



City of Hamilton
LGBTQ ADVISORY COMMITTEE
AGENDA

Meeting #: 22-03
Date: March 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

	Pages
1. WELCOME & INTRODUCTIONS	
1.1. Roll Call	
1.2. LAND ACKNOWLEDGEMENT	5
2. APPROVAL OF AGENDA	
(Added Items, if applicable, will be noted with *)	
3. DECLARATIONS OF INTEREST	
4. APPROVAL OF MINUTES OF PREVIOUS MEETING	
4.1. Jan 2022 mins	7
4.2. Dec 2021 mins (updated)	13
5. COMMUNICATIONS	
5.1. Survey of Hamilton's Two-spirit and LGBTQIA+ Community on moving forward with Hamilton Police Service	21

5.2.	Summary of recommended changes to Dec 2021 CCRs from the Clerk's Office	37
5.3.	Amended Mandatory Vaccine Policy (Clerk's Office)	41
6.	DELEGATION REQUESTS	
6.1.	Rebecca Moran, 2S&LGBTQIA+ Liaison, Hamilton Police Service, regarding "Survey of Hamilton's Two-Spirit and LGBTQIA+ Community" that was administered by McMaster University	
7.	PUBLIC HEARINGS / DELEGATIONS	
7.1.	Rebecca Moran, 2S&LGBTQIA+ Liaison, Hamilton Police Service, regarding "Survey of Hamilton's Two-Spirit and LGBTQIA+ Community" that was administered by McMaster University	55
8.	STAFF PRESENTATIONS	
9.	DISCUSSION ITEMS	
9.1.	Update on outstanding Citizen Committee Reports	
9.1.a.	Accessible Captioning for Advisory Committee Meetings - J. Maurice	63
9.1.b.	Citizen Committee Report - Monthly Finance Updates from City Staff (Dec 2021)	67
9.1.c.	Citizen Committee Report - All Advisory Committee Events for 2022 (Dec 2021)	71
9.1.d.	Citizen Committee Report - Advisory Committee Integration into Staff Work Plans (Dec 2021)	75
9.1.e.	Appointment of Additional Committee Members (November 2021)	
9.2.	Update from Working Groups	
9.2.a.	Changing the Name of the Committee (W. Fularczuk)	
9.2.b.	Reviewing and Updating Committee Materials	
9.3.	Outstanding Business List items	

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

9.3.b. 2022 Workplan

10. MOTIONS

11. NOTICES OF MOTION

12. GENERAL INFORMATION / OTHER BUSINESS

13. ADJOURNMENT

Land Acknowledgement

We are gathered here today on sacred and stolen land. This land is governed by the Dish with One Spoon Wampum Belt Covenant. This is an agreement to share and care for the resources around the Great Lakes. Today, this sacred land is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work in the community, on this territory. This is simply just one step of unlearning and recognizing the harm colonization has had. To further honour the lands of which we are gathering on, we would like to share words of thanks also known as a thanksgiving address. We give thanks to the people, the mother earth, the waters, the fish, the plants, the medicines, the animals, the four directions, the sun, grandmother moon, the stars, the creator; and now our minds are one. It was not our intent to leave anything out. If something was forgotten we leave it to each individual to send such greetings and thanks in their own way.



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

-
- 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 Fularczuk
- 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

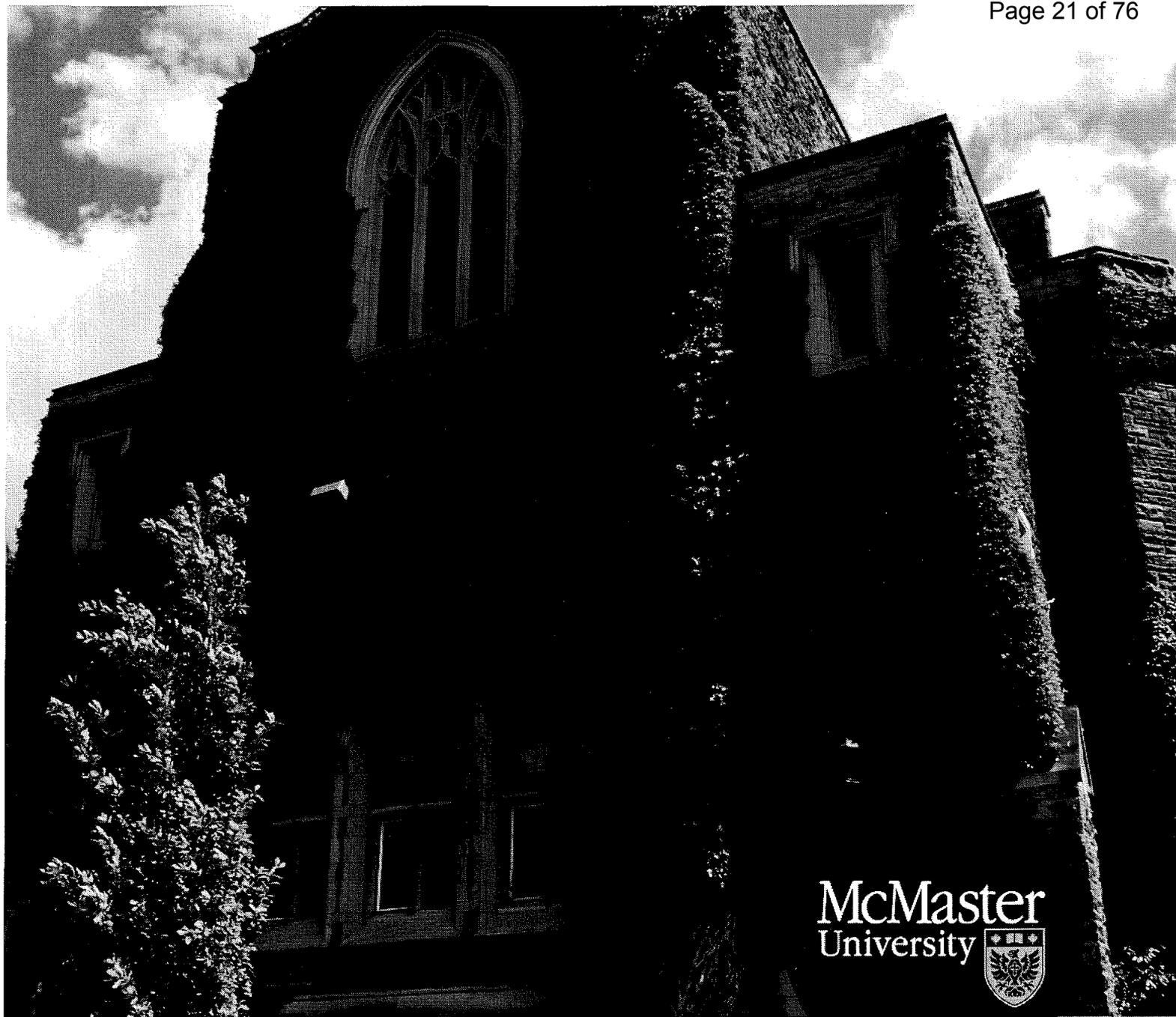
Committee members discussed changing the day or time of meetings but it was decided to keep it the same for 2022.

10. Adjournment

(R. Banky/A. Getty)

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

CARRIED



SURVEY OF HAMILTON'S TWO-SPIRIT AND LGBTQIA+ COMMUNITY

On Moving Forward with Hamilton Police Service

Tina Fetner, Professor of Sociology
McMaster University

Meghan Bird, Research Assistant
McMaster University

OCTOBER 29, 2021



EXECUTIVE SUMMARY

Following violent events at Hamilton Pride 2019, an independent review of Hamilton Police Service (HPS) was conducted by Scott Bergman of Cooper, Sandler, Shime & Bergman LLP. In June 2020, Mr. Bergman released the report, *Pride in Hamilton: An Independent Review into the Events Surrounding Hamilton Pride 2019*. The review found that Hamilton Police Service provided inadequate protection of Hamilton's Two-Spirit and LGBTQIA+ community and their allies celebrating that day, stating "the police response was inadequate — before, during and after the event. This added to the distrust of police in some circles."

That report made 38 recommendations to Hamilton Police Service and the City of Hamilton to improve policies, training, service provision and community engagement with Hamilton's Two Spirit and LGBTQIA+ community. Hamilton Police Service accepted the findings of that report and made a commitment to adopt all recommendations. Three of these direct Hamilton Police to gather the input of Hamilton's Two-Spirit and LGBTQIA+ community before proceeding:

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

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

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

To collect input from Hamilton's Two-Spirit and LGBTQIA+ community, Hamilton Police Service partnered with McMaster University's Office of Community Engagement to commission an independent study by Dr. Tina Fetner, Professor of Sociology at McMaster University. A brief, open-ended survey was developed to gather input on four questions: the qualities and characteristics that should be sought in a third-party facilitator; the composition of a Community Advisory Panel; the issues that these processes should take up; and a vision for healing and the building of trust between Hamilton's Two-Spirit and LGBTQIA+ community and the Hamilton Police Service. This report provides an overview of the dominant themes that emerged from the responses to that survey.



Key findings

Several key findings of the survey of members of Hamilton's Two-Spirit and LGBTQIA+ community members include:

- ***A facilitator must have strong connections to Hamilton's Two-Spirit and LGBTQIA+ community—ideally, they should be a member of this community and have a deep knowledge of the challenges faced therein. Facilitator(s) must be independent from Hamilton Police Service.***
- ***A facilitator should be highly skilled and experienced in mediation and facilitation, and they should inspire trust.***
- ***Members of a Community Advisory Panel must be from diverse backgrounds such that the composition of the panel is intersectional in identity and experience. It is imperative that all members of the Two-Spirit and LGBTQIA+ community will have the opportunity to be heard in any engagement process.***
- ***Any communications should directly address the history of negative treatment of members of Two-Spirit and LGBTQIA+ community by the Hamilton Police Service. The only way forward is to acknowledge the past and make commitments to change.***
- ***A lack of trust of Hamilton Police Service is a key concern. Some participants are concerned that police engagement with Hamilton's Two-Spirit and LGBTQIA+ community may not be helpful or safe at this time.***

To protect privacy, this report will not share information that might identify individual participants. The authors are grateful for the many personal stories that participants shared with us through this survey. Many of these individual experiences include recollections of interactions with Hamilton Police Service, including stories of neglect and abandonment, and incidents of physical violence and emotional trauma. Without disclosing individual stories, we acknowledge the collective feelings of deep pain, fear, anger, hopelessness, and resentment that were present across many responses by community members. We are deeply appreciative that community members shared these stories with us, and we thank all participants for their contributions.

METHODS

Responses were collected through an online survey, which was open from August 1, 2021 through October 1, 2021. Participants were recruited via community advertising, social media and emails to community organizations. All responses were anonymous, with no names or other identifying information collected. All participants provided their informed consent to participate and affirmed the following statement: *"Yes, I am a member of the Two-Spirit and/or LGBTQIA+ community in the City of Hamilton and I would like to proceed with this survey."*

While 350 participants engaged with this survey, only 44% of responses were included in the final dataset that informs this report. The authors validated survey responses through a careful reading, rejecting surveys that were blank, that included nonsensical responses that did not meaningfully engage with the survey questions, and those that contained homophobic comments or otherwise made clear that they were not completed by members of the Hamilton Two-Spirit and LGBTQIA+ community. After eliminating invalid responses, 155 valid responses form the basis for this report. All questions were open-ended. Participants were not limited by time constraints or a word count.

Analysis of the survey responses involved identifying themes present across responses. This was accomplished through a combination of quantitative approaches (word and phrase counts) and qualitative interpretations of shared meanings across responses. The results, summarized below, group the responses of individual survey takers into collective ideas and thoughts of the Two-Spirit and LGBTQIA+ community. Individual quotes are representative of these collective ideas. Only the authors of this report have access to individual survey responses, which will be deleted upon completion of this report.



Qualities of the facilitator(s)

Question 1: First, list the key qualifications and experience the facilitator(s) must have to respectfully and successfully engage with Hamilton's Two-Spirit and LGBTQIA+ community as dialogue is re-established with the Hamilton Police Service.

There is broad agreement that the facilitator(s) **must be members of the Hamilton Two-Spirit and LGBTQIA+ community**. This is the most common claim across all survey responses. In addition, it is important to many participants that the facilitator(s) are **independent, politically neutral, and unbiased**. It is often stated that the facilitator(s) **should not be affiliated with the Hamilton Police Service**, with the City of Hamilton, and for a few participants, with McMaster University.

The facilitator must "be a well trusted figure in the lgbtqia+ community. Please note our community, not the general community. Well trusted = likely doing grassroots work that includes uplifting those most marginalised in our community."

Participants point out a number of personal characteristics that the facilitator(s) should have. Foremost among responses is that the facilitator(s) should be **empathetic**. Many assert the facilitator(s) must **be kind, fair, respectful, and honest**. They should have **strong listening skills** and be **open-minded**. Lastly, several participants would like to see the **diversity** of Hamilton's Two-Spirit and LGBTQIA+ community reflected in the facilitator(s), preferring a facilitator who is Black, Indigenous, and/or a person of colour.

"Be employed by community grassroots LGBTQ2S, not the police and not McMaster. Have themselves or loved one who experienced negative treatment by the police. Have a team or at least 2 people working together and not 1 person alone. Have shown ability to speak truth to power."



The lived experiences and the education of the facilitator(s) also matter a great deal to survey respondents. Above all, the facilitator(s) must be **knowledgeable about the issues and challenges faced by Two-Spirit and LGBTQIA+ Hamiltonians**. In addition, participants state that the facilitator(s) **must understand the historical oppression of marginalized groups by police**. Many responses indicate that an important qualification for a facilitator is **previous experience** working with Two-Spirit and LGBTQIA+ community organizations and/or with other marginalized communities. Several participants suggest that the facilitator(s) must **understand appropriate language usage** to avoid misrepresenting and alienating community members.

The facilitator(s) should have an “in depth knowledge on the historic role of the police in criminalizing LGBTQ+ identities and behaviours; knowledge on community needs and concerns.”

Formal education and a record of experience are also important to participants. Several state that a facilitator(s) should have obtained at least a **university-level education**. Many participants would like the facilitator(s) to have **previous experience working as a facilitator**. Many believe that it would be valuable for the facilitator(s) to have a **background in social work or social justice**. Some suggest that the facilitator should have training in **conflict resolution**, as well as **anti-racism, anti-oppression, and sensitivity training**.

Qualities of the Community Advisory Panel

Question 2: The Hamilton Police Service hopes to establish a Community Advisory Panel. This panel will inform community consultations and provide feedback to the Hamilton Police Service about the Two-Spirit and LGBTQIA+ community in the City of Hamilton. Please list the key qualifications and experiences that members of this Community Advisory Panel should have.

Many of the responses to this question mirror those of Question 1. In particular, it is vital that a Community Advisory Panel be **populated with members of the Hamilton Two-Spirit and LGBTQIA+ community**. Participants broadly agree that the panel should be **independent and politically neutral**, with **none of the members having an affiliation with Hamilton Police**



Service, and none from Hamilton City Hall. Several participants state that they believe the panel should be hosted in a neutral location, not on Hamilton Police Service property.

“Diverse and anti-racist, containing BIPOC representation as queer BIPOC people are most likely to have experienced profiling and violence at the hands of police services. Panel should also have trans and non-binary representation. Panel members should not be affiliated with HPS in any way (family members on the force, financial stakes/political contributions etc). Folks who have lived experience with poverty and homelessness should also be represented.”

Participants see in the Community Advisory Panel the opportunity to be **inclusive and diverse**, accurately reflecting the diversity of the Hamilton Two-Spirit and LGBTQIA+ community. Many argue that the **presence of intersecting identities and life experiences** is necessary. This includes a diversity of ages, including both youth and seniors. Many participants believe that multiple members of the panel should be **Black, Indigenous, and people of colour**. Gender diversity is a priority. The panel should include **men, women and non-binary** members, **transgender** and **cisgender** members, and be inclusive of **intersex** Hamiltonians. **Socio-economic diversity** is also important, so the panel should be inclusive to low-income community members; some participants suggest that at least one person who has experienced homelessness should be included. Other participants say that **individuals with disabilities** should be included on the Community Advisory Panel.

“Lived experience and intersectional identities continues to be important. Education isn’t everything – expertise can come from a lot of places and we need space for those growing into leaders as well (such as young folks).”



While participants express a clear desire for professional experiences in a facilitator in Question 1, for the Community Advisory Panel, there is broad agreement that panel members' life experience is more important than educational or job qualifications. Still, some participants prefer that panelists have some **experience working with marginalized communities**. Participants also reference a few skills that they would like the members of the Community Advisory Panel to have. Several participants say **negotiation and communication skills** are important. Other participants assert that **open-mindedness** is necessary. A number of participants believe that members of the panel must be **knowledgeable about issues faced by the Two-Spirit and LGBTQIA+ community** in Hamilton.

Issues and Concerns

Question 3: Please identify any issues or concerns which you feel should be key priorities for the Hamilton Police Service.

Participants offer a clear message that deep changes are required within the Hamilton Police Service. The foremost issue identified as a priority for this process is **police neglect of their duty to protect members of the Two-Spirit and LGBTQIA+ community**. Multiple respondents state that they have witnessed police stand by rather than stand up for community members. Participants seek police protection from physical and verbal violence, including from homophobic and transphobic aggression.

"Hate crimes. Interference by counter protesters at our community gatherings/protests. Police must take action to keep counter-protesters at a distance, not just stand by."

Another issue that participants want addressed is **bias in policing**. Several participants articulate the view that **hate groups** that perpetrate violence against Two-Spirit and LGBTQIA+ community members are given **too much leniency** by the Hamilton Police. Participants report witnessing criminal behaviour by homophobic and transphobic activists that has gone unaddressed by police. Several participants want the Hamilton Police Service to take reports of **hate crimes** more seriously.

“They must start listening to our concerns. They also need to distance themselves from right wing groups, such as the Yellow Vests. They need to purge those officers who do not understand that “to serve and protect” applies to all citizens.”

Many participants want to engage the issue of **oppressive behaviour** within the Hamilton Police Service. These participants are concerned about **homophobic comments** made by members of the Hamilton Police Service in recent memory, including from a former Chief of Police. A few participants share their concerns about **police violence** against members of the Two-Spirit and LGBTQIA+ community in Hamilton, claiming that changes are needed to prevent such instances of brutality from occurring again.

“Naming and working to end racism, heterosexism, cis-sexism, sexism within the ranks of HPS. These dangerous attitudes should not be normalized and shrugged off.”

Many participants express an **intersectional understanding of the Two-Spirit and LGBTQIA+ community**, acknowledging that community members belong to any number of marginalized groups that experience bias in policing. They believe that police culture is **non-inclusive** along several dimensions that should be addressed. For example, participants feel that **racism in policing**, especially racial profiling and the practice of “carding,” were major concerns that should be addressed in this process. In addition, **police treatment of individuals with mental illness** is raised by several participants as a relevant issue.

“Police do not handle mental health crises of Q/T [queer and trans] folks well.”



Numerous participants express concerns about **police treatment of those without housing** in Hamilton, particularly the destruction of “tent cities” by Hamilton Police Service.

Hamilton Police Service should be “helping...lgbtq youth who are disproportionately homeless.”

Participants want to see deep changes within Hamilton Police Service, with many arguing for **police reform**. A prominent concern is one of **increased accountability**. Many participants would like to see Hamilton Police Service **publicly acknowledge** their history of mistreating Two-Spirit and LGBTQIA+ Hamiltonians, as well as for individual **police officers to be held accountable** for their actions. For example, some participants want Hamilton Police Service to terminate the employment of any officer who has made homophobic comments in the past. Others would like to see the development of an independent process to **address misconduct** within the organization. Some believe that it would be beneficial to **hire more officers** who are members of the Two-Spirit and LGBTQIA+ community.

Many participants recommend a program of **education of police officers** to increase their knowledge of the Two-Spirit and LGBTQIA+ community and its history. For some participants, a **university degree** should be established as a required credential for all police officers. For others, education should take the form of a mandatory **sensitivity training course**. Several participants argue for training in skills such as **de-escalation techniques**. Some suggest a program to teach officers about the **historical context of police oppression** and mistreatment of marginalized communities.

“I don’t trust the police at all...Defund them and reallocate funds to proper programs that actually serve and protect people. Not create fear and anxiety.”

Many participants are in favour of **resource reallocation** away from Hamilton Police Service to other organizations. **Defunding** of the Hamilton Police Service is a common thread that



emerges throughout the survey. Several participants think that some **responsibilities should be removed from police** altogether. Several participants assert that resources should be reallocated into **existing community programs** that serve the Hamilton Two-Spirit and LGBTQIA+ community. Some participants make the case that a **complete deconstruction of contemporary policing** as a societal practice is necessary.

Healing and Trust-Building

Question 4: What do healing and trust-building look like?

Participants have many different ideas about what healing and trust-building look like. Many of these responses express similar themes, with one idea in particular rising to prominence: **accountability**. In fact, some participants use only this one word to express their thinking on this matter. Others elaborate, such as those who argue for the **public acknowledgement** of historic oppression, including specifically Hamilton Police Service's history of causing harm to members of the Two-Spirit and LGBTQIA+ community.

"Acknowledgement of the specific harm caused to the community by HPS's neglect, intimidation, targeting of, and violence towards our community members over decades; acknowledgement of specific harm caused by stereotyping members of the community over decades; willingness to listen to and respect our experiences, concerns, and wishes; committing time and resources to thorough and detailed education about 2S and LGBTQ+ realities by qualified and non-divisive members of our community."

Many articulate that trust building is a **long-term process** that depends on a pattern of behaviour by the Hamilton Police Service. Numerous participants express the belief that healing and rebuilding trust are going to take a long time because of the deep mistrust of police that exists currently within the Two-Spirit and LGBTQIA+ community. For several participants, this work includes long-term commitments to **dialogue**.

“Trust will only come with time and proven action!!!... I've seen enquiries into issues, but I've not seen the kind of commitment that is required by police... SHOW ME THAT [YOU ARE] SERIOUS!”

Participants argue that **listening and learning** are crucial aspects of healing and building trust with the Hamilton Two-Spirit and LGBTQIA+ community. Many members of this community express the desire to be heard, arguing that it is Hamilton Police Service that should do the listening and learning. A smaller number say that they are also willing to listen to the perspectives of police.

“I think there will have to be opportunities to communicate, including small formats and even one-on-one conversations.”

As important as dialogue is to this process, community members are clear that talk is not sufficient. Many participants share the view that healing requires **concrete action** rather than **symbolic gestures**. Some participants caution that performativity or empty promises are much easier to engage in than **meaningful policy changes** or **deep reforms**.

“They [HPS] need to pay up for the damages they caused the community and formally remove themselves from all things Hamilton 2SLGBTQ+. Years of dismantling the systemic abuse of power and the need to release all past records in order to start to build a new path forward, we cannot skip to reconciliation without publicly owning in great detail past wrongs.”

One form of concrete action mentioned repeatedly is **disciplinary action** for police officers who mistreat members of the Two-Spirit and LGBTQIA+ community. Several participants share the concern that Hamilton Police Service fosters a **culture that is too tolerant of homophobia and transphobia** among police officers, which forms a barrier to healing. Many participants



envision a police culture that offers **support and allyship** for the Two-Spirit and LGBTQIA+ community in Hamilton. They would like to see Hamilton Police Service **advocate** for the needs of Two-Spirit and LGBTQIA+ Hamiltonians and **develop programs** that empower community members. Some want increased community participation by **off-duty and out-of-uniform police**.

“Many people in the 2SLGBTQIA+ community do not feel safe around any police, this is not specific to the Hamilton Police Service. A priority to rebuild broken relationships could be to engage in the community out of uniform/not during work hours. This would show the community that members of the police are dedicated as individuals to see improvement, rather than being forced to show up at the demand of their superior officer.”

Finally, many participants argue that the **re-allocation of financial resources** is key to healing and building trust. Participants state that they would like to see police financial resources being redirected into community organizations that support the Two-Spirit and LGBTQIA+ community in Hamilton.

Healing looks like “defunding police services by placing surplus into housing and a queer and trans community centre. Generally, leave us alone if you’re not showing up to protect us...Don’t be surprised if two-spirit, queer, and trans folks do not wish to ever engage with HPS.”

Comments and Suggestions

Question 5: Finally, do you have any further comments or suggestions that you would like to share?



Several useful comments and suggestions are included in this section. For example, some participants suggest that Hamilton Police Service should **financially compensate** members of the Community Advisory Panel. This would be taken as a gesture of appreciation for members' time and expertise. In addition, it would create a **more inclusive space for low-income members** of the Two-Spirit and LGBTQIA+ community to participate.

"I think the HPS has had quite enough free labour from the queer community. No need for us to be reliving trauma with them yet AGAIN. They need to do their own work and homework first...If you ask members of the community to advise you, I hope you pay them for their time."

Several participants argue for Hamilton Police Service's targeted hiring of members of the Two-Spirit and LGBTQIA+ community to increase the **diversity of the police force** along these dimensions.

A number of participants express their encouragement to Hamilton Police Service to **be open to criticism** from the Two-Spirit and LGBTQIA+ community, both through the results of this survey and in future community engagement, as a path to improved relations.

Several participants use this space to convey their concern that their feedback on this survey will not be seriously considered. Numerous participants share the perspective that the Two-Spirit and LGBTQIA+ community in Hamilton **should not engage** in this process. This view asserts a lack of trust that any process can improve relations between the Hamilton Police Service and this community.

"Hamilton Police have shown that they unfortunately cannot be trusted. Engaging with communities cannot be done successfully, safely or effectively by the Hamilton Police."

CONCLUSION

This survey provided an opportunity for members of the Hamilton Two-Spirit and LGBTQIA+ to express their thoughts on particular aspects of the process of repairing community relations with Hamilton Police Service. Although many diverse opinions were expressed, community responses did coalesce in significant ways. This report summarizes the main themes found within the responses to the survey. For example, a strong voice to have a facilitator (or multiple facilitators) be a highly qualified professional who is a member of the local Hamilton Two-Spirit and LGBTQIA+ community is expressed. Similarly, the call for assembling a diverse panel of Hamiltonians to comprise the Community Advisory Panel is clear.

There is broad agreement that both historic and current practices by Hamilton Police Service that have negative impacts on the Two-Spirit and LGBTQIA+ community should be acknowledged, and both individuals and the broader culture of policing should be held accountable. The sentiment that reforming policing of the Two-Spirit and LGBTQIA+ community is inextricable from projects of ending police oppression of marginalized communities is a clear message. Many advocate for specific reforms, including targeted hiring of members of the Two-Spirit and LGBTQIA+ community, disciplinary actions for harmful police behaviour, and the reallocation of police resources to community organizations. An emphasis on listening, learning, and accountability are key takeaways from participants. Finally, some express a skepticism about the possibility for real reform; however, many make it clear that they would be convinced by concrete actions over the long term.

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



Corporate Human Resources Policy Health, Safety and Wellness	 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

Mandatory COVID-19 Vaccination Verification Policy

POLICY STATEMENT	<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>
PURPOSE	<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>
SCOPE	<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>

<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 2 of 11		Approval: TBD

	<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>
--	---

Corporate Human Resources Policy Health, Safety and Wellness	 Hamilton	Content Updated: 2021 - 01 - 06 Supersedes: Pandemic Response Procedure - Staff Vaccination for COVID-19 - COH-P-018
Policy No: HR-66-21 Page 3 of 11		Approval: TBD

<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.

<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 4 of 11		Approval: TBD

	<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
--	--

<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 5 of 11		Approval: TBD

	<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.
--	---

<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 6 of 11		Approval: TBD

	<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).
--	---

<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 7 of 11		Approval: TBD

	<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
--	---

Corporate Human Resources Policy Health, Safety and Wellness	 Hamilton	Content Updated: 2021 - 01- 06 Supersedes: Pandemic Response Procedure - Staff Vaccination for COVID-19 - COH-P-018
Policy No: HR-66-21 Page 8 of 11		Approval: TBD

	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

<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 9 of 11		Approval: TBD

	<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
--	--

<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 10 of 11		Approval: TBD

	<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
<p>COMPLIANCE</p>	<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>
<p>HISTORY</p>	<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</p>		
<p>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>
--	--



**Survey of Hamilton's Two-Spirit and LGBTQIA+ Community
On Moving Forward with Hamilton Police Service**

Presented by : Sergeant Rebecca Moran



Survey Information and Methods

- Responses were collected through an online survey
- Survey open from August 1, 2021 through October 1, 2021
- Participants were recruited via community advertising, social media and emails to community organizations
- All responses were anonymous –no names or other identifying information collected
- A total of 350 participants engaged in the survey
- 44% of responses were included in the final dataset
- 155 valid responses form the basis for this report





SURVEY OF HAMILTON'S TWO-SPIRIT AND LGBTQIA+ COMMUNITY

KEY FINDINGS

1 Facilitator must have strong connections to Hamilton's Two-Spirit and LGBTQIA+ community and be independent from HPS.

2 Facilitator should be highly skilled and experienced in mediation, facilitation and inspire trust.

3 Community Advisory Panel members must be from diverse backgrounds such that the composition of the panel is intersectional in identity and experience.

4 Communications should directly address the history of negative treatment of Two-Spirit and LGBTQIA+ community members by HPS.

5 Lack of trust with HPS is a key concern. Some participants are concerned that police engagement with Hamilton's Two-Spirit and LGBTQIA+ community may not be helpful or safe as this time.

Following the Bergman Report, HPS worked with McMaster University's Office Of Community Engagement to collect input from Hamilton's Two-Spirit and LGBTQIA+ communities.

Survey ran from August 1 to October 1, 2021

- ▶ 350 participants
- ▶ 44% of responses included in the final dataset
- ▶ 155 valid responses
- ▶ Shared via print ads, social media and emails to community organizations
- ▶ Survey asked four questions;
 1. Qualities and characteristics sought in a third-party facilitator
 2. Composition of a Community Advisory Panel
 3. Issues that these processes should take up
 4. Vision for healing and the building of trust between Hamilton's Two-Spirit and LGBTQIA+ community and the Hamilton Police Service (HPS).

FACILITATOR CHARACTERISTICS

- Empathetic
- Kind
- Fair
- Respectful
- Honest
- Strong listening skills
- Open-minded
- Diverse

KEY QUALIFICATIONS AND EXPERIENCE FOR A FACILITATOR

- ▶ Must be a member of the Two-Spirit and LGBTQIA+ community
- ▶ Independent
- ▶ Politically neutral
- ▶ Unbiased
- ▶ Should not be affiliated with HPS
- ▶ Knowledgeable about the issues and challenges faced by Two-Spirit and LGBTQIA+ Hamiltonians
- ▶ Must understand historical oppression of marginalized groups by police
- ▶ Previous experience working with Two-Spirit and LGBTQIA+ community organizations and/or with other marginalized communities
- ▶ Understand appropriate language usage
- ▶ Skilled in trauma informed practices

QUALITIES OF THE COMMUNITY ADVISORY PANEL

- ▶ Populated with members of the Hamilton Two-Spirit and LGBTQIA+ community
- ▶ Independent
- ▶ Politically neutral
- ▶ No affiliation with HPS
- ▶ Inclusive and Diverse
- ▶ Presence of intersecting identities and lived experiences
- ▶ Multiple members should be Black, Indigenous and people of color
- ▶ Include men, women and non-binary, transgender, cisgender, intersex
- ▶ Socio-economic diversity
- ▶ Include individuals with disabilities
- ▶ Negotiation and communication skills
- ▶ Open-minded

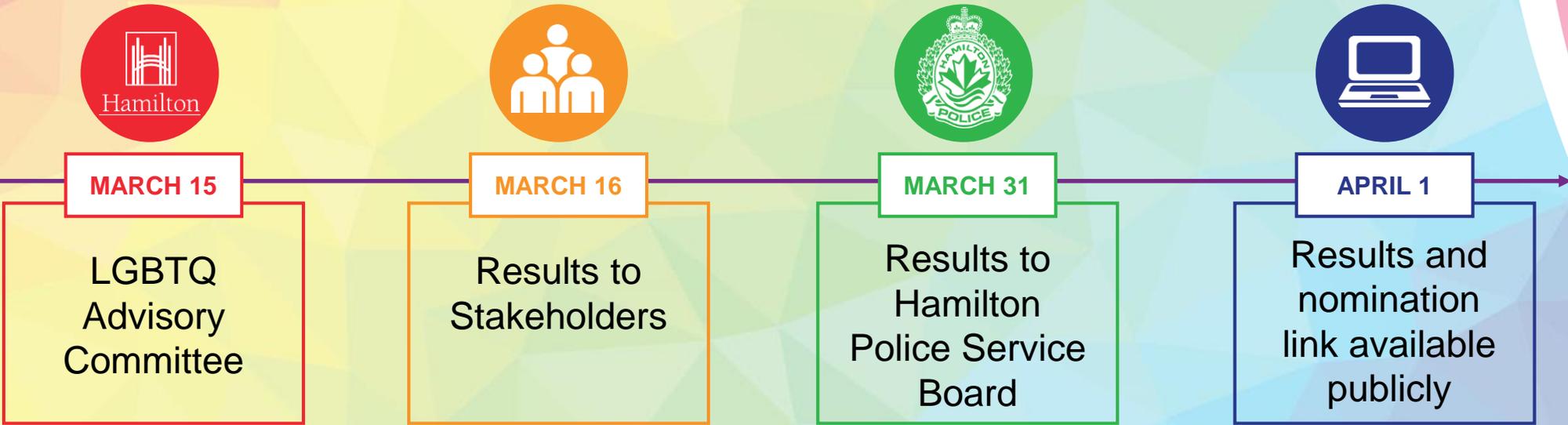
OVERALL

- Participants want to see deep changes within HPS
- Want increased accountability
- Want history publicly acknowledged
- Want police officers held accountable for their actions
- Want more officers from the Two-Spirit and LGBTQIA+ community
- Want targeted hiring of Two-Spirit and LGBTQIA+ community members

* McMaster University's Office Of Community Engagement was commissioned to conduct the independent study. The study was completed by Dr. Tina Fetner, Professor of Sociology at McMaster University.



What's Next?





Finding a Facilitator

A link to an anonymous survey will accompany the survey results and infographic that is made available to the public on April 1, 2022.

The survey will be an opportunity for community members to submit the names of facilitators that they feel would be suitable to lead the conversations between HPS and community.





SURVEY OF HAMILTON'S TWO-SPIRIT AND LGBTQIA+ COMMUNITY

Following the Bergman Report, HPS worked with McMaster University's Office Of Community Engagement to collect input from Hamilton's Two-Spirit and LGBTQIA+ communities.

Survey ran from August 1 to October 1, 2021

- ▶ 350 participants
- ▶ 44% of responses included in the final dataset
- ▶ 155 valid responses
- ▶ Shared via print ads, social media and emails to community organizations
- ▶ Survey asked four questions;
 1. Qualities and characteristics sought in a third-party facilitator
 2. Composition of a Community Advisory Panel
 3. Issues that these processes should take up
 4. Vision for healing and the building of trust between Hamilton's Two-Spirit and LGBTQIA+ community and the Hamilton Police Service (HPS).

KEY FINDINGS

- 1** Facilitator must have strong connections to Hamilton's Two-Spirit and LGBTQIA+ community and be independent from HPS.
- 2** Facilitator should be highly skilled and experienced in mediation, facilitation and inspire trust.
- 3** Community Advisory Panel members must be from diverse backgrounds such that the composition of the panel is intersectional in identity and experience.
- 4** Communications should directly address the history of negative treatment of Two-Spirit and LGBTQIA+ community members by HPS.
- 5** Lack of trust with HPS is a key concern. Some participants are concerned that police engagement with Hamilton's Two-Spirit and LGBTQIA+ community may not be helpful or safe as this time.

FACILITATOR CHARACTERISTICS

- Empathetic
- Kind
- Fair
- Respectful
- Honest
- Strong listening skills
- Open-minded
- Diverse

KEY QUALIFICATIONS AND EXPERIENCE FOR A FACILITATOR

- ▶ Must be a member of the Two-Spirit and LGBTQIA+ community
- ▶ Independent
- ▶ Politically neutral
- ▶ Unbiased
- ▶ Should not be affiliated with HPS
- ▶ Knowledgeable about the issues and challenges faced by Two-Spirit and LGBTQIA+ Hamiltonians
- ▶ Must understand historical oppression of marginalized groups by police
- ▶ Previous experience working with Two-Spirit and LGBTQIA+ community organizations and/or with other marginalized communities
- ▶ Understand appropriate language usage
- ▶ Skilled in trauma informed practices

QUALITIES OF THE COMMUNITY ADVISORY PANEL

- ▶ Populated with members of the Hamilton Two-Spirit and LGBTQIA+ community
- ▶ Independent
- ▶ Politically neutral
- ▶ No affiliation with HPS
- ▶ Inclusive and Diverse
- ▶ Presence of intersecting identities and lived experiences
- ▶ Multiple members should be Black, Indigenous and people of color
- ▶ Include men, women and non-binary, transgender, cisgender, intersex
- ▶ Socio-economic diversity
- ▶ Include individuals with disabilities
- ▶ Negotiation and communication skills
- ▶ Open-minded

OVERALL



Participants want to see deep changes within HPS



Want increased accountability



Want history publicly acknowledged



Want police officers held accountable for their actions



Want more officers from the Two-Spirit and LGBTQIA+ community



Want targeted hiring of Two-Spirit and LGBTQIA+ community members

* McMaster University's Office Of Community Engagement was commissioned to conduct the independent study. The study was completed by Dr. Tina Fetner, Professor of Sociology at McMaster University.



CITIZEN COMMITTEE REPORT

To:	Emergency and Community Services Committee
From:	LGBTQ Advisory Committee <div style="text-align: center;">_____</div> Jake Maurice, Committee Member
Date:	March 10,2022
Re:	Accessible Captioning

Recommendations

That accessible captioning is available on all advisory committee meetings through WebEx by May 30th 2022

Background

Members of the LGBTQAC have asked for accommodations, specifically that there be captioning in meetings, so that they can participate without barriers. There has been a previous Citizen Committee Report filed through the Audit and Finance Committee on (date). As indicated on the previous report, City staff reported back that the option for accessible captioning through Webex was explored and available but not enabled or purchased at this time. We believe that it is crucial to recommend May 30th,2022 as a date for this to be implemented. This is something that the City has been made aware of for over a year. This is imperative for members on citizen committees and members of the public to have equal access to meetings.

Analysis / Rationale

The LGBTQAC considers this accommodation a matter of human rights and disability justice. We are confident that this barrier can be overcome by the City of Hamilton. As the Canadian Hard of Hearing Association states, "90% of people with hearing loss can improve communication with hearing assistive technology, counseling or environmental changes".

We also recognize that this accommodation is not just important for those who are hard of hearing but for those who may have other cognitive disabilities, who experience Attention-deficit/hyperactivity disorder (ADHD), or who suffer from similar chronic conditions.

We understand that, because the LGBTQAC is a volunteer Advisory Committee, that it is not subject to the same laws, rules, and regulations that govern the City's employees, but we thought it was important to share this information posted on the Accessibility for Ontarians with Disabilities Act (AODA) website on November 12, 2018, entitled Individual Accommodation Plans in Ontario Workplaces. "The Employment Standard under the AODA states that all public sector organizations, and private or non-profit organizations with fifty or more workers, must develop and document a process for writing individual accommodation plans. Individual accommodation plans are written documents that list all accommodations workers with disabilities need to make their jobs accessible.

For example, accommodations that a worker might use include informational accommodations, such as documents in digital form or real-time captioning at meetings". More information about the AODA Employment Standard can be accessed by visiting <https://www.aoda.ca/individual-accommodation-plans-in-ontario-workplaces/>. While the LGBTQAC recognizes that its members are not employees, it is still participating in work in a virtual workplace with members of City staff and should enjoy the same level of accommodation as others in that workplace. We recognize that both legislation and accommodation standards are changing with respect to virtual workplaces and environments and ask that the City be forward thinking in its approach.

As far as the LGBTQAC can tell, documents like the City's Barrier-Free Design Guidelines (Version 1.1, 2006) and its Accessibility Standards (2017) have not been updated to include provisions since the beginning of the COVID-19 pandemic with respect to virtual environments. The LGBTQAC is asking for this to be implemented without an additional request from members of the LGBTQAC

to submit paperwork and other documents. Sufficient requests have been made and we don't think it's reasonable to place additional burdens on or barriers in front of those asking for these reasonable accommodations. Further, we do not think that this technological accommodation should only be extended to the LGBTQAC but should become part of every City meeting that is broadcast publicly. It is important that all Hamiltonians can participate in their municipal government, and we feel that this is part of the City's commitment to and response to the Accessibility Standards for Customer Service (O. reg. 427/07) and the Web Content Accessibility Guidelines (WCAG 2.0).

While we recognize that there is not binding legislation that currently mandates that the City provide this accommodation, we feel that the examples we have drawn upon will aid the City in accepting 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

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.



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.