

# Staff Report



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To	City Council
Service Area	Corporate Services
Date	Tuesday, July 22, 2025
Subject	<b>July 2025 Public Appointments to Advisory Committee of Council</b>

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## Recommendation

Motions regarding appointments to the Accessibility Advisory Committee will be brought forward following City Council's closed meeting discussion on July 22, 2025, regarding closed staff report 2025-361 July 22, 2025, Public Appointments Advisory Committee of Council.

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## Executive Summary

### Purpose of Report

To appoint six members to the Accessibility Advisory Committee to fill the outstanding vacancies for AAC directed by City Council on May 27, 2025.

### Key Findings

The City Clerk's Office was directed by Council on March 25, 2025, to start recruiting to fill vacancies for the seven redesigned ACOCs. While each ACOC has sufficient members to reach the minimum requirements for quorum, the recruitment has been extended to encourage more applicants and fill the outstanding vacancies for three Advisory Committee, namely Accessibility Advisory Committee, Economic Development and Tourism Advisory Committee, and Transportation Advisory Committee.

Following the resignation of one AAC member on June 27, 2025, the current AAC membership stands at four members.

The City Clerk's Office received applications for the Accessibility Advisory Committee (AAC) during the extended application period from April 22 to May 30, 2025. The Accessibility Services Team recommends appointing six of the applicants to the AAC.

With a target membership of 11 members, the City Clerk's Office will continue recruitment efforts to fill the remaining vacancy on the Accessibility Advisory Committee.

## Strategic Plan Alignment

This report supports the Strategic Plan through Foundations - Lead with Accountability, by reviewing the continued effectiveness of Council processes and its Advisory Committees, as well as fostering a culture of continuous improvement.

## Financial Implications

None.

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## Report

The City Clerk was directed to conduct further recruitment for Advisory Committees of Council that have outstanding vacancies, after appointing 58 members for the seven redesigned Advisory Committees of Council on May 27, 2025. The six positions on the AAC remained vacant after that last round of appointments. After considering the applications received during the extended application period, the Accessibility Services Team recommend six applicants to serve on the AAC.

## 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-deserving groups on ACOCs with the aim to improve the diversity of ACOC members and make them more representative of the larger Guelph community in terms of indigenous identity, race, gender, and disability. Since November 2020, the City Clerk's Office began voluntarily collecting demographic data from committee applicants on indigenous identity, race, disability, and gender.

## Summary of Applications for the Newly Created ACOCs

Including the new applications for AAC, the City received a total of 97 applications, 93 of those being unique applicants, 92 completed the diversity questions.

Applicants' demographic data from 2025 applications is summarized in the tables below. Statistics Canada continues to release 2021 Census data, the table below includes the data that has been released to date.

Table 1– Applicant's demographic data from 2025 applications

<b>Applicants' Demographic Characteristic</b>	<b>Applicants' Data (% based on 97 applications)</b>	<b>Recommended Appointments (% based on 65 recommendations)</b>	<b>City of Guelph 2021 Census of Population data (% based on total population of 144,356)</b>
Indigenous identity	3 (3.0%)	1 (1.5%)	1.5%
Visible minority	20 (20.6%)	9 (13.8%)	25%

Gender: Woman (Cisgender)	45 (46.3%)	33 (50.8%)	51%
Gender: Man (Cisgender)	38 (39.1%)	24 (36.9%)	49%
Gender: Woman/transgender	0 (0%)	0 (0%)	Less than 1%
Gender: Man/transgender	2 (2.0%)	1 (1.5%)	Less than 1%
Gender: Non-binary	4 (4.1%)	2 (3.0%)	Less than 1%
Gender: Gender Diverse (gender-fluid), Two-Spirit	1 (1.0%)	1 (1.5%)	Unknown
Gender: Other	0 (0%)	0 (0%)	Unknown
Gender: Prefer not to answer	6 (6.2%)	3 (4.6%)	/

Table 2 – Applicant’s demographic data (disability) from 2025 applications

<b>Applicants’ Demographic Characteristic</b>	<b>Applicants’ Data (% based on 97 applications)</b>	<b>Recommended Appointments (% based on 65 recommendations)</b>	<b><a href="#">2022 Canadian Survey on Disability Data</a></b>
Persons self- identify themselves with a disability	22 (22.7%)	15 (23.0%)	27% of the Canadian population aged 15 years and over have one or more disabilities

### **Accessibility Advisory Committee**

Meetings: The Accessibility Advisory Committee will meet up to monthly, on the third Tuesday of each month at 3:00 p.m., as required and excluding August.

The [Accessibility Advisory Committee](#) (AAC) contributes strategic input and advice to City Council and City staff on matters outlined in the Accessibility for Ontarians with Disabilities Act (AODA). The Act includes the Integrated Accessibility Standards and awareness of the Ontario Human Rights Code. In accordance with the

Accessibility for Ontarians with Disabilities Act, the AAC shall advise and assist the City on the requirements within the AODA and related legislation. The AAC can advise on promoting and facilitating an inclusive and equitable community that is universally accessible. This aim shall be achieved through the review of municipal policies, programs and services and the identification, removal and prevention of barriers faced by persons with disabilities.

The Accessibility Advisory Committee shall consist of 11 members appointed by Guelph City Council as per the Public Appointment Policy. The majority of the members (minimum of six) shall be persons with disabilities.

The staff liaisons for the AAC are Manager, Equity and Community Investment and Supervisor, Accessibility Services.

### **Financial Implications**

None.

### **Consultations and Engagement**

AAC staff liaisons were consulted:

Alex Goss, Manager, Equity and Community Investment

Leanne Warren, Supervisor, Accessibility Services

### **Attachments**

None.

### **Departmental Approval**

Garrett Meades, Acting Manager, Legislative Services/Deputy City Clerk

### **Report Author**

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