



Hamilton

MINUTES
LGBTQ Advisory Committee
Tuesday, February 16, 2021
6:00 PM - 7:45 PM
Webex

Present: James Diemert, Autumn Getty, Lisa-Marie Johnston, Cameron Kroetsch (Chair), Jake Maurice, Violetta Nikolskaya (Vice Chair), Kyle Weitz, Councillor Maureen Wilson (City Council Appointee)

Regrets: Freja Gray, Terri Wallis

Absent: None

Staff: Pauline Kajiura (Staff Liaison)

Guests: Mikhaila Bernales (BSW Placement Student)

1. Welcome and Introductions

C. Kroetsch took roll call.

2. Land Acknowledgement

V. Nikolskaya provided a Land Acknowledgement.

3. Approval of the Agenda

(K. Weitz / A. Getty)

That the LGBTQ Advisory Committee approve the Agenda for today's meeting as distributed and that the Agenda be amended to separate motion 9.2 into 2 motions creating a new 9.3.

CARRIED

4. Declarations of Interest

None

5. Approval of Minutes of Previous Meeting

(C. Kroetsch / V. Nikolskaya)

That the LGBTQ Advisory Committee approve the minutes from its January 19, 2021 meeting as distributed.

CARRIED

6. 2021 Committee Elections

For Vice Chair - At the previous meeting, C. Kroetsch nominated V. Nikolskaya and the nominee accepted. V. Nikolskaya nominated K. Weitz and the nominee did not accept. K. Weitz nominated J. Diemert but the nominee was not present. The nominee did not accept, at today's meeting. V. Nikolskaya was acclaimed as Vice Chair.

Recording Secretary - There were no nominations.

7. Delegation Requests

7.1 Deputy Chief Ryan Diodati, Chief Administrative Officer Anna Filice, LGBTQ Liaison Officer Rebecca Moran, EDI Specialist Paola Jani, and Community Relations Coordinator Jasbir Dhillon from the Hamilton Police Service as outlined in their request (attached) for a

future meeting, subject to the approval of the City Clerk

(K. Weitz / L. Johnston)

That the delegation request be approved for the March 16, 2021 meeting of the LGBTQ Advisory Committee.

CARRIED

Discussion - Members indicated a general discomfort with this motion since a complaint had been filed against a member of the Committee, in part, for delegating to the Hamilton Police Services Board (HPSB) and wanted to ensure that the City Clerk approved this delegation request and deemed it to be lawful before it proceeded (the motion includes wording to this effect). Staff confirmed that they would confer with the office of the City Clerk before the next meeting, and before extending an invitation to the delegates.

Members were generally concerned about this request in part because an invitation was extended to Hamilton Police Service (HPS) Chief Eric Girt following the events of Pride 2019 as an offer to come forward to discuss issues in public after a suggestion for a private meeting came forward. The Committee felt having this discussion in public was more appropriate. The invitation was not even acknowledged by the HPS. It's slightly puzzling to members of the Committee why HPS is coming forward at this time.

There is also a clear conflict with respect to our inability to delegate to the HPSB without written permission, but the HPS' ability to delegate to the Committee without requiring the same permission. The complaint filed against the Committee's Chair to the Integrity Commissioner explicitly referenced this matter.

Members discussed an ongoing investigation of 2 HPS officers with respect to an engagement, on video, that impacted the community. There is discomfort around having discussions with the HPS until the results of that investigation are known.

In general, several members raised questions about the intentions of HPS in submitting this delegation request.

Members discussed that, considering that the Committee's delegations were refused by the HPSB more than once, that they should be open and welcome a discussion in public like this. The Committee has an opportunity to ask questions and to engage with HPS on this matter directly.

7.2 Graeme Brown, Business Analyst, Business Development from the City of Hamilton with respect to the Economic Development Action Plan as outlined in their request (attached) for a future meeting

(J. Diemert / V. Nikolskaya)

That the delegation request be approved for the March 16, 2021 meeting of the LGBTQ Advisory Committee.

CARRIED

Discussion - Members of the Committee have asked City staff to pass along a message to the delegate to ask if they will be providing materials in advance of their delegation for the Committee to review and, if so, to distribute them to the Committee as soon as possible.

8. Delegations

None

9. Regular Business

9.1 Approval of Chair's Delegation to the Audit, Finance and Administration Committee on April 8, 2021

(C. Kroetsch / J. Diemert)

That the LGBTQ Advisory Committee approve that the Chair delegate to the Audit, Finance and Administration Committee on April 8, 2021 with respect to the Committee's Citizen Committee Report respecting an All Advisory Committee event.

CARRIED

Discussion - The Chair informed the Committee that he had spoken with staff and was informed that this separate permission from the Committee was required. This is important since there is no other way for the Committee to actively participate in this discussion as it is not mandatory for its requests to be referred back before a decision is made, even if those requests are modified from their original form.

Staff updated the Committee that the office of the City Clerk has been directed to think about what the event might look like. There was a brainstorming session about how the event may go, attended by City staff only. Most of the Committee Staff Liaisons agreed that the agenda should be centred on presentations from each Advisory Committee, as suggested by the LGBTQ Advisory Committee, and allow for time for questions. In addition to the Hamilton Cycling Advisory Committee and the Arts Advisory Commission, the Immigrant and Refugee Advisory Committee and the Hamilton Veterans Committee have discussed the event and are in favour of it happening. Some other questions that

came up during the City staff brainstorming session included the following -

- Who will chair the event?
- Are Advisory Committees able to gain consensus via email about the details of the event if timing presents a problem (i.e. that Advisory Committees will not meet in time to give feedback or make requests about the agenda, date, or time of the event)?
- What other agenda items may be required?
- Does this event need to happen via Webex?
- Should City Council Appointees be attending this event?

Members of the Committee wanted more information about whether there might be other platform alternatives for hosting the meeting outside of Webex as there is no accessible captioning currently available to the City of Hamilton through Webex. Staff will follow up to find out about alternatives.

9.2 Recommendation to submit a Citizen Committee Report regarding the Selection Process for Vacancies on the LGBTQ Advisory Committee

(C. Kroetsch / K. Weitz)

That the LGBTQ Advisory Committee recommend that the City of Hamilton focus their selection on youth, Queer and Trans Black, Indigenous, and People(s) of Colour (QTBIPOC), and Two Spirit members of the community; and involve members of the LGBTQ Advisory Committee in the selection process, by submitting the Citizen Committee Report, Focus and Committee Involvement in Selection

Processes (see the attached draft).

CARRIED

Discussion - The mover provided a brief history of the situation, and why this had to be brought forward again including his discussion with the office of the City Clerk around which part of the original Citizen Committee Report from January 2020 this had been included in. Even though the January 2020 report had been approved by City Council, these 2 items were not placed properly in the report and were not considered to be approved as a result.

This is being brought forward to ensure that these items are before City Council in time for the start of the selection process.

A delegation to the Audit, Finance and Administration Committee addressed these issues, according to the member of the Committee who delegated, but were still somehow not incorporated in the approval. Members of the Audit, Finance and Administration Committee seemed to acknowledge the points, as part of the original Citizen Committee Report, and the delegate was confused as to why this additional step was required.

There were some questions put to City staff by the office of the City Clerk that asked that the Committee consider making its recommendation more clearly but members of the Committee thought it was important to state the recommendation on the exact terms as brought forward in January 2020 so as not to create any additional confusion.

City staff and members discussions that the Hamilton Aboriginal Advisory Committee already has a selection process that allows for its members to participate in the selection, directly, and that this should be mentioned during

any delegation on the subject.

According to City staff, a change of this nature would have to come from City Council as it had for the Hamilton Aboriginal Advisory Committee.

Ideas were shared about using anonymous recruitment processes, ensuring that confidentiality was respected, and defining who on the Committee would participate. It was agreed that the Citizen Committee Report would specifically outline who from the Committee would participate, namely the Chair and Vice Chair.

Members expressed frustration that they had to make this request again and encouraged City Council to sign off on our request to ensure that there is better representation in areas where there is currently not enough. Since there are not any members of Two Spirit or LGBTQIA+ communities participating in the selection process, apart from some in City staff who may provide support, members thought it was particularly important that the Committee be included.

9.3 Approval of Chair's Delegation to the Audit, Finance and Administration Committee on February 18, 2021

(C. Kroetsch / J. Diemert)

That the LGBTQ Advisory Committee approve that the Chair delegate to the Audit, Finance and Administration Committee on February 18, 2021 with respect to the Committee's Citizen Committee Report entitled Focus and Committee Involvement in Selection Processes.

CARRIED

10. Discussion Items

10.1 Outstanding Business List

No discussion

10.2 Updates from Working Groups (C. Kroetsch, V. Nikolskaya)

No discussion

10.3 Changes to the Land Acknowledgement (J. Maurice)

J. Maurice informed the Committee that they had reached out to other youth to get feedback and had started brainstorming on changes to the Land Acknowledgement. They hope to bring a motion forward at the next Committee meeting.

10.4 "Pride in Hamilton - An Independent Review into the Events Surrounding Hamilton Pride 2019" (L. Johnston)

This item was brought forward as it was the first time the Committee had an opportunity to comment on it since its release in June 2020 as the Committee was not permitted to meet virtually until August 2020.

Members questioned why the report's writer did not come to the LGBTQ Advisory Committee to report on their findings and why the Hamilton Police Service (HPS) was coming independently.

A member mentioned that the recommendations in the report do not adequately address the report's findings and that there are still individuals facing charges for defending the public at Pride 2019.

This was in contrast to the report produced by HPS, completely refuted and debunked by the Independent

Review, that detailed HPS' own perception of what happened at Pride. It was completely different and HPS removed themselves from all wrongdoing.

Apart from the Hamilton Police Service acknowledging that the Independent Review has value and merit, there needs to be work done internally to acknowledge what happened.

The incident that was recorded on video of a police officer lunging at a member of the community demonstrates that police are not learning from this and that their sincerity about building trust is not genuine. An investigation into that matter will be conducted internally.

A member shared that they felt the Independent Review was damning of police conduct and completely discredited the internal investigation which found no wrongdoing. The Independent Review was clear that those who stepped up to defend the community from white supremacists intent on violence were in no way responsible for what happened. The Independent Review was clear that groups, like the Proud Boys, were there to cause harm and that the City's permissive attitude toward their congregation in front of City Hall exacerbated this situation. The review's writer made it clear that HPS had a number of tools at its disposal, including laws, bylaws, and policies, that its officers chose not to use and that its leadership chose not to enforce.

A member raised the question of where this \$600,000 to pay for the report came from exactly? What budget line? How was it funded? They also commented that the review does not go far enough in acknowledging the balance of power or directing HPS to apologize to Pride Hamilton.

10.5 Citizen Committee Report regarding the All Advisory Committee event (C. Kroetsch)

Refer to Item 9.1 for discussion.

10.6 Citizen Committee Report regarding Accessible Captioning (C. Kroetsch)

C. Kroetsch informed the Committee that there were motions coming forward to the Audit, Finance and Administration Committee on February 18, 2021 in regard to accessible captioning.

10.7 Recruitment and Advertising to Fill Committee's Vacancies (P. Kajiura)

P. Kajiura informed the Committee that the recruitment process had begun to fill all 6 vacancies. The creative team from the city produced the advertisements in collaboration with Matthew Crans and it was successfully rolled out.

Members expressed that this was an unprecedented collaboration between the LGBTQ Advisory Committee and the City of Hamilton and that this sort of communication and collaboration would be welcome in the future around other issues.

11. Correspondence

Response from the City Clerk's office to the Committee's Comments with respect to its December 2020 Letter

Discussion - The office of the City Clerk's response to the matter clearly stated that they would not involve the Committee in changes to the formatting of its Minutes, despite all of the current changes having been worked out in agreement with the Committee.

In terms of the other issues, it looks like they have been adequately responded to by the office of the City Clerk, especially in clearing up the oversight with respect to excluding Committees from writing their own Citizen Committee Reports.

12. Adjournment

(J. Diemert / V. Nikolskaya)

That, there being no further business, the meeting be adjourned at 7:45 PM.

CARRIED