attached, in writing, the delegation which Acting Chief Frank Bergen delivered to the LGBTQ Advisory Committee. I would be very appreciative if you could please also share the email below with the Committee.

Dear LGBTQ Advisory Committee,

We would like to formally thank you for receiving Hamilton Police Service's (HPS) delegation on March 16, 2021.

We appreciate the Committee's time in listening to an overview of the progress the Hamilton Police Service has made in implementing the Bergman Recommendations, which we acknowledge fall solely on the Hamilton Police Service, and for considering our request for continued dialogue to guide the process for community engagement required for sound implementation.

We recognize these are hard conversations, with varying impact on people based upon their personal experiences, and there is a long road ahead for learning, accountability, and healing. Hamilton Police remain committed to amending past harm and working toward renewed relationship. We hope to do so through a thoughtful approach that is informed by input from this Committee and from the diverse voices across Two Spirit and LGBTQIA+ communities.

As put forward in our delegation, we hope to receive community feedback through a simple survey as we begin to implement recommendations of the Bergman Report for community engagement. Recognizing that communities are exhausted, this survey is intended to ask only for input on qualifications of a facilitator and potential members of an advisory committee or working group. The third party facilitator will engage Two Spirit and LGBTQIA+ communities in deciding next steps for moving forward. Hamilton Police want to ensure that any action begins with input from communities. Below are the two proposed questions, Hamilton Police hopes to engage a third-party to administer this survey who may also suggest changes to these questions.

1. List the key qualifications and experience the facilitator(s) must have to respectfully and successfully engage Hamilton's Two Spirit and LGBTQIA+ communities in re-establishing dialogue with the Hamilton Police Service.

2. Hamilton Police Service hopes to establish a community advisory panel to inform community consultations and providing feedback when needed. Please list the key qualifications and experiences that members of a proposed community advisory panel should have.

We request the LGBTQ Advisory Committee's participation in providing a list of individuals within the community who may be able to help administer the survey. This will be the first step in engaging a facilitator for the ongoing dialogue that needs to happen to determine how we can collectively move forward.

We look forward to your response. Please contact Jasbir Dhillon, Community Relations Coordinator at [jdhillon@hamiltonpolice.on.ca](mailto:jdhillon@hamiltonpolice.on.ca) or Sergeant Rebecca Moran, Two Spirit and LGBTQIA+ Liaison Officer at [rmoran@hamiltonpolice.on.ca](mailto:rmoran@hamiltonpolice.on.ca).

Thank you again,

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/>



## Summary of Email from Staff regarding Options for Responding to the Hamilton Police Service

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The LGBTQ Advisory Committee has the following options -

- It can respond to the Hamilton Police Service by writing correspondence and recommending it to City Council for their approval in one of the following 2 ways -
  - It can add a Discussion Item to the agenda regarding the Hamilton Police Service Delegation from the March Meeting. Correspondence has already been submitted for the April Meeting. The Committee could discuss that Correspondence.
  - It can add a Standing Item on its monthly Agenda in order to continue to discuss the requests from the Hamilton Police Service, if the Committee thinks it will take more than one meeting to come up with a response.
- It can create, by motion, a Hamilton Police Service Liaison Working Group to meet as frequently as required to consider requests from the HPS and to prepare draft feedback to be approved by the Committee.



## **Summary of Discussions with Delegates from the Committee's March 16, 2021 Meeting**

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### **Lyla Miklos regarding the historic and current relationship with Hamilton's Two Spirit & LGBTQIA+ communities and the Hamilton Police Service**

A Committee member asked what the delegate's opinion was around why the LGBTQ Advisory Committee was struck. The delegate responded that Mayor Bob Wade was newly elected at the time after several years of service by incumbent Mayor Bob Morrow. Mayor Bob Morrow had been taken to court by the Pride committee at the time for not allowing there to be a declaration of Pride in Hamilton. Under new leadership, Mayor Bob Wade wanted to have a different relationship with the community and wanted a way to meet with the community to discuss some changes.

A Committee member asked the delegate if they had any questions for the Hamilton Police Service (HPS) that they wanted us to ask. The delegate responded that the only thing that they wanted to pass along was that members of Two Spirit and LGBTQIA+ communities cannot continue to wait for action and that the HPS already has information about how to respond after many years of meetings with members of these communities.

A Committee member asked about the raid that happened on the bathhouses in Hamilton some years back and the community uproar that happened as a result and if the delegate could provide some information about their experiences with that. How was that crisis handled vs. how the current crisis is being handled? The delegate responded that when the raid happened the Community Relations Coordinator had reached out, with other community leaders, and they had an open conversation with the police and a multi-agency task force that was involved in the incident. Since then there has not been an incident with the bathhouses as there is now a better understanding of those spaces and their importance; in comparison to the Pride 2019 incident where there was no conversation between the police and the LGBTQ community.

A Committee member asked if there was a role to be played by the Mayor and his office in trying to heal this divide at the time of these issues as there had been in the past with then-Mayor Bob Wade and his then-Chief of Staff Maureen Wilson. The delegate responded that the role of the Mayor and the Mayor's Office, at that time, was setting a tone and an example for those around him and demonstrating how others should

interact with marginalized communities and how to lift them up and support them when in crisis.

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**Craig Burley 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**

A Committee member asked, based on the delegate's assertions, if they thought that the Proud Boys would have been as successful in their actions had they not received the aforementioned support from HPS. The delegate responded stating that he was not aware to what degree the organizations were integrated and that it's particularly hard to track as the Proud Boys have now started operating under a different name after being added to the Criminal Code list of terrorist entities on February 3, 2021.

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**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**

A Committee member asked when and if ever has the Hamilton Police Service (HPS) pledged to do better in our community and if it has, what steps did it take historically to receive that pledge and also asked regarding training, how will the HPS ensure that there is actual follow through on the training that will be delivered and is there going to be any discipline when that training is not followed? Deputy Chief Frank Bergen (DC Bergen) responded that there is a commitment to the EDI principles, which had predated the Bergman report. The training is mandated and given to the members, much like training within use of force and training in regard to policies and procedures. HPS holds their members accountable through the Police Services Act and standards of conduct. There is also a commitment from HPS to the Canadian Centre for Diversity and Inclusion (CCDI) to understand their membership and culture in order to participate in those conversations. Chief Administrative Officer Anna Filice (CAO Filice) responded that as part of the new EDI specialist role, one of the goals is to understand all the different pieces of training. They work with all stakeholders which will include the community, and to identify any gaps in the training and what is an appropriate delivery method. HPS is currently working on an environmental scan to understand what's being offered. The Committee member repeated their first question and DC Bergen

responded that in January 2020 they took responsibility and issued a formal apology. In terms of training, members are held accountable.

A Committee member asked about what the survey involves and who is being prioritized with that survey, whether it be people of colour or people with disabilities as historically those are the communities that are often excluded. DC Bergen responded that it was under the guidance of EDI Specialist Paola Jani and the CAO Felice. CAO Felice responded that the CCDI survey seeks to understand two things, (1) the demographics of the organization and (2) how people feel about the organization. The survey is designed by the CCDI and they assist with receiving and analyzing the data in order to keep it confidential. These responses are then used to build the EDI strategy and inform which actions are needed to better represent the community.

A Committee member stated that there was still a Pride Defender who is facing charges. It is their understanding that HPS has not recommended that these charges be dropped. The member asked if this position has changed. DC Bergen responded that the charge is still deferred by counsel. In regard to other follow ups, that becomes the jurisdiction of the Crown with respect to making decisions about whether to move forward in the public interest in regard to the charges.

A Committee member asked if there is a timeline for the rest of the recommendations to be completed. DC Bergen responded that through the Bergman report the HPS has committed to 6-month, 12-month, and 18-month timelines with respect to the 38 recommendations. HPS received the Bergman report in June 2020 and within 6 months HPS responded with an update in September 2020. In March of 2021 they will be reporting their next installment of recommendations. The timeline will be posted on the Hamilton Police Services Board minutes and through its public agenda. DC Bergen is committed to further transparency within the organization by posting information on their webpage including having a Pride recommendation page.

A Committee member stated that the leaked Office of the Independent Police Review Director (OIPRD) report, to the CBC, just prior to the release of the Bergman report sets up a contradiction between reports. The member asked which of the two reports most accurately represent what happened at Pride 2019 and how HPS explains the completely contrary findings. Do you fully accept the findings in the Bergman's independent review? DC Bergen responded that HPS is committed to working with the community and those who have been the victim of some of the actions, and lack thereof, of the service. The 38 recommendations of the Bergman report are fully embraced by the Hamilton Police Service. DC Bergen responded that the body of work

within the internal investigation spoke about adherence to operational plans, and spoke about making sure that HPS understood the deployment and response.

A Committee member asked what DC Bergen could do as Chief of Police to recommend charges be withdrawn against Pride Defenders? DC Bergen responded that with respect to criminality and the charges and the assaults, ultimately it's the Crown that will make decisions based on public interest and based on what the evidence is before them. The Committee member asked for clarification about DC Bergen's personal position on the matter. DC Bergen responded that if mistakes were made and mistakes that we have acknowledged, we have committed to a culture change, a change to make sure that we can look internally, working externally with our partners, as I suggested we recommended. We were given 38 recommendations through Scott Bergman in June of 2020, and those 38 recommendations are 100% accepted, and we are committed to doing better moving forward with respect to criminality and charges of the past are still going on with investigators and the Crown's office.

A Committee member stated that police continue to surveil communities and use safe spaces to intimidate and, in some cases, incarcerate members of LGBTQ+ communities and other oppressed communities, there's continued intimidation, including an increased police presence and constant surveillance of oppressed communities at peaceful rallies and events. This committee at our safe space Community Meeting that we hosted on June 18, 2019, three days after the violence that took place at Pride. DC Bergen was there as the senior officer present. What made you decide at that moment on June 18, three days after the violence at Pride, to recommend that a member of the Trans community have their parole revoked? And the second question, what measures have you taken to date to prevent this continued surveillance and intimidation? DC Bergen responded that he had spoken to the member on the evening of June 18. He wanted to be there and to be not surveilling but to be out in the open, of who I was and who I represented, to listen and to understand the impact that the actions of Pride had on our community. What has come out of that was a CBC report which states line by line that the Hamilton Police did not charge that member. The parole board is the one who moved forward and did what was the revocation of bail. Moving forward, we've implemented a police liaison team approach to at all events now we have police officers who are not wearing uniforms who are there to be a liaison between both sides, they're not there in a surveillance capacity but they are there and they make sure that both sides know what their role and responsibility is and their role and responsibility is to keep the peace. The Committee member asked their second question again. DC Bergen responded that the HPS has not laid charges and the parole board took what had occurred and made their own decision.

A Committee member asked what international organization that police were working with. DC Bergen responded that it was Egale Canada. The Committee member spoke about their experiences with trauma and policing. DC Bergen thanked them for their comments.

A Committee member asked what timeline they were working with to get their advisory committee up and running. The member stated that they had been involved in helping to establish the Hamilton Anti-Racism Resource Centre board and it was a lengthy process. DC Bergen responded that the approach looks at two questions about listing qualifications, experiences and understanding. That is why the HPS has delegated for tonight as they want to move forward in community consultation and ask for guidance.

A Committee member asked if any actions have been taken to address the concerns brought to the HPS by the community during meetings that took place in 2020, and many other meetings, concerns that are completely separate from Scott Berman's recommendation? DC Bergen responded that the HPS has committed to implementing online hate reporting. Other commitments that existed before the Pride report was the Internal Support Network (ISN). The ISN has done a lot of work. There has also been an understanding on the impacts of strip searching and the dignity and the respect that is required for the police to carry out these functions. There have been other opportunities to make sure that there are safe spaces within our facilities and within the community. It is important to provide opportunities for people to tell about their lived experiences, their personal experiences and the impact of policing even in the absence of being able to meet in person.

C. Kroetsch stated that what the HPS was asking of the Committee could not be accomplished in a single meeting and that the City had put in place incredibly strict measures that would not allow for a formal response today and that it would come back at a future meeting for further discussion.

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**Norm Schleeahn, Director, Economic Development City of Hamilton and Graeme Brown, Business Analyst, Business Development, City of Hamilton with respect to the Economic Development Action Plan**

The Committee had the following comments -

- That the City look closely at the recommendations outlined by Just Recovery Hamilton and to consider the current housing crisis. Queer Hamiltonians are being pushed to the margins. How will this report address that question and how did past reports address it? The delegates responded that they wanted to draw connections between departments to address a number of pressing issues but that not all of the 61 actions in the report will be under the purview of the Economic Development division.
- That staff narrow down their requests of the Committee and provide materials in advance so that the Committee could have enough time to review them in advance and provide more specific feedback.



## Draft Community Survey

### History

The City of Hamilton's Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Advisory Committee has held an event at City Hall to recognize Pride for many years. In 2019, the Committee recommended to the City that it not hold a flag raising ceremony. Since that time, and since the events of Pride 2019, there have been many conversations in Two Spirit and LGBTQIA+ communities about this and other related issues.

### Preamble

The LGBTQ Advisory Committee is seeking feedback from members of Two Spirit and LGBTQIA+ communities about the City of Hamilton's recognition of Pride in our city and the role that our Committee should play in it.

The LGBTQ Advisory Committee hopes to make a recommendation to City Council about a potential event commemorating Pride and would like your feedback.

The answers to the questions below will inform our feedback and the recommendation we make to City Council for this year and in future years. No identifying information is being collected and your feedback will remain anonymous.

The LGBTQ Advisory Committee will be presenting the results of this survey at its meeting on **Tuesday, May 18, 2021**. Please visit the [Committee's page](#) on the City of Hamilton's website closer to that date for a report on the results.

When the data has been collected through the survey, and as we present it to the Committee in May, we will also look to [Mapping the Void](#) to help inform our recommendation.

You can follow the LGBTQ Advisory Committee on [Twitter](#) and [Facebook](#) to find out how you may participate in the meeting where the results will be shared.

## Questions

1. Do you live, work, or play in Hamilton (answer yes if any of these apply to you)?

Yes  
No  
Not sure

2. Have you ever attended an event put on by the City of Hamilton that recognized Pride?

Yes  
No  
Not sure

3. If yes, what was your experience like?

<long answer>

4. Do you think that the City of Hamilton should plan an annual event to recognize Pride?

Yes  
No  
Not sure

5. If yes, do you think that the LGBTQ Advisory Committee should be responsible for planning the event?

Yes  
No  
Not sure

6. Do you think an event to recognize Pride should include a flag raising ceremony?

- Yes
- No
- Not sure

7. Why or why not?

<long answer>

8. What other things do you think might be important as part of an event to recognize Pride?

<long answer>

9. Please let us know if there is anything else you would like the LGBTQ Advisory Committee to know in order to help them make a recommendation to City Council about an event to recognize Pride, this year and in future years.

<long answer>

10. How do you identify your sexual orientation? Please check all that apply.

- Ace/Asexual
- Bisexual
- Gay
- Heterosexual/Straight
- Lesbian
- Man who has sex with men (msm)
- Pansexual
- Polysexual
- Queer
- Questioning
- Two-spirit
- Woman who has sex with women (wsw)
- Not Sure
- Prefer to self-identify, please specify:
- Prefer not to answer

11. Which of the following best describes your gender? Please check all that apply.

Agender/Non-gender  
Androgynous  
Bigender  
Boi  
Butch  
Femme  
FTM (female-to-male)  
Gender Fluid  
Gender Non-Conforming  
Gender variant  
Genderqueer  
Intersex  
Man (Trans)  
Man (Cis)  
Non-binary  
Questioning  
Woman (Trans)  
Woman (Cis)  
Transgender/trans person  
Transsexual  
Prefer to self identify, please specify:  
Prefer not to answer



## CITIZEN COMMITTEE REPORT

|              |  |
|--------------|--|
| <b>To:</b>   | Audit, Finance and Administration Committee; General Issues Committee; and City Council  |
| <b>From:</b> | LGBTQ Advisory Committee<br><br><div style="text-align: right; border-top: 1px solid black; padding-top: 5px;">Cameron Kroetsch, Chair</div> |
| <b>Date:</b> | April 20, 2021   |
| <b>Re:</b>   | Community Survey   |

### **Recommendation**

That the City of Hamilton approve the attached Community Survey be distributed either through the Engage Hamilton platform or, if there is not enough time to receive results at least 1 week in advance of the May meeting, on Tuesday, May 11, 2021, that it be distributed using SurveyMonkey by the members of the LGBTQ Advisory Committee themselves.

### **Background**

The City of Hamilton's LGBTQ Advisory Committee has held an event at City Hall to recognize Pride for many years. In 2019, the Committee recommended to the City that it not hold a flag raising ceremony. Since that time, and since the events of Pride 2019, there have been many conversations in Two Spirit and LGBTQIA+ communities about this and other related issues.

### **Analysis / Rationale**

The LGBTQ Advisory Committee is seeking feedback from members of Two Spirit and LGBTQIA+ communities about the City of Hamilton's recognition of Pride in our city and

the role that our Committee should play in it.

The LGBTQ Advisory Committee hopes to make a recommendation to City Council about a potential event commemorating Pride and would like your feedback.

The answers to the questions in the survey will inform our feedback and the recommendation we make to City Council for this year and in future years. No identifying information is being collected and the feedback will remain anonymous.

The LGBTQ Advisory Committee will be presenting the results of this survey at its meeting on Tuesday, May 18, 2021.

When the data has been collected through the survey, and as we present it to the Committee in May, we will also look to [Mapping the Void](#) to help inform our recommendation.

**NOTE** - We ask that the LGBTQAC Chair be updated as to when and at what Committee the recommendation(s) in this Citizen Committee Report will be addressed so that they can speak to the matter formally at that time.



## CITIZEN COMMITTEE REPORT

|              |   |
|--------------|---|
| <b>To:</b>   | Audit, Finance and Administration Committee; General Issues Committee; and City Council                 |
| <b>From:</b> | LGBTQ Advisory Committee<br><br><div style="text-align: right;">_____<br/>Cameron Kroetsch, Chair</div> |
| <b>Date:</b> | April 20, 2021  |
| <b>Re:</b>   | Delegations regarding Citizen Committee Reports   |

### **Recommendation**

That the City of Hamilton update its procedural bylaw to reflect a process that allows Chairs / Vice Chairs of Advisory Committees an automatic right to delegate to Committees when a Citizen Committee Request that they have submitted is an item on a Committee Agenda.

### **Background**

The current procedural bylaw does not permit this to happen. When an Advisory Committee submits a Citizen Committee Report, the Chair / Vice Chair is permitted to "attend the meeting" and to "be available if the Committee has any questions" but is not permitted to either submit a request to delegate to its Citizen Committee Report using the City's form or to otherwise speak to the matter unless specifically asked a question or unless a separate vote takes place, at the request of the Chair or a member of the Committee, to permit the Chair / Vice Chair to speak to their Committee's report.

### **Analysis / Rationale**

This process is arbitrary and seems only to apply to Advisory Committees. For instance, where there is a staff report or recommendation on an Agenda, staff are permitted to present on the matter. It makes intuitive sense for the party submitting a report to speak to the matter before a decision is made or a discussion takes place.

This is a barrier for members of Advisory Committees. It means that individual members of Advisory Committees, Chairs or Vice Chairs, must lobby individual Councillors or Committee Chairs to be entitled to speak to their own recommendations.

There is no democratic, transparent, or other process by which Advisory Committee Chairs / Vice Chairs can be assured that they will be able to speak to items before Standing Committees. In fact, leaving things the way that they are presently is a significant barrier for volunteers who may otherwise sit in a meeting for hours only to be told that there are no questions and they may exit the meeting.

This does not appear to be either the intention or the proposed impact of the rules written in the procedural bylaw, despite the fact that this is how they have been interpreted and enforced by the office of the City Clerk. Our Committee Chair has asked the office of the City Clerk for direction and clarity on this matter. The explanation in this report is the one that was provided to our Committee's Chair.

We think that granting this recommendation will make presenting to Standing Committees an easier process for all involved and significantly reduce the barriers to volunteers, staff that support Advisory Committees, and the office of the City Clerk.

**NOTE** - We ask that the LGBTQAC Chair be updated as to when and at what Committee the recommendation(s) in this Citizen Committee Report will be addressed so that they can speak to the matter formally at that time.