



Hamilton

MINUTES

LGBTQ Advisory Committee

Tuesday, March 16, 2021

6:00 PM - 8:45 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: None

Absent: Freja Gray, Terri Wallis

Staff: Pauline Kajiura (Staff Liaison)

Guests: Mikhaila Bernales (BSW Placement Student, City of Hamilton), Deputy Chief Frank Bergen (Hamilton Police Service), Craig Burley, Community Relations Coordinator Jasbir Dhillon (Hamilton Police Service), Chief Administrative Officer Anna Filice (Hamilton Police Service), EDI Specialist Paola Jani (Hamilton Police Service), Lyla Miklos, LGBTQ Liaison Officer Rebecca Moran (Hamilton Police Service)

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 / J. Diemert)

That the LGBTQ Advisory Committee approve the Agenda for today's meeting as distributed and that the Agenda be amended to move Delegations above Regular Business and allow the delegates approved at Items 7.1 and 7.2 to present before the delegates at Items 8.2 and 8.1 respectively.

CARRIED

4. Declarations of Interest

None

5. Approval of Minutes of Previous Meeting

(J. Diemert / L. Johnston)

That the LGBTQ Advisory Committee approve the minutes from its February 16, 2021 meeting as distributed.

CARRIED

6. Communications

None

7. Delegation Requests

7.1 Craig Burley regarding the Pride flag raising and issues related to the Committee's interactions with the Hamilton

Police Service, and to speak to the same matters requested by the HPS, as outlined in their request, for today's meeting

(J. Diemert / V. Nikolskaya)

That the delegation request be approved for today's meeting of the LGBTQ Advisory Committee, that it be added as Item 8.2, and that the delegate be permitted to speak beyond the 5 minute time limit.

CARRIED

7.2 Lyla Miklos regarding the historic and current relationship with Hamilton's Two Spirit & LGBTQIA+ communities and the Hamilton Police Service, as outlined in their request, for today's meeting

(K. Weitz / V. Nikolskaya)

That the delegation request be approved for today's meeting of the LGBTQ Advisory Committee, that it be added as Item 8.1, and that the delegate be permitted to speak beyond the 5 minute time limit.

CARRIED

8. Delegations

8.1 Lyla Miklos regarding the historic and current relationship with Hamilton's Two Spirit & LGBTQIA+ communities and the Hamilton Police Service, as outlined in their request (Item 7.2) (see attached written delegation submitted by the delegate)

See the attached written delegation provided by the delegate regarding the content of their delegation.

(K. Weitz / V. Nikolskaya)

That the delegation be received.

CARRIED

8.2 Craig Burley regarding the Pride flag raising and issues related to the Committee's interactions with the Hamilton Police Service, and to speak to the same matters requested by the HPS, as outlined in their request (Item 7.1)

The delegate identified themselves as a queer Hamiltonian and gave an outline of their observations of the Hamilton Police Service's (HPS) open support of the Proud Boys at local events including a protest and rally outside the Maxime Bernier political fundraiser event at Mohawk College on September 29, 2019, Pride 2019, and at several incidents in the City Hall forecourt.

The delegate discussed the recent announcement from the Ministry of Public Safety and Emergency Preparedness that added the Proud Boys, and others, to the Criminal Code list of terrorist entities on February 3, 2021.

The delegate highlighted the preoccupation of police with supporting or protecting groups like the Proud Boys in comparison to their targeting of members of Two Spirit and LGBTQIA+ communities. The delegate asked that the HPS be transparent and forthcoming with respect to the actions they have taken to support these groups and disclose any information they have about this to the public immediately.

(J. Diemert / V. Nikolskaya)

That the delegation be received.

CARRIED

- 8.3 Deputy Chief Frank Bergen, 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 (see attached written delegation submitted by the delegates)**

See the attached written delegation provided by the delegate regarding the content of their delegation.

(J. Diemert / V. Nikolskaya)

That the delegation be received.

CARRIED

- 8.4 Norm Schleeahn, Director, Economic Development City of Hamilton and Graeme Brown, Business Analyst, Business Development, City of Hamilton with respect to the Economic Development Action Plan, as outlined in their request**

The delegates presented the following points -

- Every five years for the last 20 years, the City of Hamilton has brought forward an Economic Development Action Plan (EDAP) to help guide its actions and to help move the city's economy forward. Ideally the 2021-2025 action plan should already be in place, however, due to COVID-19, it has been delayed and they hope to have it completed by the end of Q2 2021. Key differences with the action plan is that it will incorporate climate change, and equity, diversity and inclusion.

- In the current 2021-2025 EDAP, they started working on this document in 2019 and again before the end of 2020. The EDAP is looking at past engagement with the business community but also with the residents of Hamilton. However, due to COVID they were not able to engage fully and so relied primarily on online surveys.
- The focus of the EDAP is to identify large strategic initiatives that are above and beyond the regular workplan that's happening with economic development and tourism and culture.

(A. Getty / L. Johnston)

That the delegation be received.

CARRIED

9. Regular Business

9.1 Motion to Approve a new Land Acknowledgement for use by the LGBTQ Advisory Committee (J. Maurice) (Item 8.1)

(J. Maurice / K. Weitz)

That the LGBTQ Advisory Committee approve a new land acknowledgement for use by the LGBTQ Advisory Committee (see the attachment to Item 8.1)

CARRIED

Discussion - Committee members thanked J. Maurice for their work on this and will be happy to use the new land acknowledgement at the next meeting of the Committee.

9.2 Motion to Approve Advertising Costs from the 2021 Budget (C. Kroetsch) (Item 8.2)

(C. Kroetsch / J. Maurice)

That the LGBTQ Advisory Committee approve the allocation of advertising costs in the amount of \$1,500 from its 2021 budget.

CARRIED

Discussion - The mover stated that the costs fall on the committee to pay as directed by the office of the City Clerk. Staff stated that the specific expense that would fall upon the Committee would be the graphic artwork to pay the graphic artist.

10. Discussion Items

10.1 Updates from Working Groups (C. Kroetsch, V. Nikolskaya) (Item 11.1)

No discussion

10.2 Update on recruitment process (P. Kajiura) (Item 11.2)

P. Kajiura stated that the Interview Sub-Committee to the Audit, Finance & Administration Committee is meeting to go over the applications. There are 31 applicants. The Sub-Committee will begin meeting on March 17, 2021 to go over the applications. Councillor Wilson stated that she was chairing the Sub-Committee.

10.3 Update on previously submitted Citizen Committee Reports (C. Kroetsch) (Item 11.3)

C.Kroetsch provided updates to the Committee on its

outstanding Citizen Committee Reports, specifically that the Audit, Finance and Administration Committee did not approve its recommendations regarding Focus and Committee Involvement in Selection Processes and that the Citizen Committee Report regarding Accessible Captioning for Meetings of the LGBTQ Advisory Committee required additional work by staff and that we should hopefully have an update by the next meeting about when this will come back to the Audit, Finance and Administration Committee for discussion.

10.4 Pride 2021 event and flag raising (from Outstanding Business List) (Item 11.4)

Committee members discussed that the previous goal set by the Committee was to talk to the community about what they wanted. This could be through putting a survey out, and using the Engage Hamilton platform to ask the community what they would like to see then taking those results and making a decision and recommendations for the Pride event and the flag raising.

A Committee member asked for the history and other members responded with information.

Committee members agreed that it is important to reach out to the community and ask what they want. The Chair, Vice Chair, and anyone else interested will work on a plan to present at the next meeting.

10.5 Delegating on Citizen Committee Reports (C. Kroetsch) (Item 11.5)

C. Kroetsch stated that, after a lengthy correspondence with the office of the City Clerk, there does not appear to be a way for the Committee to delegate when it submits a Citizen Committee Report to the Audit, Finance and Administration

Committee. The Committee would like to be able to both make a recommendation and to speak freely to that recommendation without the need for additional permissions. C. Kroetsch will bring a draft recommendation forward at the next meeting for discussion and approval.

**10.6 Public Access to Advisory Committees (C. Kroetsch)
(Item 11.6)**

C. Kroetsch stated that it had not been possible for members of the public to select an Advisory Committee from the Request to Speak to Committee of Council Form but that, just this week, that had been updated at his request and he believed the issue had been rectified and that no further action was required.

11. Adjournment

(A. Getty / L. Johnston)

That, there being no further business, the meeting be adjourned at 8:45 PM.

CARRIED

**DELEGATION TO THE CITY OF HAMILTON'S LGBTQ
ADVISORY COMMITTEE
ONLINE MEETING VIA WEBEX
TUESDAY, MARCH 16, 2021
LYLA MIKLOS**

Good Evening Members of the City of Hamilton's Lesbian, Gay, Bisexual, Transgender and Queer Advisory Committee, City Staff, Delegates, Guests and those listening and watching online via YouTube.

My name is Lyla Miklos. My pronouns are she and her and I self-identify as queer or bi. I come to you tonight as a past Chair of this Committee, past Chair of Hamilton Pride and an out member of Hamilton's Two Spirit and LGBTQIA+ community for over 25 years.

The conversations that our community had back in the late 1990's and early 2000's were very different from the ones we are having now. To have a Pride Festival that elected leaders didn't try to proactively stop was an accomplishment. To have a Pride march and rally that our elected officials wanted to attend and share messages of solidarity at was an accomplishment. To have a Rainbow Flag raising at City Hall that the media, politicians, police, local businesses, community members and more wanted to participate in was an accomplishment. Even the creation of this committee that I am speaking to today was an accomplishment.

I sat on the Community Roundtable of SHCI (Strengthening Hamilton's Community Initiative), led by then Mayor Bob Wade, formed after the firebombing of Hamilton's Hindu Temple following the events of 9/11. No one ever said after that Temple was firebombed that maybe those people who bombed the Temple had some valid point of view that needed defending. When a member of our community was nearly beaten to death SHCI called an emergency meeting, led by then Mayor Larry Dilanni, and they unequivocally condemned that hate crime and spoke out and stood in solidarity with our community.

Now the language I hear from our leadership and police is that perpetrators of hate crimes have a legitimate viewpoint that must be defended because freedom of speech is more important than my right as a queer woman to simply exist without constantly being threaten with violence.

In 2019 I shared with the Police Services Board an incident which took place a couple of years ago where a member of the HPS gave a presentation on hate crimes and claimed that the Police are a group who are victims of Hate Crimes and even provided stats.

What I didn't share in 2019 was that this presentation was given at a local High School's Gay Straight Alliance Club's meeting to a room filled with Two Spirit and LGBTQIA+ students and staff.

I challenged the officer at the time stating that the Police are NOT an identifiable group under the human rights code so hence they cannot be victims of hate crimes. The officer doubled down on their assertion that the police are victims of hate by emphatically stating that people DO hate the police. I replied that may be so, but hating the police is not against the law. The officer who gave this presentation is the HPS's current head of hate crimes. He has publically stated on several occasions that as a police officer the law ties his hands when it comes to pursuing hate crimes in this city. This is a sad commentary coming from the HPS officer leading this file as our City continues to wear the stain of shame of being named the Capital of Hate Crimes in Canada.

20 years ago our community's relationship with the Police although far from perfect was far more amicable. When there was an HPS LGBTQ Police Task Force I was often invited to their meetings as the Chair of Pride or this Committee. Every one of those meetings were attended by the Police Chief, Head of Hate Crimes and Community Liaison Officer. HPS staff came to these meetings with a sincere desire to learn and listen along with an open compassionate heart and commitment to do better.

Now our Police are gate keepers who refused to even allow the current chair of this committee to address them at their public board meetings.

The Police came into our safe space as we discussed the collective trauma of the violence done to us at our Pride celebration and then arrested and jailed a trans women for speaking out against them.

The Police arrested members of the community who came to our rescue and protected us at Pride when the Police chose to stand back and not get involved while hate groups came with the intent to do us harm and violence. A stark contrast to our 2006 Pride Parade where police put their bodies between parade participants and homophobic world cup soccer fans.

20 years ago when I was doing this work we were grateful to simply be at the table. Grateful to be seen. Grateful to be heard. Grateful to be validated. This was after so many years of being ignored, vilified and silenced. That gratitude has now evolved into some critical examination of the power structures that are in place that continue to persecute our sexual and gender identities. Tokenism is no longer enough.

The plan HPS is presenting to your committee tonight is far too little far too late. Our queer and trans communities can't wait any longer. The time for change is now.

From: [Craig Burley](#)
To: [Kajiura, Pauline](#); [Cameron Kroetsch](#)
Subject: My description in the memo regarding the LGBTQAC
Date: April 15, 2021 5:02:20 PM

You have my permission to quote or reference any personal information at all that I included in my delegation to the committee including my being LGBTQ personally. Thank you.

--

Craig Burley
Barrister & Solicitor

*Craig Burley (he/him pronouns) can also be reached by mail at [REDACTED]
[REDACTED]. Our physical offices are closed for the time
being due to continuing COVID-19 mitigation measures. Clients are encouraged to call or
email. Meetings can be arranged by audioconference and videoconference.*



HAMILTON POLICE SERVICE

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LGBTQ Advisory Committee Delegation March 16, 2021

Good evening. It is our pleasure to be here this evening, I am Acting Chief Frank Bergen. I would like to personally thank the LGBTQ Advisory Committee for accepting our delegation request.

This is our first time delegating before this committee and before we begin, we recognize that it may take years to rebuild a trusting relationship and at this time, I would like to begin with an apology.

Tonight, we would like to officially extend an apology to the LGBTQ Advisory Committee and to all members of Hamilton's Two Spirit and LGBTQIA+ communities, many of whom may be tuned in tonight. On June 11, 2020, the Hamilton Police Service issued a formal apology regarding the events that took place at Pride 2019.

As a Police Service, we take responsibility for what took place at Pride 2019. We acknowledge that our relationship with the Two Spirit and LGBTQIA+ communities has been significantly damaged as a result of the violence and the events, which followed Pride 2019. We acknowledge that the historical hurt and trauma caused by words, actions or lack thereof by Hamilton Police Service have led to this distrust.

We hope that today is the first step in finding a way forward and we can collectively co-design next steps in what reconciliation and healing looks like.

In June 2020, Scott Bergman presented the results of a report commissioned by the Hamilton Police Service Board investigating the events that took place at Pride 2019. The Hamilton Police Service accepted all 38 recommendations and began to implement those recommendations that fell solely to the Hamilton Police Service.

We wanted to provide some progress highlights since presenting to the HPSB in September 2020. The service committed to public updates through the Police Service Board at regular six-month intervals. We recognize that HPS needs to further improve transparency with respect to the progress of these recommendations. Moving forward the Service will carefully examine and implement additional mechanisms, through either the HPS website or other means, to better communicate HPS progress, successes and challenges regarding these recommendations.

Within the following themes:

Diversity

- In partnership with the Canadian Centre for Diversity and Inclusion (CCDI), an external charitable organization specializing in promoting diversity and inclusion in Canada, launched and completed a diversity and inclusion survey with our members.

Operations

- A new operational plan template has been completed. This operational plan template is part of the revised Incident Command Planning policy. This will allow more information to be provided for event planning purposes.

Policy/Procedures

- Conducted an Environmental Scan of Two Spirit and LGBTQIA+ Internal Support Networks (ISN) in other policing jurisdictions including Terms of Reference and ISN goals where available.
- Draft Terms of Reference created for the ISN with an anticipated completion date of April 30, 2021.
- Currently revising *Major Incident Command Policy* 4.3.41. in addition, renaming the policy *Incident Command Planning*. The revised policy will include three new Incident Command Classifications (Critical Incident, Major Incident, and Special Event Incidents). Focus on Incident Management System & Incident Response and associated level of command knowledge, skills and abilities.

Training

- The EDI Specialist and Two Spirit and LGBTQIA+ Liaison Officer are assessing existing training materials and identifying gaps in order to create more robust training materials regarding Two-Spirit and LGBTQIA+ communities.
- The format of training is also being considered with Professional Development Division. ELearning opportunities are being explored. A national organization has been identified that conducts an interactive online presentation over successive sessions. Exploring how this session can be incorporated with existing training materials.

In addition, at the heart of this delegation:

Community Engagement

- The Two-Spirit and LGBTQIA+ Liaison Officer has been working with the community since starting in the role in 2020. With the hiring of an EDI Specialist in February 2021, an EDI framework is being developed and consideration will be given for the Liaison Officer role within that framework.

We are here today to specifically request your assistance in guiding the process for community engagement with the aim of rebuilding relationships.

We recognize that for some in the community, this process may be too soon and for others it is not soon enough. We know there is a distrust of police and we believe for this process to work, a third party should be retained. The third party would be responsible for administering a survey, compiling the results into themes, which can then inform the selection of a facilitator/mediator to lead future community meetings and determine if and when it may be appropriate to create a community task force/advisory committee.

Recently we saw the successful appointment of board members to the Hamilton Anti-Racism Resource Centre.

We are suggesting a similar process by which we ask for community feedback through a simple survey that asks two questions:

1. List the key qualifications and experience the facilitator(s) must have to respectfully and successfully engage Hamilton's Two Spirit and LGBTQIA+ communities in re-establishing dialogue with the Hamilton Police Service.
2. Hamilton Police Service hopes to establish a community Advisory panel to inform community consultations and providing feedback when needed. Please list the key qualifications and experiences that members of a proposed community advisory panel should have.

Our request today is for your Committee's participation in providing a list of individuals within the community who may be able to help administer the survey. This will be the first step in engaging a facilitator for the ongoing dialogue that needs to happen to determine how we can collectively move forward.

Thank you.



Frank Bergen
Acting Chief of Police
fbergen@hamiltonpolice.on.ca