

Role of Local Government

Equity & Anti-Racism Advisory Committee



The City's Structure



Council
Mayor & 10 Ward
Councillors

The mayor is an elected official, but is also the Chief Executive Officer (CEO) of the City of Kitchener

**Chief
Administrative
Officer
(CAO)**

**Community
Services
Department**

**Development
Services
Department**

**Infrastructure
Services
Department**

**Corporate
Services
Department**

**Financial
Services
Department**

Kitchener Council's Role



- Citizens' voice, representing each of 10 wards, plus the Mayor who also has 1 vote at Council
- Set tax rates, City budget and City priorities
- Consider staff reports and recommendations & collectively make decisions – first, at one of three standing committees:
 - **Planning and Strategic Initiatives**
 - **Community and Infrastructure Services**
 - **Finance and Corporate Services**
- The Monday after Standing Committees, Council meets to hear delegations, finalize decisions & pass resolutions requiring action by staff.



COUNCIL CHAMBERS

Who is Responsible for What?



City of Kitchener

- Bylaw Enforcement
- Fire Department
- Community Pools, Arenas
- Community Centres
- Parks and Trails
- Cemeteries
- Building & Permits
- Municipal Roads/Sidewalks
- Planning & Development
- Transportation Services
- Gas, Water Utilities (KU)
- Sanitary/Stormwater Utilities
- Licensing
- Property Tax Collection

Region of Waterloo

- Transit (GRT, LRT)
- Social Services
- Public Health
- Regional Roads/Sidewalks
- Water Supply & Treatment
- Sewage Treatment
- Garbage Collection & Recycling
- Affordable Housing (City is collaborating on this)
- Paramedics & Emergency Management
- Police Services
- Waterloo Region Airport

History of Equity Work at the City



Mayor's Task Force on Equity,
Diversity & Inclusion
(2019 – 2021)

Equity, Anti-Racism & Indigenous
Initiatives Division (2020 – Present)
Now known as **Equity, Anti-Racism
& Reconciliation**

RISE Fund

Equity & Anti- Racism
Advisory Committee

EARR Role & Responsibilities



The Equity, Anti-Racism and Reconciliation team provides leadership and subject matter expertise across the organization related to:

- equity
- anti-racism
- discrimination
- Reconciliation
- other social justice issue

EARR Team Structure 2025



Corporate Services General
Manager: **Victoria Raab**

Interim Director:
Rea Parchment

Coordinator:
Sabiha Syed

Senior Equity Advisor:
**Ali Aminaei
Chatroudi**

Senior Equity Advisor:
Yesenia Torres

Senior Indigenous
Relations Advisor:
Vacant

EARR) 2025 Workplan



The EARR team will present its 2025 workplan and explore how the committee can support these efforts at the February 25, 2025, meeting.