

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

Date: September 9th, 2024
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 an appointment of one individual 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 individual 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. City Council direct that the balance of Confidential Attachment 1 and Confidential Attachment 2 in its entirety remain confidential as they relate to personal information about an identifiable individual 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 (4 meetings per year) and the maximum number of public members (13 public members) per the Terms of Reference, 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 honoraria costs are included in 2024 Operating Budget for the City Manager's Office (Equity & Human Rights Division) and will be included in the annual Operating Budget submissions for the City Manager's Office (Equity & Human Rights Division) for the years 2025 through 2026.

There are no financial implications resulting from the adoption of the recommendations in this report beyond what has already been included for honoraria costs in the 2024 Operating Budget for the City Manager's Office (Equity & Human Rights Division) because the appointment of this public member is a replacement appointment and the composition of public members in this Advisory Committee after the appointment of this public member remain within the stipulated number of public members per the Advisory Committee's Terms of Reference.

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 June 14, 2023, City Council appointed 13 public members 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 its mandate is completed, whichever comes first:

<https://secure.toronto.ca/council/agenda-item.do?item=2023.CA6.3>

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 (LGBTQ2S+) Council Advisory Body:

<https://secure.toronto.ca/council/agenda-item.do?item=2019.EX11.11>

COMMENTS

There is currently one position under consideration.

This position is under consideration due to the resignation of one member on July 5, 2024.

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.

Eligibility

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

To ensure the rich diversity of the community is reflected in this Advisory Committee, an intentional approach was taken to engage in outreach through community organizations, partners, and social media.

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

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.

Public release of names of recommended candidates

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

CONTACT

Mary Madigan-Lee, Chief People Officer, People and Equity Division, 416-392-1234, Mary.Madigan-Lee@toronto.ca

Debbie Burke-Benn, Director, Equity, Diversity and Human Rights, People and Equity Division, 437-788-1650, Debbie.Burke-Benn@toronto.ca

SIGNATURE

Mary Madigan-Lee
Chief People Officer

ATTACHMENTS

Confidential Attachment 1 - Recommended Candidate, Biography, Confidential Voluntary Diversity Information Summary and Application for Appointment to the Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer (2SLGBTQ+) Advisory Committee

Confidential Attachment 2 - Full List of Applicants, Biographies, Confidential Diversity Information Summary, and Applications for 2SLGBTQ+ Advisory Committee