



Hamilton

**- MINUTES -**  
**LGBTQ Advisory Committee**  
**Thursday, November 17, 2011 – 5:30 p.m.**  
**Room 222, City Hall**

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**PRESENT:** Marlon Picken, Kerry Cranston, Deirdre Dixon, David Gunton,  
Gord Jackson, Debbie Wooldridge

**ALSO PRESENT:** Jane Lee, May-Marie Duwai-Sowa (City of Hamilton)  
Mary Agro, Human Resources (City of Hamilton)

**REGRETS:** Michelle Poirier, Renee Wetselaar. Rob Brown,  
Kristeen Sprague (LoA)

**1. WELCOME**

**2. DECLARATION OF INTEREST**  
None declared.

**3 APPROVAL OF MINUTES**

**(Debbie/Gord)**

That the minutes of the October 20, 2011 meeting of the LGBTQ Advisory  
Committee be approved as circulated. **CARRIED**

**4. APPROVAL OF AGENDA**

**5. BUSINESS ITEMS**

**5.1 Workplace Census**

The committee welcomed Mary Agro, Manager of Organizational Development, Human Resources Department who attended to share the Workforce Census results. She expressed thanks to previous advisory committee members who provided input during census planning stage. Pre-census input was also given by a variety of other groups including McMaster ethics panel, city groups, other advisory committees, previous census city & unions. An overview of findings of Include Me Workplace Census was distributed. The 2010 questionnaire was given to all City of Hamilton employees, to be completed in 3 week period via paper copy or online. Participation was voluntary and untraceable. The guidelines of Human Rights Code followed. The purpose of survey was to learn

about job satisfaction, needs, long-term plans of city employees. Results of the survey included that:

- a) many employees plan to retire in next 5-10 years
- b) the City needs to create a more diverse workforce to reflect city population
- c) the City needs to find a way to attract young employees & newcomers
- d) the City needs to find way to get more people into positions for which they were trained
- e) City employees show commitment to continuing education

### **5.2 Banner**

The Committee discussed booking the banner across Main Street for the next three years to guarantee our presence. The available dates were discussed as the current Pride Week was booked by another group for all years. A discussion took place of whether the deposit for banner reservation is refundable & the possibility of the Pride Week date changing in future, including moving back to June 28<sup>th</sup> to reflect Stonewall origins. May-Marie will book June 25-July 1, 2012 & inquiry about the dates of June 24-30, 2013 and June 23-29, 2014 to see if deposit is refundable.

#### **(Marlon/Debbie)**

That staff be requested to book the dates of June 25-July 1, 2012, June 24-30, 2013 and June 23-2, 2014 for the banner across Main Street on behalf of the LGBTQ Advisory Committee.

**CARRIED**

**Abstained:** Gord

### **5.3 Open House - December 15, 2011**

Discussion took place for the Open House on Thursday, December 15, 2011 as follows:

- variety of hot and cold food, including vegetarian options, salad, cheese, juice/water/coffee, desserts
- name tags to be distributed to identify advisory committee members
- bus tickets to be provided for participants from the Well, AIDS Network and elsewhere for whom transportation may otherwise prove a barrier to attendance
- May-Marie to look into food options and liaise with Marlon
- Kerry to ask Well about suggested bus ticket quantity & distribute invite letters/poster designed by May-Marie

### **5.4 Update on Public Health Presentation**

A representative from Public Health will attend the February 2012 committee meeting to discuss Suicide Prevention & the City's role.

## **6.0 NEW BUSINESS**

### **6.1 Leave of Absence**

Debbie Wooldridge requested a leave of absence – January to April, 2012.

**(Marlon/Dixon)**

That the LGBTQ Advisory Committee approved a leave of absence for Debbie Wooldridge from January to April, 2012. **CARRIED**

**6.2** Kerry discussed volunteering at Queer Prom during which dental dam supply ran out. Apparently this is not unusual. Asked if there was a similar problem at the AIDS Network. David concurred that the AIDS Network often had a shortage of female condoms. As safe sex is in best interest of all organizations concerned (LGBTQ Advisory Committee, WELL, AIDS Network, Health Initiative for Youth and City of Hamilton - Public Health Department), the following motion was made.

**(Kerry/Debbie)**

That the Public Health Department for the City of Hamilton ensure that a steady supply of dental dams, condoms & female condoms be available to any groups requesting them. **CARRIED**

**(Dixon/ Marlon)**

That the above motion be amended to read "adequate & consistent supply". **CARRIED**

**7. INFORMATION SHARING**

7.1 Trans Day of Remembrance Sunday, November 20, 2011 at 7:00 pm at the Sky Dragon.

7.2 World AIDS Day is Thursday, December 1, 2011. It is also the 25<sup>th</sup> anniversary of AIDS Network of Hamilton.

**8. ADJOURNMENT**