



## City of Hamilton

# Report for Consideration

**To:** Chair and Members  
Audit, Finance and Administration Committee

**Date:** May 7, 2026

**Report No:** HSC26012

**Subject/Title:** Transition of the Women and Gender Equity  
Advisory Committee to Hamilton Women and Gender  
Equity Community Liaison Group

**Ward(s) Affected:** City Wide

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## Recommendations

That the transition of the Women and Gender Equity Advisory Committee to the Hamilton Women and Gender Equity Community Liaison Group **BE APPROVED.**

## Key Facts

- Report CM23025(b), approved by Council on March 5, 2025, directed Children's and Community Services staff to report back to the Audit, Finance and Administration Committee on the creation of a Community Liaison Group (CLG) to replace the Women and Gender Equity Advisory Committee.
- Direction included that this group be resident-led, staff facilitated and have a clear ability to make their voice heard by Council.

- Additional engagement was conducted in the form of interviews identifying themes and specific community needs to help tailor the Community Liaison Group recommendation.
- This report responds to that direction with a tailored solution, based on research, best practices, and community engagement to serve Hamilton's population of women and gender diverse people.

## **Financial Considerations**

Not Applicable

## **Background**

In 2023, a motion was brought forward to review the City's Volunteer Advisory Committees, followed by direction to pause and undertake a broader review of these entities, including the Women and Gender Equity Advisory Committee. As part of this review, engagement was conducted by the Hamilton Social Planning and Research Council (SPRC) with former members, identifying several need-for-change arguments that became the basis of the Community Liaison Group transition recommendation in CM23025(b).

Beginning in 2024, City staff undertook an extensive review of Hamilton's Community Safety and Well-Being (CSWB) Plan, reaffirming community engagement and diversity, equity, inclusion, and accessibility as core guiding principles. Aligning the Community Liaison Group's community-driven perspectives with the Community Safety and Well-Being framework strengthens the plan's responsiveness, ensures lived-experience voices continue to inform priorities, and enhances the City's ability to advance shared outcomes.

The Women and Gender Equity Community Liaison Group would align with existing actions that have been undertaken by the City of Hamilton and could further support how the City applies a gender-based lens to program and policy decision-making. These past actions include Council declaring a gender-based violence and intimate

partner violence epidemic in 2023, as well as the recent gender-based safety audit that was conducted in 2024.

## **Analysis**

The recommendations in this report reflect feedback from community on the preferred way forward to provide input with respect to the issues of women, non-binary individuals, and gender diverse people to inform City policies and its related efforts.

## **Community Engagement**

Staff conducted one-on-one interviews and group discussions with community members to generate feedback for the proposed Community Liaison Group. The flexibility of the model received positive response, as did the move to a less bureaucratic system. Community members also identified that there's a degree of vulnerability in being livestreamed or recorded for the public during meetings. This poses a risk, especially for women and gender diverse individuals, in the current culture and climate – moving away from this requirement of Advisory Committees was also seen as a positive aspect of the Community Liaison Group model.

## **Recruitment**

The new Hamilton Women and Gender Equity Community Liaison Group will begin recruitment once approved, with support from the Children's and Community Services Division and will integrate principles of inclusion, diversity, equity, and accessibility (IDEA) into the initial selection strategy. The intention is to cast a wide net, working with community partners to bring in a variety of reflective and representative members for an initial group. Once the initial group is formed, the Community Liaison Group will strike a working group to help manage ongoing and dynamic recruitment.

The proposed approach of initial staff-supported recruitment, followed by member-led recruitment, is recommended to address this. Community feedback about this approach was positive, citing access and familiarity with the process as barriers to the previous Volunteer Advisory Committee model.

## **Transparency and Engagement with Council**

The Hamilton Women and Gender Equity Community Liaison Group will also be empowered to produce Community Consultation Reports (CCR) and/or delegate to any committee of Council.

## **Alignment with the Community Safety and Well-Being Plan**

The revised Community Safety and Well-Being (CSWB) Plan for 2025–2029 is guided by several principles, including community engagement and diversity, equity, inclusion, and accessibility. Moving the Community Liaison Group into Children’s and Community Services Division creates an opportunity to align this community-based engagement model with the Community Safety and Well-Being Plan.

Implementing the Community Safety and Well-Being Plan requires ongoing input from residents, and the Community Liaison Groups offer another structured way for community members to participate. Feedback from the Community Liaison Groups can help shape future actions under the Community Safety and Well-Being Plan and strengthen the connection between community priorities and City initiatives.

Aligning the Community Liaison Group with the Community Safety and Well-Being Plan also supports the principle of system collaboration. Integrating existing City strategies with the Community Safety and Well-Being Plan promotes a more coordinated and strategic approach to community safety and well-being.

## **Alternatives**

Not Applicable.

## **Relationship to Council Strategic Priorities**

### **3. Responsiveness & Transparency**

- 3.1. Prioritize customer service and proactive communication.
- 3.2. Get more people involved in decision making and problem solving.
- 3.3. Build a high performing public service.

## Previous Reports Submitted

- [CM23025\(b\) Volunteer Advisory Committee Review \(February 26, 2025\)](#)

## Consultation

Internal and External Partners consulted on the project include:

- Internal Departments and Divisions:
  - Healthy and Safe Communities: Children's and Community Services
  - City Manager's Office: Communications and Engagement
  - Corporate Services: Office of the City Clerk
- External Partners:
  - Sex Workers Action Program (SWAP) Hamilton
  - YWCA Hamilton

## Appendices and Schedules Attached

Not Applicable.

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