

CITY OF HAMILTON

MOTION

Council: January 23, 2019

MOVED BY COUNCILLOR M. WILSON.....

SECONDED BY COUNCILLOR.....

Establishment of a New Steering Committee for the Recruitment of the City Manager

WHEREAS the City Manager has such general control and management of the administration of the government and affairs of the City and performs such duties as Council by by-law prescribes and is the sole employee reporting directly to the elected Municipal Council;

WHEREAS the City of Hamilton appointed an Interim City Manager due to the resignation of the previous City Manager on June 27, 2018;

WHEREAS the recruitment process to fill the vacancy of the City Manager was defined by the former 2014-2018 City Council in report HUR18013 of August 13, 2018;

WHEREAS one third of Hamilton City Council elected October 22, 2018 did not serve on the previous 2014-2018 Term of Council;

WHEREAS the 2014-2018 Term of City Council recommended that a Steering Committee comprised of the Mayor and Chairs of the Standing Committees be established to assist with the recruitment process for the City Manager;

WHEREAS Report HUR18013 of August 13, 2018 does not define the core principles that will guide the recruitment, deliberation and selection process for the new City Manager;

WHEREAS the City's Strategic Plan states that diversity and inclusion are to be embraced and celebrated;

WHEREAS the City's Corporate Culture includes the principle of steadfast integrity, that this principle shall guide our strategic priorities, and as a Council, we too ought to uphold and put these values in action through our recruitment and selection process;

WHEREAS public entities, including governments, are well placed to serve as a model for other employers;

WHEREAS recognizing and valuing equity, diversity and inclusion must be accompanied by concerted efforts to put these principles and values into practice; and

WHEREAS the ability to invite and learn from different perspectives is fundamental to driving innovation, building a strong relationship and taking the best approaches to meet the needs of the diverse population served by the City of Hamilton;

THEREFORE, BE IT RESOLVED:

- (a) That the newly elected 2018-2022 City Council define the recruitment process to fill the vacancy of the new City Manager;
- (b) That an equity, diversity and inclusive (EDI) lens be incorporated in all aspects of this recruitment process; and
- (c) That the Steering Committee that was established to oversee the City Manager search process, interview short-list of candidates and identify final candidates for consideration by City Council on August 17, 2018, be amended to better reflect the diverse composition of the 2018-2022 City Council and by extension the community, with not less than 50% of those elected members who identify as females along with not less than one-third of the newly elected members of City Council serving on the Steering Committee.