

Appointment of Members to the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer (2SLGBTQ+) Council Advisory Committee

Date: May 16, 2023

To: Civic Appointment Committee

From: Chief People Officer

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about identifiable individuals who are being considered for appointment to the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer (2SLGBTQ+) Advisory Committee.

SUMMARY

This report recommends the appointment of 13 individuals to the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer (2SLGBTQ+) Advisory Committee.

RECOMMENDATIONS

The Chief People Officer, People and Equity recommends that:

1. City Council appoint the 13 individuals listed in Confidential Attachment 1 to the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer (2SLGBTQ+) Advisory Committee, at pleasure of Council, for a term of office ending on November 14, 2026 or until their mandate is completed, whichever comes first.
2. Council waive the residency requirement of the Public Appointments Policy and appoint the candidate identified in Confidential Attachment 1 as Applicant ID LGB2-24, at pleasure of Council, for a term of office ending on November 14, 2026 or until their mandate is completed, whichever comes first.

3. City Council direct that the balance of confidential information contained in Confidential Attachment 1 remain confidential as it relates to personal matters about identifiable individuals being considered for appointment to the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer (2SLGBTQ+) Advisory Committee.

FINANCIAL IMPACT

The Terms of Reference for the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer (2SLGBTQ+) Advisory Committee adopted by the City Council on February 7 and 8, 2023 provide for an honorarium of \$125 per public member per meeting attended. Based on the anticipated frequency of meetings and the number of public members, the financial impact to the City to provide honoraria for the public members of the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer (2SLGBTQ+) Advisory Committee for the 2022-2026 term is estimated to be \$6,500 per year.

These costs are included in Non-Program Expenditure Budget in the City's Approved 2023 Operating Budget and will be included in Non-Program Expenditure Budget in the City's annual Operating Budget Submissions for the years 2024 through 2026.

The Chief Financial Officer and Treasurer has reviewed this report and agrees with the information as presented in the Financial Impact Section.

DECISION HISTORY

At its meeting held February 7 and 8, 2023, [City Council](#) reinstated the Committee with the new Council direction of having at least two youth and two elders in the Committee.

At its meeting held November 25 and 26, 2020, City Council appointed 13 public members to the Lesbian, Gay, Bisexual, Transgender, Queer and Two-Spirit (LGBTQ2S+) Advisory Committee, at pleasure of Council, for a term of office ending on November 14, 2022 or until its mandate is completed, whichever comes first:
<https://secure.toronto.ca/council/agenda-item.do?item=2020.CA15.1>

At its meeting held December 17 and 18, 2019, City Council approved the establishment of the Lesbian, Gay, Bisexual, Transgender, Queer and Two-Spirit (2SLGBTQ+) Council Advisory Body:
<https://secure.toronto.ca/council/agenda-item.do?item=2019.EX11.11>

COMMENTS

Mandate of the 2SLGBTQ+ Advisory Committee

The 2SLGBTQ+ Advisory Committee provides advice to City Staff and City Council on identified priority issues to support the elimination of barriers and inequities experienced by 2SLGBTQ+ communities in accessing City of Toronto programs and services. The Advisory Committee will bring government, policy and community members to the table

to focus on both service level barriers as well as structural and systemic challenges facing 2SLGBTQ+ communities.

The mandate of the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer (2SLGBTQ+) Advisory Committee is to provide policy advice:

- a) To ensure the interests and needs of the diverse Two-Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer (2SLGBTQ+) communities are reflected in City programs and service delivery;
- b) On strategies aimed at elimination of barriers faced by Two-Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer (2SLGBTQ+) communities when accessing City programs and services; and
- c) On emerging issues and trends of significance to the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer (2SLGBTQ+) communities as it relates to the City services and programs.

Composition of the 2SLGBTQ+ Advisory Committee:

The advisory committee consists of 15 members and is composed of:

- a) 2 Members of Council; and
- b) 13 public members comprised of community, academic and policy leaders with lived experience and/or expertise in 2SLGBTQ+ issues and reflecting the diversity of the community, including two youth (ages 18-29) and two elders, per Council Directions.

Advisory committee members must be eligible and meet certain qualifications.

In addition to the general eligibility requirements set out in the Public Appointments Policy, members should collectively bring the following skills and expertise to the Advisory Committee:

- a) A strong interest and/or lived experience in equity and inclusion of 2SLGBTQ+ communities;
- b) A strong understanding of intersectionality and the diverse range of needs and concerns facing 2SLGBTQ+ communities, gained through personal and/or professional experience;
- c) Knowledge of key priority issues facing 2SLGBTQ+ communities in Toronto including public health, employment, social inclusion, shelters and housing.

Staff are requesting that Council waive the residency requirement of the Public Appointments Policy and appoint the candidate identified as Applicant ID LGB2-24 in Confidential Attachment 1 in Confidential Attachment 1. This is to ensure that Indigenous representation is reflected in the composition of the Advisory Committee at an organizational level. The Indigenous-led organization, Thunder Woman Healing Lodge Society, that the applicant represents, focuses on 2SLGBTQ+ safety and incarceration for women and 2-Spirit people. Furthermore, the aforementioned organization itself is

based out of Toronto, creating opportunities to highlight the unique perspective of serving and working with Indigenous communities in the City.

Term of Office

Public members are appointed to a term coinciding with the term of City Council, ending November 14, 2026 or until their mandate is completed, whichever comes first.

Staff embedded an equity and reconciliation lens across the process, from outreach to recruitment.

To ensure the rich diversity of the community is reflected in this Advisory Committee, a thoughtful and intentional approach was taken to engage in extensive outreach through community organizations, partners and social media. In addition, social media (Twitter, LinkedIn, Facebook) was also leveraged to spread awareness of the opportunity.

In order to incorporate and center a community lens through the recruitment process, staff engaged the City's Pride Network and The 519, and welcomed them to support in shortlisting candidates for the interview, as well as to sit on the interview panels.

This collaborative matrix approach enabled staff to identify and embed a nuanced intersectional lens with broad considerations for equity, reconciliation and social justice to establish a Council Advisory Committee that is representative of the diversity of the 2SLGBTQ+ communities and the City of Toronto.

Public release of names of recommended candidates

The names of the recommended candidates will be publicly reported once the Civic Appointments Committee forwards its recommendations to City Council.

CONTACT

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SIGNATURE

Mary Madigan-Lee
Chief People Officer

ATTACHMENTS

Confidential Attachment 1 - List of Recommended Candidates