
REPORT TO: Committee of the Whole

DATE OF MEETING: December 13th, 2021

SUBMITTED BY: Elin Moorlag Silk, Project Manager, Equity, Anti-Racism & Indigenous Initiatives, 519-741-2200, ext. 7049

PREPARED BY: Elin Moorlag Silk, Project Manager, Equity, Anti-Racism & Indigenous Initiatives, 519-741-2200, ext. 7049

WARD(S) INVOLVED: All wards

DATE OF REPORT: December 8th, 2021

REPORT NO.: COR-2021-32

SUBJECT: Membership Appointments for the Equity & Anti-Racism Advisory Committee

RECOMMENDATION:

That the list of recommended citizen candidates for the Equity and Anti-Racism Advisory Committee for the inaugural term of January 1, 2022 to November 14, 2022, as outlined in COR-2021-32, be approved.

REPORT HIGHLIGHTS:

- The purpose of this report is to appoint citizens to the Equity & Anti-Racism Advisory Committee of 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 from November 1st to November 19th, 2021, advertised through social media posts and the city website.
- Selections of the Interim Nominating Committee were made with a focus on 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 creation of an Equity & Anti-Racism Advisory Committee was approved by Council in August 2021, as proposed in staff report COR-2021-21. As outlined in the report, this Equity and Anti-Racism Advisory Committee will fulfil 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 this Advisory Committee will include

between 8 and 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.

In addition to the Equity & Anti-Racism Advisory Committee, the creation of an Interim Nominating Committee was also approved by Council, as proposed in COR-2021-21, in order to facilitate a nomination and appointment process led by community members who bring a diversity of voices 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 & Inclusion were invited to be part of the Interim Nominating Committee. Based on the responses received, staff brought recommendations forward to Council in September 2021 for the appointment of the following six community members to the Interim Nominating Committee, as outlined in COR-2021-27:

August Adelman – member of the Jewish and 2SLGBTQ+ communities, disability advocate
Colleen James – equity & inclusion consultant, professor at Conestoga College
Eltag Elkhalfa – representative from the Kitchener-Waterloo Multicultural Centre
Fauzia Baig – representative from the Coalition of Muslim Women
Scott Williams – representative from Spectrum (WR's Rainbow Community Space)
Tara Bedard – representative from Waterloo Region Immigration Partnership

The nominating committee has completed its work and is recommending a list of appointments for the inaugural term of the Equity and Anti-Racism Advisory Committee.

REPORT:

The application process for community members to apply to the Equity & Anti-Racism Advisory Committee was launched on November 1, 2021, remained open for three weeks, and closed on November 19, 2021. Applications were predominantly made through an online platform, though paper copies and alternative methods of applying were also made available. A total of 37 applications were received, predominantly from those who 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 37 applications through a thoughtful, collaborative, and rigorous four-step process:

1. Each application was rated based on the responses provided to the questions in the application, which were 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. A standardized rating system was developed and provided to each member of the interim nominating committee to use. In addition to the ratings, consideration was also given to demographics, representation and potential fit for each applicant.
2. Once all members completed their review of the applicants, a first meeting was held of the Interim Nominating Committee, facilitated by City staff, whereby ratings for

each applicant were shared by all members of the committee, and through further conversation and consideration of both quantitative and qualitative factors, a shortlist of 21 applicants was agreed upon.

3. Each of the 21 applicants on the short list was then contacted and invited to take part in a conversation with City staff. This conversation was focused on the applicant's strategies for navigating membership in a committee such as this where people will be bringing their own unique lived experiences, will have specific issues that are important to them, yet need to balance this with creating space for others whose experiences and priorities are different from their own. Summary notes from each conversation were reported back to members of the Interim Nominating Committee.
4. A final meeting of the Interim Nominating Committee was held to discuss the outcomes of the conversations with applicants. Through thoughtful discussion and consideration of all relevant information, including balanced representation of experiences, demographic diversity, and overall fit with the objectives of the committee, recommendations for the group of applicants listed below were made.

As per the process outlined, all applications were reviewed, discussed and carefully considered by members of the community who themselves bring diverse lived experiences with racism, oppression, homophobia, Islamophobia, discrimination, exclusion, and who also hold significant expertise in the areas of community engagement and collaborative decision-making.

Equity & Anti-Racism Advisory Committee

As this is the inaugural term of appointments for this committee, all 12 citizen vacancies are available for appointment. The following 11 individuals have applied and are being recommended for appointment:

- Aaliyah Whyte-Watson
- Andrea Daley
- Avni Adams
- Christine Furniss
- Danny Martin
- Keitty Roblero
- Paul Okoye
- Saba Oji
- Sharon Van Manen
- Shawn (Bangishimo) Johnston
- Yexin Tan

It is the recommendation of city staff that Council approve the list of 11 nominees put forward for the inaugural term of the Equity and Anti-Racism Advisory Committee. It is also the recommendation of the nominating committee that one additional appointment be made to the committee specifically for the inclusion of a voice from the Muslim community. Additional recruitment will be conducted by staff in January of 2022 through an accelerated application process in an attempt to select an applicant for this appointment, which will then be

submitted for Council approval. The twelfth spot on the committee is being held for this reason.

STRATEGIC PLAN ALIGNMENT:

This report supports the delivery of core services.

FINANCIAL IMPLICATIONS:

Capital Budget – The recommendation has no impact on the Capital Budget.

Operating Budget – The recommendation has no impact on the Operating Budget.

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 predominantly comprised of community members, whose lived experiences and expertise in a wide variety of areas directly informed the recommendations made for 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: Dan Chapman, CAO

ATTACHMENTS:

Appendix A - Summary of all applicant demographics for the Equity & Anti-Racism Advisory Committee (N=37)

Equity & Anti-Racism Advisory Committee Applications

Summary of Demographic Data for all applicants (N=37)

Age Category	N	%
Under 18 years old	2	6%
18 – 29 years old	10	29%
30 – 39 years old	11	31%
40 – 49 years old	7	20%
50 – 59 years old	3	9%
60 – 64 years old	1	3%
65 years and above	1	3%
Total	35	100%

Born in Canada	N	%
Yes	16	46%
No	19	54%
Total	35	100%

Gender Identity	N	%
Woman	22	61%
Man	10	28%
Gender non-conforming	4	11%
Total	37	100%

Racial/Ethnic Background	N	%
South, Southeast, West, or East Asian	16	31%
Black	7	19%
White	6	17%
Other* (Indian-Caribbean, Indigenous, Métis, Latin American)	7	33%
Total	36	100%

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

Sexuality	N	%
Heterosexual	23	64%
Other* (Queer, Lesbian, Bisexual, Asexual, Two-Spirit)	8	22%
Prefer not to answer	5	14%
Total	36	100%

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