

## 5.18 (c)

February 5, 2023

To Hamilton City Council,

re: Motion to Restructure Hamilton Board of Health

My name is Dr. Kassia Johnson and I was part of the original group that delegated to City Council in 2021 with a team of concerned citizens and healthcare supporters/providers. At that time, our team discussed that the Hamilton Board of Health needed to better represent the community it was serving such that the issues of racism, sexism, discrimination, inadequate housing, poor working conditions and a lack of protections could be discussed and understood differently. Scientific evidence shows that all of these issues impact health in our community but also that diverse thinking in decision making bodies also leads to better decisions being made. This systemic change will not only lead to better decisions but also better Public Health governance.

The motion that will be put forward by Councillor Kroetsch at February 8, 2023 city council meeting, provides a real opportunity to create a decision making framework from an EDI-lens with accessibility and inclusion principles embedded in the process.

Please receive this letter as a document in support of the motion that will be appearing as 7.1 on the City Council Meeting agenda for February 8, 2023.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kassia Johnson', with a large, stylized flourish at the end.

Dr. Kassia Johnson, MD, FRCPC (she/her/elle)  
Assistant Clinical Professor, McMaster University  
Developmental Pediatrics, Ron Joyce Children's Health Centre  
Director of Anti-Racism and Inclusion, Dept. of Peds, McMaster University  
Senior Medical Director Equity, Diversity, Inclusion – Hamilton Health Sciences  
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