

Agenda Including Addeds

Strategic Priorities and Policy Committee

2nd Meeting of the Strategic Priorities and Policy Committee

January 18, 2022, 4:00 PM

Virtual Meeting during the COVID-19 Emergency

Please check the City website for current details of COVID-19 service impacts.

Meetings can be viewed via live-streaming on YouTube and the City website

Members

Mayor E. Holder (Chair), Councillors M. van Holst, S. Lewis, M. Salih, J. Helmer, M. Cassidy, M. Hamou, J. Morgan, S. Lehman, A. Hopkins, P. Van Meerbergen, S. Turner, E. Peloza, J. Fyfe-Millar, S. Hillier

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Cathy Saunders
City Clerk
City of London

January 4, 2022

Dear Cathy,

This letter is to inform City Council that Melanie O'Brien (Madison's Boutique & Consignment) has resigned from the Board at the Argyle Business Improvement Association.

Sincerely,

Randy Sidhu
Executive Director
Argyle BIA

Report to Strategic Priorities and Policy Committee

To: Chair and Members
Strategic Priorities and Policy Committee

From: Kelly Scherr, P.Eng., MBA, FEC
Deputy City Manager, Environment & Infrastructure

Subject: Re-establishment of Waste Management Working Group

Date: January 18, 2022

Recommendation

That, on the recommendation of the Deputy City Manager, Environment & Infrastructure, the Waste Management Working Group **BE RE-ESTABLISHED**, in accordance with the Terms of Reference as appended to the related staff report dated January 18, 2022.

Executive Summary

The Waste Management Working Group and its Terms of Reference were established in 2016 in accordance with Council approval. In 2019 the existing Councillor appointments to the WMWG were extended to June 30, 2021, and the Terms of Reference was amended to reflect this extension. With no further amendments to the Terms of Reference, the WMWG was dissolved after this date.

The WMWG was established to consider matters related to the City's Resource Recovery Strategy (Plan) and Residual Waste Disposal Strategy (Plan). This work has and will continue beyond June 30, 2021. As such this report seeks approval from Committee and Council to re-establish the WMWG in accordance with the Terms of Reference included as Appendix A.

Linkage to the Corporate Strategic Plan

Municipal Council continues to recognize the importance of waste management and the need for a more sustainable and resilient city in the development of its 2019-2023 - Strategic Plan for the City of London. Specifically, London's efforts in waste management address three Areas of Focus, at one level or another; Building a Sustainable City, Growing our Economy and Leading in Public Service.

On April 23, 2019, the following was approved by Municipal Council with respect to climate change:

Therefore, a climate emergency be declared by the City of London for the purposes of naming, framing, and deepening our commitment to protecting our economy, our eco systems, and our community from climate change.

Analysis

1.0 Background Information

1.1 Previous Reports Related to this Matter

Some relevant reports that can be found at www.london.ca under Council and Committees meetings include:

- Establishment of a Waste Management Working Group (December 5, 2016, meeting of the Strategic Priorities and Policy Committee (SPPC), Item #2)
- Waste Management Working Group – Extension of Term (November 25, 2019, meeting of the SPPC, Item #2.3)

2.0 Discussion and Considerations

2.1 Background

In October 2015 Municipal Council directed staff to proceed with the development of long-term solid waste resource recovery and disposal plans for the City of London.

The long-term solid waste resource recovery plan (hereafter referred to as the “Resource Recovery Plan”) involves the development of a plan to maximize waste reduction, reuse, recycling, resource recovery, energy recovery and/or waste conversion in an economically viable and environmentally responsible manner.

The long-term solid waste disposal plan (hereafter referred to as the “Residual Waste Disposal Plan”) involves the development of a plan to manage residual waste (waste after resource recovery) until 2050 or longer and involves completion of an Individual Environmental Assessment (EA) and related policies for operating the W12A Landfill.

Since October 2015, significant work and milestones have been achieved. As part of the Resource Recovery Plan, Council has approved and funded the 60% Waste Diversion Action Plan including the Green Bin.

As part of the Residual Waste Disposal Plan, the Environmental Assessment (EA) for the proposed expansion of the W12A landfill has progressed through stages where the Terms of Reference has been approved by the Minister of Environment, Conservation and Parks (July 2019), and the final Environmental Assessment Study Report for the preferred expansion alternative has been submitted to Civic Works Committee (January 11, 2022) for consideration at Council on January 25, 2021, requesting approval to formally submit it to the Ministry of the Environment, Conservation and Parks for the Minister’s approval.

Throughout these stages the WMWG has served as a dedicated working group and provided for an efficient and effective focused review and discussion forum to facilitate the development and undertakings primarily associated with the EA process.

As work on these two plans will be continuing, re-establishing the WMWG would continue on with this efficient and effective focused review and discussion forum.

Conclusion

Work on the Resource Recovery and Residual Waste Disposal Plans has and will continue past the date the WMWG was dissolved. As such, it is recommended that the Civic Works Committee and Council approve re-establishment of the WMWG in accordance with the Terms of Reference attached as Appendix A.

Prepared by: Mike Losee, B.Sc.
Division Manager, Waste Management

Submitted by: Jay Stanford, MA, MPA
Director, Climate Change, Environment & Waste Management

Recommended by: Kelly Scherr, P. Eng., MBA, FEC
Deputy City Manager, Environment & Infrastructure

Appendix A Waste Management Working Group Terms of Reference

APPENDIX A

WASTE MANAGEMENT WORKING GROUP TERMS OF REFERENCE

(January 2022)

COMPOSITION:

The Waste Management Working Group (WMWG) shall be comprised of a minimum of three (3) Members of Council who have indicated to the City Clerk their willingness to serve on the Working Group.

TERM OF OFFICE:

The WMWG shall dissolve when the City's Resource Recovery Plan and Residual Waste Disposal Plan are approved by Council.

CHAIR AND VICE CHAIR:

The Chair and Vice Chair shall be elected by the Working Group from among its Members.

REPORTING RELATIONSHIP:

The Working Group shall report through the Civic Works Committee.

MANDATE:

The Working Group shall consider matters related to the City's Resource Recovery Plan and Residual Waste Disposal Plan. The Resource Recovery Plan involves the development and design of a plan to maximize waste reduction, reuse, recycling, resource recovery, energy recovery and/or waste conversion in an economically viable manner. The Residual Waste Disposal Plan involves the development and design of a long-term plan to manage residual waste (waste after resource recovery) until 2050 or longer and will require the completion of an Individual Environmental Assessment.

DUTIES:

The Working Group shall:

- a) Review and provide input to Civic Administration on reports brought forward regarding the Resource Recovery Plan and Residual Waste Disposal Plan;
- b) Review and provide input to the Municipal Council, through the Civic Works Committee, with respect to the development and design of the Resource Recovery Plan and Residual Waste Disposal Plan;
- c) Participate, as appropriate, in broader community engagement at key points throughout the planning/development process of the Resource Recovery Plan;
- d) Participate, as appropriate, in broader community engagement at key points throughout the Environmental Assessment for the Residual Waste Disposal Plan; and
- e) Provide input in evaluating issues received from the public and other stakeholders.

MEETINGS:

The meetings shall be held quarterly or on an as needed basis.

RESOURCES:

Research and general support staff resources shall be provided through the Deputy City Manager, Environment & Infrastructure. Administrative support of the WMWG shall be provided by the City Clerk's Office.

From: Lewis, Shawn
Sent: Thursday, December 9, 2021 6:00 PM
To: Schulthess, Michael; Westlake-Power, Barb
Subject: For Circulation to Council & SPPC Agenda

Dear Colleagues,

I am asking the Clerk to circulate this via email to allow lots of notice, and to include this on the next SPPC agenda as well.

I appreciate the support for my appointment to LMCH. Housing is important to all of us and our existing public housing stock is the foundation on which we're building to address the housing and homelessness needs in our community. Following the Council confirmation of my appointment, I've reached out already to the CEO and the current Board Chair to start getting up to speed fully.

However, this work is also going to require me to rebalance my workload, as I also serve on 2 standing committees, plus Tourism, the Argyle BIA, the Governance Working Group and the Library. Adding Housing to the list does mean letting something else come off the list.

While I have enjoyed very much working with the Library Board and the great people both on the board and the Library staff, I am writing to submit my resignation from the London Public Library Board for the first SPPC & Council meeting cycle in January.

I hope this ample notice gives all colleagues an opportunity to consider if they might wish to serve in this role and that perhaps would allow colleagues to indicate their interest in advance, allowing the resignation and vacancy to be addressed with a new appointment at the same meeting.

Thank you,
Shawn

Shawn Lewis
City Councillor, Ward 2
London ON

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C: [226-219-7038](tel:226-219-7038)
E: slewis@london.ca
F: [facebook.com/ShawnLewis.lndpoli](https://www.facebook.com/ShawnLewis.lndpoli)

From: Fyfe-Millar, John
Sent: Tuesday, December 28, 2021 3:13 PM
To: Schulthess, Michael; Westlake-Power, Barb
Subject: Library Board Position

Good afternoon Michael and Barb

It would be my intent to put my name forward for the vacant board position that was held by Councillor Lewis. Any direction you might give me on that would be extremely helpful.

Thank you in advance and all the best.

John Fyfe-Millar
Councillor, Ward 13

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November 18, 2021

Ms. Cathy Saunders
City Clerk - The Corporation of the City of London
300 Dufferin Avenue, London, Ontario N6B 1Z2

Dear Ms. Saunders:

This letter is written in relation to the Public Libraries Act, R.S.O. 1990, c. P.44, Sections 11 and 12, regarding where a vacancy arises in the membership of a library board.

As you've made us aware, Library Board Trustee, Mariam Hamou has been appointed to London City Council and is no longer eligible to serve on the Library Board, effective November 17, 2021.

Per Library Board Chair Jeremy McCall's direction, I am requesting that you begin the process of public notification and appointment. To assist in this matter, the Library Board has provided a document listing criteria and answering questions for applicants, staff and those deciding on the appointment.

Taking into consideration the specific needs of the current Library Board, the addition of a trustee, representing a racially marginalized community, with significant business leadership responsibility in the community would be our preference.

Again, please accept our thanks for all of your attention to this matter. Please do not hesitate to contact me should you require further information.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Ciccone".

Michael Ciccone
CEO & Chief Librarian
London Public Library
michael.ciccone@lpl.ca
519-661-5143



December, 2021

Purpose Statement

London Public Library (Library) strengthens people and neighbourhoods by creating connections that enrich lives, inspire discovery, foster creativity, and expand possibilities.

Values

- **Primary Values:** Exceptional Customer Service, Anti-racism and Anti Oppression
- **Secondary Values:** Strong Relationships, Digital Empowerment, Accountability & Responsibility and Foundational Literacies

New Strategic Plan

On October 21, 2021, the Library Board approved the 2022-26 Strategic Plan. The five-year plan is intended to address both short and long-term goals that will transform library service to Londoners. A copy of the plan is linked below.

Library Board

Public Library Boards are governing boards, legal corporations with the authority to make policy and to govern the Library's affairs under the **Public Libraries Act**, RSO 1990, c. P.44.

A board's duty is to provide comprehensive, effective and efficient public library service that reflects the community's needs and builds community capacity.

The stakeholders of today's libraries expect strong leadership that embraces new ideas and forges strong relationships in support of the Library.

The Library Board has the authority to act on behalf of the Library; individual Board Members have no authority to act on their own. The primary role of the Library Board is to:

- Set the vision, purpose and strategic direction for the Library and, using strategic planning techniques, map a strategy;
- Make policy within the framework of government legislation and regulations;
- Oversee the Library's finances in accordance with public accounting principles and requirements and within municipal budget policy and procedures;
- Monitor overall effectiveness of the Library in meeting community needs in an efficient and effective manner and evaluate progress on the strategic plan;
- Impose fees where allowed by the Public Libraries Act; and
- Hire and evaluate a qualified Chief Executive Officer to implement the strategic plan and to manage the day-to-day delivery of public service and daily operations of the Library.

London Public Library Trustees

Trustee Values

As a member of a Library Board, a trustee must act honestly and in good faith and in the best interests of the Library. The interests of the Library take precedence over personal interests or those of any group with which the trustee is associated.

Trustees are required to conduct themselves in accordance with the Library policies, which state that the Library believes that it is the right of all Employees, Board Members, Volunteers and any person having a relationship with the Library to be treated with dignity and respect. The Library is committed to providing a working environment which promotes

anti-racism, mutual respect, provides equal opportunities and is free from harassment.

Trustee Roles

Along with the governance, legal and fiscal roles, Library Board Trustees are expected to support and participate in community engagement by:

- Establishing the Library as an essential community service;
- Building community pride in the Library;
- Advocating the Library's role in the community;
- Maintaining an open dialogue with the community;
- Building strong relationships with municipal council;
- Being aware of the municipal planning context; and
- Supporting the Library in developing strategic partnerships with community groups and leaders.

In order to fulfill the above, the Library requires a well-rounded Board with competent, experienced trustees. The trustee's job requires the ability to work together towards a vision and to think in broad, future-oriented terms while maintaining a commitment to move vision to reality. This requires understanding and discussing the philosophical aspects of library service while implementing the necessary governance measures to achieve desired services. A good trustee keeps the overall vision, purpose and values of the Library in mind while acting strategically.

The person appointed to the Library Board must be

- A Canadian citizen;
- At least 18 years old;
- A resident of London; and
- Not employed by the Library Board or the Municipality.

Essential Competencies & Qualifications

- Conviction that the Library's commitment to intellectual freedom is essential for a democratic society and uniquely important to the life of all

Londoners and communities within London. The Library uses the definition of “Intellectual Freedom” from the *United Nations Universal Declaration of Human Rights*, which states the following:

Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

- Commitment to identifying and eliminating systemic racism;
- Commitment to community engagement;
- Knowledge of the community’s economic and social conditions
- Commitment to London and Londoners;
- Ability to seek and listen to input from all stakeholders and approach people and problems with an open mind;
- Ability to actively participate in discussion, listen to opposing viewpoints and make reasoned decisions in order to attain positive outcomes;
- Experience with governance and successful strategic planning;
- Leadership experience;
- Aptitude for planning and project management and organizational skills
- Willingness to build knowledge and understanding of the broader library community; and
- Time and energy to devote to the work of the Board.

Time Commitment

- The Library Board holds a minimum of 7 monthly meetings a year – usually on the last Thursday of the month at 5:30. No meetings are held in July or August unless it becomes necessary for staff to seek board approval on a time-sensitive matter. The time commitment includes: preparation time to read and consider reports and other information in the meeting package, and the meeting time of approximately 3 hours.

- On occasion, Board members will also participate in public participation meetings designed to seek public input on key library matters.
- Library Board members represent the Library in the community and may also attend community events on behalf of the Library Board.
- Board members are expected to represent the Library on committees such as the Historic Sites Committee of the Board, Friends of the London Public Library, the Ontario Library Boards' Association, Southern Ontario Library Service, etc. Time commitments vary according to the committee.
- Board members may also elect to participate on "ad hoc" committees of the board which are established to deal with specific matters such as the hiring of the CEO or drafting specific policy.

Compensation

Library Board Members are not compensated.

Additional Information

[Board information posted to Library's website](#)

[Library policies](#)

[Cut to the Chase](#) document from the Ontario Library Board's Association

[Ontario Public Libraries Act](#)

[New Strategic Plan](#)

Committee: **London Public Library Board**

Organization/Sector represented: Newcomer Multicultural and invisible minority community and Employment Service

Name: Susan Abdula

Occupation: Community Worker / Employment Specialist

Work experience: As a community worker for more than 15 years in community settings. Specifically, I worked with youth and adults in the London community and newcomers who were faced barriers in social , education and employment fields . I work with newcomer family members to help intergrade in their new country Canada and help them to overcome all barriers that might faced

I enjoy seeing people gain a sense of hope throughout participation in multiple events and activities and be part from London community. My work is through CITCAL Canadian Iraqi Turk Cultural Association, London Muslim mosque, South London neighbourhood Resource Center, LMLIP London & Middlesex Local Immigration Partnership and OCASI Ontario Councils Agencies serving Immigrants are volunteer duties.

My goal is to empower the individual and the family in large to contribute positively in our London community

My daily work is an employment counsellor working with Pathways Employment Help Center Over fourteen years' experience working in the social service sector delivering services and programs for job seeker. Working within the career development industry; supporting community members, youth and adults in transition in all phases of the career development cycle including: self-assessment/career exploration, labour market information and job search in both one on one and group formats.

Education: I possess a postgrad in employment and career Service within Social sector Career Development Program CDP

Currently I'm pursuing a Non Profit Management Certificate through Western University

Skills: My education, Community experience for more than 15 years in London Ontario , working with diverse cultural and a proven leadership skills through my daily work and community involvement . In addition I have 4 years experience with the policies and strategic planning committee through London Employment Help Center as Personal committee board member

Interest reason: My passion and enthusiastic to be a part of our beloved city (London) and offer my dynamic and energy to help London community members and mentor the newcomers to follow the right path and contribute to the community I believe London Library is a amazing organization needs our help, support and contribution from multi cultural and from invisible community members

Contributions: **My leadership, communications , negotiation with stakeholders, community connection, multicultural community involvement and network would be a great asset for the board**

Past contributions: 6 years board member with LMLIP

4 years policies and strategic planning committee member LEHC

One year board member with OCASI

Interpersonal: **My daily work and volunteer experience within multiple and multicultural organizations trained me to respect others opinions, abilities and skills . In mean time working together as a team to reach the organization's goal**

Interview interest: **Yes**

Committee: **London Public Library board**

Organization/Sector represented:

Name: **Samim Al-Qadhi**

Occupation: **Pediatrician**

Work experience: **Community pediatrician: my practice includes medical care for children and youth with mental health conditions, exceptional educational needs including learning disability and intellectual disabilities. Educator: in areas of medical education and adults' education, my experience includes educational need assessment, designing and implementing educational workshops and awareness programs for public and specialized educational evidence for professionals . Executive board experience: Being secretary for London and district Academy of medicine , member-Canadian pediatric Society, and member - Middlesex-London Community Early Years Partnership & Healthcare Provider Champion Group, I have the following experience budget oversight, strategic planning, developing policies within the framework of government legislation and regulations and working cooperatively with other governmental and for-profit organizations to implement projects and achieving shared goals of public interest.**

Education: **Pediatrician-Fellow College of Physicians of Canada, Fellow of the American Academy of pediatrics. Master of education OISE- policies of heart education- University of Toronto.**

Skills: **Genuine interest in children and youth physical and mental health well-being, advocacy skills and experience for our children and youth, Skills of board executive member, specialized medical knowledge and experience in children and youth mental health, developmental and academic performance needs, educator knowledge and experience, and the ability to translate these knowledge and experience to specific goals and to make policies and networking with other professional, academic, public services organizations.**

Interest reason: **To continue and expand the current policies for access, community engagement, diversity & inclusiveness for children and youth with mental health conditions and with special educational needs like learning disability, intellectual disability and other school related disabilities like ADHD. The Library has a pivotal role to educate parents' other caregivers about early recognition and interventions needed, provide educational materials for children with special educational needs and their families and other caregiver.**

Contributions: **Working closely with other board members to meet community needs in an efficient and effective manner and evaluate progress on the strategic plan, sharing my Academic and professional knowledge and networking to support the development of policies, plans, and projects that fulfilling the goals of the board.**

Past contributions: **Implementing and advancing different strategies and approaches to educate caregivers, public and healthcare professionals about children healthcare matters. Participating in the development of healthcare forearm by the long Dawn and district Academy of medicine-and Amy shifted to bring the Public to total to the provincial MPPs directly about challenges with healthcare system, and working with the executive members that this disease challenges by developing to specific politics or recommendation to the legislators. Developing and implementing different public education events to increase public knowledge about children and youth physical and mental health issues.**

Interpersonal: **Working with other community members, children and youth educators, parents and caregivers, healthcare providers, researchers, social and community activist and politicians at different public, academic, and none for-profit projects and organizations in collaborative way to achieve a goal of shared interest. Through these various experience I recognize and value the contribution of every stakeholder by their knowledge, skills, or experience to develop a holistic and realistic picture to the issue and of discussion .**

Interview interest: **Yes**

Committee: **Library Board**

Organization/Sector represented: **Citizen**

Name: **Ken Baldwin**

Occupation: **teacher**

Work experience: **My work experience includes more than thirty-five years as a certified teacher working for a public board and more that 20 years working in a Library. During the past ten years, I have worked full-time in a school library.**

Education: **I have a Masters Degree in addition to my teaching degree plus multiple additional qualifications.**

Skills: **My love of reading and working with others has brought me this far.**

Interest reason: **More than fifteen years ago I served on city organized committees for planning, traffic and the arts. My experience in all cases was positive. More recently, working with various candidates on city council has given me greater insight to help guide planning for the future.**

Contributions: **My wealth of experience from years of dedication to our community affords me the opportunity here to express my belief that I have the ability to contribute in a manner consistent with the goals and values for this body.**

Past contributions: **Past contributions on city committees that I believe have had a lasting and positive effect include traffic calming and increased funding for various community arts organizations.**

Interpersonal: **I have worked at every level in our public educational system as well as on parent committees representing alternate interests of parents and teachers. Each person will bring a unique set of skills, ability and knowledge; incorporating these can best be described as an art that defines that which are our civic and democratic accomplishments.**

Interview interest: **Yes**

Committee: **Public library board of directors**

Organization/Sector represented: **none**

Name: **Nancy Colbert**

Occupation: **retired**

Work experience: **20 years as a psw in long term care and community nursing Library employee Huron College London Public Library**

Education: **Graduate of Personal Support Worker Fanshawe College Graduate of Para Legal program Canadore College Graduate of Communication Arts Program (Print Journalism) Canadore College graduate of Liberal Arts 101 programme King's College**

Skills: **Sensitized to library environment and objectives. My family have been residents since 1818. Excellent critical thinking skills.**

Interest reason: **Moved to London in 1984 as a single mother. Public library was mine and daughter's refuge for learning, research and bonding. Have always and still do use the incredible services offered.**

Contributions: **Communication, leadership, research, teamwork**

Past contributions: **London Military Family Resource Center Board of Directors.**

Interpersonal: **board of director experience union representative including negotiations for new collective agreement committee member for Cherryhill Residents Association(now inactive) graduate of Liberal Arts 101 program King College.**

Interview interest: **Yes**

City of London - Application for Appointment to a City of London Board or Commission

Application

Please choose the Board or Commission you are interested in serving on: **London Public Library**

Contact Information

Name: **Scott Andrew Collyer**

Phone Number:

Address: **Wellington Street N**

City: **London**

Province: **ON**

Postal Code: **N6A 3S6**

E-mail Address (Confirmation e-mail of your application will be sent):

Experience and Qualifications

If you have experience on a London Board or Commission, please provide dates and details. (max. 3000 characters):

Secretary / Director — Downtown London Business Association 2020 — current
• member of the Executive, Finance, and Governance committees; Strategic Plan task force member
Secretary / Director — MainStreet London 2020 — current
• member of the MSL Governance / re-purpose task force

What do you hope to contribute or learn as part of a Board or Commission? (max. 3000 characters):

LPL is in a similar position as DTL - new strategic plans in hand, with similar missions, albeit with different yet complementary means to achieve -- hosting inspirational places, fostering possibility, delivering exceptional experiences, and supporting engagement of the community.

I would look to bring my private sector telecom / regulatory law / management consulting experience as well as my experience with the DTL board to supporting the achievement of the LPL strategic plan, whilst being an effective steward of public resource, and operating under the guidance of applicable Acts.

How will you support the work of a Board or Commission? (max. 3000 characters): **Internet has greatly changed how library systems are perceived and/or are valued by the broader public. I think we need to examine the circulating library's role in an expanded social perspective as a public civic space -- an inclusive third place.**

I believe that the public library is an important institution for Londoners, because it levels access to knowledge, and defines that third place inclusive of socio-economic and/or cultural classes.

I would be interested in serving as a trustee because I believe the public library strengthens the social equity of our community, and I would do so with a responsible ratepayer return focus.

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters): **Incoming board member for the Italian Seniors' Project, who as part of the The Vision SoHo Alliance, will be developing mixed-use housing that will help increase the supply of affordable housing in our community.**

LPL asset is a complementary third place and programming space (thinking Neighbourhood and Community-wide service programming like the successful Seniors' Satellite programmes)

Attach resume or other document here, if needed:

Attach more files here, if needed:

Confirmations

I declare the following: **I am a Canadian citizen. ; I am a resident of London. ; I am at least 18 years old.; I am not a City employee, Council member, or employee of the Library Board.; I understand that my application and any attachments will be included on a public agenda that is published on the City website.**

To help inform our outreach activities, please tell us how you heard about this opportunity:
(optional): **Professional or community organization**

If you selected 'Other', please specify:

Submitter E-mail:

Submitted on: **1/8/2022 3:04:05 PM**

Committee: **London Public Library Board**

Organization/Sector represented:

Name: **Jason Dickson**

Occupation: **Bookseller, Author**

Work experience: **I have 20+ years experience as a bookseller in London, Ontario and Muskoka. I am also a published author (both trade books and freelance magazine work). I've also served on the Board of Directors of the Forest City Gallery and have adjudicated grants for the Ontario Arts Council and the London Arts Council. I recently curated a retrospective exhibition of London, Ontario LGBTQ artist Michael Bidner at the McIntosh Gallery.**

Education: **I am a graduate of the Humber School for Writers and The Colorado Antiquarian Book Seminar at Colorado College. I am also a member of the Antiquarian Booksellers Association of Canada.**

Skills: **I would be able to approach the Board as both a small business owner and as a person with experience in the culture sector as both a professional artist and volunteer. My work running my own small bookshop has taught me a great deal about practical problem solving, community growth, and sustainability within the cultural business sector. My work in the literary community (my wife and I won a Lieutenant Governor's Ontario Heritage Award for our book the London 150) has taught me a great deal about making literacy projects and cultural institutions accessible and sustainable. These skills, obviously, are very transferable from one vocation to the other. Also as a person with a hidden disability (I am blind in one eye) I bring strong accessibility sensitivities and values to everything that I do.**

Interest reason: **The London Public Library has been a central part of my life since moving to London as a teenager. I can't imagine my life without it. I've no doubt there are a great number of people who feel the same. I believe in the library and would like to be a part of sustaining it and helping it grow.**

Contributions: **I feel that a unique perspective of small, grass-roots business-mindedness, community-based arts work, and accessibility values could be of service, if that is what is needed by the Board at this time.**

Past contributions: **As Vice-Chair, and eventual Chair, of the Forest City Gallery, I helped steward the gallery during a complicated move from its old location on Talbot Street to its current location on Richmond. This involved a great deal of negotiating and balance, as we had an active membership to persuade and private partners to please. Fortunately a fantastic Chair was in place and our team was wonderful (a great Board makes the job so much easier as I'm sure you know) and the move was a success. That would be the most complicated year of Board work in memory for me.**

Interpersonal: **I had the fortune to spend a year and a half as a member of 121 Studios working alongside Titus Ferguson and Savannah Sewell. Our bookshop was a member (we were set up as an anchor tenant) and we worked on a number of projects with the 121 team. One of these was a ridiculous and wonderful event called Kangaroo Variety (a live magazine) where a good number of folks from the community (entrepreneurs, artists, professionals) shared their stories and talents in front of a live audience. It needn't be said that many voices were at the table (we had a dynamic group running the event -- smart, creative, passionate people) as it should have been, as we wanted it. For me it was a model of how to effectively make something happen that was relevant, sustainable, and inclusive, without a single voice taking over. I look back and learn from that experience regularly.**

Interview interest: **Yes**

Committee: **London Public Library Board of Directors**

Organization/Sector represented:

Name: **Mary Dionysakopoulos**

Occupation: **(Retired) Assistant Crown Attorney**

Work experience: **Lawyer since 1980, Retired 2019. Engaged in general practice of law, focused on family law, mental health and victim services. Appointed part time Assistant Crown Attorney in 1993, became full time in 2001 in Woodstock office until retirement**
Education: **Master of Arts (M.A.) Sociology (Criminology) Thesis: Battered Women and the Criminal Justice System in Canada; Bachelor of Arts (B.A.) Sociology/Anthropology; Bachelor of Laws (LL.B)**

Skills: **listening and hearing skills; patience and tolerance; adequate technology skills; ability to analyze and decipher information; knowledge and experience in Canadian law; small business acumen; good awareness of the City of London's residents, resources, utilities and commerce**

Interest reason: **After retirement I have time and resources to continue to make a contribution to my community. I am a life long resident of London and want to participate modestly to its continuing growth and excellence. I use the library's resources and have enjoyed the opportunities offered to expand my knowledge of the world through reading and participation in the library's programs and activities.**

Contributions: **My legal background and experience, my knowledge of and love for this community, my belief that a vibrant, accessible public library system is essential to the health of this community as one of many necessary and often competing community resources, my past experience on numerous boards and committees, an ability to make reasonable decisions applying sound and equitable reasoning, my business experience, my knowledge of governance and reasoned decision-making, my interest and ability to exchange views and appreciate those of others, an inclination to challenge and make inquiry, a desire to make a contribution, with the time and energy to devote to a critical resource of my community**

Past contributions: **During my professional and business career I was a member of numerous community boards and committees. These organizations included: London Police Services Board; Womanpower Inc.; Wil; Turning Point; Proudfoot House; London Battered Women's Advocacy Clinic; Palace Theatre; Sarnia Road Greek Community Centre.**

Interpersonal: **I taught at both Fanshawe College and Western University for several years, interacting as teacher and often as advisor for students with legal and social problems. I acted as an adjudicator and decision-maker on several different administrative and quasi-judicial boards that affected people's lives and livelihoods. As a criminal prosecutor I worked closely with Victim Services because of my concern with social injustices. Most of my adult life has been dedicated to helping less fortunate or situationally challenged people. I ran unsuccessfully as a Ward 5 candidate in a municipal election. My husband and I raised 4 children who now make their own contributions to this community.**

Interview interest: **Yes**

Committee: **London Public Library**

Organization/Sector represented:

Name: **Rachel Ganzewinkel**

Occupation: **Communications Associate at London Health Sciences Centre**

Work experience: **I have worked within the non-profit world, beginning with my internship at King's University College at Western, and moved onto YFC London as Social Media Coordinator before becoming Communications Coordinator at Mission Services of London before becoming a Communications Associate at London Health Sciences Centre. I have experience writing and editing for digital and print publications, social media coordination and content creation, strategic planning, event coordination, digital design, media relations, website management, marketing for events such as fundraisers, and negotiating contracts. During my time in healthcare communications, I have extensive experience in crisis communications and communications planning.**

Education: **I have an Honours Specialization in English Language and Literature with a minor in Creative Writing from Western University, and a graduate certificate in Corporate Communications and Public Relations from Fanshawe College, as well as numerous professional development seminars, workshops, and webinars in best practice and trends for communications.**

Skills: **Writing, editing, strategic communications planning, critical thinking, and active listening are some of my soft and hard skillsets. I have volunteer experience working with vulnerable populations through my time of being a Support Line Volunteer at CMHA, and I myself have used a wide variety of library services in times of need as a student so I am aware of how vital those services are. Since I have personally benefited from the incredible services and resources available through the LPL, I can use my skill sets learned through my educational and professional experiences to help promote, sustain, and benefit the LPL.**

Interest reason: **I am interested in serving the LPL because I feel that libraries are the heart of any community and are one of the last inclusive spaces where people can gather without needing to purchase something, while having a multitude of free resources open for anyone to use. I am very passionate about equal access and opportunity to necessary resources, and truly believe that this access and opportunity only strengthens our community.**

Contributions: **I can bring my lived knowledge of what library resources are incredibly necessary, as well as my hard skills listed above in communications. I participated in a series of problem-solving workshops called Crucial Conversations that assists in learning those skills in speaking with people who you may be experiencing a conflict with, and how to reach an amicable agreement through calm and careful dialogue. I have found that to be an incredible resource in my personal and professional lives.**

Past contributions: **This would be my first experience on a Board, however, at Mission Services of London I created communications for the Board to consider about the contributions my department makes to the organization and I am aware of what information Boards are looking for. I have also had some experience reporting communications statistics on a monthly basis to the Board of Directors at LHSC. At YFC London, when I served as Social Media Coordinator, I was able to create a social media plan, created regular, engaging content, and helped with promotion of events as well as branding for the their programs, which resulted in positive feedback and growth on their social media networks.**

Interpersonal: **I am a current volunteer at the London Public Library as a mentor through the READ program and began this position in June 2021 I have had the privilege of working with a youth who is a newcomer and have been able to support his reading journey in the English language through topics of interest and word games of interest to them. I am also a current Support Line volunteer at CMHA – Thames Valley Addiction and Mental Health Services where I support community members from a variety of populations with mental health or interpersonal issues that they need support for. As a part of some of my volunteer work, I have also served as Reader for a local literary magazine and a part of my duties was reading submissions to the literary magazine and bringing my notes to weekly meetings where we discussed which works should be published in the journal. Each Reader rarely agreed 100%, but we all were civil, thoughtful, and shared our views while acknowledging the validity of other people's opinions. We always ultimately were happy with the agreed-upon decisions on which works to publish. As well, in my work**

as Communications Coordinator at Mission Services of London, I often had to negotiate with all of the branches on which information from the branches would be published online and in appropriate newsletters. I would have to discuss how I, as a communicator, make certain decisions to front-line workers, fundraisers, administration staff, and finance - all individuals with different skills, abilities, and knowledge outside of communications. And after making decisions with my leader, I would talk with management, the Executive Director, and other leaders within the organization about certain communications decisions and how they were made. I would take feedback into account and work to improve communications as well as engage in polite discourse when individuals had questions. In my time at Mission Services of London, I would often engage in media relations, so I would engage regularly with individuals in media and try to educate them on the issues affecting those experiencing addiction, homelessness, and mental illness while talking about Mission Services of London's services, programs, and input on issues in London effecting those populations. In my current position at LHSC, I have experience of working with a team to create timely communications in crisis and ever-changing situations related to the pandemic response to ensure staff, physicians, volunteers, and the community are aware of the precautions that are being implemented for their safety.

Interview interest: **Yes**

Committee: **London Public Library Board**

Organization/Sector represented: **Public At Large**

Name: **Tariq Khan**

Occupation: **Semi-Retired**

Work experience: **I started my career as lecturer in Maths & computer sciences then selected in public administration. I possess 33 Years (collectively) diverse experience serving in public, private and non-profit sectors. Public Sector: Deputy Chief Officer as well as acting Chief Officer (City Manager) for Metropolitan City of Lahore, Pakistan. Main function/duties: Head & Chief executive officer for an organization, serving population of over 6.3 million represented by 130 councillors, having over 17000 employees distributed among various departments like Corporate services, Public health hospitals, basic health units/clinics, Environment, Sanitation & Waste management, Education board, Engineering, Traffic & Transportation, Building & town planning, Parks & horticulture, Fire brigade, Social welfare, Public Libraries, Taxation, disaster management unit and Finance&Accounts etc. Member Local Government Inspection Team. Main function/duties: Inspection of municipalities (over 330 municipalities) throughout the province to ensure they meet minimum standards/benchmarks established by province. Special audit (finance and services) of municipalities as ordered by province. Director of Computerization Main function/duties: In charge of Computerization of departmental processes and public interface for all the municipalities in the province. Private Sector: - President Canris Technologies Canada (2014-to date) canris.ca Vice President UTNT (2008-2014) utnt.net Non-Profit Sector: Chair RASTA board. (2007-2017) rasta.pk Road safety project conforming to UN global plan 'Decade of Action for Road Safety 2011-2020. The project is serving a population of over 20 million. RASTA is a short word for Road And Street Traffic Awareness. Curator PlayCanada. playcanada.org 'Parents Leading Active Youth Canada' is a practical, effective & sustainable extension of govt's programs/initiatives for promotion of healthy physical activities specially among kids & youth, hence transforming London into a larger family circle through parents' interaction. Founder CanHelp. canhelps.ca CanHelp - short word for Cancer help, is a showcase of 44 Apps related to cancer drugs specially for breast and lung cancer. The showcase is being used by leading cancer centres in Ontario as a Patient Education tool as well as it is used by Oncologist/physicians for side effects management for class of Cancer drugs called Targeted therapies. Patients can download individual app at their respective device free. The showcase is delivered to cancer centres (on their request) loaded in an iPad and delivered also free of any cost.**

Education: **Master Degree in Applied Mathematics. Trainings & certificates:**

- **Negotiation Skills: Harvard University**
- **Cybersecurity: Technology, Application and Policy: MIT**
- **Road Traffic Injury Prevention And Control: John Hopkins**

French Language course: **Western University ON • Enhancing Municipal Service**

Delivery Capability: **Asian Development Bank Benchmarking & continuous improvement**

Asian Development Bank • **Database and Connectivity solutions using RDBMS: Innovative Computers (Pvt) • The BASIC language course Institution of Electrical Engineers.**

• **Local Council Administration: Local Government Institute**

Skills: **Skillset: City management, Municipal & local government affairs, coordination in law & order and emergency situation handling, Disaster & national calamity management, Vulnerable users safety, Community policing, Education & industrial connections, Student affairs, Negotiations, Benchmarking & continuous improvement. System Analysis, IT & MIS, Cyber security-Technology-Policy, L.E.D technologies, Industrial Automation & controls, Road Traffic Surveillance, mass communication and FM Radio setup, transmission & operations. I possess a rich experience working at the highest levels in mega City Management as well as in Local Government department in various capacities. These decision-making roles have provided me with a vast and valuable experience in running the day-to-day large-organization affairs, handling law & order situations, coordination with law enforcement agencies, community policing, Inter governmental/interdepartmental coordination during disaster management and emergency situations, policymaking, negotiations (labour & officer's unions, development project contracts), Public health, Environment, Sanitation, Roads & Transportation infrastructure development, Social welfare, Public Libraries, Public transport facilitation, Town planning, Housing &**

affordable housing, Planning, Steering, Monitoring, Financial management, Human resource management, Inter & intra departmental coordination and relationships with Provincial & Federal governments.

Interest reason: I want to see London as most prosperous, responsive and respected city in Canada hence would like to contribute my diverse experience, exposure and expertise in whatever capacity i may offer for the betterment of city we call our home. With an extensive career in management, municipal administration, human resources, public health & sanitation, roads & transportation infrastructure development, law & order, public transport facilitation, transport demand management & planning consultation, vulnerable road users safety, business development, industrial relations, multicultural & diversity, regulatory & compliance, financial management, research and development I feel myself ready to serve as London Public Libraries board member where I can deliver value through my experience, technical expertise and operational understanding.

Contributions: My professional experience, education, Trainings & certifications place me in a positive position to contribute to the organization through my skillset and experience to achieve its mission and goals. Community-library relationship exists since long time.

Libraries are in fact community living rooms where everyone is welcome and there's no pressure to buy anything. Benchmarking & continuous improvement in public service has been my speciality. My formal educational background is in the field of mathematics and computer science and my experience has been managing public sector large organization. By utilizing my research and analytical skills coupled with management-operations & negotiation expertise I find unique solutions to difficult problems/challenges. Social media cyber world has isolated our youth not from each-other but also distant them from libraries. There are living in their respective digital powered by augmented. For fact finding or information search youth's favourite action is search online rather consulting libraries. The problem with googling trend is, it renders result which are sometimes, not authenticated or substantiated by published studies. Developing programs to reinforce Public libraries value to the youth & community would be my favourite aspect of my service as member London Public library board. I have over three decades of experience in public & private sectors hence I thoroughly understand the working of govt/corporate sector and public perception/expectations from such bodies hence will be useful resource for the organization to assist in drafting/improving policymaking specially with reference to public libraries, bylaws, strategic planning and improvement in prevailing practices, processes & procedures to meet with public demands, challenges and expectations.

Past contributions: As a semi-retiree, I have proven that I have the commitment and energy to do more than just show up for a meeting and that I can work together with Organization staff, students, unions, corporate sector, industries, business chambers, law firms, and City council members to add value. I've always actively contributed in work- groups and participated in Advisory committee meetings. My public sector experience has taught me how to represent an organization responsibly and responsively on a forum of another organization and acting efficiently within mandate, roles & responsibilities entrusted. I thoroughly understand how to safeguard the interests of organization at other organization's forum and communicate back & forth for resolution of any problem in a time efficient manner without compromising on programs, procedures & policies of my organization i will represent. My existing/previous tenure at London City Advisory Committees as well as in public sector as follows: 2018 - to date Member at large Transportation Advisory Committee. 2016 - to date Member at large Trees & Forest Advisory Committee. 2012 - 2015 - Member at large Advisory Committee on the Environment - Representative of Advisory Committee on the Environment on Transportation Advisory Committee. During Public Service life: 1989 - 2008 - Chair City Education department (School Board). Technical Education department at provincial level. Chair of City's Public libraries. Chair of City's Social welfare department.

Interpersonal: I believe in collective wisdom and intelligence. I've commanded public service organization in a strong unionized and multi culture environment at all levels. Being negotiation specialist my approach towards conflict resolution has been through appreciating and understanding of point views of different groups within an organization, communities, different organizations and stakeholders and then operating in team environment, generating consensus among members of working group belonging to different professions by accommodating and refinement of ideas generated during group meetings. I have achieved success a businessman developing business & markets in highly technical areas. In our business, while designing industrial/office automation solutions or

public information/awareness/education systems, work is done in a team environment by relying upon skill, abilities and knowledge of our professional colleagues but we always do give great value and consideration to experiences of our clients to get desired results from the final product/program.

Interview interest: **Yes**

Committee: **London Public Library Board**

Organization/Sector represented: **General Public**

Name: **Quintin Lang**

Occupation: **Part time University Professor**

Work experience: **I have worked primarily in managing IT projects, most recently as head of the Project Management Office at Fanshawe College. Projects require needs analysis, market understanding and the ability to assemble and manage teams.**

Education: **BA English 1980 Victoria College UofT, MBA Marketing York University 1985, Project Management Professional 2008, Certificate Project Management Fanshawe College 2009**

Skills: **Having served on Library Boards for nine years, I know most of the issues. I have extensive knowledge of IT systems which are increasingly vital to the Library. I am used to making presentations to the public and funders.**

Interest reason: **I am a heavy user of the Library, both of physical materials and online resources. I want to ensure that the Library continues to provide these services to me, my children and grandchildren. I also really enjoyed my time on the LPL board, despite the heavy time commitment.**

Contributions: **I can provide LPL with experienced, innovative leadership in extending new services. I have provided insightful contributions as a member of several community organizations, and was chosen to chair each of them.**

Past contributions: **Member London Public Library Board 1994-2000, Chair 1998. Vice Chair Brantford Public Board 1991-1994. During my time as chair of LPL the Central Library contract was negotiated, and a new CEO was hired.**

Interpersonal: **At the County of Lambton I was employee of the year in 2006 for organizing SWOOP - the Southwestern Ontario Orthophotography project which brought together more than 80 partners. SWOOP also received the Peter Marshall award from the Association of Municipalities of Ontario and an award from the Ontario Government. I have also chaired the Thames Talbot Land Trust and the London German School Board.**

Interview interest: **Yes**

City of London - Application for Appointment to a City of London Board or Commission

Application

Please choose the Board or Commission you are interested in serving on: **London Public Library**

Contact Information

Name: **Jon R Lavkulich**

Phone Number:

Address:

City: **LONDON**

Province: **ON**

Postal Code: **N6K 4T8**

E-mail Address (Confirmation e-mail of your application will be sent):

Experience and Qualifications

If you have experience on a London Board or Commission, please provide dates and details. (max. 3000 characters): **I have not been on a London Board or Commission to date. However, I am currently the Vice President of the Board of Directors for Hutton House (London based) and President of the Board of Directors for Community Services Coordination Network (Southwest Ontario agency).**

What do you hope to contribute or learn as part of a Board or Commission? (max. 3000 characters): **Through my volunteer work, and in particular on boards, I can offer you a good understanding of the role of governance; strong leadership skills, strong collaborative skills and knowledge, and experience in developing and participating in strategic planning within the private sector, the public sector and non-for-profit. You will note from my attached resume that I have been actively involved in volunteering since retiring. This is the opportunity to employ those skills and knowledge that I gained through work and study for the benefit of others. One important lesson I quickly learned was that I benefit as much as those I serve through these new experiences as well as another level of understanding of human dynamics and social and cultural conditions. What I hope to gain is experience understanding boards at a municipal level as well as an appreciation at another level of library services. In addition, I am a learner by inclination and, actually, need. And the library is precisely the epitome of learning. What I can offer is my work experience in Human Resources and Conflict Management and my volunteer work in both hands-on and fiduciary roles.**

How will you support the work of a Board or Commission? (max. 3000 characters): **I note that the Library has just completed its new Strategic Direction for the next five years. Because of my strategic planning expertise, I can contribute to both ensuring decisions are aligned with the strategic plan and monitoring to ensure the the Strategic Plan remains current as we move through changing times; My training and experience in conflict resolution will assist while participating in discussions with opposing viewpoints to look for commonalities and shared interests; I have a solid background in governance, respecting the distinctions between administration and the role of a board and recognizing the important fiduciary role of a board member; Strong leadership skills acquired through my career and in board leadership roles; Progressively more community engagement since settling in London; I am naturally a learner, seeking knowledge and awareness. That has made me a more accomplished instructor and a more successful participant in organizations. The need to know and expand is an essential element of library services.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters): **The two boards with which I am currently involved have a strong focus on anti-racism and anti-oppression. During my career, in Human Resources, I not only had a strong knowledge and awareness of human rights issues and legislation, but also taught courses focussing on cultural and disability awareness.**

These two boards also are directly involved with members of the community who have challenges. And, interestingly, I developed a much more personal understanding and appreciation for socio-economic issues in London serving as a tour guide. In this role, I have worked with students from all areas of the city and have become more aware of the realities facing unfortunately large numbers of children and youth.

My community involvement is, and has been, from a policy perspective as a board member, hands on through tai chi, ESL and Museum London and community participation such as being part of the contributors to the Richmond Street Underpass Community Art Project.

Having worked overseas for a number of years, and continuing to be connected with other cultures, keeps me aware of cultural differences and the need for adaptability in how we perceive our environment.

My experience and training as a conflict resolution advisor and mediator has proven to be of value both within board settings and in community involvement.

Attach resume or other document here, if needed: **Resume.pdf**

Attach more files here, if needed:

Confirmations

I declare the following: **I am a Canadian citizen. ; I am a resident of London. ; I am at least 18 years old.; I am not a City employee, Council member, or employee of the Library Board.; I understand that my application and any attachments will be included on a public agenda that is published on the City website.**

To help inform our outreach activities, please tell us how you heard about this opportunity: (optional): **City Website**

If you selected 'Other', please specify:

Submitter E-mail:

Submitted on: **1/4/2022 4:24:56 PM**

JON R. LAVKULICH

London, Ontario
Canada, N6K 4T8

PROFESSIONAL EXPERIENCE

Labour Relations Advisor (Retired)

*Provide labour relations advice to management in the Canada Revenue Agency
2008 September to 2014, April*

Liaise with management, unions and staff on labour relations and people management issues including performance management, discipline, health and safety, grievances, human resource policies, training, and accommodations. Work with unions is centered on informal, interest-based negotiations.

Note that I was seconded for one year (2012 September to 2013 September) to the role of the Southern Alberta Conflict Resolution Advisor for the Canada Revenue Agency.

Mediator, Alberta Provincial Courts

2010 August to 2014 February

Co-mediator in mediation services to parties involved in Provincial Court legal actions.

Team Leader, Canada Revenue Agency

*Individual income tax agent, promoted to tax specialist/resource officer and, 2005 January, to
team leader*

1999 December to 2008 September

Liaise with individuals and the legal and accounting communities, regarding complex income tax issues; present programs and new policies to concerned parties to promote compliance with income tax law; manage a team of 14 income tax generalists; and facilitate both management and income tax related training programs. As a resource officer, I provided information to clients on complex income tax issues including Tax Conventions and Residency.

Consultant, Human Resources Development and Organization Development

Principal Clients: major national companies in central and eastern Europe

1992 March to 1999 November

Assist large Central European companies restructuring from a centralized economy to competitiveness in a market economy. This included reviewing work flows and budgets, restructuring staff functions to market driven functions and implementing new human resources policies and programs including human resource planning, staffing, job classification, and employee relations based on European standards.

Director, Human Resources

*Government of Alberta, Ministries of Economic Development and Tourism,
Economic Development and Trade*

1982 August to 1993 August 5

Beginning as a human resources generalist, promoted to Assistant Director and then Director, responsible for the human resources program and policies for several ministries of the Government of Alberta. This encompassed all aspects of human resources management, including human resource planning, staffing, job classification, employee relations, compensation and training.

Classification and Compensation Officer
United Nations Secretariat, New York, N.Y.
(Secondment from Economic Development and Trade)
1984

Participated in the development and implementation of a new classification system for General Services staff at UN Headquarters.

Co-ordinator, Human Resources
Government of Alberta, Attorney General
1980 November to 1982 August

Responsible for providing human resources support (staffing, classification and employee relations) to Court Services, Personal Property Registration, Crown Prosecution and Legislative Services.

Consultant, Professional Recruitment
Right Hand Employment Services
1980 January to 1980 November

Provide executive search for professional and management positions, primarily in the oil and gas industry.

General Manager and Partner
Edmonton Personnel Services
1976 May to 1979 December

EDUCATION

University of Lethbridge
Honours B.A (History and Economics)., with Distinction

Mount Royal University
Conflict Resolution Certificate (220 hours)

University of Economics
University of Budapest
Post Graduate Studies, Economics

Qualified Mediator Designation with the ADR Institute of Canada
Recipient of the Queen Elizabeth II Diamond Jubilee Award for service to the Community.

VOLUNTEER ACTIVITIES

Boards

Community Services Coordination Network (CSCN)
Chair of the Board of Governance and the Board of Directors

- Not-for-profit organization, funded by the Ontario Ministry of Children, Community and Social Services and the Ministry of Health, working with families to coordinate access to services and supports for children and adolescents who have complex multiple needs. CSCN provides these services across a five-county catchment area that includes: London-Middlesex, Elgin, Huron, Oxford and Perth Counties;

- Includes Developmental Services Ontario and the Passport agency in the South West portion of the Ministry of Children, Community and Social Services' West Region.

Hutton House

Vice President and member of the Board of Directors

- Society enabling individuals with disabilities to train, work, volunteer in the community;
- Delivering an individualized program for young adults with complex needs and providing opportunities for individuals to be more involved in the community. This also provides families respite time for other activities.

Nottingham Woods Condominium Corporation

President of Board of Directors.

Other volunteer activities and memberships:

- *Taoist Tai Chi*, Instructor;
- *Museum London*, Tour Guide and Vice President of the Tour Guide Association;
- *The London and Middlesex Historical Society*, Member.

Prior volunteer activities:

- London Public Library, ESL Reading Program facilitator and One-on-One Coach;
- Epilepsy Southwestern Ontario, Member of Board of Directors;
- Seniors Gathering Place, Host;
- Calgary Immigrant Education Society, ESL Instructor;
- Hamstead Estates Condominium Association, Member Board of Directors,
- Volunteer tax preparer for low-income individuals and families each tax filing season;
- The Alberta Provincial Court, Mediator;
- Mount Royal University, Conflict Resolution Certificate Program, Coach;
- Calgary Homeless Shelter, Volunteer food preparer;
- Christmas Socks Campaign, Fund Raiser;
- United Way, Fundraiser;
- Annual Calgary Stampede Breakfast, Volunteer.

Dr. George Le Mac, PhD. Dipl. Eng., Dipl. Econ., M.Sc.

Ref. Board of Trustee for London, ON Library

Dear Heather Woolsey, Administrative Assistant, City Clerk's Office, City of London

It is with great interest that I am forwarding my resume for a position as Board of Trustee for Library of London, ON.

With a sound understanding of legal corporate management and with outstanding cross-cultural communication skills, I will bring a unique blend of creative, strategic, and management talents of significant value to your organization:

- Extensive educational background, including Ph.D. in Social Sciences, Corporate Legal System, M.Sc. in Applied Math, M.Sc. in Engineering also formal education enhanced by additional training in over 15 industries related training programs and certifications: Legal Economic Business and Strategic Planning, Military and Combat Commander Training, Statistics, and Demographics
- Board of Education Trustee member for French Schools in Ontario for more than 4 years providing legal support in area of managing large corporations, workers rights and fundraisings, planning and developments, hiring personal and salary negotiations
- Completed eighteen years of employment at different national and international organizations in area of fairness elections and Human Rights in developing economies, macroeconomics, and financial markets.

With my strong professional skills in management and leadership, I am confident in my ability to make a strong positive contribution to Library of London, ON.

Sincerely,

Dr. George Le Mac

1. SUMMARY OF PROFESSIONAL SKILLS/EXPERTISE

2. Extensive knowledge and expertise in management of large libraries as part of my Master and Ph. D. studies, Demographics, Data Modeling, and Analyses of Microeconomics systems
3. Extensive knowledge in PC's Microsoft, Android, UNIX, Linux, Internet environment
4. **Fluently in English, French (Creole), Russian (Ukrainian), German, Romanian, (Moldavian), Spanish and Italian.**

2. SUMMARY OF RELEVANT WORK EXPERIENCE

- * **Conseiller Scolaire for Conseil Scolaire Catholique Providence (2015-2019)**
 - managed a large organization with 11000 students and 3000 support members for better education in South West Ontario, responsible for providing legal support for planning, modernizations, financing, and human resources developments,
- * **Deputy Returning / Informing Officer for:**
 - **Canada Federal Election (2011) and Bi-Election (2014, 2013), Ontario Provincial Election (2011, 2014, 2019) and Bi-Election (2013)**

observed the Electoral Laws, hiring and organized personal, deployed political parties observers, registered voters, managed polling stations on Day of Election and summarized and published the results, analyzed the complains, make legal recommendations to the Electoral Laws.
- * **Government of Canada long term election observer (LTO) for:**
 - **Presidential Election in Ukraine (2004, 2010, 2014, 2019)**

participated as legal human rights monitor to “Orange Revolution”, that finished by restored the people vote against election’ fraud. My legal recommendations to the later Prime Minister of Ukraine Julia Timoshenko effectively changed the Election Laws of Ukraine. Monitored and inspected a large prison of Bela Cerква, Ukraine watched for respecting the right of vote of inmates, prison and human life violations. Our reports to the Ukrainian Government help to improved internal life of inmates.

* **United Nations and European Community long term election observer (LTO) for:**

- **Presidential and Parliamentary Elections in Nicaragua (2011), Peru (2018), El Salvador (2019), Honduras (2015), Russia (2016), Romania (2019)**
monitored legal and electoral system and mass media, worked with local, provincial and central elections authorities, meet governmental and opposition leaders, monitored and supervised elections

* **Public & Media Relation person for:**

- **Presidential Elections in Romania (2009, 2014, 2019),**
informing the public regarding the lawful aspects and fairness of election campaign, inspected polling stations, supervised the process of counted votes and published results. I directly participated and monitored the election process at Bircea Prison, Hunedoara County in order to ensure the exercise of right to vote of inmates. Also made recommendations for improving the Election Laws of the country to the Romanian Central Election Authority,
- **Cuban Presidential and Parliamentary Election (2013, 2017, 2018),** the first and unique LTO of such kind in History of Communist country, observed the legal frame, monitored the mass media, meet the candidates, monitored the polling station on day of election and the publication of resultants,
- **Scotland Independence Referendum (2014), Brexit Referendum (2019)** monitored legal and electoral system and mass media, worked with local elections authorities, meet governmental and opposition leaders, monitored and supervised elections in Glasgow, Edinburgh, Dundee and North Ireland,
- **Bundeswer Highest Germany Military Academy, Hamburg, Germany (2016),** preparing and presenting media reports for press, developing techniques for public presentations for local and international mass media and social media, managed the staff of 8 highly qualified persons for day-to-day activities regarding strategic communications and management practices and methodologies. Making daily presentations on media and public relations regarding projects under developments and advancements.

3. EDUCATIONAL QUALIFICATIONS

- **University of Western Ontario, Canada & Polytechnic University of Timisoara, Romania**
Ph.D. studies in Social Sciences, Business Legal System, also studied Engineering, Statistics Modelling and Predictions,
- **University of Western Ontario, London, ON, Canada**
- Master of Sciences in Applied Math also studied Social Science Modelling, democratic transitional societies.

4. HOBBIES: Reading, music, travels, and biking.

Committee: **London Public Libray**

Organization/Sector represented: **none**

Name: **Jeanette Lewis**

Occupation: **retired since 2010**

Work experience: **2000 - 2010 Executive Director, Ontario Association of Children's Aid Societies 1990 - 2000 Executive Director, Kinark Child and Family Services, Toronto 1985-1990 Executive Director, Vanier Children's Services, London 1978 - 1985, Treatment Director, Vanier Children's Services, London 1972 - 1978 -- child and family therapist, Vanier Children's Services.**

Education: **Education includes: Master of Business Administration - Wilfrid Laurier University; Master of Social Work - McGill University; Bachelor of Arts - University of Saskatchewan. Until retirement, I was a social worker licensed by the Ontario College of Social Work**

Skills: **Extensive experience in advocacy for children, government relations, media relations, and public policy. Excellent understanding of board governance as I have worked for boards and served on municipal, provincial, and national boards. Competence in fiscal management and accountability of public funds. Good communication skills.**

Interest reason: **The London Public Library is one of places where every citizen is welcome and every citizen can find a place. Libraries offer a range of unique services beyond books that support children, new Canadians, elders, and people who feel disenfranchised. Through education, information, hospitality, and fun, the library system is unparalleled as a vehicle for building community in our city.**

Contributions: **I have experience, as a chief executive officer, working for a Board of Directors. I have also served on many boards including the Child Welfare League of Canada, Boys and Girls Clubs of Ontario, Children's Mental Health Ontario, Ontario Mental Health Foundation, and City of Markham Library Board. I have been trained in governance practices. I believe that public boards need to be accountable and transparent in service to the public and to elected officials who appoint them to office.**

Past contributions: **Before moving to London, I was appointed by the City of Markham to the Library board. I understand the Public Libraries Act as well as the structure and governance of public libraries in Ontario.**

Interpersonal: **In previous paid employment, I was privileged to work with people from many backgrounds as leader, follower, advocate, negotiator, and therapist. I have taken diversity training. I am a good listener and understand that people need to work together if boards are to make decisions and provide the leadership necessary to make an organization function appropriately.**

Interview interest: **Yes**

Committee: **London public library board**

Organization/Sector represented: **Lambeth community association**

Name: **Cathy melo**

Occupation: **Retired**

Work experience: **My husband and I started and owned a large exterior renovation company for 27 years.**

Education: **I am a graduate of business from Fanshawe collage majoring in accounting. As well as having nine business course from UWO**

Skills: **I have used the London public library my whole life so I am very familiar as a consumer with the library, I have a strong business background to understand the necessary financial needs of the library. I have expertise on committees and know what to expect on being on committee.**

Interest reason: **I think the London Public Library has so much more potential than it is currently using I would like to bring new ideas to the table helping to create an ever more vibrant library.**

Contributions: **Enthusiasm, great ideas but also experience on advisory committees**

Past contributions: **Have been a member of Lambeth community association for 20 years. I have represented LCA on the urban league for 10 years. I was also on the heritage committee for several years.**

Interpersonal: **Please see the above item concerning past contributions. I am very familiar in appropriate behaviour and the respecting of others.**

Interview interest: **Yes**

Committee: **London Public Library Board**

Organization/Sector represented: N/A

Name: **Mandy Penney**

Occupation: **Academic Staff, Huron University College**

Work experience: **Current Employment: Writing Services Coordinator, Huron UC (2018 - Present) Previous Employment: Writing and Multimodal Comm. Specialist, Writing & Communication Centre, UWaterloo (2015 - 2018) Faculty, Language and Liberal Studies, Fanshawe College (2010 - 2015)**

Education: **Ed. Background: I hold a BSc. (Biology), BA Honours (English), and an MA (English). I also hold a certificate in university-level teaching from Memorial University.**

Skills: **- excellent written and spoken communication skills - well-honed research skills - strong understanding of Library cultures - a general understanding of library practices and governance - training and understanding of issues related to sexuality, gender, race, class, and poverty - a strong commitment to truth and reconciliation - strong interpersonal skills and the ability to find consensus and mediate differences of opinion**

Interest reason: **I believe that as an educated, queer woman, I could bring an additional perspective to the Board's work and support the rest of the Board in making decisions that ensure access and equity in public-facing work.**

Contributions: **As noted above, I believe that I bring a depth of knowledge of intersectionality, justice, and equity issues and best practices, along with my professional skill sets related to communication, teaching, and administration. As an applicant with lived experience of both queerness and poverty, I am committed to supporting the important work of London Public Library in the community.**

Past contributions: **Other similar bodies / organizations: TRC Working Group, Community Diversity and Inclusion Strategy, City of London (2019 - Present) TRC Working Group, Huron University College (2018 - Present) Senate Review Board Academic, Western U (2008 - 2010) Society of Graduate Students and Graduate English Society, Western U (2008 - 2010)**

Interpersonal: **My academic work is all about collaboration, teamwork, and respect. I work to build relationships with colleagues and students alike, and ensure that I listen to other perspectives and remain open to differing opinions about how to proceed on a policy or practice decision. I would appreciate the opportunity to similarly use these skills on the Board of the LPL.**

Interview interest: **Yes**

Committee: **London Public Library Board of Directors**

Organization/Sector represented: **Community Engagement**

Name: **Tracy (Trae) Robinson**

Occupation: **Knowledge Translation Specialist**

Work experience: **15+ years in communications and engagement 10+ years in project management and research 5+ years in knowledge translation I have experience in private, public and charitable organizations in progressive leadership roles, including financial and human resource management, contract review, stakeholder engagement and oversight of projects and campaigns.**

Education: **MSc in Health Sciences (Western University) BA in Communications Studies (University of Windsor) Certificate in Adult Teaching and Learning (Western) Certificate in Organizational Learning and Development (Fanshawe)**

Skills: **During my BA, I studied the distribution of power in information systems and how to reduce barriers to access. This led to MSc research in change behaviour and collective decision-making. I keep current with issues related to privacy, net neutrality and inclusion.**

Interest reason: **Libraries are vitals hubs in the community and key to equitable access to information for the public. I am an avid library user, including new services like Mango and Kanopy. I have instilled this participation in my children with regular visits for over 15 years. I think libraries are undergoing an important transition phase and leadership is key to maintaining relevance.**

Contributions: **I have a solid background in conducting academic research so I understand basic library functions. My skills and talents are geared to system thinking, which I think is so important for library planning. I am particularly good at translating information to different groups. I am a great team player who is genuinely focused on the mission and objectives of the organization.**

Past contributions: **I have 4+ years of experience in governance with Libro Credit Union and 8+ years of experience with The Circle Women's Centre at Brescia University. I have also served on Pillar's Innovation Award Committee.**

Interpersonal: **I work best as part of a group. I successfully managed a team of nine people doing interdisciplinary health research and coordinated three other research sites in Ontario over 4 years. Decorum and positive motivation were key to our success and I was rarely forced to put out fires because I proactively tended to hot spots, investigating root causes and developing strong relationships.**

Interview interest: **Yes**

Committee: **London Public Library Board**

Organization/Sector represented: **member of the public**

Name: **Samuel Trosow**

Occupation: **Associate Professor, University of Western Ontario (Faculty of Law and Faculty of Information & Media Studies (FIMS))**

Work experience: • **University of Western Ontario, (July 2001-present; for list of courses see <https://samtrosow.wordpress.com/teaching/>, for publications see <https://samtrosow.wordpress.com/selected-publications/>)** • **University of California at Berkeley, School of Law; Associate Librarian; (October 1995 – June 2001)** • **San Jose State University, School of Library and Information Science; Adjunct Professor, (1995-1997)** • **Alameda County Law Library; Oakland, CA Reference work at County Public Law Library. (1993-1995)** • **Golden Gate University School of Law; SF, CA Adjunct Professor (1993-1995)** • **Committee of Bar Examiners, State Bar of California; Apprentice Reader/Reader (1992-1994),** • **Berkeley Community Law Center; Staff Attorney/Clinical Instructor (1991-1992)** • **Law Offices of Samuel Trosow; Los Angeles, CA 1978-80; Berkeley, CA 1982-91 (admitted to State Bar of California 1978; U.S. Supreme Court Bar, 1986)**

Education: • **Ph.D., UCLA, Department of Information Studies, Library & Information Science, 2002.** • **MLIS, San Jose State University, School of Library and Information Science, 1994.** • **LL.M (Tax) Golden Gate University School of Law, 1993.** • **MPA, California State University, Hayward; Public Administration, 1988.** • **Juris Doctor; Southwestern University School of Law, 1978.** • **BA, Pennsylvania State University; Political Science & History, 1974.**

Skills: **I have a very broad set of skills, abilities and specialized knowledge that I will bring to the LPL Board. My specialized subject expertise in the areas of law and policy relevant to a public library board includes copyright, privacy, intellectual freedom, broadband policy and library governance issues. I also have substantial experience working within organizations in various leadership positions including the UWO Board of Governor, the University Senate and the many others organizations as indicated below. I have a strong interest and expertise in the policy aspects of information technology issues.**

Interest reason: **As a former librarian and current professor in FIMS and Law I will bring a strong commitment and solid understanding of intellectual freedom and library governance issues to the Board. I will act as an effective bridge between the campus community and the public library system, and I will be a strong and knowledgeable advocate for public library service in the broader political environment.**

Contributions: **I will bring an exceptionally broad set of expertise and experience to the Board. In terms of substantive expertise, I point to my work in the areas of copyright, privacy, intellectual freedom, broadband policy and library governance issues. These are primarily evidenced by the courses I have taught over the years, and by my publications. My elective course Legal Issues for Information Professionals is particularly relevant to the types of issues that could arise on the LPL Board and in the management of a public library system, In terms of governance experience issues, I would point to my current work on the UWO Board of Governors and University Senate along with the broad set of organizational activities indicated below. Significantly, I have a good sense of the current economic, technological, political and social challenges facing public library systems.**

Past contributions: • **I currently serve as an elected Member of the Board of Governors of the University of Western Ontario (elected by faculty for a 4 year term, July 2019- June 2023). I am currently a member of the Board's Property and Finance Committee and a Board representative to the McIntosh Gallery Committee.** • **I am now completing 4 years of service (2 two year terms) as a member of the University Senate representing the Faculty of Law. My Senate Committee work has included the Senate Committee on University Planning (SCUP) and the Senate Sub-Committee on Program Review-Graduate (SUPR-G).** • **I am currently a member of the Graduate Education Council and a member of the faculty councils in Law and FIMS. I have served on numerous internal faculty committees over the years including Promotion and Tenure, Annual Performance Evaluation, Workload, Space Planning, and Program Committees.** • **I currently serve as a member of the UWO Provosts' Task Force on Open Access and Scholarly Communication.** • **I served as a member of the UWO Provosts' Ad-Hoc Committee on Freedom of Expression, which was responsible for drafting the campus freedom of expression policy that was mandated by the Province in**

2018. On this committee I participated in small group sessions and public participation meetings where different viewpoints on freedom of expression were articulated, and I helped draft the final policy. • I served as the Chairperson of the London Housing Advisory Committee (2006-2010). • I have held numerous positions and served on numerous committees in the University of Western Ontario Faculty Association (UWOFA) including the Grievance Committee, Policy and Governance Committee, Contract Committee, Governing Board member, Executive Committee member and Secretary. • I served as a member of the Librarians Committee of the Canadian Association of University Teachers (CAUT). • I served as a Network Investigator, Theme Leader and Research Committee member in the Graphics, Animation and New Media, Networks of Centers of Excellence (GRAND NCE). • I have acted as the Principal Investigator on various grant projects. • I served on numerous committees in professional library associations over the years including the Copyright Committee and the Intellectual Freedom of the Canadian Library Association.

Interpersonal: Through my experience serving on various committees and bodies, I better appreciate the great value in listening to and understanding the views of others, as many viewpoints are needed to further an organization's goals. This understanding was especially important for me when I worked on the UWO Freedom of Expression policy, during numerous deliberations in the University Senate, and more recently as a new member of the UWO Board of Governors.

Interview interest: Yes

From: Katie Dean
Sent: Tuesday, January 4, 2022 2:22 PM
To: SPPC <sppc@london.ca>
Cc: Schulthess, Michael
Subject: [EXTERNAL] Recommendation for Sam Trosow for the LPLB

Dear City Councillors,

I hope this email finds you all well and healthy. Happy New Year wishes to each of you.

Today, I wanted to send an email of recommendation for Sam Trosow. Sam has applied for the open position on the London Public Library Board. I see you have received quite a few letters of recommendations outlining his professional experience and education. I would like to comment on Sam's character instead.

I have known Sam for just a year now as he has been a supporter of my organization, Viewer Discretion Legislation Coalition. I have learned some things about Sam that I wish you each to know when considering him for this position.

Sam is true to himself. He is committed to his City. He is passionate about what he knows and more importantly he uses his knowledge to do good. He is always willing to help others. He has taken hours out of his schedule to help the VDLC. This has always amazed me. I had never met Sam before I started the VDLC yet here he was trying to help me and help our group. This should speak volumes to you all. Sam does what he says he will do. He does the work. He has never let us down and always been there to answer legal questions we have. He doesn't receive compensation for this. He does it because he CARES.

Good Board Members of any organization are hard to find, I think. You want ones that will do the work, be committed, be respectful of people's differences, and do their due diligence when representing said Board. Sam is all of these and much more. Please consider him seriously to take this position. I know he would be excellent in this role.

Best regards,

Katie Dean

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KATIE DEAN, B.A.
Business Administrator,
Jim Dean Law Professional Corporation

Co-Founder and Director,
Hamilton Road Legal Centre Inc.

399 Hamilton Rd, London, Ontario, N5Z 1R8

Department of Biology

January 7, 2022.

Dear members of the Strategic Priorities and Policy Committee,

I am delighted to write in support of Professor Sam Trosow's application for the vacant position on the London Public Library Board of Directors. I have known Sam for about five years, mostly from his excellent work and activism on behalf of Western's Faculty Association (UWOFA). I have also admired the breadth of service and leadership roles Sam has assumed across campus, and the high quality of his contributions. In his service to UWOFA's Board of Directors and Executive, the Provost's Task Force on Open Access, the University Senate, and the Board of Governors, Sam has repeatedly shown himself to be principled, energetic, and engaged with the best interest of the community. Between Sam's outstanding track record of service and governance at all levels, his expertise in law and in library science, his demonstrated ability to work productively and collegially with colleagues across campus, and his unwavering commitment to community libraries as a public good, I can't imagine a candidate more uniquely qualified to serve on the London Public Library Board.

Sam has made many contributions to the University community, but I will single out a few for special mention. First, during the spring and summer of 2020, when Western professors were struggling to move coursework online, Sam gave generously of his expertise in academic freedom, intellectual property, copyright, and fair use of educational materials. He educated faculty members around our rights and responsibilities in these areas. Second, Sam has been a public and vocal critic of administrative overreach. He was among the first to point out serious privacy concerns about Proctortrack, a remote-proctoring software that collects facial scans of students and monitored keystroke patterns, and also among the first to critically interrogate the University's ill-conceived lanyard project. In all of his roles, Sam has shown himself to be wise and detail-oriented, and can be relied on to speak truth to power. He is frequently interviewed by Western's student paper, reflecting the respect students have for him as a public intellectual. This esteem is

Western University

shared by his faculty colleagues, as evidenced by his recent receipt of the Canadian Association of University Teachers (CAUT) Distinguished Service Award.

To summarize, I hope that this letter conveys my respect and admiration for Professor Sam Trosow. He is an outstanding colleague and citizen within the University community, and I have no doubt he will bring the same energy, collegiality, sound judgment and expertise to the LPL Board. The City of London is fortunate to have a candidate of this calibre.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Elizabeth MacDougall-Shackleton".

Elizabeth MacDougall-Shackleton

Professor of Biology and Past President of UWOFA

January 9, 2022

Strategic Priorities and Policy Committee,
City of London
300 Dufferin Ave
London, ON

Re: Samuel Trosow's Application to the London Public Library Board

Dear Committee Members,

I am writing this letter in support of the application made by Dr. Samuel Trosow for the vacant position on the London Public Library Board. I believe that Professor Trosow is eminently qualified for this position given his work background and community involvement.

As a professor in the Faculties of Law and Media and Information Studies at Western, Prof. Trosow's expertise in legal issues related to the Charter of Rights has been a valuable asset to the London Community.

In the Fall of 2021, Prof. Trosow began working with Joyce Arthur of the ARCC and me in our fight to see graphic images of alleged aborted fetuses banned from our city.

The CCBR (distributors of this disturbing material) have always claimed that any attempts to restrict or ban their images would be a violation of Charter Rights.

Prof. Trosow was able to show both Joyce and me, and the Committee of Community and Protective Services (during a PPM), that there are points within the Charter that conflict with each other and that we can use this to our advantage in the fight against graphic anti-abortion images.

I think this information is important for two reasons. Firstly, Prof. Trosow's knowledge of important legal matters speak to his academic/work background. I believe his skills in this area will be a huge asset to the London Public Library Board.

Secondly, and perhaps, more importantly, Prof. Trosow's willingness to volunteer his time to help a cause that has had a deeply harmful impact on our community, speak to his character.

When I first began working with Prof. Trosow, neither of us had ever met. Indeed, I'm ashamed to admit that, in spite of the professor's extensive community work, I had never heard of him. Yet, I found Prof. Trosow to be one of the most caring and supportive individuals with whom I've ever had the opportunity to work alongside.

Surely the combined qualities of the professor's academic/work experience and character make Prof. Trosow the only logical choice for position of the Board of London Public Library.

I have lived in London for over thirty years and I love giving back to my community [10+ years as a volunteer in St. Joe's E.R. dept; two Habitat for Humanity Women Builds; director of Pro-choice London for two years; founder of London's Essential Workers' Angel Project (our group delivered homemade meals to essential workers during pandemic); and the 2018 recipient of the Leading Women, Leading Girls, Building Community Award].

As a result of my extensive involvement in my community, I easily recognize the skills that are needed to be a community leader . . . compassion, understanding, supportive, and leads with their heart.

I immediately recognized these skills in Prof. Trosow and that is why strongly urge the members of the Strategic Priorities and Policy Committee to consider him for a position on the Board of London Public Libraries.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink that reads "Deanna Ronson". The signature is written in a cursive, flowing style with a large, decorative initial 'D'.

Deanna Ronson

Social Activist

Owner of Deanna Ronson Style & Image Consulting

Resident of London

Fulltime Compensation Determination

January 9, 2022

Dear SPPC Colleagues,

I was pleased that Council supported a move to daytime City Council meetings. It moves us toward a council that works similar daytime hours as our staff. In some reports comparing municipalities, that is called a full-time council. Ultimately, that is what I believe would best serve London. To continue the dialogue (or rule out the idea altogether), we need to know the remuneration for a full-time councillor. To this end, I ask that you support the following motion:

That the compensation taskforce BE REQUESTED to also determine an appropriate stipend for a councillor that keeps typical daytime office hours.

Sincerely,

Michael van Holst
Councillor, Ward 1

Governance Working Group

Report

6th Meeting of the Governance Working Group
January 5, 2022

ABSENT: Councillors J. Morgan (Chair), M. Cassidy, J. Fyfe-Millar, M. Hamou, S. Hillier, S. Lewis, M. van Holst

ALSO PRESENT: B. Westlake-Power
Councillors: J. Helmer, A. Hopkins, S. Turner, E. Pelosa; L. Livingstone, J. Bunn, S. Corman, H. Lysynski, C. McCreery, A. Pascual, M. Schulthess, M. Solomide.
The meeting is called to order at 3:03 PM, on January 5, 2022; it being noted that the following members were in remote attendance: Councillors M. Cassidy, J. Fyfe-Millar, M. Hamou, S. Hillier and S. Lewis.

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

Moved by: M. Hamou

Seconded by: J. Fyfe-Millar

That the rules of order in the Council Procedure By-law BE SUSPENDED during consideration of Item 3.1, in order to provide for, and facilitate, an open discussion and dialogue between the Governance Working Group Members and the Advisory Committee Members in attendance.

Motion Passed

2. Consent Items

None.

3. Items for Discussion

3.1 Advisory Committee Review Discussion

The following advisory committee members were in attendance.

January 5 - B. Odegaard, B. Madigan, B. Samuels, B. Harris, B. Hill, C. Lovell, D. Foster, E. Rath, J. Howell, J. Kogelheide, J. Slavin, L. Grieves, M. Whalley, M. Buzzelli, N. Beauregard, P. Moore, R. Trudeau, S. Levin, S. Wraight.

January 12 - A. Valastro, A. Husain, A. Abiola, B. Fragis, B. Odegaard, B. Harris, D. Foster, D. Gordon, D. Szoller, E. Rath, G. Matthews, J. Teeple, J. Slavin, J. Keens, K. Moser, M. Blosh, M. Ross, M. Joudrey, M. Wallace, N. Blanchette, P. Moore, S. Bergman, S. Sivakumar, S. Hall, T. Khan, W. Brown.

The following motion was passed at the conclusion of general discussion, on January 12, 2022.

Moved by: M. van Holst

Seconded by: J. Fyfe-Millar

That the information, including the attached presentation, related to the advisory committee review from the various current members BE

RECEIVED; it being noted that an additional Governance Working Group meeting will be scheduled for further discussion related to this matter as soon as possible.

Motion Passed

Additional Votes:

Moved by: S. Lewis

Seconded by: M. Hamou

That the meeting recess at this time, and resume on January 12, 2022.

Motion Passed

The Governance Working Group recessed at 5:32 PM, on Wednesday, January 5, 2022 and resumed the meeting at 3:02 PM on Wednesday, January 12, 2022.

4. Deferred Matters/Additional Business

None.

5. Adjournment

Moved by: J. Fyfe-Millar

Seconded by: S. Hillier

That the meeting be adjourned.

Motion Passed

The meeting adjourned at 3:10 PM, January 12, 2022.

Advisory Committees to the Council
Concept , Confusions & Conciliation



Preamble

The concept of citizen participation in the decision making process is not a new idea; rather its roots may be traced to ancient Greece and Colonial New England. In every civilization, there have been various forms of public/citizen participation in the decision making process such as, direct outreach to citizens, independent citizen action groups, direct citizen participation, public information sessions/meetings and information campaigns. etc.

In modern municipal government systems, although nobody knows better about social welfare/development, community pulse, public administration and Governance than the people (elected representatives and public servants) on the frontline, it is also a fact that every group working in a pre-set environment develops its own regimented paradigm. To ensure sustainability and continuous improvement, it is always very important to have some sort of perpetual mechanism to have the input from actual stakeholders (local communities) at the planning to implementation stages, who are not part of that paradigm. Projects rendered without active involvement from the local citizens often cause problems rather than benefits.

The decision-making process in the municipal setting is a very complex task. It requires scientific analytical recommendations from experts(staff), careful deliberation from the elected body and perspective from the citizens who will be affected by the decisions. The broad range of multi-dimensional complex issues being faced by modern cities has caused the trend in decision making process to be technology & technology expertise dependent rather upon wishes & wills of the local people. Although strong arguments may be made in favour of technocratic decision making approaches, we have seen that most of the time these strict scientific & technocratic decision making approaches not only failed to solve social problems on long term basis, but often contributed to them. Two examples of failed policy in this regard are traffic congestion and over-development in the downtowns of all major cities around the globe. In contrast, we observe that there are pockets in those cities where local residents, through their local organizations/societies, have put themselves in a position to keep their residential & commercial areas insulated from such technocratic approaches and thus remain free from many 'modern problems' (e.g traffic congestion, parking, lack of active transportation infrastructure, road user safety, disappearing green spaces, canopy cover, et) in urban areas.



London is going through a very important transition period of its developmental growth. In the last few years many people/families from all over Canada have made London their new home because City offers unmatched attractions to the newcomers in terms of availability of social services, civic infrastructure, education, health facilities and housing for middle class (although which is also becoming out-of-reach from middle class due to ineffective control and rapid growth of the subdivisions without matching the required infrastructure to support additional population especially in terms of traffic flow at main arteries..the same side effect of technocratic decision making process without involving local communities who are/will be affected.).

The concept behind this non conventional short paper is to highlight the importance of citizen participation (to be more specific its 13 Advisory Committees) in the decision making process. During preparation of this ‘paper cum material’ efforts have been made to keep it simple, precise and to the point hence it is formatted in point form rather than a more conventional descriptive and lengthy paper.

If Governance Working Group or City council desire elaboration of any point(s), sample drafts of detailed terms of reference etc, that can always be done within the shortest possible time.

My sincere thanks to members of CSCP advisory Committee Bessie Fragis, John Slavin and Devindar Luthra for their valuable contributions and support.

Tariq Khan

London Jan 7,2022.



Advisory Committees to the Council Importance of Citizens Participation in decision making process.

Concept , Confusions & Conciliation

Do Cities need Citizen Advisory Committees?

- Elected Council.
- Professional staff (with Broad range of expertise & Experience).
 - Consultants & Contractors at the disposal
 - Public Interface available (Conventional & Digital)
- Interest Groups, NGOs, Media, Activists, Academia.

Public participation contributes to better & sustainable decisions because **City Council & staff will have more complete information** i.e additional facts, local communities sentiments, values, and perspectives.



Constitution of multiple ACs in the Local councils, in addition to the legislatively mandated ACs, is a practice & convention rather requirement by the Act.

Do Citizen Advisory Committees Add Value?

- To support an Elected Council.... Yes!
- To support the Civic Administration.... Yes!
- To represent Interest Groups, NGOs, Media, Activists, Academia.... Yes and No!
- To represent the average Londoner.... No!
 - Community / Local Activists.
 - Representatives of Special Interest groups.
 - Active & Retired Professionals.
 - Resume needy.
 - Political supporters.



Role of ACs.

- **Resource for the Council**
 - Impartial and non-partisan advice & consultation on council initiatives.
 - A volunteer base 'working group' to advise and recommend solutions 'on demand' or on community concerns basis'.
 - Availability of enhanced-community-connection resource.
 - Being a creature of council, all advices / recommendations / proposals are purely advisory & non binding in all respects.
 - **No Advocacy**



Role of ACs.

- Resource and assistance to the Staff (with the council's approval)
 - Share information & collect feedback from the expertise available on the committees.
 - An 'on demand' volunteer-based 'working group' of experts and community activists & interest groups volunteers.
 - Availability of enhanced-community-connection.
 - No direct official relationship with ACs. Provide information to ACs only on the direction of Council.



The Quagmire



ACs gear, sometimes, moves Counter clockwise.

The Quagmire



Advisory Committees *ARE* to the Council

Why The Confusion?

Terms of Reference are too broadbased , not specific enough.

- AC's often **see themselves as 'Representatives' or 'Advocates' vs. "Advisors"**



- Members of ACs are “elected” by Council.
- The formal meeting protocol is same as that of Council.
- Regular official meetings are scheduled.
- Recommendations/proposals submitted by the ACs are subject to public scrutiny.

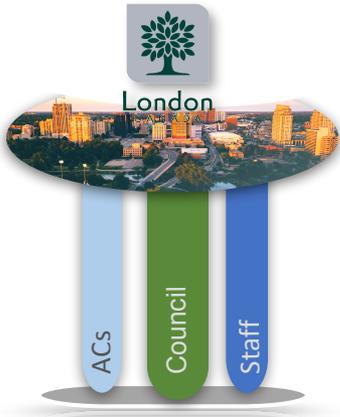
- **Confusion and Ambiguity** often leads to:

- Misinterpretation, misunderstanding, & overstepping.
- Misuse of outreach mandate in the media/community to further special interests.
- **Passionate contributors / volunteers to become passive / unresponsive / careful / confused - CSCP dilemma.**



Root Cause

Ground situation.



- ACs (certain) presume themselves as 'third pillar' of Municipal governance on account of TORs and Mandate.
- Staff is a little uneasy and sometimes view ACs as unwanted critic / detractor / disparager / adversary.

Council, as a whole, is not happy with the situation.

**Path forward....
Revamp, Relinquish or Reinvent?**



Diagnostics

The Juncture.



- Go with Legislatively mandated ACs.
- Approve Clerks report - Reconstitute 9 ACs.
- Implement council's last decision - adding Climate Change AC..
- 2nd sober thought - Latest approach by Council & GWG.

Solutions are always invented.

Smart Fix

interim

2022

long term

2023 onwards



Diagnostics

Revamp, Relinquish or Reinvent?

- Abolishing one or multiple ACs will likely to become an election issue. Time is very short to adopt/test a totally new structure.
- The addition of new ACs, changes in structure, nomenclature or business protocol of ACs will add more confusion than clarity.
- Staff-based steering of Advisory Committees is against the spirit of independent opinion, discussion, deliberations and initiatives.
- Many retired professionals who want to contribute their experience & exposure to the City, will not be interested in serving under such a supervised environment.



Revamping is the Solution.

Keep all ACs as they are; may be renamed, fine tune the TORs; bring clarity in mandate and extend the terms of current members to the end of Nov 2022.

- Reduce the frequency of AC meetings to quarterly.
- To meet with any quorum challenge (due to shortage of applicants) reduce minimum members to 5 in an AC.
- Council may call a special meeting of any AC. Work groups of ACs may meet as per their own convenience.
- Important public projects being planned by the staff should automatically become the items of the Work Plan of concerned AC as soon as these are approved by the council.



Revamping is the Solution.

- All existing members of the ACs must agree upon the amended TOR in order to be extended. Non acceptance of TORs should cause automatic disqualification of concerned member(s).
- There should be built-in mechanism within the TORs of respective AC that in case of violation it may be dealt with internally by the AC. In the case of Collective action by an AC, then the case must be referred to Council by the Clerk.



Revamping is the Solution.

- Restructuring is a continuous-improvement process but should be carried out on a piece-by-piece basis.
- Like Boards & Commissions, ACs term should also coincide with the Council term.
- Legislatively mandated ACs and other Institutional ACs should NOT be mixed with Citizen ACs/CEPs.
- Media interaction policy may be defined with more clarity.



Revamping is the Solution.

- Let's make ACs as part of the Solution rather regarding them as a part of the problem.
- Establish joint committee of GWG member(s) and willing members of different ACs who can evaluate the working of various ACs in this term and develop a diagnostic study (interviews & measurable performance matrix) which may be presented to the current council in its final sessions so that findings may be forwarded to new council.
- Introduce a benchmarking system to measure AC performance.
- Future Appointment criteria should be points based. (80% + 20%)
- Special Quota for new enthusiasts.
- Applications may remain open - process may be automated.



CSCP should be kept intact and further enhanced

- By design, for public interface and connections with the masses, institution-based committees rely upon other similar institutions, associations and organizations. Most of such community associations/organizations, NPOs/NGOs are generally membership-based, hence predominantly driven by certain interest groups. Moreover the motive of a majority of such associations is to look good from an optics point of view as well as on paper, specifically in annual reports, to satisfy their donors & sponsors.
- Whenever CSCP was given a task, the committee has delivered remarkable results in the shortest possible timeframe.
- A rep of London Police requested CSCP assistance for the Bicycle security program outreach. Within days, CSCP members connected with over 30 grassroots-level community organizations



If kept intact, the CSCP Top Priority programs for 2022

- Keeping in view rapidly developing new subdivisions, forming CNGs (Concerned Neighbour Groups) on the same lines like Neighbourhood Watch to fill in the gap due to NHW constraints. CSCP will facilitate newly created CNGs and help them through its platform to interact with the council. Members of ex-CSCP have already completed the ground work.
- Develop & deploy Community safety education plan with help of City & LPS.
- Interact with informal groups and NPO/NGOs working in the city to disseminate City's message related to CS & CP in the city



Questions & Comments

