



## **Striking Committee Agenda**

**Wednesday, November 16, 2022, 1:00 p.m.**

**Council Chambers - Hybrid**

**City of Kitchener**

**200 King Street W, Kitchener, ON N2G 4G7**

People interested in participating in this meeting can register online using the delegation registration form at [www.kitchener.ca/delegation](http://www.kitchener.ca/delegation) or via email at [delegation@kitchener.ca](mailto:delegation@kitchener.ca). Please refer to the delegation section on the agenda below for registration in-person and electronic participation deadlines. Written comments received will be circulated prior to the meeting and will form part of the public record.

The meeting live-stream and archived videos are available at [www.kitchener.ca/watchnow](http://www.kitchener.ca/watchnow)

\*Accessible formats and communication supports are available upon request. If you require assistance to take part in a city meeting or event, please call 519-741-2345 or TTY 1-866-969-9994.\*

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### **Pages**

#### **1. Commencement**

Notice is hereby given that I, Amanda Fusco, City Clerk, have called the Striking Committee meeting of the Council-Elect to be held on Wednesday, November 16, 2022 commencing at 1:00 p.m. in the Council Chamber. The purpose of the meeting is to make recommendations on the 2022 appointments to Committees and Boards.

The following information and documentation is attached for consideration:

#### **2. Seating Around the Council Horseshoe**

Using the established process of drawing lots, the order of seating around the horseshoe will be determined to take effect November 21, 2022.

### 3. Balloting Procedure

In the past, a balloting procedure has been utilized when considering appointments. A ballot is only required to fill a vacancy if there are more nominations than vacancies. Each member of the Striking Committee is required to complete and sign a ballot at the time of voting. The City Clerk (or designate) will openly identify the member of Striking Committee and for whom the member has voted.

It is assumed the Striking Committee will wish to continue with the procedure and accordingly, sufficient blank ballots for each member will be available at the meeting.

### 4. Reports and Items for Consideration

#### 4.1. Nominating Committee – 2022 Appointments to Advisory & Quasi-Judicial Committees - COR-2022-475

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##### 4.1.a. Staff Applications

The Clerk has been requested to identify any staff applying for appointment. Please be advised Lori Trumper has applied to Compass Kitchener.

##### 4.1.b. Council Policy GOV-BOA-063 – Appointment to Boards and Committees

Please note that pursuant Policy GOV-BOA-063, the following individuals re-applying for their respective Committees have served in excess of the maximum of 8 consecutive years. The number shown after the name is the application number.

Mark Bingeman      Economic Development Advisory Committee

In the event the Striking Committee wishes to deviate from Policy GOV-BOA-063 and appoint an individual who has already served the maximum 8 consecutive years, the following resolution is required:

"That notwithstanding the provisions of Clause 3.3 of Council Policy GOV-BOA-63 (Appointments to Boards and Committees), we hereby confirm the following appointment(s), namely:

Appointee Name	Committee or Board."
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**Members are reminded the above noted resolution must be approved by a majority two-thirds vote of the Council-Elect present at the time the vote is taken.**

#### 4.2. Equity and Anti-Racism Advisory Committee Membership Appointments - COR-2022-477, COR-2022-477

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### **4.3. List of Vacant Positions Being Considered by Council**

This working which will be circulated at the start of the meeting, will provide information regarding all committee and some board vacancies for 2022, which will help to guide the appointment process. The document provides guidance as to the number of appointments required as well as information on terms for appointments and frequency of meetings. It should be noted that where a 'sector specific' appointment is required / desired for the composition of the committee or board, reference is noted.

### **4.4. Boards 16**

#### **4.4.a. Centre in the Square (CITS) 17**

A letter from Deb Daub, Director of Finance, regarding citizen appointments to the Board of Directors to the Centre in the Square Board (CITS). Applications have been reviewed and recommendations are provided for considerations.

#### **4.4.b. Kitchener Housing (KHI) 18**

A letter from Lori Trumper, General Manager, regarding appointments to the Board of Directors for Kitchener Housing (KHI). Applications have been reviewed and recommendations are provided for considerations.

#### **4.4.c. Kitchener Public Library (KPL) 19**

Attached is a letter from Mary Chevreau, Chair, Kitchener Public Library Board, regarding appointments to the KPL Board. Applications have been reviewed and recommendations are provided for consideration.

### **5. Adjournment**

**REPORT TO:** Striking Committee

**DATE OF MEETING:** November 16, 2022

**SUBMITTED BY:** A. Fusco, Director of Legislated Services/City Clerk, 519-741-2200, ext. 7809

**PREPARED BY:** A. Fusco, Director of Legislated Services/City Clerk, 519-741-2200, ext. 7809

**WARD(S) INVOLVED:** All

**DATE OF REPORT:** November 2, 2021

**REPORT NO.:** COR-2022-475

**SUBJECT:** Nominating Committee – 2022 Appointments to Advisory and Quasi-judicial Committees

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## RECOMMENDATION:

That the list of recommended candidates for Advisory and Quasi-judicial Committee vacancies be approved, as attached to staff report COR-18-014 in Appendix “A”.

## REPORT HIGHLIGHTS:

- The purpose of this report is to appoint members to advisory committees and quasi-judicial committees.
- This report supports the delivery of core services.

## BACKGROUND:

After every municipal election, appointments to advisory committees and quasi-judicial tribunals are made by the Striking Committee based on recommendations of the Nominating Committee (the Committee). Board (Kitchener Housing Inc., Centre in the Square and Kitchener Public Library) appointments are recommended via resolution directly to Striking Committee from the respective agencies.

In June 2021, Council reappointed the following five (5) members, or their designates, to the Committee for a two-year term:

- Kitchener Waterloo Community Foundation (KWCF) – President/Chief Executive Officer;
- Kitchener-Waterloo Multicultural Centre (KWMC) – Chief Executive Officer;
- United Way Waterloo Region Communities (UWayWRC) – Chief Executive Officer;
- Capacity Canada (CC) – Chief Executive Officer; and,
- Greater Kitchener Waterloo Chamber of Commerce (GKWCC) – President/Chief Executive Officer.

The Committee's mandate is to assess applicants for the advisory and quasi-judicial committees of Council and to present Council with a list of recommended candidates for each committee.

The Boards of Kitchener Public Library (KPL), Centre in the Square (CITS), Kitchener Housing Inc. (KHI), and Kitchener Power Corporation (KPC) are responsible for selecting their own candidates for Council's approval and so are not considered by the Committee for recommendation.

## **REPORT:**

Recruitment for all advisory committees, quasi-judicial and board vacancies took place over a 3.5-week span from August 29, 2022 to September 21, 2022 using various means including community outreach, newspaper ads, social media, and the City's website. Current members of the advisory committees were also encouraged to re-apply.

The Committee met on October 3, 2022 to review 117 applications received for the following City advisory committees:

- Arts and Culture Advisory Committee;
- Committee of Adjustment;
- Compass Kitchener;
- Active Transportation Advisory Committee (formerly known as Cycling and Trails);
- Downtown Action and Advisory Committee;
- Economic Development Advisory Committee (sector-specific vacancies);
- Climate Change and the Environment Committee;
- Heritage Kitchener;
- Property Standards.

*The Aeronautical Noise Advisory Committee was not advertised as the Region of Waterloo has indicated the committee was suspended. The Safe and Healthy Committee was not advertised as per program requirements to sunset the committee. Applications and appointments for the Grand River Accessibility Advisory Committee (GRAAC) occur as a collective regional effort and a report is expected in the new year.*

Supported by the City Clerk, the Committee reviewed all applications taking into account a number of factors including:

- The Terms of Reference of committees where available;
- The Applicant's 1<sup>st</sup> choice of committee, wherever possible;
- The Applicants' expertise and interest as outlined in their application;
- A mix of returning members and new members to support succession planning and continuity within the committees; and,
- Consideration of applicants that reflect the diversity of the community as a whole as self-identified by the applicants.

The Committee was challenged to fill all the prescribed sector-specific vacancies for the Economic Development Advisory Committee. There were no applicants for the sector-specific vacancies of Downtown Office Owner or Major Retail (outside of the downtown) but greater interest from other sectors than previous years including marketing, hospital and housing

industry, enough to fill the required complement. The Committee recommends that the Terms of Reference be revisited prior to the next term to consider composition.

A listing of applicants for each advisory and quasi-judicial committee is presented as a suggested slate for Council's consideration and is attached as Appendix 'A'. Also attached is Appendix 'B' which is a listing of applicants not assigned to a committee. Note that in some cases, these applicants had selected a different committee, quasi-judicial or board as their first choice and based on the factors noted above, were allocated to their second choice to support the analysis. Please note some board selections are still pending.

#### **STRATEGIC PLAN ALIGNMENT:**

This report supports the delivery of core services.

#### **FINANCIAL IMPLICATIONS:**

None at this time. Advertising for the advisory committees is contained within the operational budget of Legislated Services. The Nominating Committee is a volunteer committee.

#### **COMMUNITY ENGAGEMENT:**

INFORM – This report has been posted to the City's website with the agenda in advance of the Striking Committee meeting.

COLLABORATE – The Nominating Committee is comprised of individuals who provide direct advice and recommendations regarding the composition of the City's advisory committees. The members of the various advisory committees also provide advice and recommendations to Council and, in this way, partner with the City in the decision-making process.

#### **PREVIOUS REPORTS/AUTHORITIES:**

There are no previous reports/authorities related to this matter.

**APPROVED BY:** Victoria Raab, General Manager, Corporate Services Department

#### **ATTACHMENTS:**

Appendix 'A' – Listing of applicants recommended by Nominating Committee  
Appendix 'B' - Listing of applicants not assigned to a committee

<b>SELECTED APPLICANTS - COR-2022-475 - APPENDIX 'A' - 2022 NOMINATING COMMITTEE</b>			
<b>FirstName</b>	<b>LastName</b>	<b>Choice 1</b>	<b>Position</b>
<b>Active Transportation and Trails Advisory Committee</b>			
Term Appointment - November 15, 2022 to November 14, 2024			
Matthew	Bells	Active Transportation and Trails Advisory Committee	Community Rep At Large
Emily	Bennett	Active Transportation and Trails Advisory Committee	Community Rep At Large
Jorg	Broschek	Active Transportation and Trails Advisory Committee	Community Rep At Large
Philip	Charbonneau	Active Transportation and Trails Advisory Committee	Community Rep At Large
Lynn	Dramnitzki	Active Transportation and Trails Advisory Committee	Community Rep At Large
Bart	Forwell	Active Transportation and Trails Advisory Committee	Community Rep At Large
Victoria	Hand	Active Transportation and Trails Advisory Committee	Community Rep At Large
Josh	Orita	Active Transportation and Trails Advisory Committee	Community Rep At Large
Greg	Piccini	Active Transportation and Trails Advisory Committee	Community Rep At Large
Rida	Rahman	Active Transportation and Trails Advisory Committee	Community Rep At Large
Craig	Reynolds	Active Transportation and Trails Advisory Committee	Community Rep At Large
Barry	Tracey	Active Transportation and Trails Advisory Committee	Community Rep At Large
Wanda	West	Active Transportation and Trails Advisory Committee	Community Rep At Large
<b>Arts &amp; Culture Advisory Committee</b>			
Term Appointment - November 15, 2022 to November 14, 2024			
Canan	Altinkas	Arts & Culture Advisory Committee	Practising Artist
Chandrika	Anjaria	Arts & Culture Advisory Committee	Arts Organization Rep
Ivy	Bhattacharjee	Arts & Culture Advisory Committee	Practising Artist
Annabelle	Girard	Arts & Culture Advisory Committee	Arts Organization Rep
Maggie	laam	Arts & Culture Advisory Committee	Arts Organization Rep
Anna	McWebb	Arts & Culture Advisory Committee	Arts Educator
Maria	Melo	Arts & Culture Advisory Committee	Public Sector / Non-profit
Jeffrey	Paquette	Arts & Culture Advisory Committee	Practising Artist
Isabella	Stefanescu	Arts & Culture Advisory Committee	Practising Artist
Mark	Waddell	Arts & Culture Advisory Committee	City Resident
Esther	Wainaina	Arts & Culture Advisory Committee	Public Sector / Non-profit
<b>Climate Change and Environment Committee</b>			
Term Appointment - November 15, 2022 to November 14, 2024			
Klas	Bockasten	Climate Change and Environment Committee	Environmental
Jennifer	Clary-Lemon	Climate Change and Environment Committee	Education
Morgan	Garner	Climate Change and Environment Committee	City Resident
Gudmundur	Johannesson	Climate Change and Environment Committee	Energy
Braden	Kurczak	Climate Change and Environment Committee	Environmental
Kyle	Loveless	Climate Change and Environment Committee	City Resident
Veronica	Nhio-son	Climate Change and Environment Committee	Environmental
Mahyar	Shafii	Climate Change and Environment Committee	Environmental
Farzaneh	Tohidi	Climate Change and Environment Committee	City Resident
Brian	Unrau	Climate Change and Environment Committee	Energy
Brooklin	Wallis	Climate Change and Environment Committee	City Resident
Seth	Wynes	Climate Change and Environment Committee	Environmental
<b>Compass Kitchener</b>			
Term Appointment - November 15, 2022 to November 14, 2024			
Evren	Altinkas	Compass Kitchener	Arts Educator
Kim	Brabazon	Compass Kitchener	Public Sector / Non-profit
Troy	Glover	Active Transportation and Trails Advisory Committee	Community Rep At Large
Alide	Forstmanis	Climate Change and Environment Committee	Finance
Ruth	Lavender	Compass Kitchener	Public Sector / Non-profit
Wasai	Rahimi	Arts & Culture Advisory Committee	Public Sector / Non-profit
Judy	Stephens-Wells	Compass Kitchener	Arts Educator
Linda	Terry	Compass Kitchener	Public Sector / Non-profit
Lee-Anne	Thompson	Compass Kitchener	Public Sector / Non-profit
Lori	Trumper	Compass Kitchener	Public Sector / Non-profit
James	Young	Compass Kitchener	City Resident
<b>Downtown Action and Advisory Committee</b>			
Term Appointment - November 15, 2022 to November 14, 2024			
Sandra	Castle	Downtown Action and Advisory Committee	Downtown Business
Joel	Leslie	Downtown Action and Advisory Committee	City Resident
Jeannette	Makad	Downtown Action and Advisory Committee	Downtown Business
Ben	Campbell	Economic Development Advisory Committee	Downtown Business
William	Turman	Downtown Action and Advisory Committee	City Resident
Graham	Trusler	Economic Development Advisory Committee	City Resident
Brandon	Van Dam	Downtown Action and Advisory Committee	City Resident
Izabela	Wyllie	Downtown Action and Advisory Committee	City Resident

<b>Economic Development Advisory Committee</b>			
Term Appointment - November 15, 2022 to November 14, 2026			
Ali	Akbar	Economic Development Advisory Committee	City Resident
Mark	Bingeman	Economic Development Advisory Committee	Hospitality & Tourism
Ben	Campbell	Economic Development Advisory Committee	Finance
Joe	Curto	Economic Development Advisory Committee	Finance
Srikanth	Desikachar	Economic Development Advisory Committee	Education
Chuck	Howitt	Economic Development Advisory Committee	Marketing
Oanh	Kasperski	Economic Development Advisory Committee	Marketing
Paul	Kreutner	Economic Development Advisory Committee	Architect
Matthew	Kruschack	Economic Development Advisory Committee	Consultant
Jason	Malfara	Economic Development Advisory Committee	Housing
Laura	Rodriguez Reyes	Climate Change and Environment Committee	Environmental
Kean	Sarani	Economic Development Advisory Committee	Health Sciences
Graham	Trusler	Economic Development Advisory Committee	City Resident
Barclay	Whittaker	Economic Development Advisory Committee	City Resident
<b>Heritage Kitchener</b>			
Term Appointment - November 15, 2022 to November 14, 2024			
Ilona	Bodendorfer	Heritage Kitchener	Civic Centre Heritage Conservation District
Brianne	Casey	Heritage Kitchener	Historian
Peter	Ciuciura	Heritage Kitchener	Architect
Shannon	Eckel-Braun	Heritage Kitchener	City Resident
Taijwant (Tony)	Geer	Heritage Kitchener	Heritage
Jean	Haalboom	Heritage Kitchener	Upper Doon Conservation District
Natalie	Pikulski	Climate Change and Environment Committee	City Resident
Andrew	Portengen	Climate Change and Environment Committee	Architect
Des	Roskopf	Arts & Culture Advisory Committee	Arts Educator
Robyn	Schwarz	Heritage Kitchener	Public Sector / Non-profit
Donny	Vongphakdy	Heritage Kitchener	Victoria Park Conservation District
<b>Committee of Adjustment</b>			
Term Appointment - November 15, 2022 to November 14, 2026			
Srikanth	Desikachar	Committee of Adjustment	Community Rep At Large
David	Gundrum	Committee of Adjustment	Community Rep At Large
Robert	Hannah	Committee of Adjustment	Community Rep At Large
Douglas	Pateman	Committee of Adjustment	Community Rep At Large
Brian	Santos	Committee of Adjustment	Community Rep At Large
<b>Property Standards</b>			
Term Appointment - November 15, 2022 to November 14, 2024			
Sean	McKelvie	Property Standards Committee	Community Rep At Large
Cyrus	Medina	Property Standards Committee	Community Rep At Large
Sharlene	Mohlman	Property Standards Committee	Community Rep At Large
Michael	Pulley	Property Standards Committee	Community Rep At Large



**NON-SELECTED APPLICANTS - COR-2022-475 -  
APPENDIX 'B' - 2022 NOMINATING COMMITTEE**

<b>FirstName</b>	<b>LastName</b>
Rob	Adlers
Fiorella	Benini
Matthew	Brenner
Ariana	deVries
Alex	Drung
Kate	Dudek
Steve	Fay-Cosman
Shannon	Ferguson
Stephanie	Fritz
Harsha	Gandi
John	Gazzola
sohel	khan
Brendan	Lacy
Pete	Lennox
Leo Emmanuel	Maria Joseph
Bob	McColl
Eric	Meliton
Ronald	Richard
Andrew	Rutland
John	Ryrie
Nick	Stanley
Marc	Steiniger
Mat	Thijssen
Samantha	Tremmel Lamb
Mats	van Kleef
Kari	Williams
Matthew	Woods
Zac	Young

**REPORT TO:** Committee of the Whole

**DATE OF MEETING:** November 16, 2022

**SUBMITTED BY:** Stanberry, Sophia, Director, Equity Anti-Racism & Indigenous Initiatives, 519-747-2200 ext. 7049

**PREPARED BY:** Parchment, Rea, Senior Anti-Racism Advisor, 519-747-2200 ext. 7413

**WARD(S) INVOLVED:** All

**DATE OF REPORT:** November 4, 2022

**REPORT NO.:** COR-2022-477

**SUBJECT:** Equity & Anti-Racism Advisory Committee Membership Appointments

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## RECOMMENDATION:

**That the list of recommended citizen candidates for the 2022-2024 Equity & Anti-Racism Advisory Committee as outlined in report COR-2022-477 be approved.**

## REPORT HIGHLIGHTS:

- The purpose of this report is to appoint the citizens to the Equity and Anti-Racism Advisory Committee to Council.
- The financial implications are none.
- Community engagement included working with former members of the Mayor's Task Force on Equity, Diversity & Inclusion, who comprise the Interim Nominating Committee.
- The application process was open to community members, including the inaugural Equity & Anti-Racism Advisory Committee members from August 29<sup>th</sup> to September 19<sup>th</sup>, 2022, advertised through direct emails, social media, and the City's website.
- Selections by the Interim Nominating Committee were made by prioritizing voices who have been historically underrepresented or excluded, including Black, Indigenous, racialized, 2SLGBTQ+ identified, people with disabilities, religious minorities and the intersections of these identities.
- This report supports the delivery of core services.

## BACKGROUND:

The Equity & Anti-Racism Advisory Committee fulfills an advisory role, providing advice and recommendations to Council on matters related to equity and anti-racism to support and further the City's strategic directions. Membership on the Advisory Committee will include between eight (8) to twelve (12) citizen community members who live, work, attend school and/or own property in Kitchener and will prioritize voices who have been historically underrepresented or excluded, including Black, Indigenous, racialized, 2SLGBTQ+ identified, people with disabilities, religious minorities, and the intersections of these identities. Although members of City Council will not have an official seat on this advisory committee, mechanisms of Council inclusion will be put in

place to ensure open channels of communication and opportunities for updates on an ongoing basis.

The Interim Nominating Committee as approved by Council in report COR-2021-21 fulfils the role of facilitating a nomination and appointment process led by community members who bring a diversity of voices and expertise not currently represented in the existing Nominating Committee. Following the process outlined in COR-2021-21, former members of the Mayor's Task Force on Equity, Diversity and Inclusion were invited to be part of the Interim Nominating Committee. Four former members responded to the open call to sit on the Interim Nominating Committee:

- Beth Wilson - Advocate for persons with Developmental Disabilities & Community Connector
- Colleen James – EDI Consultant and Community Equity Advocate
- David Kuhn – Accessibility Advocate
- David Ramirez Bumaguin - Member of the Latino-Canadian Community of Waterloo Region

The Interim Nominating Committee has completed its work and is recommending a list of appointments for the Equity & Anti-Racism Advisory Committee.

#### **REPORT:**

The application process for community members to apply to the Equity & Anti-Racism Advisory Committee was launched on August 29, 2022, remained open for three (3) weeks and closed on September 19, 2022. Applications were submitted through an online platform, although paper copies and alternative methods were made available. A total of twenty-eight (28) applications were received, twenty (20) from new applicants and eight (8) from current Equity & Anti-Racism Advisory Committee members. Most of the applications fit the demographics of the priority groups previously identified (see Appendix A for a summary of demographic data for all applicants).

Members of the Interim Nominating Committee reviewed all twenty-eight (28) applications through a thoughtful, collaborative and consistent process.

Each application was rated based on the responses provided to the questions in the application, which focused on;

- 1) Why the applicant would like to be a member of the advisory committee,
- 2) What they hope to contribute, and
- 3) What they hope to gain.

Each member of the Interim Nominating Committee was provided with an Applicant Review Table with items to consider while reviewing the applicants' responses:

- Do they have an active interest in equity and anti-racism at the local level?
- Do they have the expertise, knowledge, and experience needed to address social issues at the municipal level?
- Will they attend committee meetings and be actively engaged?
- Would serving on the committee enhance their skills, knowledge, or networks?
- Would the committee benefit from their participation?

- Are they representative of the community the committee aims to amplify (i.e., historically, and intentionally excluded groups)?

Based on those considerations the Interim Nominating Committee members were asked to rate each question from 1-5 based on the instructions provided and provide a tentative decision as to whether they should hold a position on the committee (yes, no, maybe). In addition to the responses to the questions, consideration was also given to demographics, representation, and expertise.

Once all members completed their review of the applicants, a meeting was held of the Interim Nominating Committee, facilitated by City staff, whereby an amalgamated Applicant Review Table was shared with the members which ranked the applicants based on their individual responses. Through both quantitative and qualitative measures, a confirmed list of eleven (11) applicants were agreed upon with members requesting further information from one applicant. City staff contacted the applicant via email requesting additional information which was shared with the Interim Nominating Committee. Based on the applicant's response a vote was taken by the members and the 12<sup>th</sup> member of the Equity and Anti-Racism Advisory Committee was decided on and the recommendations for the group of applicants listed below were made.

As per the outlined process, all applications were reviewed, discussed, and carefully considered by members of the community whom themselves have experienced racism, oppression, homophobia, ableism, discrimination, exclusion, and who also hold significant expertise in the areas of community engagement, access and inclusion and equitable practices.

### **Equity & Anti-Racism Advisory Committee**

All twelve (12) spots were available for appointment; however, consideration was given to current committee members re-applying as the inaugural Equity & Anti-Racism Advisory Committee, since they had a shortened term (10 months). In addition, the continuation of members from this committee was seen as beneficial by the Interim Nominating Committee. The following twelve (12) individuals have applied and are being recommended for appointment:

- Ann Marie Beals
- Avni Adams\*
- Ayesha Munir\*
- Danny Martin\*
- Fiorella Benini
- Leo Campbell
- Oluseun Olayinka
- Paul Okoye\*
- Rida Rahman
- Saba Oji\*
- Veronica Vasquez
- Yexin Tan\*

*\*Denotes a returning committee member*

It is the recommendation of City staff that Council approves the list of twelve (12) nominees put forward for the Equity & Anti-Racism Advisory Committee.

#### **STRATEGIC PLAN ALIGNMENT:**

This report supports the delivery of core services.

#### **FINANCIAL IMPLICATIONS:**

There are no financial implications at the time of writing this report. A review of Committee Compensation/Honoraria practices is expected to be completed in Q1 2023. Any financial implications as a result of the review will be presented to Council in a separate report.

#### **COMMUNITY ENGAGEMENT:**

INFORM – This report has been posted to the City’s website with the agenda in advance of the council/committee meeting.

COLLABORATE – The Interim Nominating Committee was developed in collaboration with members of the Mayor’s Task Force on Equity, Diversity and Inclusion, which is predominately comprised of community members, whose lived experiences and expertise in a wide variety of areas directly informed the recommendations made for the membership on the Equity & Anti-Racism Advisory Committee.

#### **PREVIOUS REPORTS/AUTHORITIES:**

- COR-2021-21: Equity & Anti-Racism Advisory Committee to Council
- COR-2021-27: Interim Nominating Committee – recommendations for membership
- GOV-BOA- 010: Appointments to Boards & Committees

**APPROVED BY:** Victoria Raab, General Manager, Corporate Services

#### **ATTACHMENTS:**

Appendix A – Summary of all applicant demographics for the Equity & Anti-Racism Advisory Committee.

Appendix B – Demographical summary of the 12 recommended nominees for the Equity & Anti-Racism Advisory Committee

## Equity & Anti-Racism Advisory Committee Applications

Summary of Demographic Data for all Applicants (N=28)

Age Category	N	%
18 - 29 years old	8	29%
30 - 39 years old	7	25%
40 – 49 years old	7	25%
50 – 59 years old	3	11%
Prefer not to say	3	11%
<b>Total</b>	<b>28</b>	<b>100%</b>

Born in Canada	N	%
Yes	10	36%
No	16	57%
Prefer not to say	2	7%
<b>Total</b>	<b>28</b>	<b>100%</b>

Gender Identity	N	%
Woman	17	61%
Man	8	29%
Gender non-conforming	2	7%
Prefer not to say	1	4%
<b>Total</b>	<b>28</b>	<b>100%</b>

Sexuality	N	%
Heterosexual	14	50%
Other* (Asexual, Two-Spirit, Lesbian, Queer, Bisexual)	8	29%
Prefer not to say	6	21%
<b>Total</b>	<b>28</b>	<b>100%</b>

\*Categories were collapsed to protect individual identity and prevent reporting a call size smaller than 4

Racial/Ethnic Background	N	%
South, West, or East Asian	7	25%
Black (Caribbean, African, North American)	10	36%
Other* (White, Indigenous, Latin American, Indian Caribbean, Mixed Heritage)	9	32%
Prefer not to say	2	7%
<b>Total</b>	<b>28</b>	<b>100%</b>

\*Categories were collapsed to protect individual identity and prevent reporting a call size smaller than 4

## Committee Nominee Demographical Data

Summary of Demographical Data for Recommended Nominees (N=12)

Age Category	N	%
18 - 29 years old	6	50%
30 - 39 years old	1	8%
40 – 49 years old	3	25%
50 – 59 years old	1	8%
Prefer not to say	1	8%
<b>Total</b>	<b>12</b>	<b>100%</b>

Born in Canada	N	%
Yes	5	42%
No	7	58%
<b>Total</b>	<b>12</b>	<b>100%</b>

Gender Identity	N	%
Woman	5	42%
Man	2	17%
Gender non-conforming	5	42%
<b>Total</b>	<b>12</b>	<b>100%</b>

Sexuality	N	%
Heterosexual	5	42%
Other* (Two-Spirit, Lesbian, Queer, Bisexual)	4	33%
Prefer not to say	3	25%
<b>Total</b>	<b>12</b>	<b>100%</b>

\*Categories were collapsed to protect individual identity and prevent reporting a cell size smaller than 4

Racial/Ethnic Background	N	%
South, West, or East Asian	5	42%
Other* (Black, White, Afro-Indigenous, Latin American, Mixed Heritage)	7	58%
<b>Total</b>	<b>12</b>	<b>100%</b>

\*Categories were collapsed to protect individual identity and prevent reporting a cell size smaller than 4

## SELECTED APPLICANTS - BOARDS

FirstName	LastName	Choice 1
<b>Centre in the Square Board of Directors</b>		
Alex	Kinsella	Centre in the Square
Kayleigh	Platz	Centre in the Square
<b>Kitchener Housing Inc. Board - Appointments Pending</b>		
Melanie	Goodfellow	Kitchener Housing Inc. Board
Andrew	Vlcek	Kitchener Housing Inc. Board
Cassandra	O'Brien	Kitchener Housing Inc. Board
Tara	Bedard	Kitchener Housing Inc. Board
Andrew	Portengen	Kitchener Housing Inc. Board
<b>Kitchener Public Library Board of Trustees</b>		
Katherine	Andrews	Kitchener Public Library
Shannon	Nicholson	Kitchener Public Library
Clare	Wagner	Kitchener Public Library
Anjali	Misra	Kitchener Public Library
Dan	Deeth	Kitchener Public Library
Maggie	Lam	Kitchener Public Library
Brandon	Van Dam	Kitchener Public Library
Laura	Blythe	Kitchener Public Library
Bonita	Hansra	Kitchener Public Library
<b>Alternates:</b>		Kitchener Public Library
Shane	Guadeloupe	Kitchener Public Library
Jason	Hammond	Kitchener Public Library



November 4, 2022

City of Kitchener Council

Dear Council Members,

The Centre In The Square (CITS) Board recently passed a motion to recommend that City of Kitchener Council appoint Alex Kinsella and Kayleigh Platz to the Board.

These two nominees replace Mark Weber, who's finishing his first term on the board, and a role that was unfilled after last year's nomination period.

If you require any additional information, please do not hesitate to contact me.

Best regards,

Mary Dever

Chair, Centre In The Square Nominating Committee



November 10, 2022

City of Kitchener  
City Clerk Division  
200 King Street West, 2<sup>nd</sup> Floor  
Kitchener, ON N2G 4G7

Attention: Amanda Fusco

Subject: Board Nominations Community Director

Dear Amanda:

Please be advised, the Board of Directors for Kitchener Housing Inc. and Kitchener Non-Profit Property Management Inc. support the applications of the following applicants for a four-year term as a Community Director for the Board of Directors of Kitchener Housing Inc. and Kitchener Non-Profit Property Management Inc. This was confirmed by email on November 10, 2022 and will be formally ratified at the November 16, 2022 Board Meeting and resolved with resolution no. 11-03-22.

Melanie Goodfellow  
Andrew Vlcek  
Cassandra O'Brien  
Tara Bedard  
Andrew Portengen

If you require any additional information in this regard, please contact Lori Trumper, Executive Director of Kitchener Housing at 519 744 6655 ext. 8209.

Yours truly,

DocuSigned by:  
*Lori Trumper*  
28E21FDDF4124A7...

Lori Trumper  
Executive Director

Kitchener City Council  
c/o Office of the City Clerk  
200 King Street West,  
Kitchener ON, N2G 4G7

October 25, 2022

Dear Kitchener City Council,

For your consideration, please find the recommended slate of Kitchener Public Library Board Trustees for the 2023-2027 term, as per the Kitchener Public Library Board Nominating Committee:

FirstName	LastName	LegalFirstName	Address1	Address2	City	PostalCode	Province	EmailAddress
Katherine	Andrews		85 Duke St. W.	103	Kitchener	N2H 0B7	Ontario	katherinejeanandrews@gmail.com
Shannon	Nicholson	Shannon	175 Dalewood Dr		Kitchener	N2A 1G3	Ontario	shannon.nicholson1@gmail.com
Clare	Wagner		108 Hearth Crescent		Kitchener	N2M 1G9	Ontario	ckw1222@gmail.com
Anjali	Misra	Anjali	59 Samuel Street		Kitchener	N2H1P4	Ontario	helloanjalmisra@gmail.com
Dan	Deeth		49 Nipigon St		Kitchener	N2B3N2	Ontario	dandeeth@gmail.com
Maggie	Lam (name misspelled on app)	Margaret	1106 Union St		Kitchener	N2H 6K1	Ontario	margaret@heptagon.ca
Brandon	Van Dam		1005-539 BELMONT AVE W.		Kitchener	N2M 0A2	Ontario	brandon.vandam@gmail.com
Laura	Blythe	Laura	6 Chicopee Terr		Kitchener	N2A 1T3	Ontario	Laura.D.Blythe@gmail.com
Bonita	Hansra		276 Deer Ridge Drive		Kitchener	N2P 2K6	Ontario	bonita.hansra@scotiabank.com
<b>Alternates:</b>								
Shane	Guadeloupe	Shane	34 Darlington Place		Kitchener	N2A 3M4	Ontario	sguade@yahoo.ca
Jason	Hammond		291 Park Street		Kitchener	N2G1N2	Ontario	hammond.jason@gmail.com

Respectfully submitted,



Mary Chevreau, Chief Executive Officer  
Kitchener Public Library