



CITIZEN COMMITTEE REPORT

To:	Audit, Finance and Administration Committee; General Issues Committee; and City Council
From:	LGBTQ Advisory Committee Cameron Kroetsch, Chair
Date:	February 16, 2021
Re:	Focus and Committee Involvement in Selection Processes

Recommendation

That, with respect to selection processes for the LGBTQ Advisory Committee, the City of Hamilton -

- (1) focus their selection on youth, queer and trans people of colour (QTBIPOC), and Two Spirit members of the community; and
- (2) involve members of the LGBTQ Advisory Committee in the selection process.

Background

These recommendations were provided to the Audit, Finance and Administration Committee as part of a Citizen Committee Report (CCR) approved at the LGBTQ Advisory Committee's (LGBTQAC) January 2020 meeting and ratified by Council in February but they were not, strictly speaking, contained in the "Recommendations" section of the CCR. Staff have advised the LGBTQAC that, therefore, these recommendations were not approved as such. The LGBTQAC is bringing them to you now to set the record straight and in time for the current selection process.

Analysis / Rationale

Our rationale has been divided in the manner outlined in the Recommendation section above.

- (1) Members of the LGBTQAC recognize that it lacks representation from Two Spirit and LGBTQIA+ communities, especially in the communities outlined above, and believes that it is important for the selection process to focus on recruiting members from these communities to service in the vacant seats.
- (2) At present, to the knowledge of the LGBTQAC, none of the members of the Selection Committee represent Hamiltonians from Two Spirit and/or LGBTQIA+ communities.

Further, as the Committee appointed to represent members of those communities, we think it is important that we be permitted to participate in this process in a meaningful way. We recognize that we may not be permitted to vote, or to see information that is deemed personal or confidential (i.e. names, contact information, or other identifying language), but think that there is a way to accommodate members of our Committee in the selection process so as to respect the City of Hamilton's policies, procedures, and bylaws.

The process of participating in anonymous recruitment processes (sometimes called "blind recruitment") is well established and members of the Committee would be pleased to work within those best practices.

All members of the Committee have signed the required paperwork provided by the City of Hamilton and have been duly appointed to represent the members of these communities. We think it is vitally important that the Committee be represented in these deliberations to provide its advice and input on the process and the selection of candidates.

We are asking that, at minimum, the Chair and Vice Chair of the LGBTQAC, be involved in this process.

NOTE - We ask that the LGBTQAC Chair be updated as to when and at what Committee the recommendation(s) in this Citizen Committee Report will be addressed so that they can speak to the matter formally at that time.