

Good morning, Madam Mayor and Council. My name is Kim Zivanovich; you can call me Kim. I was born, raised and educated in Hamilton and currently reside in Ward 12. Most of my working life was spent at Dofasco where I managed operations. As well had a 5-year H.R. assignment transitioning employees who could no longer perform their core functions because of capability issues. This assignment provided me insight, experience and understanding on what marginalized people face.

I am here to discuss your vaccine policy and how it goes against your stated values of inclusion and equal opportunity. I would like to state that I am not an antivaxxer, misogynist, racist, or a right wing conspiracist. Quite frankly I find these terms appalling, divisive and hateful. They deserve to be buried deep in the Canadian Shield with nuclear waste. I believe it is time for reconciliation and healing and this Council has an opportunity to begin that process.

We all now know that vaccines do not stop infection, transmission, illness or death. We also know that there are risks associated with the vaccines and for most healthy people the risks outweigh the benefits. Covid19 is endemic and most have had it. Natural immunity is prevalent in society and is recognized as being immunized.

At the time when vaccine policies were being adopted it was believed that this would stop the spread of Covid19. The city followed suit, as did many, believing it was the answer. I am not here to debate this. I believe everyone was doing their best and following information available at the time. I also believe the city experience has left a bad taste in your culture which needs fixing.

My former company was unsuccessful at mandating vaccination as they did not get enough buy in from the employees. I believe employees were not agreeable because the self awareness and team building

training each received helped them to conquer fear and think rationally. They did a risk/benefit analysis, some chose some did not. The training is called Playing to Win and I have brought, as a gift, a short overview of the training that I had.

The city is a public entity and must include all its' citizens. I know many vaccinated people that were dismayed when I told them of your policy. This is not a small fringe group but solid citizens. Unfortunately, these policies have been normalized in most institutions. This does not make it right. There is also another group of citizens that have been invisibly marginalized and they are the vaccinated injured. It is sad that they have had to form a coalition because no one wants to listen to them.

So, I see three options:

Option 1: You do nothing. You are legally fine, but you are morally bankrupt. Your values are nothing but virtue signaling. It also reflects that there is still hatred towards the unvaccinated. Doing nothing does not make the problem go away. I suggest this option is "playing not to lose."

Option 2: You maintain your policy but change your values to reflect your policy. You take out ads notifying citizens that you no longer are an equal opportunity employer. You could even hang up a big sign; "Unvaccinated Need Not Apply". Circa Alabama 1960's. Not much of an option...but at least it is the truth.

Option 3: You change the policy and remove the vaccine requirement because the latest information tells us it is no longer necessary. You have an opportunity to show transparency, build engagement and start the healing process. In fact, you could kick off your "Transparency Committee" by announcing that information has changed, and the

policy has been updated. And as equally important vaccine injuries are avoided.

Taking bold actions that is against the narrative or norms is uncomfortable. That is fear of the unknown. It is much easier to do nothing...why rock the boat? I do not see evidence of a higher authority making any changes. This must start locally and grow.

Fear based behaviour is a continuation of what we have been doing the last three years. There is no dialogue just more hate, divisiveness, and polarization. There is no reconciliation, no healing.

Hamilton is facing monumental problems. I can't imagine how busy you folks are and perhaps some of you think this is frivolous and a waste of time. But rest assure if you build a house without a foundation it collapses. If your boat is rudderless you can't steer. Your values, beliefs and principles are your foundation, your rudder. Your policies and your actions must reflect and align with these fundamental things. Every decision should be based around your fundamental beliefs.

I believe Madam Mayor and council you have a fantastic opportunity to move in the right direction and start a much-needed healing process. You can choose the hard road of leading or the comfortable path of following. That is up to each one of you. I respectfully suggest you look in the mirror.

In closing, I encourage you to take 15 minutes and browse through this training overview and perhaps consider a similar program for council. I have attached references and videos. I thank you for your time, consideration and your service. If you have any questions, I will try to answer them. If not, I will take my leave.

## References:

Justice for the Vaccinate: Those Canadians Who Have Been Injured

<https://vaxjustice.org/>

Dr. Aseem Malhotra, Promoted Vaccines and Now Calls For Immediate Suspension

<https://www.youtube.com/watch?v=MtE015FqHPs>

Dr. Aseem Malhotra Interview, What The Data Says and Changed His Mind Against Vaccination

<https://www.youtube.com/watch?v=w3MPnBpfrRk&t=690s>

Dr. Aseem Malhotra Interview, British Health Regulators Are Getting Their Information From The BBC

<https://www.youtube.com/watch?v=DWaYdDKKTXc&t=435s>

Dr. John Campbell, British Regulators Limit Covid Vaccines

<https://www.youtube.com/watch?v=sidjKoHS6NE>

Dr. John Campbell, UK Data Massive Shift in Vaccine Risk/Benefit Analysis

[https://www.youtube.com/watch?v=fbFayD\\_S\\_54](https://www.youtube.com/watch?v=fbFayD_S_54)

U.K. Government Recognizes Natural Immunity As Protection Against Severe Outcomes & Recommends Vaccination To Vulnerable With Underlying Health Conditions

[https://www.gov.uk/government/publications/covid-19-vaccination-programme-for-2023-jcvi-interim-advice-8-november-2022/jcvi-statement-on-the-covid-19-vaccination-programme-for-2023-8-november-2022?utm\\_source=substack&utm\\_medium=email](https://www.gov.uk/government/publications/covid-19-vaccination-programme-for-2023-jcvi-interim-advice-8-november-2022/jcvi-statement-on-the-covid-19-vaccination-programme-for-2023-8-november-2022?utm_source=substack&utm_medium=email)

<https://www.youtube.com/watch?v=EaSU2mfNrlg&t=621s>

Government of Canada, Reported Side Effects of Covid19 Vaccines

<https://health-infobase.canada.ca/covid-19/vaccine-safety/>

VAERS, Covid Vaccine Mortalities

<https://www.openvaers.com/covid-data/mortality>