

# The City's Structure



#### Council

Mayor & 10 Ward Councillors

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

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.



# 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**

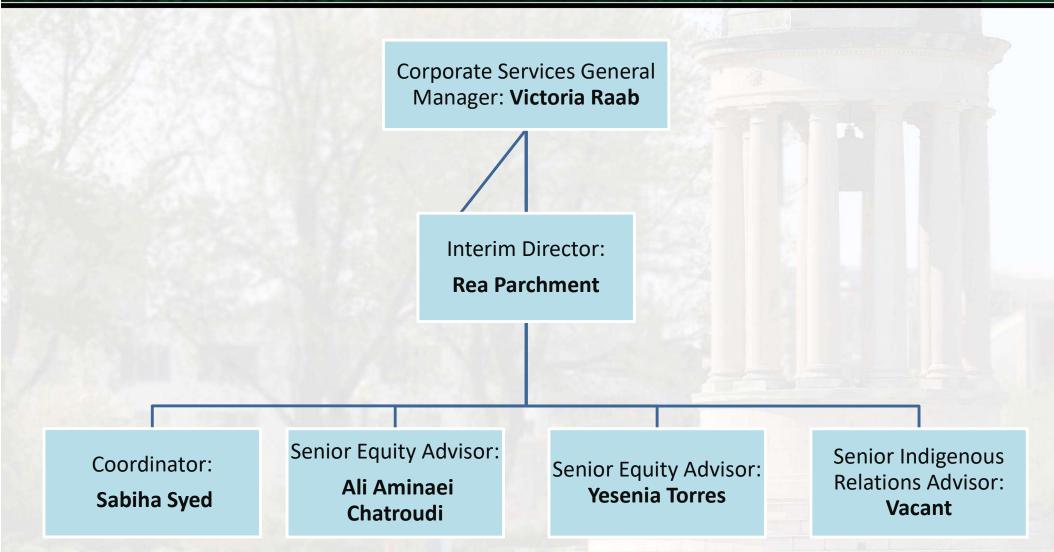


The Equity, Anti-Racism and Reconciliation team provides leadership and subject matter expertise across the organizatio related to:

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

### **EARR Team Structure 2025**





## 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.