



CITIZEN COMMITTEE REPORT

To:	Chair and Members: Audit, Finance and Administration Committee
From:	Cameron Kroetsch (Chair) Violetta Nikolskaya (Vice Chair) LGBTQ Advisory Committee (to be signed by the Chair)
Date:	June 4, 2019
Re:	Selection of Additional Committee Members to the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Advisory Committee

Recommendations:

That the Interview Sub-Committee to the Audit, Finance & Administration Committee reopen the selection process using a clearly advertised community-based call-out in order to increase the Committee's membership from 9 to 15 with the expressed intention of adding much needed diversity and representation to the committee by:

- (a) adding 2 youth representative seats (under 29 years of age) to the LGBTQ Advisory Committee;
- (b) permitting the LGBTQ Advisory Committee to invite community organizations and leaders to be ex-officio members;
- (c) asking all unsuccessful applicants to the LGBTQ Advisory Committee if they want their applications reconsidered as part of the selection process;
- (d) focusing selection on youth, queer and trans people of colour (QTPOC), and Two-Spirit members of the community; and,
- (e) involving members of the LGBTQ Advisory Committee and its Working Group in the selection process.

NOTE: Text in recommendations (a) and (b), was taken in part or in whole from a document that spectrum Hamilton prepared as part of their campaign during the 2019 Municipal Election.

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Background:

At the May 15, 2019 LGBTQ Advisory Committee meeting, Committee discussed the need for an increase in Committee members and in the member's diversity. For further information, see the pledge that spectrum Hamilton asked candidates to take during the 2018 Municipal Election; attached as Appendix 'A'.

Analysis/Rationale:

The LGBTQ Advisory Committee wants to ensure that the community it represents has a voice in the selection process. In the opinion of the LGBTQ Advisory Committee, the recent process for selecting its memberships was conducted:

- **In an arbitrary manner:** The LGBTQ Advisory Committee's number was capped at 9 (there was previously no limits on the membership). This was done without the approval of City Council and in the absence of a discussion with the LGBTQ Advisory Committee. As we understand it, the reason cited for this was an "issue of quorum". While we don't disagree that, during the last year of the previous term, the LGBTQ Advisory Committee struggled to make quorum at times, the reasons for this should have been carefully discussed with the LGBTQ Advisory Committee.
- **Without interviews:** None of those who applied to sit on the LGBTQ Advisory Committee were given an interview. The absence of an interview deprived applicants of the opportunity to speak to their strengths and expertise, to expand on the online application they submitted, and to highlight their lived and living experiences.
- **Without consultation:** Neither the previous LGBTQ Advisory Committee members, nor the community at large were consulted about the selection process. Selection processes for committees that represent marginalized communities should be discussed with the previous LGBTQ Advisory Committee and the community prior to changes in process (and before the application process starts). It's not only incumbent upon the City to ensure that members of these communities are consulted but that there is a distinction in process between different types of Agencies, Boards, and Committees. Using a similar, or the same, process to select a citizen appointee to a paid position is not appropriate (e.g. Hamilton Police Services Board appointment process).

Conducting the selection process in the manner outlined above has had the effect, intended or not, of excluding important voices from the LGBTQ Advisory Committee. We have been criticized, and rightly so, for not representing everyone in our community and while we know that's not ever going to be possible, we think that there's much more we can do to be more inclusive of youth, QTPOC, and Two-Spirit members of our

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community. We cannot do that, however, if the policies, procedures, and processes surrounding Advisory Committees and their selection are not changed.

We ask that you take our recommendations seriously and implement them as soon as possible.

NOTE: Members of the LGBTQ Advisory Committee ask that they be updated as to when this Report is scheduled to appear before the Audit, Finance and Administration Committee so that either the Chair or Vice Chair can be present in order to delegate in support of this report.