

# CITY OF HAMILTON

## MOTION

General Issues Committee: July 8th, 2019

MOVED BY COUNCILLOR N. NANN .....

SECONDED BY COUNCILLOR .....

**Integrating an Equity, Diversity & Inclusion (EDI) Framework to the Policies and Procedures of the Selection Committee and Interview Sub-Committees respecting the Appointment of Citizens to the City's Agencies, Boards and Committees**

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

WHEREAS, the City's Strategic Plan also states "Hamilton has an open, transparent and accessible approach to City government that engages with and empowers all citizens to be involve in their community";

WHEREAS, Council approved establishing an EDI framework and directed staff to prepare a report on the steps that would be required to implement an equity, diversity and inclusion lens framework to City policy and program development, practices, service delivery, budgeting, business planning and prioritization, and report back to General Issues Committee no later than Q3 2019;

WHEREAS, the current City of Hamilton Policy respecting the Appointment of Citizens to the City's Agencies, Boards, Commissions, Advisory (Volunteer) Committees and Sub-Committees approved by Council on September 12, 2018 does not systematically integrate current and best practices of Equity, Diversity & Inclusion (EDI) in the recruitment, application, selection and interview processes;

WHEREAS, many other Canadian municipalities are also reviewing and improving their selection practices to achieve EDI outcomes;

THEREFORE, BE IT RESOLVED:

- (a) That as part of the EDI framework, staff include recommendations for integrating an Equity, Diversity and Inclusion (EDI) framework to the City of Hamilton Policy respecting the Appointment of Citizens to the City's Agencies, Boards, Commissions, Advisory (Volunteer) Committees and Sub-Committees, including:
  - (i) training and orientation of Selection Committee members and supporting staff to implement the revised recruitment, application, selection and interview processes; *and*

## 11.3

- (b) That the final EDI policy and procedures for Selection Committee be implemented starting with the 2022-2026 term of Council.