



City of Hamilton
LGBTQ ADVISORY COMMITTEE
AGENDA

Meeting #: 22-02
Date: February 15, 2022
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. WELCOME & INTRODUCTIONS	
2. LAND ACKNOWLEDGEMENT	
3. APPROVAL OF AGENDA (Added Items, if applicable, will be noted with *)	
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- 7.3. Outstanding Business List items
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 - 7.3.b. 2022 Workplan

8. GENERAL INFORMATION / OTHER BUSINESS

9. ADJOURNMENT



Hamilton

MINUTES
LGBTQ Advisory Committee
Tuesday, January 18, 2021
6:00 PM – 6:50 PM
Webex

Present: Rebecca Banky (Chair), Gregory Cousins, James Diemert, Cameron Kroetsch, Jake Maurice, William Fularczuk, Violetta Nikolskaya (Vice Chair), Ashley Paton (Recording Secretary), Kyle Weitz, Kieran Thiara, Councillor Maureen Wilson (City Council Appointee)

Regrets: Terri Wallis (Leave of Absence)

Absent: Lisa-Marie Johnston, Shaiden Keaney, Autumn Getty

Staff: Sunil Angrish (Staff Liaison), Jennifer Hohol (Staff Liaison)

1. **Welcome and Introductions**

R. Banky took roll call.

2. **Land Acknowledgement**

V. Nikolskaya provided a Land Acknowledgement.

3. Approval of Agenda

(C. Kroetsch / G. Cousins)

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

CARRIED

4. Declarations of Interest

No declarations of interest.

5. Approval of Minutes of Previous Meeting

(V. Nikolskaya / W. Fularczuk)

That the LGBTQ Advisory Committee approve the minutes from the December 21, 2021 meeting, with the following amendments: revised spelling of "Patton" in 8.2 (revised to "Paton"); and member W. Fularczuk be added to the members present

CARRIED

6. Discussion Items (Item 11)

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

- **Accessible Captioning for Advisory Committee Meetings (December 2020) (S. Angrish)**

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

- **Appointment of Additional Committee Members (November 2021)**

Existing applicants will be contacted, and the Interview Sub-Committee will make recommendations to Council. No further status of review of applicant pool and selection process.

- **Changes to the Draft Code of Conduct for Advisory Committees (November 2021)**

C. Kroetsch and R. Banky delegated to Special General Issues Committee on January 17, 2021, presented and spoke to report and recommendations contained in report. Outcome of delegation will be decided upon at a later Council date.

(ii) Updates from Working Groups

(a) Changing the Name of the LGBTQ Advisory Committee (W. Fujarczuk)

Discussion - Will has reached out to multiple organizations and an individual who identifies as Two Spirit. Asks committee members who know two-spirit individuals within the city and who might have an interest in participating in process to reach out to W. Fujarczuk

(b) Reviewing and Updating Committee Materials

Clarification provided to Committee that the scope of materials that are to be reviewed by the working group are the Terms of Reference, Mandate, and Pamphlet.

(iii) Outstanding Business List Items

(a) Rescheduling, Choosing a Location for, and Inviting Facilitators to a Committee Training and Planning Day

Discussion - Due to current COVID-19 restrictions, in-person meetings are not permitted. The Committee's budget request associated with hosting this in-person meeting was approved, but the scheduling of the meeting will need to be postponed until a time at which in-person meetings are permitted.

(b) Changing the Food for Committee Meetings

No discussion

(c) 2022 Workplan of the LGBTQ Advisory Committee

No meetings are permitted between September 28, 2022 and November 17, 2022 given the municipal election. Meetings will continue after November 17, 2022 until such time that new members are appointed.

(d) Annual events or programming

The following items were discussed:

- Trans Day of Remembrance,
- Pride,
- Community Conversation and decision on flag raising (in-person if possible in Council Chambers),
- accessible captioning (target for a citizen committee report to be prepared for February meeting which will recommend a deadline for which accessible captioning is to be provided on the WebEx platform)

(e) Working Groups/Task forces

No Discussion

6.1 Review of the Advisory Committee Handbook

- Members were advised to review the handbook to ensure they are familiar with the processes.

7. Adjournment

(C. Kroetsch / G. Cousins)

That, there being no further business, the meeting be adjourned at 6.50 PM.

CARRIED



Hamilton

MINUTES

LGBTQ Advisory Committee

Tuesday, Dec 21, 2021

6:00 PM – 7:19 PM

Webex

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- Present:** Cameron Kroetsch (Chair), Rebecca Banky, Gregory Cousins, James Diemert, Violetta Nikolskaya (Vice Chair), Ashley Paton, Jake Maurice, Lisa-Marie Johnston, Shaiden Keaney, Autumn Getty, Will Fajarczuk
- Regrets:** Councillor Maureen Wilson, Terri Wallis (LOA)
- Absent:** Kyle Weitz
- Staff:** Sunil Angrish (Staff Liaison)
- Guests:** Jennifer Hohol (Manager, Human Service Integration, Strategy & Quality Improvement, Healthy and Safe Communities, City of Hamilton)
-

1. Welcome and Introductions

C. Kroetsch took roll call.

2. Land Acknowledgement

Jake Maurice provided a Land Acknowledgement.

3. Approval of the Agenda

(A. Getty / R. Banky)

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

CARRIED

4. Declarations of Interest

None.

5. Approval of Minutes of Previous Meeting

(R. Banky / A. Getty)

That the Minutes from the November 16, 2021 meeting be approved.

CARRIED

6. Delegation Requests

Jennifer Hohol, Manager, Human Service Integration, Strategy & Quality Improvement, Healthy and Safe Communities, City of Hamilton respecting an Overview of the Healthy and Safe Communities Staff Representative Role, for today's meeting (see attached overview)

(R. Banky / A. Getty)

That the delegation request be approved.

CARRIED

7. Public Hearings / Delegations

Jennifer Hohol (Manager, Human Service Integration, Strategy & Quality Improvement, Healthy and Safe Communities, City of Hamilton) respecting [subject matter here]

Jennifer delegated to the LGBTQ committee to discuss her role in supporting Advisory Committee on behalf of Healthy & Safe Communities and to assist with connecting the committee with appropriate staff.

(R. Banky/ V. Nikolskaya)

That the delegation from Jennifer Hohol be received.

CARRIED

8. Regular Business

8.1 Motion to Recommend that Advisory Committees be Integrated into Staff Workplans (see attached draft Citizen Committee Report)

(R. Banky/ J. Diemert)

That the recommendations in the Citizen Committee report respecting Advisory Committees be Integrated into Staff Workplans, be approved.

CARRIED

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"

(A. Getty / A. Paton)

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 Advisory Committee Integration into Staff Workplans.

CARRIED

8.3 Motion to Recommend Monthly Finance Updates from City Staff (see attached draft Citizen Committee Report)

(C. Kroetsch / R. Banky)

That the recommendations in the Citizen Committee report respecting Monthly Finance Updates from City Staff, be approved.

CARRIED

8.4 Motion to Appoint R. Banky and C. Kroetsch to Delegate to the Emergency and Community Services Committee respecting the Citizen Committee Report entitled "Monthly Finance Updates from City Staff"

(A. Paton/ J. Diemert)

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 Advisory Committee receiving monthly finance updates from city staff.

CARRIED

8.5 Motion to Recommend a Process for Organizing All Advisory Committee Events for 2022 (see attached draft Citizen Committee Report)

(C. Kroetsch/R. Banky)

That the motion respecting a Process for Organizing All Advisory Committee Events for 2022, be approved.

CARRIED

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"

(A. Getty/ 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 respecting all Advisory Committee events for 2022.

CARRIED

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

(C. Kroetsch/R. Banky)

CARRIED

9. Discussion Items

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

a) Accessible Captioning for Advisory Committee Meetings

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

a) Appointment of Additional Committee Members (November 2021)

The committee is waiting on selection process to begin.

b) Changes to the Draft Code of Conduct for Advisory Committees (November 2021)

Special meeting taking place in January 2022 regarding the Draft Code of Conduct for Advisory Committees.

9.2 Updates on from Working Groups

- **Changing the Name of the Committee**

- No Update.

- **Reviewing and Updating Committee Materials**

- No Update.

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

The goal is zero dollars in budget by the end of the year, any outstanding cheques should be deposited by end of 2021. The 2022 budget has been approved without any issue.

9.4 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

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)

Committee members discussed the Chair's case against the City of Hamilton and its Integrity Commissioner, and its recently announced outcome.

9.6 2022 Meeting Schedule

Committee members discussed changing the day or time of meetings but it was decided to keep it the same for 2022.

10. Adjournment

(R. Banky/A. Getty)

That, there being no further business, the meeting be adjourned at 7:19 PM.

CARRIED

Please note that the third CCR re All Advisory Committee Events for 2022 **cannot go forward as it is written**, because informal meetings are not permitted according to legislation, and in-person events are not being held at this time due to COVID19.

Monthly Finance Updates from City Staff – **this can go forward**

- monthly current and historical financial updates to the LGBTQ Advisory Committee; - **you can provide them with this information**

- training on the information provided in these updates (including the budget form that the Committee is asked to submit each year); and – **speak to Finance and ask them for instructions on “how to read” the budget**

- 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 – **you can make this arrangement with finance staff.**

Advisory Committee Integration into Staff Workplans – **needs more detail**

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

There are probably hundreds of workplans within the City. Which ones do they wish to be included? Why does this committee need to be included? What is the outcome that this advisory hopes to achieve? The LGBTQ cannot speak for other advisory committees. They can choose to amend this recommendation on their behalf, but not on the behalf of all advisories.

Note: Staff are already consulting with advisory committees when appropriate.

All Advisory Committee Events for 2022

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.

Our response to this request is the consistent with previous requests. All meetings are open meeting under the procedural by-law in compliance with the municipal act.

Email addresses of committee members is considered personal information and would not be shared between committees and its members. All council approved decisions for correspondence to committees flows through the Clerks office.

Dear Citizen Appointee,

As you are aware, you were provided notification of the City of Hamilton's introduction of its Mandatory COVID-19 Vaccination Verification Policy (the "Policy") on October 22, 2021. As you may be aware, the City of Hamilton Council has recently made and approved amendments to the [Policy](#). These changes, approved by Council on January 12, 2022, will impact your ability to participate on local boards and/or committees.

This email is to inform you of those changes to the policy.

Primarily, the amended policy requires all volunteers and Council Appointed committee members be fully vaccinated or provide an approved medical exemption by May 31, 2022. As before, all proof of vaccination should be sent directly to vaccine_verification@hamilton.ca, with the following information in the Subject line: [your name], and your [Citizen Advisory Committee]. The deadline for submission of this information to the City is May 31, 2022.

If you have made the personal decision to either not receive an approved vaccine and/or not to share that information with the City prior to May 31, 2022 (and are not subject to an approved exemption), you will be in violation of the Policy.

REMINDER: ATTENDING IN-PERSON MEETINGS

As a reminder, in-person gatherings are permitted under current provincial restrictions (for a maximum of 10 people indoors and 25 people outdoors), at this time City meetings are strongly encouraged to continue virtually where possible. In-person meetings should only occur for essential reasons where virtual meetings are not possible or would be unsuitable. Avoiding indoor face-to-face meetings is especially important.

The situation in our community continues to be quite serious. As we work to increase vaccination rates, it's important to continue to limit your number of close contacts so we can limit the spread of COVID-19 in our community.

To learn more about getting vaccinated and find clinic locations and hours of operation, visit www.Hamilton.ca/GetYourVaccine

Please note that personal information, including personal health information, is being collected under the authority of Section 4.1(2) of the *Occupational Health and Safety Act*, R.S.O. 1990, and Section 227 of the *Municipal Act*, 2001, for the purposes of confirming compliance with the Mandatory COVID-19 Vaccination Verification Policy. Information collected for this purpose will be securely stored and kept in accordance with Public Health and the Ontario Ministry of Labour

retention guidelines. Questions about the collection, use and disclosure of this information or the COVID-19 Vaccination Verification Policy can be directed to Matthew Sutcliffe (Director, Employee Health and Labour Relations, Human Resources, 905-546-2424 ext. 2655 or Matthew.Sutcliffe@hamilton.ca).

Once this information is entered into City systems, the email records will be deleted.

Thank you for providing your information.

Thank you,
Matthew

W. Matthew Sutcliffe, LL.B.
Director, Employee Health
and Labour Relations
City Manager's Office
Human Resources
(905) 546-2424 Ext.2655



<p>Corporate Human Resources Policy Health, Safety and Wellness</p>	 Hamilton	Content Updated: 2021 - 01- 06 Supersedes: Pandemic Response Procedure - Staff Vaccination for COVID-19 - COH-P-018
Policy No: HR-66-21 Page 1 of 11		Approval: TBD

<p><i>Mandatory COVID-19 Vaccination Verification Policy</i></p>	
<p>POLICY STATEMENT</p>	<p>The City of Hamilton (the City) has an obligation under Provincial legislation to take all necessary precautions to protect the health and safety of its workforce and is committed to providing excellent service to our community and to building trust and confidence in local government.</p> <p>To help reduce the risk of COVID-19 transmission, this mandatory workplace vaccination verification policy is an important measure that complements other workplace health and safety measures in place including daily health screening, mandatory masking, physical distancing, hand hygiene and enhanced cleaning.</p> <p>This policy is in line with Public Health guidance and supports the direction that vaccines provide a high level of protection against COVID-19 and related variants. Getting fully vaccinated against COVID19 is the best defense against the virus, including the variants.</p> <p>The City is demonstrating its commitment to promoting vaccinations to ensure the health and safety of all members of its workforce and the broader City of Hamilton community.</p>
<p>PURPOSE</p>	<p>The purpose of this policy is to outline the City of Hamilton’s requirement with regard to COVID-19 vaccination and provide direction to employees on the requirement to receive the COVID-19 vaccination and provide proof of vaccination or a bona fide exemption.</p>
<p>SCOPE</p>	<p>This policy applies to all employees of the City of Hamilton, including full-time, part-time, permanent, temporary, casual, volunteers; and students. Including members of Council and members of</p>

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	<p>Council appointed committees. New employees will also be subject to this policy as a condition of their employment contract with the City of Hamilton.</p> <p>It requires employees to be fully vaccinated against the COVID-19 virus and requires employees to provide proof of vaccination satisfactory to the employer by May 31, 2022.</p> <p>Vaccination requirements are subject to bona fide medical and human rights exceptions. All exemption requests will be reviewed on a case by case basis and are subject to the City's accommodation process.</p> <p>In addition to this policy, some workplace groups may have additional mandates or directives or reporting requirements from provincial or federal authorities.</p>
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<p>DEFINITIONS</p> <p>COVID-19</p> <p>Vaccine</p> <p>Fully Vaccinated</p> <p>Proof of Vaccination</p> <p>Proof of Medical Exemption</p>	<p>The following terms referenced in this Policy are defined as:</p> <p>A virus belonging to a large family called coronavirus which includes the virus that causes the common cold and more severe disease such as Severe Acute Respiratory Syndrome (SARs) and Middle East Respiratory Syndrome (MERS-COV). The virus that causes COVID-19 is a novel coronavirus, named SARS-CoV-2.</p> <p>For the purposes of this Policy, a Vaccine is defined as a substance used to stimulate the production of antibodies and provide protection from SARS-CoV-2</p> <p>Having received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines as defined by the Ontario Ministry of Health and Long-term Care and the employer.</p> <p>Documentation issued by the Ontario Ministry of Health, other province or territory or international equivalent indicating individual immunization status against the COVID-19 virus.</p> <p>Written proof of a medical reason, provided by a physician or nurse practitioner in the extended class that sets out: (i) a documented medical reason for not being fully vaccinated against COVID-19, and (ii) the effective time-period for the medical reason.</p>
<p>TERMS & CONDITIONS</p>	<p>The following apply to this Policy:</p> <p>1. Mandatory COVID-19 Vaccinations</p> <ul style="list-style-type: none"> All City of Hamilton employees are required to be fully vaccinated against COVID-19 to access a City facility for the purpose of conducting work, unless subject to an approved exemption by May 31, 2022.

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	<ul style="list-style-type: none"> • Employees who have not provided proof that they are fully vaccinated or a valid exemption satisfactory to the employer are required to participate (or continue to participate) in the City’s rapid antigen testing program until May 31, 2022. • Unvaccinated employees, and unvaccinated employees who have provided a valid exemption, will only be allowed into a City facility for the purposes of working if they submit to regular antigen testing for COVID-19 and demonstrate a negative result, at intervals to be determined by the employer. • As a condition of employment, new hires are required to provide proof that they are fully vaccinated or provide proof of valid exemption satisfactory to the employer prior to their start date. By signing the conditional offer letter, they acknowledge and agree to comply with any future vaccine policy requirements as an ongoing condition of employment at the City of Hamilton. <p>2. Providing Proof of COVID-19 Vaccination Status</p> <ul style="list-style-type: none"> • Employees are required to provide proof of their vaccination series approved by Health Canada and recommended by Ontario Ministry of Health by providing one of the following: <ul style="list-style-type: none"> • Proof of COVID-19 vaccine administration as per the following requirements: <ul style="list-style-type: none"> a) Proof of all required doses of a COVID-19 vaccine approved by Health
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	<p>Canada and recommended by Ontario Ministry of Health.</p> <p>3. Providing Proof of An Approved Exemption</p> <ul style="list-style-type: none"> • The City will comply with its human rights obligations and accommodate employees who are legally entitled to accommodation. • Exemptions will be made for grounds protected by the Ontario Human Rights Code which includes confirmed medical reasons. Human Resources will assist with accommodation questions, concerns and requests. • Employees are required to provide proof of their medical exemption by providing one of the following: <ul style="list-style-type: none"> • Written proof of a medical reason, provided by either a physician or nurse practitioner in the extended class that sets out: <ol style="list-style-type: none"> a. That the person cannot be vaccinated against COVID-19 and; b. The effective time period for the medical reason (i.e., permanent or time- limited). • The City will work with those who receive an exemption to connect them with the appropriate resources to develop a reasonable and appropriate accommodation plan including health and safety measures to protect all workers.
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	<p>4. Vaccination Status Reporting and Documentation</p> <ul style="list-style-type: none"> Vaccination status information will be collected and protected in accordance with relevant legislation. <p>5. Non-compliance with the Mandatory COVID-19 Vaccination Verification Policy</p> <ul style="list-style-type: none"> In accordance with City of Hamilton Human Resources policies, collective agreements and applicable legislation, directives, and policies, any non-compliance with the requirements of the Mandatory COVID-19 Vaccination Verification Policy will result in disciplinary measures, up to and including termination of employment. Subject to any valid exemptions, employees failing to provide proof of being fully vaccinated against COVID-19 by May 31, 2022 will be terminated from their employment with the City as of that date. Because of the nature of the relationship between the City and its elected Council (and citizen appointees), termination for non-compliance does not apply to Council (or their citizen appointees) <p>6. Access to the Rapid Antigen Test Program</p> <ul style="list-style-type: none"> In the event that an employee cannot participate in the City's rapid antigen testing program as a result of the inability of the City to provide rapid test kits, the employee will be placed upon a paid leave of absence until they are able to meet the requirements of the next test date in the program (i.e. the City has made test kits available).
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	<ul style="list-style-type: none"> • Employees are required to return to work at the earliest possible opportunity once testing kits are made available, and the employee can test, on the next applicable testing date. <p>7. Access to COVID-19 Vaccination Clinics</p> <ul style="list-style-type: none"> • Reasonable arrangements will be made to allow for staff to attend COVID-19 vaccination clinics during work time. • Employees must have approval from their supervisor in advance before attending a clinic during work time. • All efforts should be made to allow the employee to use time at the beginning or end of their shift day or to extend lunch and break times as operationally feasible with work schedules to attend vaccination clinics. • Where employees are unable to attend a vaccination clinic during their regularly scheduled work hours, the City will compensate staff for a period of 30 minutes outside of work time to receive a vaccination subject to any limitations under a collective agreement or policy. <p>8. Continued Adherence to Public Health Measures</p> <ul style="list-style-type: none"> • Fully vaccinated employees are required to practice Public Health measures to control the spread of COVID-19. • Employees must adhere to the City’s health and safety protocols while in the workplace, including daily health screening, mandatory masking, physical distancing, hand hygiene, enhanced cleaning and the use of Personal
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	Protective Equipment as required by their position.
RESPONSIBILITIES (if applicable)	<p>The following positions and/or departments are responsible for fulfilling the responsibilities detailed in this Policy as follows:</p> <p>Management/Supervisors</p> <ul style="list-style-type: none"> • Ensure employees attending work are fully vaccinated against COVID-19 • Ensure employees have submitted proof of their vaccination status or an approved exemption • Follow and comply with any federal or provincial mandates or directives regarding the vaccination of staff • Continue to enforce workplace precautions that limit the spread of COVID-19 virus • Ensure that employees are aware of the importance of getting vaccinated against COVID-19 • Provide staff with access to information on COVID-19, health and safety precautions, and on the efficacy of the COVID-19 vaccine • Provide staff with information on location and scheduling of vaccination clinics when available • Where feasible, support time from regular duties for staff to attend vaccination clinics in accordance with relevant collective agreement language and/or Corporate Policy <p>Employees</p> <ul style="list-style-type: none"> • Submit proof of vaccination status, or an approved exemption • Continue to follow health and safety protocols to ensure personal safety and

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	<p>prevent the spread of COVID-19 before and after vaccination</p> <ul style="list-style-type: none"> • Remain informed about COVID-19 and COVID-19 vaccination as it relates to your role, personal health and/or professional requirements • Adhere to any additional mandates or directives or reporting requirements from provincial or federal authorities. • Identify opportunities to obtain a COVID-19 vaccination through community clinics or from health care professionals • If additional booster doses of the COVID-19 vaccine are required, ensure subsequent doses are also received • Employees not fully vaccinated against COVID-19 or who have not yet disclosed their vaccination status prior to May 31, 2022 are required to participate (or continue to participate) in the City's rapid antigen testing program until May 31, 2022 or such time they meet the requirements of this policy. • In the event of an interruption to the City's rapid antigen testing program (e.g. due to a lack of supply) and an employee is placed on a paid leave of absence; the employee is expected to return to active duty at the employers determination once testing kits are made available, and the employee can test, on the next applicable testing date. <p>Human Resources</p> <ul style="list-style-type: none"> • Assist management with any labour relations and health and safety issues arising from application of this policy including liaising directly with Union leadership. • Create procedure for collecting and storing documentation on employee
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	<p>vaccination status.</p> <ul style="list-style-type: none"> • Assist management with accommodation questions, concerns and requests. <p>Occupational Health Nurse</p> <ul style="list-style-type: none"> • Provide information and guidance to leaders and employees on COVID-19 vaccination. • Ensure that any records of COVID-19 vaccination held by the City are stored and used in compliance with privacy legislation and corporate policies
COMPLIANCE	<p>In accordance with City of Hamilton Human Resources policies, collective agreements and applicable legislation, directives, and policies, any non-compliance with the requirements of the Mandatory COVID-19 Vaccination Verification Policy will result in disciplinary measures, up to and including termination of employment.</p> <p>Subject to any valid exemptions, employees failing to provide proof of being fully vaccinated against COVID-19 by May 31, 2022 will be terminated from their employment with the City as of that date.</p> <p>Because of the nature of the relationship between the City and its elected Council (and citizen appointees), termination for non-compliance does not apply to Council (or their citizen appointees)</p>
HISTORY	<p>The following stakeholders were consulted in the creation or revisions made to this Policy:</p> <p>City of Hamilton’s Senior Leadership Team Legal Services Division Human Resources Leadership Team Union Representatives from each of the City’s unions</p>

<p>Corporate Human Resources Policy Health, Safety and Wellness</p>	 Hamilton	<p>Content Updated: 2021 - 01- 06 Supersedes: Pandemic Response Procedure - Staff Vaccination for COVID-19 - COH-P-018</p>
<p>Policy No: HR-66-21 Page 11 of 11</p>		<p>Approval: TBD</p>

	<p>This policy replaces the former policy named Mandatory COVID-19 Vaccination Verification Policy dated 2021-08-26.</p> <p>This policy was approved by Council on January 12, 2022.</p>
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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; border-top: 1px solid black; width: 200px; margin-left: auto;">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.



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.