## Pilon, Janet

**Subject:**  Hiring process for city manager

**From:** Chantal Mancini **Sent:** January 22, 2019 10:27 PM
**To:** Office of the Mayor <mayor@hamilton.ca>; VanderBeek, Arlene <Arlene.VanderBeek@hamilton.ca>
**Cc:** clerk@hamilton.ca
**Subject:** Hiring process for city manager

Dear Mayor Eisenberger and Councillor Vanderbeek,

I am a resident of Dundas who recently learned that the City of Hamilton would soon undertake the hiring of a new City Manager.  I have also learned that the hiring of City Manager falls under the purview of Council, unlike other staff positions with the City.

I am writing to add my voice to the growing call for a revitalized hiring process, one that is informed by principles of equity, diversity, and inclusivity. We have a new City Council, one that better reflects the gender composition of our city and includes a significant number of new faces. We also have one racialized Councillor, which is a start, but is not nearly representative when one considers the diversity of the Hamilton population. Yet, the current practices that guide the hiring process will maintain a steering committee that is representative of Councils of yesteryear—one that is gender-imbalanced, does not include recently-elected councillors, and is entirely white. I don't believe that it represents my interests or the interests of many others in Hamilton.

I am asking that you both, as my Mayor and my councillor, insist upon a hiring process that is equitable, promotes diversity, and is inclusive. As you are well aware, the hiring of a City Manager is a significant event and one that will greatly impact the direction of our City. Now is the time to demonstrate leadership and a commitment to hiring principles that already exist within other public and private institutions.

On January 23, I am asking that you support Councillor Wilson's motion to establish a new steering committee for the hiring of City Manager, one that will create an equitable and inclusive process.

 Sincerely,

Chantal Mancini