



City of Hamilton

AUDIT, FINANCE AND ADMINISTRATION COMMITTEE ADDENDUM

Meeting #: 23-003
Date: February 16, 2023
Time: 9:30 a.m.
Location: Council Chambers
Hamilton City Hall
71 Main Street West

Tamara Bates, Legislative Coordinator (905) 546-2424 ext. 4102

5. COMMUNICATIONS

- *5.2 Gabriel Nicholson, respecting motion 11.2 Council Access to and Copies of Confidential Records

Recommendation: Be received and referred to Item 11.2, Council Access to and Copies of Confidential Records.

8. STAFF PRESENTATIONS / PRESENTATIONS

- *8.2 Committee Against Racism - Annual Report (no copy)

9. CONSENT ITEMS

- *9.4 Committee Against Racism Minutes - January 10, 2023

10. DISCUSSION ITEMS

- *10.2 Citizen Candidates for the Hamilton Police Services Selection Committee

Refer to Item 14.1 for Confidential Appendix A to Committee Against Racism Citizen Committee Report, respecting Citizen Candidates for the Hamilton Police Services Board Selection Committee.

14. PRIVATE AND CONFIDENTIAL

*14.1 Committee Against Racism - Citizen Committee Report, respecting Citizen Candidates for the Hamilton Police Services Selection Committee

Discussion of Confidential Appendix "A" to Committee Against Racism - Citizen Committee Report, respecting Citizen Candidates for the Hamilton Police Services Selection Committee, pursuant to Section 9.3, Sub-section (b) of the City's Procedural By-law 21-021, as amended, and Section 239(2), Sub-section (b) of the Ontario Municipal Act, 2001, as amended, as the subject matter pertains to personal matters about an identifiable individual, including City or local board employees.

Please refer to Item 10.2 for Public Committee Against Racism - Citizen Committee Report, respecting Citizen Candidates for the Hamilton Police Services Selection Committee.

Bates, Tamara

Subject: FW: AFA FEB 16 #11.2 Communications Please

From: Gabriel Nicholson <>
Sent: Monday, February 13, 2023 3:25 PM
To: Bates, Tamara <Tamara.Bates@hamilton.ca>
Subject: AFA FEB 16 #11.2 Communications Please

Hello,

Regarding the motion 11.2 Council Access to and Copies of Confidential Records, this is a bad idea.

Staff can confirm or deny this when you ask them to report back on

"the risk, total liability and scenarios when every single confidential document in the possession of the City of Hamilton is released to the public"

It's odd that 12.1 Bring Your Own Device Policy would warrant such thoroughness, but safeguarding legitimate city confidential documents would not.

#11.2 combined with #12.1 could lead to a scenario where someone is using their personal laptop on an unsecured wifi granting others unauthorized access.

What is the liability to the city when this happens?

There is already a process in place for Councillors to access this information. I would go one further and say if they can't comprehend the documents in this manner, they fully have the right to schedule an In-Camera Meeting and have staff take them thru it.

regards,
gabriel nicholson



MINUTES 23-001
Committee Against Racism (CAR)
Tuesday, January 10, 2023
5:30 pm
WebEx

Present: T. Qasim, T.Childs, P.Jeffrey, and M. Dei-Amoah

Regrets: S. McWatt

Also

Present: A. Majani, Staff Liaison
L. Kolar, Legislative Coordinator, Office of the City Clerk

1. CEREMONIAL ACTIVITIES

(i) Call to Order (Item 1.1)

T. Qasim called the meeting to order, welcomed and took roll call.

(ii) Land Acknowledgement (Item 1.2)

P. Jeffrey read the Land Acknowledgement.

2. APPROVAL OF AGENDA

The chair advised the committee of the following additions:

5. COMMUNICATIONS

5.1 Audit, Finance and Administration Committee Report 22-016, Item 5 (b), as Amended by Council, September 28, 2022 respecting Confidential Interview Questions for the Hamilton Police Services Board Selection Committee.

14. PRIVATE AND CONFIDENTIAL

14.1 Confidential Interview Questions for Hamilton Police Services Board Selection Committee (no copy)

9.4

(P. Jeffrey/T. Childs)

That the agenda of April 26, 2021 be approved, as amended.

CARRIED

3. DECLARATIONS OF INTEREST

None

4. APPROVAL OF MINUTES OF PREVIOUS MEETING.

(i) December 20, 2022 (Item 4.1)

(P. Jeffrey/M. Dei-Amoah)

That the Minutes of February 22, 2022 be approved, as presented.

CARRIED

5. COMMUNICATIONS

(i) Audit, Finance and Administration Committee Report 22-016, Item 5 (b), as Amended by Council, September 28, 2022 respecting Confidential Interview Questions for the Hamilton Police Services Board Selection Committee (Item 5.1)

(M. Dei-Amoah/T. Childs)

That the Audit, Finance and Administration Committee Report 22-016, Item 5 (b), as Amended by Council, September 28, 2022 respecting Confidential Interview Questions for the Hamilton Police Services Board Selection Committee, be received.

CARRIED

6. DISCUSSION ITEMS (Item 10)

(i) Work Plan Update (Item 10.1)

(M. Dei-Amoah/T. Childs)

That the Work Plan Update be deferred to the next meeting.

CARRIED

(ii) Black History Month (Item 10.2)

(a) Black History Month Scholarships (Item 10.2(a))

(M. Dei-Amoah/T. Childs)

That the discussion around Black History Month Scholarships, be deferred to the next meeting.

CARRIED

9.4

- (b) **Black History Month Sponsorships and Ads (Item 10.2(b))**

(M. Dei-Amoah/T. Childs)

That the higher level discussion around Sponsorships and Ads, be deferred to the next meeting.

CARRIED

1. **John C. Holland Awards (Item 10.2(b)(a))**

(Dei-Amoah/P. Jeffrey)

That the Committee Against Racism approve the sponsorship of a Youth Table, in the amount of \$800 from the 2022 approved budget, for the upcoming John C. Holland Awards.

CARRIED

2. **Black History Month Committee – Bus Ads (Item 10.2(b)(b))**

(Dei-Amoah/P. Jeffrey)

That a maximum of \$1500 from the 2022 approved budget, be donated to the upcoming Black History Month kick-off event for refreshments in lieu of a donation towards Bus Ads.

CARRIED**7. PRIVATE AND CONFIDENTIAL (Item 14)**

Pursuant to Section 9.1, Sub-section (i) of the City's Procedural By-law 21-021, as amended, and Section 239(2), Sub-section (i) of the Ontario Municipal Act, 2001, as amended, as the subject matter pertains to a trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the City or local board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization.

- (i) **Confidential Interview Questions for Police Services Board Selection Committee (Item 14.1)**

(M. Dei-Amoah/T. Childs)

That staff be directed to forward the confidential interview questions from the Committee Against Racism to the Police Services Board, and that the questions remain confidential.

CARRIED

9.4

8. ADJOURNMENT (Item 15)

(T. Childs/P. Jeffrey)

That the Committee adjourn its meeting at 8:34 p.m.

CARRIED

T. Qasim, Chair
Committee Against Racism



CITIZEN COMMITTEE REPORT

To:	Audit, Finance and Administration Committee
From:	Committee Against Racism <div style="text-align: right; margin-right: 50px;"> <u>Taimur Qasim</u> Taimur Qasim, Chair </div>
Date:	February 16, 2023
Re:	Citizen Candidates for the Hamilton Police Services Selection Committee

Recommendation

That the list of Citizen Candidates recommended by members of the Committee Against Racism, and the Hamilton Area Anti-Racism Coalition for Citizens to sit on the Hamilton Police Services Board Selection Committee and attached hereto as Confidential Appendix “A”, be approved and referred to Council for their consideration.

Background

Council approved the following recommendation on September 28, 2022:

The application period for the public member positions to the Hamilton Police Service (HPS) Board Selection Committee began on December 16th, 2022. The posting was advertised on social media and on the HARRC website from December 16, 2022, to Jan 12th, 2023.

Applicants were asked to complete a questionnaire that detailed information on their qualifications, including, community engagement experience, understanding of board governance, policing legislation, structural racism and discrimination and community safety. At the end of the application process, a review committee conducted an initial screening of applicants based on a eligibility criteria and scoring matrix (Stage 1). The selection committee was granted access to the complete list of applicants. The committee included members from the following organizations.

10.2

Citizen Committee Report
Committee Against Racism

The second screening (Stage 2) took place from January 26th-31st, 2023. The process included an interview stage with candidates which best meet the criteria and scoring matrix. Applicants answered a series of questions and a further eligibility review to flag potential conflicts of interest and ascertain knowledge of EDI principals.

3 HARRC members
3 CAR members
1 YWCA member
1 Muslim Association of Hamilton member
1 Jewish Federation of Hamilton member

In addition to putting forward 6 candidates for approval by City Council, the review committee proposes, should an alternate candidate be required that City Council consider appointing a member from the review committee to replace the candidate

Those recommendations were approved by the Committee Against Racism on February 7, 2023.

Appendix "A" – Confidential List of Citizen Candidates for the Hamilton Police Services Selection Committee

Appendix "B" – Letter from the Hamilton Anti-Racism Resource Centre (HARRC) respecting their agreement with the Confidential List of Citizen Candidates for the Hamilton Police Services Selection Committee



City of Hamilton
71 Main St W
Hamilton, ON
L8P 4Y5

February 9, 2023

To: Audit, Finance & Administration Committee

The Committee Against Racism (CAR) Citizen Committee report dated May 24, 2022, outlines recommendations for changes to the Hamilton Police Service Board selection process.

As per the report, the Hamilton Anti-Racism Resource Centre (HARRC) and CAR have selected 6 community members to participate on the Hamilton Police Services (HPS) Board Selection Committee.

The selection process included a review panel with representatives from the Hamilton Jewish Federation, Hamilton Muslim Association, YWCA, HARRC and CAR. After an extensive interview process, HARRC and CAR endorse names and agree with the recommendations to the HPS Board Selection Committee.

Yours sincerely,

Lyndon George

Executive Director
Hamilton Anti-Racism Resource
Email: lyndon@harrc.ca
Phone: 905-962-5971