

CITY OF HAMILTON

NOTICE OF MOTION

General Issues Committee: February 6, 2019

MOVED BY COUNCILLOR N. NANN

Postponement of the City Manager Recruitment Steering Committee Meetings

WHEREAS, a Terms of Reference was never established for the City Manager Recruitment Steering Committee;

WHEREAS, the 2014-2018 Council pre-determined the composition of the City Manager Recruitment Steering Committee set from a practice established in 2008;

WHEREAS, the composition was set to be made up of the Mayor and Chairs of Standing Committees;

WHEREAS, for no reason other than tradition, the chairs of standing committees are exclusively incumbent Councillors;

WHEREAS, best practices for achieving inclusive excellence in recruitment, selection and hiring are rooted in Equity, Diversity and Inclusion (EDI) frameworks;

WHEREAS, the 2018-2022 Council is made up of 47% women, less than 7% racialized people, and 33% new representatives who did not serve on the previous term of council;

WHEREAS, the Committee ought to more accurately reflect both the composition of this term of Council and the demographic makeup of the city's residents;

WHEREAS, recent studies show that of 12 of 15 Canadian municipalities, which recently hired for such a position, the composition of the recruitment steering committee was not restricted to the chairs of standing committees;

WHEREAS, the other 3 municipalities explicitly allow interested new Councillors to participate and some also include optional community members and residents;

WHEREAS, the City of Hamilton's Procedural By-law imposes no restriction on which Councillors are eligible to participate in the selection process;

WHEREAS, under the *Municipal Act* all elected members of Council enjoy the same rights and privileges;

WHEREAS, the General Issues Committee approved public delegations on the Establishment of a New Steering Committee for the Recruitment of the City Manager to be heard at the General Issues Committee on February 6, 2019;

WHEREAS, the public calendar of Council and Committees shows the current Steering Committee is scheduled to begin meeting on February 1, 2019;

WHEREAS, the date of public delegation is five days after the first publicly posted Steering Committee meeting; and,

WHEREAS, the input received through public delegations and Council's vote may influence the direction and makeup of the Steering Committee;

THEREFORE, BE IT RESOLVED:

That all scheduled meeting dates for the City Manager Recruitment Steering Committee be postponed until public delegations have been received and the Council has voted on and ratified a decision on the composition and direction of the City Manager Recruitment Steering Committee.