



# Hamilton

## MINUTES

### **LGBTQ Advisory Committee**

Tuesday, December 15, 2020

6:00 PM - 7:40 PM

Webex

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**Present:** James Diemert, Autumn Getty (Recording Secretary), Freja Gray, Lisa-Marie Johnston, Cameron Kroetsch (Chair), Jake Maurice, Violetta Nikolskaya (Vice Chair), Terri Wallis, Kyle Weitz, Maureen Wilson (City Council Appointee)

**Regrets:** None

**Absent:** None

**Staff:** Pauline Kajiura (Staff Liaison)

**Guests:** Matthew Crans, Local Artist and Member of the 2SLGBTQIA+ Community

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### **1. Welcome / Introductions**

Committee members and guests were welcomed and there was a round of introductions. C. Kroetsch took roll call.

## **2. Land Acknowledgement**

V. Nikolskaya provided a Land Acknowledgement.

## **3. Declarations of Conflicts of Interest**

None

## **4. Procedural Business**

### **4.1 Motion to Approve the Agenda**

**(K. Weitz / J. Diemert)**

That the LGBTQ Advisory Committee approve the Agenda for today's meeting as distributed with the following amendment.

That the Agenda be amended under Delegations / Presentations to include item 5.1, a presentation from Matthew Crans with respect to Art for Advertising for Vacancies on the Committee.

**CARRIED**

### **4.2 Motion to Approve the Minutes of November 17, 2020**

**(J. Maurice / J. Diemert)**

That the LGBTQ Advisory Committee approve the minutes from its November 17, 2020 meeting as distributed.

**(A. Getty / V. Nikolskaya)**

That the Minutes be amended to change the second

paragraph of section 10.1 to read as follows.

"The event on Tuesday, November 24 will take place from 1:00 PM to 3:00 PM and an announcement with a link will be distributed through social media. It will feature speaker Erika Muse talking about conversion therapy legislation. The money requested to support TDOR will be allocated to the local event on Tuesday. The funding will also support a private event that is being held on Friday, November 20."

**CARRIED**

## **5. Delegations / Presentations**

### **5.1 Presentation from Matthew Crans, Local Artist and Member of the 2SLGBTQIA+ Community, with respect to Art for Advertising for Vacancies on the Committee.**

Matthew Crans made a presentation (attached to the agenda) to the Committee and showed the Committee some of his work in progress for designs to assist in advertising for vacancies on the Committee. The images that Matthew showed were of a collage / digital cut and paste image including photos from a broad historical range.

Discussion - The Committee had the following feedback for Matthew.

- Excitement was expressed by many members of the Committee that someone from a 2SLGBTQIA+ community was hired to do this work for the Committee.
- There may be material in the Hamilton Public Library's queer archive project that could be incorporated and a

member of the Committee will send a link to this material to Matthew.

- If possible some attention should be given to removing the use of orange as it can make it difficult for those who are colour blind to see the detail.
- The Hamilton sign in front of City Hall is likely a more modern and evocative image than the old City Hall clock on the City Centre in terms of iconography.
- The Gage Park fountain or the Gore Park fountain may also be good iconic images of Hamilton to include in the digital collage.
- After a brief presentation showing a second option, a flag collage, the Committee members generally thought that the collage with individuals and landmarks was the better choice for this project.
- Inclusion of elements like an Indigenous medicine wheel should be considered.

## **6. Recommendations**

### **6.1 Motion to Recommend that the City of Hamilton Provide Accessible Captioning as Part of its Virtual Meeting Software (see attached draft Citizen Committee Report)**

**(T. Wallis / A. Getty)**

That the City of Hamilton Provide Accessible Captioning as Part of its Virtual Meeting Software as distributed in the Citizen Committee Report with the following amendment to the final paragraph on page 3.

**(J. Diemert / C. Kroetsch)**

"We would encourage City Council to feel comfortable adopting this change without seeking more information. We believe that both the means and the need are clear."

Discussion - Members of the Committee worked on this in between meetings. The Committee agrees that this is an important discussion to have and that it is very important to ensure that meetings are accessible not only to members of the Committee, but also to the general public. It's hard to be part of the discussion and to vote on important matters when you cannot follow the meeting because there is no captioning, for instance.

Members remarked that it should not be up to the Committee to do this work and to make these recommendations and that issues of accessibility should be taken more seriously by the City of Hamilton.

**CARRIED**

## **7. Regular Business**

### **7.1 Motion to Accept the Resignation of K. Cavarzan from the Committee**

**(T. Wallis / V. Nikolskaya)**

That the LGBTQ Advisory Committee accept the resignation of K. Cavarzan from the Committee.

**CARRIED**

Discussion - P. Kajiura clarified that she checked with the Office of the City Clerk and everything was in order to accept K. Cavarzan's resignation. The Committee wished her well.

**7.2 Motion to Write a Citizen Committee Report to Recommend that the LGBTQ Advisory Committee be Permitted to Host and Advertise an All Advisory Committee Event for 2021**

**(J. Diemert / A. Getty)**

That the LGBTQ Advisory Committee write a Citizen Committee Report to be permitted to host and advertise an all Advisory Committee event in 2021.

**CARRIED**

Discussion - The City Clerk has ruled that it falls outside the Committee's mandate to hold this event and that, in order to get permission to do so, the Committee must submit a Citizen Committee Report to City Council as a recommendation.

Committee members were discouraged by this ruling, especially since it had not needed to seek permission to hold events in the past and since it understood its mandate to include the planning of this event. Specifically, members wanted it noted that issues impacting members of Two Spirit and LGBTQIA+ Hamiltonians were not "one issue" or "in a silo" and that discussions amongst our peers would be beneficial and would help us to fulfill our mandate.

It was also noted that although there was a revised mandate and terms of reference adopted by the Committee in 2015, not all members had copies of it. Members of the Committee

argued that there were sufficient grounds in those documents for hosting this event without permission but since the City Clerk had ruled otherwise they saw no other choice but to proceed with a Citizen Committee Report. Members lamented the amount of time it was taking to move this forward.

## **8. Discussion Items**

### **8.1 Outstanding Business List**

No discussion

### **8.2 Update from Working Groups**

#### **8.2.1. Update from the Working Group on Committee Selection**

No discussion

#### **8.2.2. Update from Working Group on the Needs Assessment**

No discussion

### **8.3 Update from the Chair about the Annual Presentation**

The presentation was made by the C. Kroetsch to the Audit, Finance and Administration Committee on December 10, 2020 and was very well received. There was a good discussion, generally, with insightful and helpful comments from Councillors. Many Councillors expressed an eagerness for this presentation to continue so that they might better learn what was happening not only on the Committee but, through its Announcements, some things that are happening

in communities.

Councillors expressed support for the Committee's future goal of changing its name and said they would be happy to support this when it came forward. C. Kroetsch advised Councillors that this was part of the 2021 work plan and that a review of this would be undertaken when all of the vacancies on the Committee had been filled.

Councillor Wilson said that the presentation was excellent and well received and that it bodes well not only for future presentations of this Committee but that other Advisory Committees should consider presenting on an annual basis if they were not already doing so.

#### **8.4 Update from the Chair about the Status of 2020 Budget Allocations**

Requests were made to the Audit, Finance and Administration Committee and were sent back to staff for review to determine whether or not they met the guidelines as outlined in the Committee's guiding documents (mandate, terms of reference, budget submissions, etc.).

A report went back to the Audit, Finance and Administration Committee, authored (with great thanks from the Committee) by P. Kajiura and the allocations were approved. P. Kajiura will assist the City in connecting with the organizations to ensure that they receive the funds allocated.

#### **8.5 Update from Staff about Recruitment and Advertising to Fill the Committee's Vacancies**

A quick summary was provided by staff that the Committee's recommendations were approved and implemented and that



the process would move forward in early January without too many further delays.

A member asked if there was any further discussion about whether or not the Committee Chair would participate, as a non-voting member, in the process for filling vacancies on the Committee. An email was sent by the Chair to the City Council Appointee, and others, but there has not yet been an answer.

#### **8.6 Setting the 2021 Meeting Schedule**

The Committee did not change its regular meeting schedule for 2021.

#### **8.7 Changing the Name of the Committee**

The Committee will continue to wait until its vacancies are filled before beginning this process.

#### **8.8 Upcoming Election of the Chair, Vice Chair, and Recording Secretary in January 2021 for the 2021 Calendar Year**

The Committee will spend the first few minutes of the next meeting in camera going over how the process will work before conducting the nominations and elections in public.

#### **8.9 Draft Recommendations within the Hate Prevention and Mitigation Initiative**

Members discussed the 20 recommendations put forward as part of the initiative. The numbers below correspond to discussions about those individual recommendations (see the materials for today's meeting for a complete list).

- Generally, there is a need to be more specific and to be more proactive in leadership to address cultural concerns at City Hall. It's not appropriate to discount the data in these surveys, samples, or group discussions because it doesn't conform to a perception of due diligence. Oppressed and marginalized communities are not going to respond in the same ways that others may respond. It has been generally disheartening to watch how the feedback provided to City Council has been handled, especially during delegations, but not exclusively. It is deeply unfair to equity seeking groups to make these kinds of assertions and to ignore their advice.
- Recommendation 7 - There needs to be more diversity at the table where decisions are being made. If that happens, people will be more accepting of equity-seeking groups.
- Generally, members would like to see the city be much more aggressive in combating "hate". Part of the problem is continuing to use a conservative interpretation of what "rises to the level" of a hate crime. The Independent Review of the events before, during, and after Pride 2019 clearly laid out that this is not the only path forward and that there are many tools at the disposal of the City to combat hate.
- Recommendations 5, 6, and 7 - The City does not value proactive leadership and does not listen to community members when they provide constructive criticism. Instead, they attack those community members. The Mayor needs to do more to properly chair meetings and control Councillors who are out of

line.

- Generally, "hate" doesn't fully encapsulate what is happening in this City. It cannot be reduced down to this one concept. These recommendations need to be fully expanded upon. The City has committed, in public, that one of its "pillars" is equity, diversity, and inclusion. It must live up to those statements and put them into practice immediately.

## **9. Correspondence**

### **9.1 Clarifying the Committee Structure and the Streamlining of Advisory Committee Processes**

Members were concerned that there wasn't much notice of this letter and asked if it was sent to all Advisory Committees (staff confirmed that it was). Members expressed concerns that the policies outlined in the letter curtailed the ability of Committee members to write their own agendas, minutes, and reports.

Specifically, in the fifth paragraph, it was noted that members were left out of the creation of documents that spring from their own recommendations.

There was also discussion about the fact that no Advisory Committees have been provided with legislative training and that the LGBTQ Advisory Committee was not consulted about these policies, some of which were new to the Committee and not in the Advisory Committee Handbook.

Members were concerned that these processes would lead to more redactions from its approved minutes without consultation and for reasons other than concerns over

privacy matters (as has happened in the past).

Some of these processes will needlessly bog down the process and keep things from being approved. The Chair will summarize today's comments and prepare a draft email to the City Clerk that will be discussed at the next meeting.

## **10. Announcements**

### **10.1 Holiday Dinner at Kyle's Place**

Kyle's Place usually hosts a dinner over the holiday break. That will not be happening in the usual way due to the COVID-19 pandemic but Kyle's Place will be providing food by drop off and will have some form of celebration.

## **11. Adjournment**

**(T. Wallis / A. Getty)**

That, there being no further business, the meeting be adjourned at 7:40 PM.

**CARRIED**