

**Pilon, Janet**

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**Subject:** City Manager Hiring Committee

**From:** Deborah Tomlinson

**Sent:** February 8, 2019 1:51 PM

**To:** [clerk@hamilton.ca](mailto:clerk@hamilton.ca)

**Cc:** Nann, Nrinder <[Nrinder.Nann@hamilton.ca](mailto:Nrinder.Nann@hamilton.ca)>; Office of the Mayor <[mayor@hamilton.ca](mailto:mayor@hamilton.ca)>

**Subject:** City Manager Hiring Committee

For: General Issues Committee - February 13th 2019

Mayor Fred Eisenberger & Members of City Council  
2nd Floor  
71 Main Street West  
Hamilton, Ontario  
L8P 4Y5

Dear Mr. Mayor and Members of Hamilton City Council,

As a Citizen of the City of Hamilton, I am writing to urge you to vote to expand the Selection & Hiring Committee for the next City Manager. Especially, in light of comments made by councillors earlier this week suggesting they understand diversity or women's issues because they have daughters. Or Councillor Whitehead's comments that the discussion regarding race and gender "concerns him".

The province of Ontario has had several steps back in terms of equity and inclusion making this hiring process all the more important. This is the most influential, non-elected job in the City system. City Council has one opportunity to set the tone for how the City of Hamilton is to be managed for the foreseeable future. We need the right hire for this position.

How can you as council do this? Start by looking around the horseshoe. For the first time in Hamilton's history you have near gender parity on council; 47% of council are women. In addition, 30% council members are new. These are significant changes. It makes sense that this hiring committee reflect the current term of council and the residents of the city they represent.

I question the reasons to keep new Councillors from participating in the hiring process and am troubled by it. No hiring committee should be based on tradition over best practice. More, new and different voices add value, experience and perspective to the sort of city we are building and their election to Council is proof that residents respect and want this representation.

I urge you to ensure that the makeup of the hiring committee includes all interested Councillors incumbent or not.

Thank you,

Deborah Tomlinson-Veit