



City of Hamilton
LGBTQ ADVISORY COMMITTEE
AGENDA

Meeting #: 21-012
Date: December 21, 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>

Sunil Angrish, Project Manager-Community Inclusion & Equity (905) 546-2424

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1.1. Roll Call	
2. LAND ACKNOWLEDGEMENT	
3. APPROVAL OF AGENDA	
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6. DELEGATION REQUESTS	
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respecting an Overview of the Healthy and Safe Communities Staff Representative Role, for today's meeting (see attached overview)	

7. COMMUNICATIONS

8. REGULAR BUSINESS

- 8.1. Motion to Recommend that Advisory Committees be Integrated into Staff Workplans (see attached draft Citizen Committee Report) 19
- 8.2. Motion to Appoint R. Banky and C. Kroetsch to Delegate to the Emergency and Community Services Committee respecting the Citizen Committee Report entitled "Advisory Committee Integration into Staff Workplans"
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- 8.6. Motion to Appoint R. Banky and C. Kroetsch to Delegate to the Emergency and Community Services Committee respecting the Citizen Committee Report entitled "All Advisory Committee Events for 2022"
- 8.7. Motion to Send the Committee's Citizen Committee Report entitled "Changes to the Draft Code of Conduct for Advisory Committees" to the Legislative Coordinator for the General Issues Committee
- for its inclusion as an attachment to accompany the Committee's Delegation on January 17, 2022

9. DISCUSSION ITEMS

- 9.1. Update on outstanding Citizen Committee Reports (C. Kroetsch)
- 9.1.a. Accessible Captioning for Advisory Committee Meetings (December 2020)
- 9.1.b. Appointment of Additional Committee Members (November 2021)

9.1.c. Changes to the Draft Code of Conduct for Advisory Committees (November 2021)

9.2. Update from Working Groups

9.2.a. Changing the Name of the Committee (W. Fujarczuk)

9.2.b. Reviewing and Updating Committee Materials

9.3. Update about the Committee's Finances (C. Kroetsch)

9.4. Outstanding Business List items

9.4.a. Rescheduling, Choosing a Location for, and Inviting Facilitators to a Committee Training and Planning Day

9.4.b. Changing the Food for Committee Meetings

9.5. Decision of the Divisional Court with respect to the Chair's case against the City of Hamilton and its Integrity Commissioner (C. Kroetsch)

9.6. 2022 Meeting Schedule

10. NOTICES OF MOTION

11. ANNOUNCEMENTS

12. ADJOURNMENT



Hamilton

MINUTES
LGBTQ Advisory Committee
Tuesday, November 16, 2021
6:00 PM - 8:33 PM
Webex

Present: Rebecca Banky (Recording Secretary), Gregory Cousins, James Diemert, Autumn Getty, Lisa-Marie Johnston, Shaiden Keaney, Cameron Kroetsch (Chair), Jake Maurice, Violetta Nikolskaya (Vice Chair), Ashley Paton, Kyle Weitz, Councillor Maureen Wilson (City Council Appointee)

Regrets: Will Fujarczuk, Terri Wallis (Leave of Absence)

Absent: Kieran Thiara

Staff: Sunil Angrish (Staff Liaison), Taline Morris (Talent and Diversity)

Guests: Mike Field (delegate), Rebecca Moran (delegate), Jennifer Valeri (delegate)

1. Welcome and Introductions

C. Kroetsch took roll call.

2. Land Acknowledgement

J. Maurice provided a Land Acknowledgement.

3. Approval of Agenda

(J. Diemert / R. Banky)

That the Agenda for today's meeting be approved as presented.

CARRIED

4. Declarations of Interest

A. Getty declared a conflict of interest with respect to Item 9.2. She stated that she is a member of the Board of Directors of Kyle's Place. Kyle's Place is the organization to which the donation to support the Transgender Day of Rememberance will be paid.

5. Approval of Minutes of Previous Meeting

(R. Banky / G. Cousins)

That the Minutes from the October 19, 2021 meeting be approved.

CARRIED

6. Delegation Requests

6.1 Rebecca Moran, 2S&LGBTQIA+ Liaison, PLT Coordinator, Hamilton Police Service respecting an update about the Hamilton Police Service's progress on the 38 Recommendations made surrounding Pride 2019, for today's meeting

(R. Banky / A. Paton)

That the delegation request be approved.

CARRIED

- 6.2** Jennifer Valeri respecting a Rainbow Crosswalk in Waterdown, for today's meeting

(R. Banky / A. Getty)

That the delegation request be approved.

CARRIED

7. Delegations

(R. Banky / G. Cousins)

That all delegations be extended beyond 5 minutes.

CARRIED

- 7.1 Mike Field, Director (Acting), Transportation Operations & Maintenance, City of Hamilton respecting a Rainbow Crosswalk in Waterdown**

Committee members reviewed details of a proposed rainbow crosswalk at Parkside Drive and Keewaydin Street in Waterdown and provided feedback as requested. Members also discussed incorporating the trans flag in one of the crosswalks.

(R. Banky / G. Cousins)

That the delegation be received.

CARRIED

7.2 Jennifer Valeri respecting a Rainbow Crosswalk in Waterdown

Jennifer Valeri addressed the Committee in support of the rainbow crosswalk in Waterdown that her family donated money to install (it will be installed in Spring 2022). She shared that her daughter is a member of the LGBTQ+ community and told the Committee about a recent incident involving her family having faced discrimination and how they came together to offer support to members of the LGBTQ+ community in Waterdown.

The delegate also shared her criticisms of the process by which she was made aware of the LGBTQ Advisory Committee. She said that the entire process of requesting the installation of a crosswalk would have been aided by having been introduced to the Committee sooner.

(G. Cousins / R. Banky)

That the delegation be received.

CARRIED

7.3 Rebecca Moran, 2S&LGBTQIA+ Liaison, PLT Coordinator, Hamilton Police Service respecting an update about the Hamilton Police Service's progress on the 38 Recommendations made surrounding Pride 2019

The delegate addressed the Committee to provide an update on the progress of the 38 Recommendations made surrounding Pride 2019. A question and answer period followed the delegation.

(J. Maurice / A. Paton)

That the delegation be received.

CARRIED

8. Communications

8.1 Email from Rebecca Moran, 2S&LGBTQIA+ Liaison, PLT Coordinator, Hamilton Police Service respecting the Committee's discussion about her previous correspondence

(J. Maurice / A. Paton)

That the correspondence be received.

CARRIED

9. Regular Business

9.1 Election of a Chair, Vice Chair, and Recording Secretary for 2022

Sunil Angrish, Staff Liaison, conducted the elections.

That Rebecca Banky be acclaimed the Chair of the LGBTQ Advisory Committee for the 2022 calendar year.

CARRIED

That Violetta Nikolskaya be acclaimed the Vice Chair of the LGBTQ Advisory Committee for the 2022 calendar year.

CARRIED

That Ashley Paton be acclaimed the Recording Secretary of the LGBTQ Advisory Committee for the 2022 calendar year.

CARRIED

9.2 Motion to Allocate a Donation from the Committee's Budget to Support the Transgender Day of Remembrance (TDOR)

(R. Banky / J. Maurice)

That the LGBTQ committee support the Transgender Day of Remembrance (TDOR) by providing \$350 to Kyle's Place.

CARRIED

9.3 Motion to Allocate a Donation from the Committee's Budget to Support the Sexual Assault Centre (Hamilton & Area) (SACHA)

C. Kroetsch updated the Committee to let them know that the City of Hamilton had allocated amounts to the 2021 budget that were intended to be taken from the 2020 budget and that this had created an unexpected budget shortfall. He also advised that, the request for reserve funding for 2021 had been denied, though the Committee had not been notified.

(R. Banky / V. Nikolskaya)

That the balance of the LGBTQ Advisory Committee's 2021 budget be donated to SACHA.

CARRIED

9.4 Motion to Recommend the 2022 Committee Budget

(R. Banky / A. Paton)

That the LGBTQ Advisory Committee's 2022 budget be approved.

CARRIED

9.5 Motion to Receive the Resignation of Freja Gray

(R. Banky / G. Cousins)

That the resignation of Freja Gray be received.

CARRIED

9.6 Motion to Recommend the Appointment of Additional Members to the LGBTQ Advisory Committee

(R. Banky / J. Maurice)

That the LGBTQ Advisory Committee recommend the appointment of additional members to the Committee as outlined in the draft Citizen Committee Report attached to today's Agenda.

CARRIED

9.7 Motion to Delegate to the Emergency and Community Services Committee respecting the Citizen Committee Report about the Appointment of Additional Members to the LGBTQ Advisory Committee

(A. Paton / R. Banky)

That the LGBTQ Advisory Committee appoint C. Kroetsch and R. Banky to delegate to the Emergency and Community Services Committee respecting the Citizen Committee Report about the Appointment of Additional Members to the LGBTQ Advisory Committee.

CARRIED

9.8 Motion to Recommend Changes to the Draft Code of Conduct for Advisory Committees

Committee members discussed the communication received previously regarding the draft Code of Conduct for Advisory Committees. A Citizen Committee Report was drafted based on the Committee's ongoing feedback. The Staff Liaison will send these comments directly to the Integrity Commissioner and will ask that they be added to the public Agenda for the delegation at the January 17, 2022 meeting.

(R. Banky / J. Maurice)

That the LGBTQ Advisory Committee recommend the changes to the draft Code of Conduct for Advisory Committees as outlined in the draft Citizen Committee Report attached to today's Agenda and as amended at today's meeting.

CARRIED

9.9 Motion to Delegate to the January 17, 2022 Special General Issues Committee respecting the Citizen Committee Report about Changes to the Draft Code of Conduct for Advisory Committees

(R. Banky / J. Maurice)

That the LGBTQ Advisory Committee appoint C. Kroetsch and R. Banky to delegate to the January 17, 2022 General Issues Committee respecting the Citizen Committee Report about Changes to the Draft Code of Conduct for Advisory Committees.

CARRIED

9.10 Motion to Delegate to the December 9, 2021 Emergency and Community Services Committee respecting the Annual Presentation

(V. Nikolskaya / A. Getty)

That the LGBTQ Advisory Committee appoint C. Kroetsch and R. Banky to delegate to the December 9, 2021 Emergency and Community Services Committee respecting the Annual Presentation.

CARRIED

9.11 Motion to Schedule and Allocate Funds for an In-Person Event for Members of the LGBTQ Advisory Committee in December

(G. Cousins / R. Banky)

That the LGBTQ Advisory Committee spend up to \$500 for food and transportation for an informal Committee-only event on December 14 with a backup date of December 7, both at 6:00 PM, if approved by Public Health.

CARRIED

10. Discussion Items

10.1 Updates on outstanding Citizen Committee Reports (C. Kroetsch)

- **Accessible Captioning for Advisory Committee Meetings (S. Angrish)**

Staff advised that no definitive date of release had been provided.

10.2 Updates from Working Groups

- **Changing the Name of the Committee (W. Fujarczuk)**

No update

- **Reviewing and Updating Committee Materials**

No update

10.3 Outstanding Business List Items

- **Rescheduling, Choosing a Location for, and Inviting Facilitators to a Committee Training and Planning Day**

No discussion

- **Changing the Food for Committee Meetings**

No discussion

10.4 Review of the Mandate for the Hamilton Status of Women Committee

Committee members voiced support for the newly renamed Women and Gender Equity Committee and congratulated the new Committee on their work.

11. Notices of Motion

11.1 Motion to Recommend Monthly Finance Updates on Advisory Committee Budgets from City Staff (see attached draft Citizen Committee Report), for the December meeting

11.2 Motion to Recommend that Advisory Committees are Integrated into All Relevant Staff Work Plans (see attached draft Citizen Committee Report), for the December meeting

11.3 Motion to Recommend Additional All Advisory Committee Events for 2022 (see attached draft Citizen Committee Report), for the December meeting

12. Announcements

12.1 Staff from Healthy and Safe Communities will be present during future LGBTQ Advisory Committee meetings

S. Angrish explained the process by which the Emergency and Community Services Committee selected Jennifer Hohol, Manager, Human Service Integration, Strategy & Quality Improvement, Healthy and Safe Communities, to be the liaison between the Healthy and Safe Communities department and the LGBTQ Advisory Committee and that a process would be worked out for her future attendance at LGBTQAC meetings (the first likely being in December).

13. Adjournment

(R. Banky / A. Getty)

That, there being no further business, the meeting be adjourned at 8:33 PM.

CARRIED

Inform: Healthy and Safe Communities Staff Representative to the LGBTQ Advisory Committee

For the LGBTQ Committee Meeting December 21, 2021

Council Direction

At the Emergency and Community Services Committee (ECS) meeting on November 4, 2021, as part of Item 7.2 LGBTQ Advisory Committee Citizen Committee Report, respecting Recommendations from the Community Conversation, ECS directed that staff from the Healthy and Safe Communities Department attend meetings of the LGBTQ Advisory Committee.

Overview of the Healthy and Safe Communities Staff Representative Role

The purpose of the Healthy and Safe Communities (HSC) Staff Representative role is to act as a resource for the LGBTQ Advisory Committee during committee meetings by:

- Providing guidance on understanding processes within the HSC Department and what is and is not possible within the scope of the Department's work.
- Answering questions about the work of the HSC Department; and
- Following-up with appropriate HSC staff based on questions from the committee as needed.

Should the HSC Staff Representative need to bring forward items to the LGBTQ Advisory Committee for consultation as part of their regular staff role, they would do so as per the delegation process for staff.

The HSC Staff Representative role will be filled by the Manager, Human Services, Strategy and Continuous Improvement who works within the General Manager's Office in the HSC Department. It is the expectation that the HSC Staff Representative attend all LGBTQ Advisory Committee meetings moving forward and should they not be able to attend, will send a designate in their place. The name and position of any designate will be forwarded to the LGBTQ Advisory Committee Staff Liaison in advance of the meeting.

The LGBTQ Advisory Committee Staff Liaison from the City Manager's Office will continue to remain in place to support the committee procedurally. The role of the HSC Staff Representative was developed through consultation with the City of Hamilton Clerks.



CITIZEN COMMITTEE REPORT

To:	Emergency and Community Services Committee
From:	LGBTQ Advisory Committee <div style="text-align: right;">_____ Cameron Kroetsch, Chair</div>
Date:	December 21, 2021
Re:	Advisory Committee Integration into Staff Workplans

Recommendation

That City Council direct staff to consult with relevant City of Hamilton Advisory Committees and include that consultation in their workplans.

Background

During this and previous terms of Council, the LGBTQ Advisory Committee (LGBTQAC) has been consulted, from time to time, on City decisions by City staff.

That consultation has, much more often than not, come either too late for the LGBTQAC's advice to be considered or implemented or, in rare cases, after the fact. In some instances during this term of Council, the LGBTQAC has learned about a City decision that could impact Two Spirit or LGBTQIA+ communities and had to take the unusual step of adding it to its Agenda and discussing it without staff input or engagement.

According to past and previous members of the LGBTQAC, this has had an alienating effect. Some of those members sat on other Advisory Committees and described this as a phenomenon that was not unique to the LGBTQAC.

The clearest examples of this having happened during this term of Council involved the decisions around civil marriage ceremonies being conducted at City Hall and the inclusion of "rainbow crosswalks" in Waterdown. With respect to both of these decisions, the Committee was not provided realistic advance notice and the decisions were made before the Committee's next meeting occurred.

Analysis / Rationale

The City of Hamilton is best served when Advisory Committees are able to participate in fulfilling their mandated function – to give advice to City Council on relevant decisions.

It's too often the case that important decisions are made without consulting Advisory Committees or by consulting them too late.

It's a misuse of the valuable resources, lived experiences, and volunteer contributions of the City's Advisory Committee members, all of whom applied to sit on Advisory Committees with the expressed desire of providing input, feedback, and advice.

Advisory Committees are an often underutilized and potentially valuable source of feedback when it comes to issues that intersect with their mandates, especially in areas where the City otherwise has no defined professional expertise. That has often been the case with respect to decisions that impact members of Two Spirit and LGBTQIA+ communities.

We recognize that there will not always be congruence between City decisions and individual Advisory Committees.

This is why we included the word "relevant" in our motion above, so that this consultation might be done with respect to decisions where Advisory Committee mandates clearly overlap with the work being done by City staff.



CITIZEN COMMITTEE REPORT

To:	Emergency and Community Services Committee
From:	LGBTQ Advisory Committee <div style="text-align: right; border-top: 1px solid black; padding-top: 5px;">Cameron Kroetsch, Chair</div>
Date:	December 21, 2021
Re:	Monthly Finance Updates from City Staff

Recommendation

That City Council direct City of Hamilton staff to provide -

- monthly current and historical financial updates to the LGBTQ Advisory Committee;
- training on the information provided in these updates (including the budget form that the Committee is asked to submit each year); and
- a member of the City's finance staff who can come to meetings, at least once during each calendar year, to present financial information and be available to answer questions of the Committee about its budget and expenditures.

Background

The LGBTQ Advisory Committee (LGBTQAC), for at least the last 2 years, has begun to face financial challenges related to expenditures and reserve amounts. For instance, though the Committee asked for an amount to be withdrawn from its reserves in 2021, Council did not approve this request.

That decision was not reported to the Committee until November 2021, despite it being made in December 2020.

There were also expenditures that were earmarked to come from the Committee's 2020 budget that were taken from the Committee's 2021 budget.

The result of these decisions, outside the Committee's jurisdiction, and without its knowledge, has been to return portions of "unspent" funds to the City.

If the Committee had known about these decisions, it may have been able to allocate the funds as outlined in its budget submissions.

It's also been the experience of the Committee that decisions around budgets are either arbitrary, or that they change from time to time without notice.

For instance, even though the LGBTQAC had Council's consent, in 2020, to provide assistance to programs that supported members of Two Spirit and LGBTQIA+ communities, in line with its budget submissions, when the same attempt was made to do this in 2021, it was met with some resistance.

Analysis / Rationale

The budgeting process for Advisory Committees is too opaque. In order for members of the LGBTQAC to get information about their budget, so that it can prepare budget submissions for the end of the calendar year, it must ask its Staff Liaison to get the information from those who control the City's finances.

The information presented is often late, slightly confusing, at times inaccurate, or contains new information that the Committee was not aware of. In the Committee's experience, neither its members nor its Staff Liaisons have received any specific training on dealing with these financial instruments.

When this information comes to the Committee it is only upon request of the Committee and only just in time for budget submissions to the Standing Committee to which the LGBTQAC reports.

The LGBTQAC firmly believes that monthly reporting from the Staff Liaison, in addition to an annual presentation from finance staff, would help the Committee to manage its finances more appropriately and in a much more transparent and timely manner.

Of course, we think this kind of support should be available to all Advisory Committees and we recommend that City Council consider providing it.

That being said, we have neither consulted with other Advisory Committees nor are we aware of their unique needs nor if those needs are being met.

We encourage City Council to direct staff to follow up, through a formal survey, and a report back, to determine what those needs may be and if they're being met.



CITIZEN COMMITTEE REPORT

To:	Emergency and Community Services Committee
From:	LGBTQ Advisory Committee <div style="text-align: right;">_____ Cameron Kroetsch, Chair</div>
Date:	December 21, 2021
Re:	All Advisory Committee Events for 2022

Recommendations

That City Council permit the LGBTQ Advisory Committee to host 2 informal All Advisory Committee events in 2022 and for the Chair of the LGBTQ Advisory Committee, with the support of the Committee's Staff Liaison, to be permitted to communicate informally with the Chairs of the City's Advisory Committees and the Advisory Committee for Persons with Disabilities through either -

- direct communication via email, with the expressed consent of each Chair of the aforementioned committees; or
- if there has not been consent, through the Staff Liaisons for the aforementioned committees.

Background

The LGBTQ Advisory Committee (LGBTQAC) recommended that City Council allow an All Advisory Committee event to take place in 2021. That event took place on September 27, 2021.

It was a successful first event and allowed each Advisory Committee and the Advisory Committee for Persons with Disabilities (ACPD) to attend, provide brief introductions (5 minutes each), and answer questions from other Advisory Committees.

It was effective as a first step and the facilitation of the meeting by the office of the City Clerk was helpful in getting this off the ground in a coordinated manner.

There has been discussion, informally, and there were comments during the event in September, that indicated that this type of event should both continue and that it should be less formal to allow for more discussion, engagement, and collaboration.

When the LGBTQAC originally proposed this event, it did so in the spirit of holding a cooperative event, hosted by the LGBTQAC, and not a formal meeting run by City staff. While we appreciate the intervention of City staff in asking that City Council alter our original recommendation, we hope that we might be able to continue with further, more informal events, in order to build on the work done at the first event.

Simply put, there were a number of barriers to participation that existed when this event became more formal in nature. Some of those barriers were imposed by the formal rules that govern public meetings, namely the time restrictions for "delegations", but it was also not possible for members of Advisory Committees to communicate with one another freely but only through the delegation process.

As it stated in our original recommendation, "This event is intended to restart the tradition of ACs coming together informally (i.e. not using a formal meeting structure). In the past, it was a regular occurrence for Chairs, Vice Chairs, and other members of ACs to hold informal events to gather, discuss best practices, and offer support to one another."

The formality of the event held in September 2021 did not allow for support among Advisory Committees or for an informal structure, as was mentioned by some who attended the event this year (both during and after the meeting).

Analysis / Rationale

In order for Advisory Committees representing equity-seeking communities to come together and have meaningful conversations, to support one another, and to share their stories, there must be an opportunity for more informality.

This informality exists as part of Advisory Committees, already, in between meetings, when individual Chairs, Vice Chairs, and Recording Secretaries are crafting draft reports, preparing Agendas and Minutes. This is important Advisory Committee work.

While that structural work is important, and is permitted to take place informally (outside of a formal meeting structure), so too is the work of connecting with our peers.

As we have said before, now many times, the work of the LGBTQAC is not done in a silo separate from other Advisory Committees.

The issues facing our collective communities are often similar, overlapping, and connected. We do ourselves and those who we represent in the broader community a disservice if we do not take the necessary time to reflect, debrief, and collaborate more broadly.

Equity is, in many ways, about acknowledging formal structural barriers and finding ways to navigate those barriers, when possible.

For us, this seems like a moment that requires that kind of analysis, a way for Advisory Committees to improve upon practices and make recommendations within a more supportive equity-seeking framework.

If this recommendation is not approved, the LGBTQAC plans to set up a Working Group to facilitate this, to which we will invite members from other Advisory Committees.

We would, however, prefer to have the latitude to organize events and receive some support from City staff in communicating with other Advisory Committees in a way that has fewer barriers.