



CITIZEN COMMITTEE REPORT

To:	Chair and Members: Audit, Finance and Administration Committee; General Issues Committee; and City Council
From:	LGBTQ Advisory Committee <div style="text-align: right;"> Cameron Kroetsch, Chair</div>
Date:	January 21, 2020
Re:	Motion 6.1 carried at the November 15, 2019 meeting of the LGBTQ Advisory Committee

Recommendation:

That City Council revoke the appointment of its recent “Citizen Appointee” to the Hamilton Police Services Board and redo the selection process through a new process developed using the principles of equity, diversition, and inclusion (EDI).

Background:

Please see 8.4 (b) in the minutes from the LGBTQ Adivsory Committee’s May 15, 2019 meeting for the discussion of this recommendation.

As the minutes from the May 15, 2019 meeting have not been submitted to any Committee of Council, the matter has not yet been put before you and we must, regrettably, address this matter it in a Citizen Committee Report (almost 8 months after we intended it to be before you for a decision).

Analysis/Rationale:

The LGBTQ Advisory Committee does not deem the selection process for choosing the “Citizen Appointee” to the Hamilton Police Services Board to have been conducted using principles of equity, diversity, or inclusion (EDI). As it has since been City Council’s expressed wish to conduct the business of the City of Hamilton using these principles, we ask that it:

- (1) revoke the current appointment;
- (2) develop a more equitable appointment process and redo the selection process, for the following reasons:
 - (a) that the process used for selecting said member, to a paid position, was too similar to the process used for selecting members of Advisory Committees to volunteer positions and was not equitable. Specifically, that interviews for the position were not sufficient in length (only 10 minutes) and, according to public comments from some who were interviewed, did not allow candidates to fully present their qualifications for the position;
 - (b) Councillor Ferguson officially requested that the incorrect information found within the Citizen Committee Report from the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Advisory Committee, respecting the Hamilton Police Services Board Appointee be redacted.
- (3) consider conflicts of interest that may have an impact on the selection process (i.e. whether or not candidates to the position have or have had any material, significant, or other direct relationship with the Hamilton Police Service).