



Hamilton

MINUTES

LGBTQ Advisory Committee

Tuesday, November 17, 2020

6:00 PM - 7:50 PM

Webex

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: Kristin Cavarzan

Staff: Pauline Kajiura (Staff Liaison)

Guests: Matthew Grant (Director of Communications and Intergovernmental Relations, City of Hamilton), Alipa Patel (Marketing Officer, City of Hamilton)

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

3.1. A. Getty declared a conflict of interest with respect to Agenda items 7.2. and 7.3 citing her role as one of the organizers for Transgender Day of Remembrance (TDOR) events for the former and in her role as a member of the Board of Directors of Kyle's Place for the latter.

3.2. V. Nikolskaya declared a conflict of interest with respect to Agenda item 7.3 citing her role as an employee of YWCA Hamilton, the mentor organization for spectrum Hamilton.

4. Procedural Business

4.1. Motion to Approve the Agenda

(V. Nikolskaya / T. Wallis)

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

(J. Diemert / C. Kroetsch)

That the Agenda be amended under Regular Business to include item 8.4, a motion to submit correspondence to City Council with respect to sidewalk snow removal and report PW19022(b).

CARRIED

4.2. Motion to Approve the Minutes of October 20, 2020

(J. Diemert / V. Nikolskaya)

That the LGBTQ Advisory Committee approve the minutes from its October 20, 2020 meeting as distributed.

CARRIED

5. Delegation Requests

- 5.1. Matthew Grant, Director of Communications and Intergovernmental Relations, City of Hamilton and Alipa Patel, Marketing Officer, City of Hamilton with respect to Costs and Methods Associated with Advertising for Vacancies on the Committee (see Information Report FCS20098) for today's meeting**

(T. Wallis / V. Nikolskaya)

That the LGBTQ Advisory Committee approve the delegation request for today's meeting.

CARRIED

6. Delegations / Presentations

- 6.1. Matthew Grant, Director of Communications and Intergovernmental Relations, City of Hamilton and Alipa Patel, Marketing Officer, City of Hamilton with respect to Costs and Methods Associated with Advertising for Vacancies on the Committee (see Information Report FCS20098 and other attachments)**

Discussion - Matthew Grant and Alipa Patel made a presentation (attached to the agenda) to the Committee and offered it as advice to help inform the decisions of the committee which would then be reflected in a Citizen Committee Report to the Audit, Finance and Administration Committee.

Further points of discussion included those outlined as follows.

- The attached report outlines an expensive portfolio of options, some of which may not be necessary given the context of the Committee's original recommendation that the recruitment process reach out to Black, Indigenous, people of colour, youth, and other marginalized members of our Two Spirit and LGBTQIA+ communities.
- Mohawk Pride and the Pride Community Centre at McMaster should be included in the outreach for this advertisement.
- The Committee will have an opportunity to advise and provide feedback on artistry, imagery, language, and the use of inclusive language. Staff assured the Committee that this was possible.
- Staff will communicate with the Chair and Vice Chair around additional inclusivity measures with respect to advertisements through Facebook and other media. This communication will wrap up before November 20 as staff have November 26 set as the target for beginning the advertising campaign.
- The campaign will include promotion through Councillors' newsletters, especially in rural areas where it may be otherwise difficult to reach members of

the public.

- There was a continued expressed desire from members of the Committee that advertising be posted in as many other languages than English as possible and feasible.
- To reach those not having access to the internet, the City will work with partners in the community to help with outdoor postings.
- Strong preference from members of the Committee that any visual elements for advertising be done by artists in Two Spirit and LGBTQIA+ communities.

7. Regular Business

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

(J. Diemert / F. Gray)

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

(J. Diemert / T. Wallis)

That the LGBTQ Advisory Committee defer this motion to its next meeting.

DEFERRED

Discussion - Staff advised that they would contact K. Cavarzan again and would confirm the process again with the office of the City Clerk before the next meeting.

7.2. Motion to Schedule and Advertise an All Advisory Committee Event for January 2021

(C. Kroetsch / T. Wallis)

That the LGBTQ Advisory Committee schedule and advertise an all advisory committee event to be tentatively held at the end of January 2021.

CARRIED

Discussion - January 26, 2021 was suggested as the date for the event. This event will be similar to December socials that have been held in the past but will be virtual. The purpose is to talk amongst all 13 Advisory Committee to find ways to work together and support each other. This used to happen years ago when the chairs all got together informally to have discussions.

Members expressed support for this citing discussions that had taken place at the Advisory Committee for Persons with Disabilities where its members expressed a general desire for this conversation because they simply wanted to know what other committees were up to.

There will be a process to solicit feedback from the other Advisory Committees about the best date for this event. There is no formal agenda but the idea would be to allow each of the 13 Advisory Committees to present and then have a round table discussion at the end with time to plan the next event.

7.3. Motion to Schedule the Committee's Annual Presentation and to Submit a Delegation Request to the Audit, Finance and Administration Committee for its meeting on December 10, 2020

(C. Kroetsch / J. Diemert)

That the Committee give its first annual presentation to the Audit, Finance and Administration Committee at its December 10, 2020 meeting.

CARRIED

Discussion - The intention is to let the Audit, Finance and Administration Committee know that has been going on with our Committee in 2020. The presentation will be submitted in advance and will outline milestones for the 2020 calendar year.

7.4. Motion to Submit Correspondence to City Council with Respect to Sidewalk Snow Removal and Report PW19022(b)

(J. Diemert / T. Wallis)

That the LGBTQ Advisory Committee send correspondence to City Council with respect to sidewalk snow removal and report PW19022(b).

CARRIED

Discussion - This is an issue of accessibility and disability justice, which is not separate from issues facing members of Two Spirit and LGBTQIA+ communities. They are not separate, they are intertwined. The *Mapping the Void* report stated that, out of around 1,000 respondents, that 39.3% identified as having a disability. Equity-seeking groups are not siloed and members encouraged City Council to move forward quickly on this topic as reporting around this suggested that it had been investigated 18 times by the City since 2003, which is extensive. The last study indicated that 2/3 of respondents were in favour of increasing taxes to

accommodate snow removal across the city.

Disability rights affect everyone, including members of the community who use strollers, walk pets, and get out for exercise. The Advisory Committee for Persons with Disabilities has been advocating around this issue for years and members agreed that it was important to stand in solidarity with them and organizations like the Disability Justice Network of Ontario and Hamilton ACORN.

People in wheelchairs are taking their lives into their hands every winter, having to wheel on the road in areas where curbs are often not shovelled. It's extremely dangerous. People's lives are at risk and that this issue should be addressed before someone gets killed.

Snow on sidewalks makes sidewalks impassable and this has been an ongoing discussion for many years. Members of the Committee sat with the Disability Justice Network of Ontario and Councillors Ninder Nann and Maureen Wilson, on a snowy day in 2019, to have a further discussion about this. Now is the time to take the evidence we have about this issue and put it into action. If this does not pass, it will potentially be put off until the winter of 2023.

This is a larger Issue of equity as Ancaster was able to implement this service. They were given the opportunity and the rest of the city should be given the same opportunity when we're talking about costs of \$16 per year; that's less than the cost of a bag of salt.

These issues cannot be separated from the struggles faced by those who need to get outside to exercise and use public spaces in the winter. Physical activity is harder to come by and will necessarily be made more difficult if sidewalks are impassable.

People's lives are at risk. The YWCA and other organizations heard about injuries last year from women who fell and lost control of strollers, people who were forced to wear heels to work. Our healthcare system is burdened enough by the pandemic and flu season; we do not need to add the burden of injuries due to impassable sidewalks.

There will be a discussion tomorrow at the General Issues Committee but it will not be possible for us to provide our correspondence in time as the deadline was at noon today. We will submit our correspondence to City Council.

8. Discussion Items

8.1. Outstanding Business List

No discussion

8.2. Update from Working Group on Committee Selection

No discussion

8.3. Update from Working Group on the Needs Assessment

No discussion

8.4. December Meeting of the Committee

There was consideration given to either holding our annual December event, virtually due to the COVID-19 pandemic, and cancelling the Committee's December meeting or to continue with the Committee's business. The Committee felt that there remained much work for it to do and preferred to continue to meet. The December meeting will take place on December 15, 2020.

8.5. Accessible Captioning during Webex Meetings

For those on the Committee with disabilities, it can often be difficult to hear what's happening and to process what is being heard in time to vote on an item. It would be helpful to have accessible captioning and for there to be a focus on disability rights and justice with respect to the software being used by the City.

There was a suggestion to use captioning through YouTube but it was pointed out by members of the Committee and City staff that this would not work because of the time delay and because it would require someone to have access to and the use of multiple devices.

There is other virtual meeting software that does offer accessible captioning and the Committee agreed that it was imperative that it sent its thoughts to City Council on the matter. This is a matter not only of disability rights but of human rights. It is important to consider those tuning in to watch these meetings from home and what their needs may be.

Members J. Maurice, T. Wallis, V. Nikolskaya, and C. Kroetsch will schedule a meeting to draft a Citizen Committee Report before the next Committee meeting.

9. Notices

9.1. Notice of Recommendation

Accessible Captioning for Meetings of the LGBTQ Advisory Committee

10. Announcements

10.1. Trans Day of Remembrance (TDOR) Events

There will be events on Tuesday, November 24 (locally) and Friday, November 20 (through SexGen and York University).

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 event on Friday, November 20 will take place from 10:00 AM to 2:00 PM and will feature speakers from across the province.

10.2. World AIDS Day Vigil

The annual World AIDS Day Vigil, organized by The AIDS Network, will take place on Tuesday, December 1, 2020. The event will be broadcast virtually through The AIDS Network's YouTube channel.

11. Adjournment

(V. Nikolskaya / F. Gray)

That, there being no further business, the meeting be adjourned at 7:50 PM.

CARRIED