Staff Report

To	**City Council**
Service Area	Corporate Services
Date	Monday, May 30, 2022
Subject	**May 2022 Public Appointments to Advisory Committees of Council**

Recommendation

1. That _____ and _____ be appointed to the Accessibility Advisory Committee for a term ending November 2022 or until such time as successors are appointed.
2. That _____ be appointed to the Transit Advisory Committee for a term ending November 2022 or until such time as successors are appointed.
3. That _____ be appointed to Heritage Guelph for a term ending November 2022 or until such time as successors are appointed.
4. That _____, _____, _____, _____, _____, _____, _____, _____, _____, _____, _____, and _____ be appointed to the Guelph Economic Development Advisory Committee for a term ending November 2022 or until such time as successors are appointed.

Executive Summary

Purpose of Report

To appoint members of the public to various Advisory Committees of Council (ACOCs).

Key Findings

Spring recruitment consisted of 15 vacancies on four ACOCs (the Accessibility Advisory Committee, Transit Advisory Committee, Heritage Guelph and Guelph Economic Development Advisory Committee).

Vacancies were advertised in accordance with the City's new Advisory Committees of Council - Public Appointment Policy, approved by Council on July 19, 2021, and included increased social media advertising and social media posts to targeted groups resulting in 49 applications.

Beginning in September 2021, a revised committee application was put in place that includes voluntary diversity questions. Of the 49 applications received for this recruitment cycle, 48 applicants completed the diversity questions. A total of twelve applicants indicated they were from equity-seeking groups. Of those, staff have recommended to City Council four applicants for appointment at the May 30, 2022, City Council meeting.

Financial Implications

None.

Report

ACOC vacancies were advertised in accordance with the City's Advisory Committees of Council - Public Appointment Policy.

Spring recruitment took place for four weeks from February 10 to March 10, 2022. Four committees recruited for a total of 15 vacant positions (Accessibility Advisory Committee, Transit Advisory Committee, Heritage Guelph and Guelph Economic Development Advisory Committee).

In addition to advertising vacancies in the Guelph Tribune on February 10, 24 and March 3, 2022, City Clerk's Office staff worked with Strategic Communications and Community Engagement to increase recruitment advertising including paid social media advertising and social media posts to targeted groups. During four weeks of recruitment, 49 applications were received.

City staff were provided with all applications received from the March recruitment. The closed companion report titled May 2022 Public Appointments to Advisory Committees of Council – 2022-142, dated May 30, 2022, provides City Council with the staff liaisons' recommendations along with all applications received.

The terms of appointments are in accordance with the City's Advisory Committee of Council - Public Appointment Policy.

Advisory Committee ongoing Data Collection on Race, Gender and Disability

The City Clerk's Office has set a long-term goal of increasing the participation of equity-seeking groups on ACOCs. The goal is that the diversity of ACOC members closely reflects the diversity of the broader community of Guelph with respect to race, gender, and disability.

In November 2020, the City Clerk's Office began voluntarily collecting data from committee members regarding race, gender and disability. Data collection has continued following each appointment through the revised committee application, where all individuals applying for positions on ACOCs are provided with an opportunity to voluntarily disclose diversity-related information.

Application diversity questions are based on changes to the 2021 Statistics Canada Census survey regarding sex, including sex at birth (referred to as cisgender) and other forms of gender identity. This provides a more accurate picture of gender diversity while also allowing the comparison between gender diversity of applications and appointments to the diversity of the City of Guelph community.

The City Clerk's Office will continue to work with The Guelph Lab and other City staff to establish, track and monitor key performance indicators, based on the data we collect from advisory committee members and applicants, to form the basis of future reporting. The adoption of key performance indicators is aimed to measure and understand the diversity of applications, appointments, and committees overall, and the estimated timeframe it will take to achieve participation rates that reflect the broader community. Through continued collaboration, the City Clerk's

Office is looking at innovative ways to update and report on these key performance indicators through Guelph.ca and within staff reports.

Summary of 2022 Applications

The City received a total of 49 applications, 48 applicants completed the diversity questions. A total of twelve applicants indicated they were from equity-seeking groups. Of those, staff have recommended to City Council four applicants for appointment.

Data collection has revealed that applications and appointments to ACOCs have been more diverse with respect to race and disability in 2021 and 2022 when compared to the diversity of ACOC members in 2020. Further data comparisons show that the 2021 and spring 2022 appointments have slightly increased the overall diversity of ACOCs but that efforts are still required as equity-seeking groups are still underrepresented on ACOCs when compared to the broader community.

The data from March 2022 applications is summarized in the chart below. Statistics Canada has begun releasing the 2021 Census of Population data, the table below includes the data that has been released to date.

Application Characteristic	**City of Guelph Application Data (% based on 48 responses)**	**City of Guelph 2021 Census of Population data (% based on total population of 143,740)**
Aboriginal/Indigenous Peoples' identity	2 responses (4.16%)	Unknown (data not yet released by Statistics Canada)
Visible minority	6 responses (12.5%)	Unknown (data not yet released by Statistics Canada)
Gender (Woman+)*	14 responses (29.17%)	51%
Gender (Man+)**	30 responses (62.5%)	49%
Gender (Woman/transgender)	3 responses (6.25%)	0.12%
Gender (Man/transgender)	0 Responses (0%)	0.13%
Gender Diverse (gender-fluid)	0 Responses (0%)	Unknown (data not yet released by Statistics Canada)
Non-binary	0 Responses (0%)	0.25%

Two-Spirit	0 Responses (0%)	Unknown (data not yet released by Statistics Canada)
Other	1 (2.08%)	Unknown (data not yet released by Statistics Canada)

* Prior to the 2021 Census, this category refers to females. Starting in 2021, this category includes women and girls, as well as some non-binary persons.

** Prior to the 2021 Census, this category refers to males. Starting in 2021, this category includes men and boys, as well as some non-binary persons.

Application Characteristic	City of Guelph Application Data (% based on 48 responses)	2017 Canadian Survey on Disability Data
Persons with a disability	11 responses (22.92%)	22.3% of the Canadian population aged 15 years and over have one or more disabilities

Next Steps

City Council will appoint and reappoint members to ACOCs with each applicant receiving communication advising of the outcome of their application.

Accessibility Advisory Committee

Meetings: the third Tuesday of every other month.

The Accessibility Advisory Committee (AAC) advises City Council on its accessibility plan and reviews selected site plans and drawings for new buildings or developments.

The AAC consists of a maximum of 15 members. The Accessibility for Ontarians with Disabilities Act (AODA), 2005, regulation 29(3), requires that the majority of committee members shall be persons with disabilities, a maximum of six members may not have a disability.

The liaison for the AAC is the Accessibility Project Specialist.

Heritage Guelph

Meetings: monthly on the second Monday of every month.

Heritage Guelph assists City Council and the public in the field of architectural preservation to recognize and reinforce the community value of heritage properties, provide protection against inappropriate changes to heritage properties, and assist heritage property owners accessing government-supported financial assistance.

Heritage Guelph consists of 12 members of the public.

The liaison for the Heritage Guelph is the Senior Heritage Planner.

Transit Advisory Committee

Meetings: once per month.

The Transit Advisory Committee (TAC) provides a forum for input, exchange of ideas and debate on conventional and mobility transit-related issues with representation from all affected groups in the community.

The TAC consists of nine members of the public including two regular users of Guelph Transit conventional services, one regular user of Guelph Transit mobility services, one Guelph and Wellington Task Force for Poverty Elimination member, one University of Guelph student, one University of Guelph member of administration, one member representing environmental interests and two community members at large.

The liaison for the TAC is the General Manager, Guelph Transit.

Guelph Economic Development Advisory Committee

Meetings: once per month with no meetings in July and August.

The Guelph Economic Development Advisory Committee's (GEDAC) role is advisory and consultative and aims to champion and promote economic development in the City of Guelph. GEDACs mandate includes contributing to the development of economic development programs and initiatives, while providing a voice for business related to City initiatives put forward by staff that may have identified economic development impact.

GEDAC consists of eleven members: eight voting members representing local businesses and three non-voting members representing business support organizations.

The liaison for the GEDAC is the Manager, Economic Development.

Financial Implications

None.

Consultations

Staff from the various departments overseeing the ACOCs were consulted.

Strategic Plan Alignment

This report supports the Strategic Plan – Working Together for our Future priority, by improving how the City communicates with residents and delivers services.

In addition, ACOCs are important community engagement tools. Ensuring that citizen appointments are made to these groups enables them to continue their work.

Attachments

None.

Departmental Approval

Dylan McMahon, Manager, Legislative Services/Deputy City Clerk

Report Author

Elizabeth Barber, Board and Committee Coordinator

This report was approved by:

Stephen O'Brien
General Manager, City Clerk's Office, City Clerk
Corporate Services
519-822-1260 extension 5644
stephen.obrien@gueph.ca

This report was recommended by:

Trevor Lee
Deputy Chief Administrative Officer
Corporate Services
519-822-1260 extension 2281
trevor.lee@guelph.ca