

# Steering Committee Appointment Process

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General Issues Committee  
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# Delegation Outline

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- 2008 Steering Committee Process
- 2019 Steering Committee Process
- Comparison
- Procedural Outcomes
- Inclusion and Equality
- What I'm Asking For

# 2008 Steering Committee Process

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- Mayor and 4 incumbent Councillors
- Happened **in the middle** of the 2006-10 term; process decided by the **same Council**
- Focus on maintaining “current course”
- Concerns from media and public
- Composition not representative of either Council or Hamilton population

# 2019 Steering Committee Process

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- Mayor and 4 incumbent Councillors
- Happening at the **beginning** of 2018-22 term; process decided by the **previous Council**
- Concerns from media and public
- Composition not representative of either Council or Hamilton population

# Comparison: Similarities

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## Similarities

- Mayor and 4 incumbent Councillors
- Concerns from media and public
- Composition not representative of either Council or Hamilton population
- Similar number of new Councillors (4 vs. 5)

# Comparison: Differences

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## Differences

- 2008: middle of term; managed by same Council
- 2019: beginning of term; managed by previous Council
- 2019: 10 years of changes to hiring practices, collective agreements, law, and human resources theory
- 2019: Steady increase of women elected to Council

# Procedural Outcomes

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- “The process used last time worked, so if something’s not broken, why fix it?”:
  - This is not how hiring processes work; you cannot duplicate them (criteria, conditions, and context change)
  - They are unique to a specific point in time; e.g. the pool of applicants changes

# Inclusion and Equality

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- In 2008 there were 2 women on Council (12.5%); in 2019 there are 7 women on Council (44%)
- In 2008 there were 4 new Councillors, none of whom were on the Committee; in 2019 there are 5 and still none included
- Electors have consistently elected different representation since 2008 and that choice must be respected by Council

# What I'm Asking For

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- I'm asking this Committee, and then Council, to overturn the last Council's decision regarding the current Steering Committee for the reasons I've outlined today, primarily:
  - The undemocratic nature of the process
  - The unrepresentative nature of the Committee
  - The outdated method for selecting the Committee

# What I'm Asking For

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- In order to do this I think that Council must:
  - Apply an EDI lens (Wilson and Nann's motions)
  - Self-select from all elected Councillors
  - Increase the size of the Steering Committee
  - Consider appointing members of the public