



CITIZEN COMMITTEE REPORT

| | |
|--------------|--|
| To: | Audit, Finance and Administration Committee |
| From: | Committee Against Racism <div style="text-align: right; margin-right: 50px;"> <u>Taimur Qasim</u> Taimur Qasim, Chair </div> |
| Date: | February 16, 2023 |
| Re: | Citizen Candidates for the Hamilton Police Services Selection Committee |

Recommendation

That the list of Citizen Candidates recommended by members of the Committee Against Racism, and the Hamilton Area Anti-Racism Coalition for Citizens to sit on the Hamilton Police Services Board Selection Committee and attached hereto as Confidential Appendix “A”, be approved and referred to Council for their consideration.

Background

Council approved the following recommendation on September 28, 2022:

The application period for the public member positions to the Hamilton Police Service (HPS) Board Selection Committee began on December 16th, 2022. The posting was advertised on social media and on the HARRC website from December 16, 2022, to Jan 12th, 2023.

Applicants were asked to complete a questionnaire that detailed information on their qualifications, including, community engagement experience, understanding of board governance, policing legislation, structural racism and discrimination and community safety. At the end of the application process, a review committee conducted an initial screening of applicants based on a eligibility criteria and scoring matrix (Stage 1). The selection committee was granted access to the complete list of applicants. The committee included members from the following organizations.

Citizen Committee Report Committee Against Racism

The second screening (Stage 2) took place from January 26th-31st, 2023. The process included an interview stage with candidates which best meet the criteria and scoring matrix. Applicants answered a series of questions and a further eligibility review to flag potential conflicts of interest and ascertain knowledge of EDI principals.

- 3 HARRC members
- 3 CAR members
- 1 YWCA member
- 1 Muslim Association of Hamilton member
- 1 Jewish Federation of Hamilton member

In addition to putting forward 6 candidates for approval by City Council, the review committee proposes, should an alternate candidate be required that City Council consider appointing a member from the review committee to replace the candidate

Those recommendations were approved by the Committee Against Racism on February 7, 2023.

Appendix “A” – Confidential List of Citizen Candidates for the Hamilton Police Services Selection Committee

Appendix “B” – Letter from the Hamilton Anti-Racism Resource Centre (HARRC) respecting their agreement with the Confidential List of Citizen Candidates for the Hamilton Police Services Selection Committee