

# Agenda

## Striking Committee

1st Meeting of the Striking Committee

October 26, 2022, 4:00 PM

Virtual Meeting

The City of London is situated on the traditional lands of the Anishinaabek (AUh-nish-in-ah-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ah-pay-wuk) and Attawandaron (Add-a-won-da-run).

We honour and respect the history, languages and culture of the diverse Indigenous people who call this territory home. The City of London is currently home to many First Nations, Metis and Inuit people today.

As representatives of the people of the City of London, we are grateful to have the opportunity to work and live in this territory.

The City of London is committed to making every effort to provide alternate formats and communication supports for Council, Standing or Advisory Committee meetings and information, upon request. To make a request for any City service, please contact [accessibility@london.ca](mailto:accessibility@london.ca) or 519-661-2489 ext. 2425.

Pages

<b>1. Call to Order</b>	
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**5. Deferred Matters/Additional Business**

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# 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: **Audit Committee**

## Contact Information

Name: **Ibad Cheema**

City: **London**

Province: **ON**

Postal Code: **N6J4J7**

## Experience and Qualifications

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

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

**I am a professional accountant with almost 10 years of public and private sector experience. I am looking to put my professional skills to use in prudent financial management of the City budget. I have a background in audit and extensive experience with financial reporting and analysis. Having lived in London for the past year (moved from Toronto), I feel this city has a lot to offer and I want to be a part of making this city one of the best to live in Canada.**

**I am eager to learn from the experience of more senior board members and get a better understanding of the city financials.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**The audit committee is an integral part of the Board as it is responsible for financial oversight. A sound financial platform is essential for any well functioning organization or administration. I will support the Board by bringing a relevant skillset as well as years of public sector experience in order to ensure that there is a high level of financial oversight.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**My community involvement began in highschool and continues to this day. In a professional capacity I am a CPA mentor for Chartered Professional Accountants of Ontario. I am also a mentor at my alma mater (Rotman Commerce-University of Toronto). I am involved in various charity organizations such as Beneficent (an organization that provides interest free loans to individuals in dire need).**

**I am also in the final stages of completing a masters in engineering with an emphasis in data analytics, this gives me a better understanding of the feature importance of the financial data under review at the Audit committee.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Social media**

If you selected 'Other', please specify:

Submitted on: **10/11/2022 3:25:34 PM**

# 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: **Committee of Adjustment**

## Contact Information

Name: **MOHAMED MOHAMED EL HADARY**

City: **London**

Province: **ON**

Postal Code: **N6E 2R3**

## Experience and Qualifications

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

**I don't have experience on a London Board or commission, but I have long experience in infrastructure projects management, supervision, feasibility studies, engineering, design and procurement.**

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

**I want to serve my community either through the creating and implementing the plans for infrastructure projects and apply the codes, standard and local regulations to avoid any risks for the public and enhance the projects or solve the public problems based on the lessons learned from previous matters or problems and our knowhow using the available tools and materials.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will support the board, or the commission based on my long experiences in the several sides of the business in my Career and my background in the engineering, procurement and construction management**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have over 30 years experiences in the project's feasibility studies, engineering, design, procurement and project management.**

**I have Bachelor, Master and PhD in Engineering and Design**

**I have four professional engineering licenses in Canada (PEO, PEGNL, NAPEG for Northwest and Nunavut Territories).**

Attach resume or other document here, if needed: **MH-Resume-PhD-Gen-City-Sep. 15, 2022.pdf**

Attach more files here, if needed: **P.Eng. Certificate-PEO.pdf**

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Other**

If you selected 'Other', please specify: **HIKMA**

Submitted on: **10/19/2022 12:09:35 AM**

## Mohamed El Hadary, PhD., P.Eng., M.ASME

### SUMMARY OF QUALIFICATIONS

Accomplished Managing Director bringing over 30 years of international and local experience in tender's preparation/evaluation, proposals, business and financial planning, engineering /design, procurement, construction management, coordination, site supervision and projects management. Reviewing, and approving engineering drawings (PFD's, P&ID's, layouts, and details), documents, deliverables, project schedules, man-hour and allocated budgets. Engineering, design, construction tenders, preparation, administrating the contract and provide engineering support from design stage, construction, installation stage, closeout stage and substantial inspection of the installation / construction, testing and commissioning of oil / gas facilities, large thermal power generation plants, cogeneration plants, , industrial plants, mining (concentrators & smelters), infrastructures, and buildings services fields. Demonstrated successful history of leadership, Feasibility Studies, Engineering, Design, Technical Consultations and Project Management accomplishments. Experience in participating in managing projects of values from US\$150 Million to US\$4,743 Million and adding valued changes to promote engineering, design, and operational development. Used multi-sides strategy to simplify the company's internal systems, enhance revenue and the profits.

### SKILLS

- Health, safety, & environment (HSE) implementation.
- Decision making, identifying, and resolving engineering and construction field problems.
- Optimum engineering / design & construction solution
- Front end engineering design (FEED) and pre-project planning
- Projects management and executive leadership
- Quality assurance and quality control implementation.
- Tenders cost, man-hours estimation, proposals, and contracts preparation.
- Projects pre and detailed Feasibility Studies.
- Projects materials and equipment procurement.
- Multi disciplines (Civil, Structure, mechanical, piping, electrical and Instrumentation & Control) monitored, reviewed and coordination.
- Multiple EPC / EPCM projects management and coordination with stakeholders in addition to contractors from design to closeout.
- Projects progress, target schedule update, monitoring and follow up.
- Preparing, monitoring & improving company's business and financial planning for achieving business goals, strategies, success, profits, and growth.
- Team building skills and maintaining client's and consultant's relationships.
- Collection / sharing previous lessons learned as the projects progresses and applied them for next projects.
- Storage tanks, pressure vessels, sizing & data sheets
- Piping, pipelines, and mechanical systems sizing & hydraulic calculations, and welding procedures.
- Fuel, water, slurry & fire pumps, sizing, data sheets, selection and RFQ.
- Air / gas compressors, gas conditioning, compression systems, sizing, data sheets, selection and RFQ.
- Diesel engines, gas / steam turbines, combined cycle, sizing, data sheets, selection and RFQ.
- Heat exchangers, boilers sizing, data sheets, selection and RFQ.
- HVAC systems design sizing, selection, data sheets.
- Water and waste treatment plants design and selection.
- Mining and minerals concentrators & smelters process design, selection and RFQ's.
- Project basis of design, design criteria, mechanical equipment, materials, specifications, and selection,
- Projects field shop drawings and as-built drawings.
- HAZOP and HAZID review and risk assessment.
- Computer programs such as Microsoft Word, Excel, Outlook, MS Project, Power Point.
- Experience with engineering software's such as Fluid Flow, SIMFLEX-II, CAEPIPE, AutoPipe, Thermoflow (Heat Balance), Bentley hammer & HAP (HVAC).
- AutoCAD, 3D smart plant model, smart Plant P & ID's & piping, and equipment sizing & selection programs.
- Experience with Codes & Standards; ASME / ANSI, ASTM, API, NFPA, ASHRAE, CSA, IMC, OBC, Local Regulations and ARAMCO Standards.

### EDUCATION

- Doctor of Philosophy (Ph.D.), Master (M.Eng.) and Bachelor (B.Eng.) degrees in Mechanical Engineering and Design.

### WORK EXPERIENCE

**Senior Mechanical Engineer, Westinghouse Electrical Canada-(EPCM) Power Generation, Pipelines, WTP, Infrastructure, Industrial, and commercial Buildings Services Fields -Bruce Power and Canadian Nuclear Laboratories (CNL), ON 2021-2021**

- Prepared tenders, proposals, cost estimation, man-hours, engineering, conceptual design, of the power plant auxiliary systems, balance of plant, and water pipeline extension to the existing WTP from Bruce Power A to Bruce Power B.

- Prepared tenders, proposals, cost estimation, man-hours, and tender submission of the Boiler No. 4 economizer removal from building B420 & upgrade the air intake combustion air fans with all required activities for Canadian Nuclear Laboratories (CNL).
- Prepared tenders, proposals, cost estimation, man-hours, engineering, conceptual and developed the mechanical / piping detailed design drawings, rotating and static mechanical equipment sizing & selection, piping, and various pipelines sizing, hydraulic calculations, and developed the specifications for the power balance of plant and Industrial facilities. Reviewed and evaluate the existing mechanical / piping design systems.
- Engineering & design of the heating system for the service building-Douglas point plant-Canadian Nuclear Laboratories (CNL).

**Engineering / Project Manager, ChemKleen Environmental Solutions- (EPC) Thermal Power Generation, Process Facilities, and Industrial Plants, Municipalities and Buildings Services Fields -Nunavut/ Northwest, Yukon, and Alberta, 2018-2020**

- Prepared tenders, proposals, cost estimation, man-hours, conceptual and detailed engineering / design drawings, process flow diagrams (PFD's), piping and instrumentation diagrams (P & ID's), mechanical equipment, piping, various pipelines layouts and details of process, industrial, facilities plants and building services fields.
- Prepared piping / pipeline sizing, calculations, and analysis, rotating and static mechanical equipment, HVAC sizing, selection, and data sheets. Designed & sized WTP, WWTP, fire-fighting and prepared / reviewed piping stress analysis / pipe supports.
- Prepared design criteria, specifications, materials and equipment selection, data sheets, BOQ, RFQ's of the mechanical, piping, and instrumentation works. Site shop drawings due to site changes and vendor's bids/quotations evaluation and selection.
- Oversee project health, safety, and environment (HSE) procedures, various construction materials, budgets, target schedule update, subcontractors' invoices and implementation of codes, standards, and local regulations.
- Managed and handled multiple projects at Nunavut, including design review, materials procurement, and site supervision and project management of civil, structure, piping, mechanical, electrical, instrumentation and control construction/installation works.

**Principal / Lead Engineer, Project Manager (assistant)-WorleyParsons, Eastern Canada (EPCM), Minerals, Metals, Power Generation & Oil/Gas: Alderon-Kami Iron Ore Project-Mining (NL) & Bahodopi Matte Refinery FEL 3 (PT Vale). 2012-2017**

- Prepared projects feasibility studies, prepared, reviewed the project engineering / detailed design drawings (PFD/P&ID's), mechanical equipment / piping arrangement and details, design criteria, material specifications, materials, and equipment selection. Reviewed and approved design by agencies and vendor's technical / commercial offers.
- Managed site project management for construction / installation works of piping and mechanical systems according to codes, standards, local regulations and health, safety, and environment (HSE) procedures. Provided site construction, installation engineering and design technical support. Resolutions for design verifications, disciplines technical and construction interfaces. Monitored, reviewed, and evaluated all contractor's performance for the completed works and invoice's approval.
- Prepared piping/pipeline sizing and various calculations, and analysis. Rotating and static mechanical equipment sizing and selection. Site utilities WTP design, fire-fighting calculations and HVAC sizing, selection, and data sheets. Hydrotest calculations, and prepared / reviewed piping stress analysis / pipe supports.
- Prepared materials and equipment data sheets, bill of quantity (BOQ), and request for quotations (FRQ) of the mechanical, electrical, instrumentation/control works. Coordinated with Vendor's supplies and evaluated their technical and commercial bids/quotations then selected the distinguished vendors based on meeting the specifications, prices, and delivery period.
- Attend site weekly follow up meetings, defined the engineering, design, materials, and construction problems, issued report, proposed the resolutions, prepared actions list and responsible persons and execution period.

**Senior Engineer, Fluor Canada Ltd. (EPCM), St. John's, (Change Management team) - Newfoundland, Vale Inco – Long Harbor Nickel Processing and smelting Plant– Mining, Minerals, Thermal Power generation & Oil/Gas Project; 2010-2012**

- Prepared piping / pipeline sizing and hydraulic calculations. Rotating / static equipment, Designed & sized WTP, WWTP, fire-fighting calculations HVAC sizing, selection, and data sheets. Prepared / reviewed piping stress analysis / pipe supports.
- Issued materials request for quotations (RFQ), reviewed / approved design by agencies & vendor's technical / commercial offers.
- Verified the compliance of vendor's equipment offer with codes, Acts, CSA standards, health, safety, and environment.
- Monitored, supervised, and evaluated the site subcontractor's performance to ensure that all supplied materials, construction, and installation of the mechanical and piping systems works are meeting the project specifications, design drawings and in compliance with the codes, standards, health, safety, and environment (HSE) procedures and local regulations.
- Attend the regular site meetings, listed site problems, proposed the resolutions, issued report and actions list and responsible persons, and coordinate the work sequence and interfaces between the various project disciplines.

**Engineering Manager / Project manager, Arabian BEMCO Contracting Co. (EPC), Jeddah, Saudi Arabia; Saudi Electricity Company, Saudi Aramco oil company, and Yanbu Petrochemical (Yanpet); Thermal Power Generation, Cogeneration, Pipelines, Industrial and Oil / Gas Facilities Projects;** 1992-2010

- Prepared projects feasibility studies, tenders, proposals, cost estimation, engineering, conceptual and developed the detailed design drawings, process flow diagrams (PFD's), piping and instrumentation diagrams (P & ID's), mechanical equipment, piping, various pipelines arrangement and details.
- Prepared piping / pipeline sizing, calculations, and analysis. Rotating and static equipment sizing and selection. WTP design, fire-fighting calculations, HVAC sizing, selection, and data sheets. Prepared / reviewed piping stress analysis and pipe supports.
- Prepared /reviewed project conceptual and detailed drawings, design criteria, scope of work, specifications and material selection, issue BOQ's, RFQ's, evaluated vendor's technical / commercial offers, in compliance with specification, codes, standards, cost, and delivery period.
- Lead and supervised site and engineering / design team works and coordinated between multi engineering disciplines.
- Managed site construction management, coordination, supervision of the mechanical, electrical, instrumentation and control works activities in addition to site problems resolutions, till projects testing/commissioning and final completion.
- Monitored sites mechanical, electrical and control contractors' work and performance, ensuring they are applying the health, safety, and environment (HSE) procedures, meeting project specifications and in compliance with the codes, standards, and local regulations, approved the contractor's invoices and change orders.
- Hold regular site technical and project management meetings, defined the problems, proposing the resolution, issued report and actions list with responsible persons and execution period.

**Senior Mechanical / Piping Engineer, Saudconsults Services Company, (EPCM), Al-Khobar, Abqaiq, Saudi Arabia, Saudi Aramco Oil Company–Saudi Electricity Company-Oil and Gas, Industrial & Power Generation Projects;** 1987-1992

- Prepared tenders, proposals, cost estimation, conceptual and detailed design drawings PFD's, P & ID's, equipment, piping arrangement, various pipelines plant's layouts and details. Prepared scope of work, specifications & material selection
- Prepared piping/pipeline sizing, hydraulic calculations, rotating, and static equipment sizing, selection, and data sheets. Bill of quantity, Pipeline route, prepare / review piping stress analysis, hydrotest calculations & pipelines hot tapping connections.

**Special Technical and Managerial Missions and Notable Completed Projects**

1. Power and mechanical plant-diesel fuel system development projects (main fuel & day tanks, fuel pipelines, valves, fired boilers, & water heaters) for four identical locations (Engineering, Procurement, Construction and Project Management)-Rankin Inlet & Chesterfield Inlet, Nunavut, Canada-Value: \$2,350,000 completed in November 2020 – Title: Engineering & Projects Manager.
2. Power plant diesel fuel system development (main fuel tank, fuel pipeline, valves, and day tank) – Kugaaruk-Nunavut, Canada - Value: \$230,000, completed in October 2018 - Title: Engineering and Project Manager.
3. Kami Iron Ore Concentrator Plant Project (Engineering, Design, Procurement and Construction Management)-Labrador, NL, Canada-Value: \$120,000,000, started in 2012 and completed in 2015-Lead Engineer & Manager assistant (Mechanical & Piping)
4. Long Harbor Nickel Processing Plant, (Engineering, Design, Procurement and Construction Management) – St. Johns, NL Canada - Value: \$170,000,000 started in 2010 and completed in 2012 – Title: Senior Engineer (Mechanical & Piping).
5. Thermal Energy Storage System / Turbines Inlet Air Cooling system, Saudi District Energy, (Feasibility study, Engineering, Design, and Procurement) -Saudi Electricity Company, Saudi Arabia – Value: \$160,000,000, started in 2010 and completed in 2012 - Title: Consultant (Mechanical / Piping and Infrastructure Services).
6. Qurrayat Power Generation Plant, (Diesel, Crude and N. Gas Fired Turbines), 250 MW, (Feasibility study, Engineering, Design, Procurement and Construction management) Power and Water - Saudi Electricity Company, Saudi Arabia – Value: \$90,000,000, started in 2009 and completed in 2011-Title: Engineering / Project Manager and Consultant (Mechanical / Piping, Infrastructure and Building Services).
7. Riyadh Power Generation Plant No. 10, (Diesel, Crude & N. Gas Fired Turbines-Combined Cycle), 4300 MW, (Feasibility study, Engineering, Design, Procurement and Construction management) Power and Water- Saudi Electricity Company, Saudi Arabia-Value: \$4,743,000,000, started in 2005 and completed in 2010-Title: Engineering and Project Manager (Mechanical / Piping & Infrastructure Services).

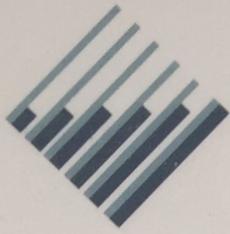
8. Qurayyah Power Generation Plant, (Diesel, Crude & N. Gas Fired Turbines-Combined Cycle), 3100 MW, (Feasibility study, Engineering, Design, Procurement and Construction management) Power and Water- Saudi Electricity Company, Saudi Arabia – Value: \$3,085,000,000, started in 2002 and completed in 2006-Title: Engineering and Project Manager (Mechanical / Piping, Infrastructure and Building Services).
9. Riyadh Power Generation Plant No. 9, (Diesel, Crude & N. Gas Fired Turbines-Combined Cycle), 2800 MW, (Feasibility study, Engineering, Design, Procurement and Construction management) Power and Water - Saudi Electricity Company, Saudi Arabia – Value: \$2,786,450,000, started in 2000 and completed in 2003-Title: Engineering and Project Manager (Mechanical / Piping, and Building Services).
10. Qassim Power Generation Plant, (Diesel, Crude and N. Gas Fired Turbines), 400 MW, (Feasibility study, Engineering, Design, Procurement and Construction management) Power and Water - Saudi Electricity Company, Saudi Arabia – Value: \$150,000,000, started in 1999 and completed in 2001-Title: Engineering and Project Manager (Mechanical / Piping & Infrastructure Services).
11. Asir and Jizan Power Generation Plant, (Diesel, Crude and N. Gas Fired Turbines), 320 MW, (Feasibility study, Engineering, Design, Procurement and Construction management) Power and Water - Saudi Electricity Company, Saudi Arabia – Value: \$120,000,000, started in 1997 and completed in 2000-Title: Lead Engineer.
12. Saudi Aramco refinery / gas plant flare stacks system modification, (Engineering, Design, Procurement and Construction/Installation) -Saudi Arabia – Value: \$8,000,000 started in 1996 and completed in 1998 – Title: Lead Engineer.
13. Riyadh Power Generation Plant No. 7, (Diesel, Crude and N. Gas Fired Turbines), 550 MW, (Feasibility study, Engineering, Design, Procurement and Construction/Installation) Power and Water - Saudi Electricity Company, Saudi Arabia – Value: \$206,250,000, started in 1992 and completed in 1996-Title: Senior Engineer.
14. Natural Gas, fuel oil, fire and services water pipelines, several sizes from 8” to 42”, 2 km to 44 km length-Power and Water - Saudi Electricity Co., KSA, Values between \$3,000,000 to \$100,000,000 completed on intervals periods thru 1992 to 2010 years.

#### **REGISTRATIONS/AFFILIATIONS**

- Professional Engineers & G. Northwest & Nunavut Territories, Canada (NAPEG), P. Eng. License. 2018-present
- Professional Engineers & G. Newfoundland Canada (PEGNL), P. Eng. License. 2014-present
- Professional Engineers Ontario Canada, (PEO), P. Eng. License. 2013-present
- American Society of Mechanical Engineers (ASME), member, USA. 1994-present
- Project Management Professional-PMP Certification process, Canada In progress
- Canadian Society of Mechanical Engineers (CSME), member, In progress

#### **SPECIAL TECHNICAL EXPERTISE/SPECIALIST COURSES**

- Thermal / Steam / Combined Cycle Power Generation Plant Heat Balance Calculation Training Course Using Thermoflow Software, Thermoflow, Inc., Jeddah, Saudi Arabia. 2009
- AutoPipe stress analysis software training course–Worley Parsons Toronto, Canada 2012
- Smart Plant Material Training Course- Worley Parsons Office, Toronto, Canada 2013
- Smart Plant Piping & Instrumentation Diagrams Training Course- Worley Parsons, Toronto, Canada 2013
- Bentley water hammer software training course-Worley Parsons, Toronto, Canada 2014
- Supervisor health and safety (HS) awareness certificate (Canada Safety Council), Canada 2020
- Personal protective equipment safety training certificate (Canada Safety Council) , Canada 2020
- Slips, trips, and falls safety training certificate (Canada Safety Council) , Canada 2020
- Fire safety training certificate (Canada Safety Council) , Canada 2020
- WHMIS safety training certificate (Canada Safety Council) , Canada 2020



# Professional Engineers Ontario

## L i c e n c e

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Issued under the Professional Engineers Act to

**Mohamed Mohamed El Hadary**

Licence Number: 100146617

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who is hereby entitled to practise as a

**P r o f e s s i o n a l   E n g i n e e r**

in the Province of Ontario and who is registered as a member of  
the Association of Professional Engineers of Ontario

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Given under the Corporate Seal of the Association at the  
City of Toronto this:

15<sup>th</sup> day of November, 2013

*A. Beugnon, P. Eng.*  
President

*[Signature]*  
Registrar

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Association of Professional Engineers Ontario. This certificate is the property of the  
Association and must be surrendered on revocation, cancellation, suspension or resignation.



# 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: **Committee of Adjustment**

## Contact Information

Name: **Donald (Don) Millar**

City: **London**

Province: **ON**

Postal Code: **N6G 5S1**

## Experience and Qualifications

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

**This is my first time applying for a London Board or Commission. However, I ran my own business, Millar Sports Chiropractic on Horton Street for 36 years, and I had to deal with the Building and Planning Divisions many times for renovations, parking lot, and wheelchair ramp for the two locations where I had my business over the years.**

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

**I hope to contribute my voice to the discussion on minor variances and consents based on my experience running my own business for 36 years; and to provide input on their implementation with an emphasis on how progressive and forward thinking developments can be a benefit in the area of minor variances and consents on properties.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will support the work of the Committee of Adjustment by contributing ideas, participating in open dialogue, and committing to the practices and procedures that are involved. I will strive to achieve a balance between the rules of the City and the welfare of the applicants and always put a positive spin on the rulings of the Committee.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have been on the organizing committee of five major sports events when they came to London - The Canada Summer Games, the Canadian Women's Open (twice), The Scott Tournament of Hearts, and The Brier. I volunteered as the Team Chiropractor for four of London's top sports teams - London Knights, London Majors, London City Soccer, and the Canadian Rowing Team. I was also involved in many activities outside London, most notably as part of the Polyclinic Medical Team for the Sydney Olympics, the Vancouver World Figure Skating Championships, the Winnipeg Pan Am Games, and the Toronto Pan Am Games.**

**My non-sports community involvement includes Member of the Board of Directors of Junior Achievement of London, including two years as President, as well as member of the Board of both the London Central Lions Club, and the Fanshawe Optimist Club. I was also a member of the London Chamber of Commerce, where I served on the Education Committee.**

**My professional involvement in London includes membership in the London Chiropractic Society for 36 years, including 8 years on the executive as Treasurer, Vice-President, and President.**

Attach resume or other document here, if needed: **Donald Millar Curriculum Vitae Oct 2022.pdf**

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Word of mouth**

If you selected 'Other', please specify:

Submitted on: **10/18/2022 3:03:34 PM**

## CURRICULUM VITAE

DONALD BRIAN MILLAR, B.Sc., D.C., F.R.C.C.S.S.(C). Doctor of Chiropractic, Sports Specialist (Retired)

Address: London, Ontario, N6G 5S1.

Languages: English (fluent - written & oral), French (fluent - written & oral), Spanish (working knowledge).

### Education:

Masonville Public School, London Ontario, Grades K - 6, 1957 - 1964.

Orchard Park Public School, Grades 7 - 8, 1964 - 1966.

Oakridge Secondary School, Grades 9 - 13, 1966 - 1971.

University of Toronto, Toronto, Ontario, Architecture, Year 1, 1971 - 72.

Western University, London, Ontario, Chemistry, Years 1 & 2, 1972 - 74.

University of Guelph, Guelph Ontario, Honours B.Sc., Food Science, 1976

Canadian Memorial Chiropractic College, Toronto, Ontario, Doctor of Chiropractic, 1984 (Cum Laude)

Canadian Memorial Chiropractic College, Toronto, Ontario, Fellow of the Royal College of Chiropractic Sports Sciences, Canada (F.R.C.C.S.S.(C)) 1996

Awards: Clinic Proficiency Award (C.M.C.C.), 1984

### Work Experience:

General Foods Research, Cobourg Ontario - Research Chemist, 1976 - 1980 (4 years).

Lyndhurst Paraplegic Hospital, Toronto Ontario - Orderly, Summer 1981.

Wellesley Hospital, Toronto, Ontario - Orderly, Porter, 1982 - 1984. (3 years)

Paramed, London Ontario - Orderly, Home Care, Summer 1984.

Millar Sports Chiropractic (Owner), London Ontario - Chiropractic Sports Specialist, 1984 to 2020 (36 years)

### Community Sports Involvement in London & District:

Canada Summer Games, London, Ontario - Supervisor of Chiropractic Services, 2001.

Womens' World Hockey Championships London/Mississauga - Medical Volunteer, 2000

Canadian National Rowing Team - Team Chiropractor, 1995 - 2015 (20 years).

London City Soccer Team - Team Chiropractor, 2005 - 2015 (11 seasons). Now Hamilton City in Hamilton.

London Majors Baseball Team - Team Chiropractor, 2007 - 2019 (13 seasons).

London Knights Hockey Team - Team Chiropractor, 2015 - 2016 (1 season). 2016 Memorial Cup Winning Team.

Freedom 55 CPGA Tour Championship of Canada, - Chiropractic Volunteer, 2012 - 2019 (8 Tournaments).

Canadian Women's Open, London Ontario - Charge Chiropractor, 2006 & 2014.

Scott Tournament of Hearts (Canadian Womens Curling Champ's), London Ontario - Director of Medical, 2006.

Brier (Canadian Mens Curling Champ's), London Ontario - Director of Medical, 2011.

Canadian Diving Championships, London Ontario, - Medical Volunteer, 2003.

London Devilettes Womens' Hockey Tournament - Medical Director, 1997 - 2002 (5 years).

London Triathlon - Medical Volunteer, 1986 - 88.

Ontario Winter Games - Medical Volunteer, London 1987.

Western Ontario Sectional Figure Skating Championships, Woodstock Ontario - Medical Volunteer, 1999.

Ontario Festival Synchronized Skating Championships, Woodstock Ontario 2000.

Western University Invitational Figure Skating Competition - Medical Volunteer, 2000.

London Marathon, London Ontario - Medical Volunteer, 1998, 2000.

London Aquatic Club - Medical Volunteer at Tournaments, 2001 - 2002.

### International Sports Involvement

Olympic Games, Sydney Australia - Team Chiropractor for Nicaragua, 2000.

World Figure Skating Championships, Vancouver B.C. - Chiropractic Volunteer, 2001.

Pan American Games, - Chiropractic Volunteer - Winnipeg Manitoba, 1999; Toronto, Ontario 2015.

### Sports Organizations

London Sports Council (Organizing Committee prior to retirement)

## NON-SPORTS COMMUNITY INVOLVEMENT

### Non-Sports Community Involvement in London & District:

London Electric Vehicle Association, London, Ontario - Founding Member 2014 - Present; President 2019 - 2022.  
Board of Directors of Junior Achievement of London (Administration and Fundraising for JA Youth Programs)  
- Member, 1986 - 1990 (4 years); President, 1988 - 1990.  
London Chiropractic Society - Member, 1984 - 2019 (35 years); Treasurer 1992 - 1996; Vice-President 1996 - 1998;  
President 1998 - 2000.  
London Executives' Association, London Ontario - Member, 1986 - 1996. (10 years).  
London Chamber of Commerce - Member 1984 - 1990 (6 years); Education Committee - 1985 - 1990.  
London Central Lions Club, London Ontario - Member 1984 - 1990 (6 years). Board Member 1988 - 1990.  
Fanshawe Optimist Club, London Ontario - Member 1993 - 2003 (10 years). Board Member 2000 - 2003.  
Look Out Local (LOL), London Ontario - Member 2015 - Present (7 years). Event organizer 2016 - 2018.

### Personal Sports Involvement:

London Legion Track & Field Club - Masters Member, 2007 - 2011.

### Awards:

Junior Achievement of London - Entrepreneur of the Year, 1992.  
Fanshawe Optimist Club - Optimist of the year, 1994.  
Ontario Masters Track & Field Association  
- Provincial Championships - Silver medal in 100M & 200M races, 2011.  
- Canadian Championships - Bronze medal in 100M & 200M races, 2011.

### Other Community Involvement Outside London

Canadian Institute of Food Science and Technology, Toronto Chapter - Member 1976 - 1980 (4 years);  
Board Member, 1978 - 1980.  
Northumberland Players, Cobourg, Ontario - Cast Member in 'Cabaret', 1978;  
Cast Member in 'Don't Drink the Water' 1979.  
General Foods Employee Recreation Club, Cobourg Ontario - Organizer of trips to Toronto Maple Leafs Game  
and O'Keefe Center, 1980.  
Ontario Chiropractic Association, Toronto Ontario - Liason for London and District, 2003 - 2006.

### Youth Involvement:

Member of Junior Achievement of London, 1968-1970.  
Achievers' Association, London Ontario - Member 1968 - 1970 (2 years); President 1969-70.  
Oakridge Secondary School, London Ontario - Track & Field Team 1967, 1968.  
Oakridge Secondary School, London Ontario - Cast Member in the play 'Poor Richard' 1969.  
Oakridge Secondary School, London Ontario - Set Construction for the play 'Annie Get Your Gun', 1971.  
Heart Fund, London Ontario - Door-to-door canvassing 1968 - 1970.  
Canadian Cancer Society, London Ontario - Door-to-door canvassing, 1968 - 1970.

### Youth Awards:

Junior Achievement - President of the Company of the Year, 1969.  
Oakridge Secondary School, London Ontario - Grade 11 English Award, 1969.  
Oakridge Secondary School, London Ontario - Ontario Scholar, 1971.

**Youth Work Experience in London:**

Red Barn, Wellington & Grey London Ontario - Cashier, Summer 1968.

Simpson's Downtown, London Ontario - Sales, 1968 - 70.

Wolverine Tube Div. Great Lakes Copper, London Ontario - Production Line Worker, Summer 1971.

Haggarty Buist Architects, London Ontario - Office Assistant and Draftsman, Summer 1972.

Supertest Gas Station, Richmond & Piccadilly, London Ontario - Pump Jockey & Service Bay Assistant, Summer 1973.

Silverwoods Dairies Ice Cream Plant (now Nestle Canada), London Ontario, - Popsicle Machine Operator,  
Summer 1974.

Universite Laval, Quebec PQ, - Lab Technician in the Food Science Department, Summer 1975.

# 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: **Committee of Adjustment**

## Contact Information

Name: **Cheryl Miller**

City: **London**

Province: **ON**

Postal Code: **N6C 4W6**

## Experience and Qualifications

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

**I have been a member and current vice chair on the Committee of Adjustment for the last 4 years. Over the past term I have suggested to committee and staff some changes that have made the process more user friendly and streamlined the meeting process. I have near perfect attendance and would like one more term.**

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

**I would like to continue on this committee and use all that I have learned over the past term.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I'm known for doing my homework and come prepared with questions and often site visits to consent items. I try to email Mike Corby, Manager of Planning Implementation, Planning & Development when I have questions that might need research. I am a team player and enjoy the interface between the citizens, committee and staff.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I am a retired City of London Councillor (1987-2010) and chaired the Planning committee for a number of years. I am well versed in the Planning Act R.S.O. 1990 and the London Plan (05/22/2022) and understand Zoning, special districts and primary transit areas. I am currently a Board member and past chair at YOU (30 years). I am also a retired real estate agent and former Broker owner.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Other**

If you selected 'Other', please specify: **Current member of the Committee of Adjustment**

Submitted on: **10/11/2022 10:46:20 AM**

# 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: **Committee of Adjustment**

## Contact Information

Name: **Steve Polhill**

City: **London**

Province: **ON**

Postal Code: **N5W 1G3**

## Experience and Qualifications

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

**I have previously served as a member of the Environmental and Ecological Planning Advisory Committee(EEPAC) for 5 years, starting in 2006 through 2011. I have also sat on the Committee of Adjustment from 2010 until 2014, and again from 2018 to the present, where on both occasions I have held the position of Vice-Chair and Chair.**

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

**As a current member of the Committee of Adjustment, I hope to continue to bring an open-minded and common-sense approach to my position on the committee. I believe that my experience on other boards and committees, my knowledge of the planning process, the official plan guidelines as well as the intricacies minor variance process will be an asset to the committee.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**Through my work on the committee and in the community, I have acquired an ample working knowledge of the planning process and hope to uphold the integrity of the "London plan" while acknowledging that the reason the committee exists is that with a city as diverse as ours, not every project can fit perfectly in the box set out by the Official Plan, and even projects that are the most advantageous to the city may need minor variances.**

**Also, as chair of the Committee of Adjustment, I do my best to make the experience as welcoming and stress-free as possible. Knowing that a large portion of the applicants that come before us are not professional planners but private homeowners and the process can often be confusing and intimidating for someone that doesn't experience it on a regular basis.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**In addition to my time spent on EEPAC and the C of A, as well as being a business partner in London, I have held positions on several volunteer boards and commissions. Such as, being the President of the Optimist Club of London East, the Chair of the East London Canada Day celebration, the Director of Finance for the HOBY Youth Leadership program, and volunteering with the tree planting project on Veterans Memorial Parkway as well as several others.**

**In these positions, I have learned a great deal about conflict resolution and more importantly how to contribute and lead a board full of differing personalities and opinions without the need for conflict resolution.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

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

If you selected 'Other', please specify:

Submitted on: **10/18/2022 2:00:46 AM**

# 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: **Committee of Revision/Court of Revision**

## Contact Information

Name: **Tariq Khan**

City: **London**

Province: **ON**

Postal Code: **N5X 1C6**

## Experience and Qualifications

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

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

How will you support the work of a Board or Commission? (max. 3000 characters): **See enclosed file.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters): **See enclosed file.**

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

Attach more files here, if needed: **City\_Resume.pdf**

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/18/2022 12:44:34 AM**

# About Me

Name: Tariq Khan  
London On.

Professional Background: Bureaucracy, Metropolitan City management, CyberSecurity



## Specialized Trainings & certificates other than routine departmental trainings:

- Introduction to Indigenous Peoples Culture: CPA Canada (2021)
- Negotiation Skills: Strategies for increased effectiveness: Harvard University (2016)
- Cybersecurity: Technology, Application and Policy: MIT (2016)
- Road Traffic Injury Prevention And Control: John Hopkins (2013)
- Enhancing Municipal Service Delivery Capability: Asian Development Bank (1998)
- Software Application Design & Development: Institution of Electrical Engineers (1991)
- Local Council Officers training : Local Government Institute (1989)
- Aboriginal Worldviews and Education University of Toronto ( Contd.)

## Skill Set

- Corporate Governance, Forward planning, Strategic thinking and Commercial awareness.
- Negotiations, confidence & consensus building.
- Promotion of women empowerment
- Inter & intra Cultures & communities engagements.
- Advocacy for Housing, Homeless, Human rights & Indigenous peoples.
- Dealing in Parliamentary affairs ( Provincial & Federal )
- Crises management through 3Rs (resolve, resiliency and rebuild).
- Parliament/Assembly business handling ( Municipal, Provincial & Federal).
- Benchmarking & continuous improvement.
- Cybersecurity, Software, Technology, Application and Policy.
- Citizens representation & advocacy in public sector boards and Advisory committees.

## Portfolios:

- Commissioner London Transit Commission (2018-2022).
- Member Committee of Revision, City of London (2018-2022).
- Chair Integrated Transportation Citizen Advisory Committee (2022- to-date).
- Member Programming council Western Fair Association Canada.
- President Cancer Registries Canada.
- Director Optimist Club ( North London).
- Vice Chair Crime Prevention & Community Safety Advisory Committee, City of London (2018-2022).
- Vice Chair Transportation Advisory Committee City, City of London(2018-2022).
- Curator PlayCanada - Promotion of sports in London.
- Member Environment Advisory Committee, City of London. (2012-15)
- Member Trees & Forest Advisory Committee, City of London.(2016-2018)
- President RASTA Board ( Road And Street Traffic Awareness) Pk (2007-17) addressing over 30 million population.

## Application for Appointment to the Committee/Court of Revision

**Name:** Tariq Khan

**City, Province, Postal Code:** London On. N5X 1C6

### Experience & Qualifications

**If you have experience on a London Board or Commission, please provide dates and details.**

**Dec 19, 2018:** Appointed to the Committee of Revision/Court of Revision

**Term** : December 2018 - November 15, 2022

**Dec 19, 2018:** Appointed to the London Transit Commission

**Term** : December 2018 - November 15, 2022

**Jan, 2019.** : Member Rapid Transit Implementation Working Group ( RTIWG).

**Term** : On completion of its mandate RTIWG was dissolved by the Council in Oct 2020.

### Advisory Committees ( City of London).

#### 2022 - to date

- Chair Integrated Transportation Community Advisory Committee (ITCAC).
- Member Environment sub committee of ITCAC
- Member Mobility Master Plan sub committee of ITCAC
- Member Active Transportation sub committee of ITCAC
- Member Road Safety/ Vision Zero sub committee of ITCAC

#### 2018 - to 2022

- Vice Chair Transportation Advisory Committee (TAC).
- Vice Chair Community Safety & Crime Prevention Advisory Committee (CS & CP).

#### 2016 - 2018

Member at large Trees & Forest Advisory Committee (TFAC)

Member at large Transportation Advisory Committee. (TAC)

#### 2012 - 2015

- Member at large Advisory Committee on the Environment (ACE).
- Representative of ACE on Transportation Advisory Committee(TAC).

**What do you hope to contribute or learn as part of a Board or Commission?**

I have over three decades of diverse experience in public, private and non-profit sectors. My professional experience, education, training & certifications place me in a positive position to contribute to the organization through my skill-set and experience to achieve its mission and goals.

During my tenure, I have attended all meetings of the Committee of revision and actively participated in the process.

With an extensive career in City management & municipal affairs with special reference to appellate authority for municipal tax, revenue, drainage charges, special assessments for local improvement charges, financial management, enforce & maintaining financial discipline & pre-audit of all expenses, I feel myself ready to serve as Member at Committee of Revision/Court of Revision where I can deliver value through my experience, technical expertise and operational understanding.

### **How will you support the work of a Board or Commission?**

I believe in collective wisdom and intelligence. I've commanded public service organizations in a strong unionized and multi culture environment at all levels. Being a 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.

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, 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 act efficiently within mandate, roles & responsibilities entrusted.

I thoroughly understand how to safeguard the interests of organizations at other organization's forums 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 professional experience, education, training & certifications place me in a positive position to contribute to the organization through my skill-sets and experience to achieve its mission and goals.

**3) Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member.**

London has been my home for over a decade. During this time, I have always tried to contribute my diverse experience, exposure, community engagement skills and multilingual capabilities towards the betterment of this city & society by being an active member of the community.

Benchmarking & continuous improvement in public service has been my speciality. My formal educational background is in the field of mathematics/computer science and my experience has been managing public sector large organizations.

By utilizing my research and analytical skills coupled with management-operations & negotiation expertise I find unique solutions to difficult problems/challenges.

Over 33 years of diverse experience serving in Public, Non-profit & Private sectors.

**Public Sector:**

- Provincial Local Government & Community development Department.
  - Periodical inspection of municipalities (over 330 municipalities in province).
  - Assisting Secretary Local government( Deputy minister) for the preparation bills for provincial legislative assembly.
  - Supervision of computerization/automation process in municipalities throughout the province.
  
- **City Management**
  - Routine functions & duties Deputy Chief / acting Chief Officer ( City Manager) City of Lahore.
  - Protocol affairs related to heads of the states during their official visits.
  - Head of the City's Council branch, conduct municipal assembly business.

**Boards & Commissions, Advisory Committees:**

See Question 1 above.

**Non-Profit Sector:**

- Member at Large Western Fair Association.
- Member at Programming Council ( effective from Nov10, 2022)
  
- **Chair Cancer Registries Canada.**
  - Showcase of cancer research academic projects CareTrack.
  - ABCD Project ( Analyzing Breast Cancer Data) at London Health Science Centre.
  - Patient Education Apps ( 22 non-commercial-Apps, free for patients to download/use).

**Private Sector:**

- President Canris Technologies Canada ( 2014-to date)
- Vice President UTNT (2008-2014)
- Lecturer Mathematics & Software ( Operating systems).

**Community Involvement:**

- Director North London Optimist Club.
- **Curator PlayCanada.** Parents Leading Active Youth Canada: Promoting healthy physical activities specially among kids & youth through organized sports ( Indoor / Outdoor). **PlayCanada** a practical, effective & sustainable augmentation of govt's programs/initiatives, hence transforming London into a larger family circle through parents' interaction.
- Active member of various multi-culture community associations and groups.

**Thank you for the Consideration.**

# 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: **Committee of Revision/Court of Revision**

## Contact Information

Name: **Avdija Ramic**

City: **London**

Province: **ON**

Postal Code: **N6J2Y3**

## Experience and Qualifications

If you have experience on a London Board or Commission, please provide dates and details. (max. 3000 characters): **No**

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

**I hope to learn more ablut opinion from people and also to see what needs to fix or make better for community. Also there is challenges for me to help and improve status of city.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I think I can do lot of work because my study background which I got. Master od the Law.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I am working as a Clergy on Bosnian Canadian Islamic Centre London and I work with people every day and help them to resolve their problem. Also I studied master of Law and I am member with school council in Arthur Ford school London and vice chair Saunders High school in London.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

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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:

Submitted on: **10/10/2022 8:58:10 PM**

## 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: **Covent Garden Market Corporation Board of Directors**

### Contact Information

Name: **Tyrrel de Langley**

City: **London**

Province: **ON**

Postal Code: **N6A2T2**

### Experience and Qualifications

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

#### Past board experience:

##### >College of Veterinarians of Ontario

- 2016 to present
- District 1 Councillor, executive member and past president
- govern the practice of licensed veterinarians in the public interest
- accountable to Ontario Ministry of Agriculture Food and Rural Affairs

##### >VCA Med Ops Advisory Board

- 2019 to present
- regional representative
- set national medical policies, protocols
- accountable to VP Medical Operations

##### >Ontario Rabies Advisory Committee

- 2021 to present
- veterinary professional representative
- review rabies data in wildlife, domestic animals and humans
- prepare recommendations
- accountable to Ontario Ministry of Natural Resources and Forestry

##### >London Regional Veterinary Emergency and Referral Hospital; board member and past president

- 2013 to 2016 (approximate)
- oversee management of the organization, set operating and capital budgets, hire and fire personnel
- accountable to shareholders

##### >Ontario Veterinary Medical Association; board member

- 1990-91 (approximate)
- represent regional interests and concerns
- accountable to members

##### >CALAS; board member and past president

- 2010 to 2013 (approximate)
- consideration of industry issues, development of policies and standards

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

#### Contribute:

- bring experience from past boards to the table
- a downtown resident who shops at the Market several times a week and is invested in it's success
- with other board members develop strategies to enhance Market attendance, revenues and overall success

#### Learn:

- board experience at the Municipal level to carry forward to other opportunities
- existing impediments to Market's success and what strategies have failed in the past

How will you support the work of a Board or Commission? (max. 3000 characters):

**Bring extensive prior board experience**  
**Bring extensive operations experience to the table**  
**Bring the perspective of a frequent shopper at the Market**  
**Appropriately prepare for and attend all meetings**  
**Open to understanding the mandate and governance structure of the board**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have an extensive background with experience on various boards as well as years of management experience and training, that I hope to bring to the table. At this stage of life I've developed an increased interest in participating in Municipal activities. I am passionate about downtown; it is my home and the Covent Garden Market is my go-to shopping location. I'm excited to begin my entry into Municipal activities by engaging in something which is important to me.**

**Currently I am employed at VCA since March 2018, as the Area Medical Director Ontario, responsible for medical operations of our hospitals in southwest Ontario. My schedule is flexible so I am able to have the time to prepare and contribute. Another passion (besides mediocre doubles squash games at the London Squash Club on Albert St.) is supporting Salthaven Wildlife Rehabilitation and Education, where I have volunteered for over 30 years as a consulting veterinarian.**

Attach resume or other document here, if needed: **Resume 2022\_London.pdf**

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **9/29/2022 4:55:20 PM**

**Dr. Tyrrel de Langley**  
**DVM, MRCVS, CIM, PMgr, CMgr**  
**London, ON, N6A-2T2**

**Applicable Expertise:**

- Board experience
- Strong directly applicable business operations experience and skills
- Successful management and growth of diverse enterprises

**Applicable Attributes:**

- Success in developing strong enthusiastic teams
- Demonstrated ability to work collegially and effectively with administrative hierarchies, teams, boards and committees
- Efficiently deliver successful outcomes as a senior executive
- Consider evidence-based information as a key foundation to decisions
- Passionate about the Market, the downtown core, and its revitalization

**Administrative and Business Experience:**

**VCA Canada: 2018 – present**

- **Regional Medical Director - London & Sarnia**

**Western University: 2008 - 2017**

- **Director of ACVS Department**
  - Responsible for the 3 divisions of ACVS, including all aspects of management, strategic and change planning, budgets (\$5M), capital acquisitions and staffing (approximately 50 unionized and 3 non-union professional staff)

**Oakridge Animal Clinic: 1988 – 2015**

- **CEO and President**

**Owner and practising clinical veterinarian:**

- several other successful clinics in London and Toronto from 1988 to 2000
- Founding partner of Willowdale Animal Hospital, Toronto's first 24-hour full-service clinic in 1985

**Regulatory Experience:**

**College of Veterinarians of Ontario**

- Provincial regulatory authority for licensed veterinarians
- District 1 Councillor 2017- present; currently past President

**AAALAC and CCAC**

- ad-hoc inspector – international and national accreditation bodies respectively

**Education:**

**University:** Doctor of Veterinary Medicine; Ontario Veterinary College; Bachelor of Science Program; University of Guelph - Not completed due to early acceptance into DVM program

**Relevant Post-Graduate Administrative and Management Certificates and Training**

Certified in Management – Professional Manager

- Canadian Institute of Management; 2015

Advanced Certificate in Professional Leadership; 2015

- Western University Continuing Studies

Professional Certificate in Management; 2015

- Western University Continuing Studies  
University Management Certificate; 2008
- University of Manitoba, CHERD  
Leader Effectiveness Training Short Course; 2002
- University of Western Ontario

**Relevant Committee and Board Experience:**

- VCA Canada Med Ops Advisory Board:** 2019 – present
- Establish national medical and safety policies and standards

**Western University Institutional Committees:** 2000-2017

- ACC
- UCAC
- University Research Board
- Biohazards Subcommittee

**National, Provincial, and Regional committees:**

- College of Veterinarians of Ontario –District 1 councillor (currently) and past president
- Ontario Veterinary Medical Association – past London Veterinary Association representative
- London Veterinary Emergency and Referral Clinic – past board member and president
- CALAM – past president
- Partners in Research – past patron and fundraiser
- London Squash Club – past membership committee
- Parkwood Hospital Pet Therapy Program – development committee (past)
- Salthaven Wildlife Rehabilitation Centre – strategic planning committee - current
- Ontario Rabies Advisory Committee - current

**Professional Licenses and Memberships:**

- College of Veterinarians of Ontario (CVO)
- Royal College of Veterinary Surgeons (RCVS)
- Canadian Institute of Management (CIM): Charter and Professional Manager Qualifications
- Canadian Veterinary Medical Association
- Ontario Veterinary Medical Association

**Volunteer Activities:**

- Canadian Veterinary Reserve – reservist
- Salthaven Wildlife Rehabilitation and Education – consulting veterinarian
- VCA Paw It Forward – charity events participant

**Language Skills:**

- English – excellent written and oral
- French – conversational oral

# 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: **Covent Garden Market Corporation Board of Directors**

## Contact Information

Name: **Claudio De Vincenzo**

City: **London**

Province: **ON**

Postal Code: **N5X3V5**

## Experience and Qualifications

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

**Covent Garden Board of Directors  
(March 2004 - Dec 2010 Director and Vice Chair)  
Covent Garden Board of Directors  
2018-2022 - Director**

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

**I am a fifty-eight year resident who wishes to participate in the continued growth of downtown London. I genuinely want to give back to my London for the opportunities it has provided my family, not the least was excellent educational opportunities and a good life in London. I believe that the continued success of the Covent Garden Market depends on the involvement of all Londoners and I will represent the city responsibly and with integrity on all matters.**

**I will use my experience as a previous member (Director and Vice Chair) on the Covent Garden Market Board I ensure that decision was made that were fiscally responsible and ensured that I was educated on all issues before they came to the board. I also supported the use of the Market by various community group to show case the diversity we have in London.**

**As a Director and Vice Chair of Residenza Affordable Housing (RAH) - a non-profit charity that built (in 2011) and currently runs a 52 - unit affordable housing seniors building in east London. And opened a second affordable housing project for 60 new units in 2020. RAH is also part of the Vision SoHo Alliance looking to build a total of 680 new apartments on the Old Victoria Hospital Lands on South St. Past member, 2002-2009, of Brescia College's Planning and Facilities Committee, involved in the addition of new offices and classrooms which opened in September 2003 and the Beryl Ivey Library.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I have the interest and knowledge to contribute positively to continued success of the Market and its role as a focal point in London. I have a strong work ethic and am known for completing tasks on time and on budget. I am known to be a quick study on complex issues.**

**I believe I can bring unique ideas to the management and control of the Market and how it can continue to grow with the added people moving into and studying in London's core.**

**I ensure that I will meet my meting and duty obligations required to fulfill this position.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Work experience:** I have worked at GM Electro-Motive/GDLS-C in London for 39 years in various positions of increasing responsibility, including Manufacturing, , Project Management, Facility start-ups and Program Management of defence and locomotive contracts.

**Education:** -Master of Business Administration - University of Western Ontario (Ivey). - Honours Bachelor of Arts - University of Western Ontario. -Industrial Management Certificate – Fanshawe College. -Human Resources Management -Certificate – Fanshawe College.

**Skills:** Excellent listening, oral and written communication skills. Strong analytical skills for implementing solutions to complex problems. Experience in preparations of budgets, forecasts and performance measurement matrices. High level of customer focus and ability to determine customer needs -Bid and Proposal preparation. Contract fact-finding and negotiations (Supplier and Customer). Numerous company training programs in various aspects of industry.

**Experience:** I will use my experience as a previous member (Director and Vice Chair) on the Covent Garden Market Board I ensure that decision was made that were fiscally responsible and ensured that I was educated on all issues before they came to the board. I also supported the use of the Market by various community group to show case the diversity we have in London. As a Director and Vice Chair of Residenza Affordable Housing (RAH) - a non-profit charity that built (in 2011) and currently runs a 52 - unit affordable housing seniors building in east London. And opened a second affordable housing project for 60 new units in 2020. RAH is also part of the Vision SoHo Alliance looking to build a total of 680 new apartments on the Old Victoria Hospital Lands on South St. Past member, 2002-2009, of Brescia College's Planning and Facilities Committee, involved in the addition of new offices and classrooms which opened in September 2003 and the Beryl Ivey Library.

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **9/26/2022 8:07:46 AM**

# 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: **Covent Garden Market Corporation Board of Directors**

## Contact Information

Name: **Justin Dias**

City: **London**

Province: **ON**

Postal Code: **N6J 2Y1**

## Experience and Qualifications

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

**I was a previous member of the Covent Garden Market Board from 2014-2018. That period could be best categorized as a stable period of growth for the Market. I was reappointed to the Market Board in 2021 to fill a vacancy that emerged near the end of the term.**

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

**I have extensive experience in economic development and tourism through a decade long career working in the municipal sector. I hope to bring a tourism and destination development perspective to the Market. As a manager in the tourism sector, I have worked on and overseen programs which have helped to attract tourists and visitors through marketing campaigns and partnerships. I believe the Market can continue to build on its success and further define itself as a destination. I also hope to bring my economic development experience to the Market and to provide unique perspectives about how the Market can support current vendors, evaluate its commercial mix and determine if there are missed opportunities that can be leveraged with community and business partners. I have successfully applied to many provincial and federal grant programs in the past in my professional role and hope to bring that expertise to the Board.**

**Prior to my current career path in economic development and tourism, I also have a decade long career in hospitality and hospitality management. I will bring my economic development, business development and tourism lens and also my hands-on guest management experience perspective to the Board.**

**I hope to continue to learn from fellow Board members about the different perspectives that they bring from all parts of London, and all walks of life. I also hope to bring some continuity to the Board during the challenging time and help share current Board lessons with future Boards.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will continue to push for continuous improvement for all aspects of the Market from both and operational and governance perspective. I will continue to advocate and make decisions at the Board based on the best long-term interest of the Market. While the COVID pandemic required, and may still require, quick decision making for the short-term viability of the Market, I would support a longer-term vision for what the Market should and could be with my voice at the Board. I have demonstrated a strong attendance record at Regular and Special Board meetings over my first term and during my previous term and will continue to be an active member.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I currently sit as a liaison member to a number of business association, business improvement areas boards and economic development committees in my professional role. I will bring that knowledge and experience of board governance and community-based initiatives to the Market Board. I have also participated in a variety of cultural awareness training and lead diversity, equity and anti-racism initiatives in my professional role which could be beneficial to the role of Board Member.**

Attach resume or other document here, if needed: **Justin Dias 2022 Resume.pdf**

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/18/2022 9:58:40 PM**

## **Justin Dias, PMP**

London, ON | N6J 2Y1

### **SUMMARY OF QUALIFICATIONS:**

Project management professional with experience in leading cross-sectional municipal projects, strategic initiatives, communications, community engagement, policy development, operations and economic development.

### **WORK EXPERIENCE:**

#### **Economic Development Officer, County of Perth, County of Perth, September 2021 to Present**

- Lead and manage divisional projects across Perth County's four lower-tier municipalities and community partners. Develop project communications and engagement strategies for staff, council and community stakeholders.
- Lead application development for available funding programs from upper levels of governments including coordinating municipal letters of support, council resolutions or partner contributions as required. Wrote successful funding applications for three provincial and federal grant programs to implement strategic economic development and tourism priorities including COVID-19 recovery
- Facilitate meetings with key stakeholders including real estate professionals, company executives, provincial representatives and local municipal stakeholders related to development inquiries
- Conduct meetings with companies interested in entering the Canadian market through foreign direct investments in Southwestern Ontario
- Provide strategic policy and program advice to the Manager
- Deliver regular updates and information sharing with Committees of Council, BIA's and municipal stakeholder groups

#### **Manager of Economic Development and Tourism, County of Perth, May 2020 to August 2021 (covering a leave)**

- Lead the Economic Development and Tourism Division including staff responsible for economic development, County communications, tourism promotion development and community transit
- Lead the community engagement and communications process for the development of Perth County's Equity, Diversity and Anti-Racism Charter

- Monitor local and regional economic indicators and provide reports and recommendations to the CAO and Council on policy implications and strategies to address economic challenges and community development opportunities
- Develop the annual division budget and multi-year work plan for Council approval
- Manage and support various community development initiatives across Perth County's four lower-tier municipalities, and in partnership with the separated City of Stratford and Town of St. Marys
- Liaise with local MPs, MPPs, ministers and provincial ministries to advocate for the County's business community and support for sectors impacted by COVID-19
- Represent the County on various BIA, Chamber, economic development committees and community partnerships
- Oversee Perth County's \$1.45 million Community Transportation project and support the Transportation Coordinator in implementation of the service
- Member of the County's Emergency Control Group as Communications Lead during declared State of Emergency
- Lead the County's economic response to COVID-19 through engagement with stakeholders via surveys, corporate calling and roundtable discussions
- Responsible for administration, oversight and reporting for provincial and federal grants including two Rural Economic Development Program grants (OMAFRA), Digital Mainstreet grants (FedDev/Communittech/OBIAA) and the Tourism Relief and Recovery Fund (FedDev)

**Consultant, MDB Insight Inc., April 2019 to May 2020**

- Provided project management and consulting services for a portfolio of municipal clients with regards to strategic planning initiative, economic development and communications plans
- Conduct background review and analysis of relevant bylaws, policies, Official and Secondary plans, Council directives and corporate strategies to understand policy context for strategic planning activities
- Support delivery of stakeholder engagement activities including key informant interviews, facilitation of community workshops and planning sessions and the design, administration and analysis of community and business surveys
- Review best practices in municipal service delivery, performance measurement and funding supports to provide strategic recommendations to clients
- Develop communications plans and support materials to assist clients in internal and external stakeholder engagement
- Present interim, draft and final reports to municipal leadership, Council and committees for feedback and approval

**Director of Economic Development and Community Services / Economic Development and Communications Officer, Municipality of North Middlesex, July 2016 to April 2019**

- Provided strategic leadership to the newly created department and reported to Council on the impact of changes in provincial legislation, regulations and other relevant policy considerations
- Engaged in community development activities including liaising with business associations, arts and culture boards, recreation clubs and non-profit community groups
- Responsible for external corporate communications including media relations, social media strategy, public notices and the municipal website
- Developed and implemented economic development programs including business recognition, Business Retention and Expansion (BR&E) programs and façade improvement programs
- Managed municipal agreements with the YMCA, cooperative daycares, service clubs and non-profit organizations with lease and operating agreements within municipally owned facilities
- Supported the delivery of the Community Development Fund which provided seed funding and ongoing grant support to community organizations, volunteer groups and service clubs
- Lead a team of 11 departmental staff including management, operations, seasonal and support staff
- Provided staff support, research and liaison to a number of Committees of Council including the Economic Development Advisory Committee, Recreation Committee, Policy Committee and other ad hoc committees including the Strategic Economic Development Advisory Group
- Responsible for developing the departmental business plan and managing a combined capital and operating budget of \$1.9 million
- Prepared and executed procurement documents and agreements with contractors and service providers

**Economic Development Coordinator, County of Elgin, June 2015 to June 2016 (covering a leave)**

- Administered the County's \$1 million Regional Community Improvement Program (CIP). Implemented the program across multiple departments and the seven lower-tier municipalities in Elgin County
- Represented the County on a number of boards and committees of local and provincial government organizations, education institutions, workforce boards, business associations and community partners. Coordinated cross-sectoral

stakeholder groups to deliver economic development and tourism programs to County businesses

- Delivered public information presentations about the County's economic development and tourism programs
- Provided staff reports to County Council with regards to economic development trends, activities and opportunities
- Coordinated the County's Business Retention and Expansion program. Conducted in depth interviews with businesses in Elgin County's target sectors including tourism, advanced manufacturing, food/agri-business and creative enterprises
- Prepared research packages including relevant business data, available land, workforce and analysis for potential investors
- Generated new business leads and community partnerships through attendance at tradeshow, networking events and referrals

**Community Coordinator, Elgin Middlesex Oxford Workforce Planning and Development Board: September 2013 to March 2015**

- Developed written reports, news articles and other promotional materials on economic development and workforce trends and industry-specific employment outlooks for municipal partners, employment service providers and provincial ministry officials
- Provided labour market information to increase the appreciation and economic potential of underrepresented groups including newcomers
- Convened community planning meetings, data sharing groups and networking events to increase community awareness and utilization of labour market information in rural economies surrounding London
- Developed the Elgin-St. Thomas Workforce Strategy by bringing together key industry and public sector stakeholders in education and training.
- Measured and evaluated the impact of the organization's activities against performance metrics through the use of surveys, quantitative data and qualitative feedback measures

**Research and Communications Assistant, Municipality of Middlesex Centre: June 2013 to September 2013**

- Assisted the CAO in the strategic planning process including helping to develop performance measures for each department's objectives, creating a priority matrix and establishing timelines.
- Researched best practices and provided recommendations with regards to a number of key areas identified by municipal management to help in policy development.

**Kitchen Manager, Best Western Stoneridge Inn,  
June 2003 to September 2011**

- Manager all aspects of a hotel and conference kitchen including staffing, ordering, food preparation and service
- Managed guest experience for wedding and conference guests

**EDUCATION:**

**Certified Economic Developer, Ec.D (in progress)**

*University of Waterloo. 2016 - Present*

Completed the coursework required for the Certified Economic Developer (Ec.D) designation

**Ontario Graduate Certificate in Public Administration**

*Humber College. Toronto Ontario, 2012-2013*

Courses included: Performance Management, Public Sector Finance, Project Management. Focus on provincial level administration

**Graduate Diploma in Public Administration**

*Western University. London Ontario. 2021-2022*

**Bachelor of Arts (Honours)**

*Western University. London Ontario. 2003-2007*

Major in History, Minor in English

**ADDITIONAL RELEVANT TRAINING AND EXPERIENCE:**

**Project Management Professional (PMP) Certification**

Completed certification of the global credential signifying project management proficiency through a combination of coursework, verified hours managing projects and completion of the PMP certification exam

**Board Member**

*Covent Garden Market, London, Ontario, December 2014-December 2019 and November 2021 to present*

**MEMBERSHIPS:**

*Economic Developers Council of Ontario*

*Economic Development Association of Canada*

*Project Management Institute*

# 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: **Covent Garden Market Corporation Board of Directors**

## Contact Information

Name: **RONALD EARNSHAW**

City: **London**

Province: **ON**

Postal Code: **N6H 0C1**

## Experience and Qualifications

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

**16 years on the Market Board from 2002 until 2018, including 8 years as Chair.**

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

**I would like to share my previous Board experience, and bring this Board back to profitability.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will attend all meetings, and engage in discussions to make the Board operate smoothly.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**London police officer for 34 years, including the Downtown Foot Patrol, community volunteer with many organizations for over 40 years.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Word of mouth**

If you selected 'Other', please specify:

Submitted on: **10/13/2022 7:24:01 AM**

# 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: **Covent Garden Market Corporation Board of Directors**

## Contact Information

Name: **Zeba Hashmi**

City: **London**

Province: **ON**

Postal Code: **N6P 0A6**

## Experience and Qualifications

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

**I have served on the London Heritage Council board previously from March, 2018 to September 2020. Additionally, I am heavily involved in community organizations such as the London Muslim Mosque board & the Muslim Resource Center for Social Support and Integration board. I have committed in the past and continue to dedicate time to committee work related to governance, policy, and programming/events. I have also served on the City of London's DIAAC for two terms from 2016 to 2019.**

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

**I hope to learn more about Londoners in general and more about the work conducted to maintain an essential attraction that defines London's core. I hope to support the work already taking place and hope to also bring new perspectives to the table. London is a beautiful city and as it is now the fastest growing city, there is also lots of potential to accommodate the growth and grasp new opportunities.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I hope to contribute in the best way possible. My community-based experience over two decades of serving the communities has brought forth much insight related to understanding objectives, team work, supporting the work, and progressing in the most positive manner towards successful outcomes.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have worked on countless events, programs, & initiatives that bring people together. My purpose in participating in these roles is to foster greater community connectivity in the city and help us learn about our strengths, collaborate and work towards positive outcomes.**

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

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Social media**

If you selected 'Other', please specify:

Submitted on: **10/17/2022 9:45:14 AM**

# Zeba Hashmi, BA, MA

## Education

- **Master of Arts**, Education Administration, University of Windsor (2021)
- **Bachelor of Arts**, Majors in Sociology & Family Studies, University of Western Ontario (2019)
- **Diploma**, Secretarial Studies (1996)
- **Diploma**, Medical Transcription (1997)

## Experience

- **Vice-Chair**
  - London Muslim Mosque Board
  - London Muslim Mosque, London, Ontario
  - December 2021 - Present
- **Candidate**
  - Ontario Liberal Party (April 2022 – June 2, 2022)
- **Internal Outreach Coordinator**
  - Muslim Outreach Committee
  - London Muslim Mosque
  - 2009 - Present
  - Volunteer position
  - Organized hundreds of outreach events and programs (Food drives, intercommunity events, interfaith events, helping the homeless, educational events, etc.)
- **Executive Secretary**
  - London Muslim Mosque Administration
  - April 2020 - January 2022
  - Managing emails, communications, database, website, & facility bookings
- **Board Secretary**
  - London Muslim Mosque
  - June 2012 - April 2019
- **Board Secretary**
  - London Islamic School Board (LIS)
  - November 2009 - November 2012
- **Board Member**
  - EML Provincial Liberal Association
  - September 2020 - Present
- **Manager**
  - Volunteer position
  - Muslim Soup Kitchen (Community operated meal program for those in need)
  - May 2020 - Present
  - Weekly community meals for those in need. Volunteer run. Free lunch. Open to all.
- **Board Secretary**
  - Muslim Resource Center for Social Support and Integration (MRCSSI)
  - November 2019 - Present (2 years 3 months)

- **Director, Board**
  - Islamic History Month Canada
  - 2013 - Present (9 years)
- **Community Engagement & Outreach Representative**
  - Muslim Association of Canada Westmount (MAC London Chapter)
  - December 2019 to September 2022
  - Organized community outreach collaborations and events
- **Delegate**
  - Ontario Liberal Party
  - Provincial Leadership Convention
  - February 2020
- **Nomination Contestant**
  - Liberal Party of Canada
  - July 2021 - August 2021
- **Member**
  - University of Windsor
  - Conference Organizing Committee
  - October 2020 - April 2021
  - 'The Changing Face of Education': 2021 Faculty of Education Graduate
- **Director, Board**
  - Caring Canadians Society
  - Caring Canadians Society, London ON
  - March 2019 - October 2020
- **Director, Board**
  - London Heritage Council
  - July 2018 - October 2020
- **VP Events & Communications**
  - PCA London (Pakistan Canadian Association London & Surrounding Area)
  - April 2019 - August 2020
  - Elected position
  - Lead many initiatives inclusive of outreach activities, events, and townhalls
- **Fundraising Event Organizer**
  - The Citizens Foundation Canada
  - January 2019 - April 2020 (1 year 4 months)
  - Non-profit organizing helping educate children who live in poverty Pakistan
- **Member, DIAAC, City of London**
  - City of London, Diversity, Inclusion, Anti-Oppression, Advisory Committee (DIAAC)
  - Member, Diversity Race Relations Inclusion Awards (DRIAA) Subcommittee
  - March 2015 - February 2020
- **Organizer**
  - Doors Open London program by the London Heritage Council
  - Doors Open initiative at the London Muslim Mosque 2009 - 2020
  - City-wide initiative to welcome visitors at an open house. An annual event at the LMM to foster interaction and engagement with greater London community.
- **Placement**
  - Pillar Non-profit Network
  - Assisting the Director of Equity, Inclusion, & Governance
  - October 2017 - April 2018
- **Volunteer**

- Canadian Mental Health Association, London, ON
- March 2015 - August 2015)
- **Lead**
  - Muslim Association of Canada London Chapter
  - Arts & Media Committee, MAC
  - May 2013 - September 2014
  - Lead a group of youth to organize initiatives related to the arts and entertainment
- **Tutor**
  - Hutton House
  - Adult Literacy Program, Hutton House
  - September 2009 - September 2012
  - Volunteer Tutor working with adults with learning disabilities
- **Administrative Assistant**
  - McGill University
  - Dept. of Epidemiology & Biostatistics
  - 1998-1999

# 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: **Covent Garden Market Corporation Board of Directors**

## Contact Information

Name: **Tariq Khan**

City: **London**

Province: **ON**

Postal Code: **N5X 1C6**

## Experience and Qualifications

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

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

How will you support the work of a Board or Commission? (max. 3000 characters): **See enclosed file.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters): **See enclosed file.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

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

If you selected 'Other', please specify:

Submitted on: **10/18/2022 1:29:58 AM**

# About Me

Name: Tariq Khan  
London On.

Professional Background: Bureaucracy, Metropolitan City management, CyberSecurity



## Specialized Trainings & certificates other than routine departmental trainings:

- Introduction to Indigenous Peoples Culture: CPA Canada (2021)
- Negotiation Skills: Strategies for increased effectiveness: Harvard University (2016)
- Cybersecurity: Technology, Application and Policy: MIT (2016)
- Road Traffic Injury Prevention And Control: John Hopkins (2013)
- Enhancing Municipal Service Delivery Capability: Asian Development Bank (1998)
- Software Application Design & Development: Institution of Electrical Engineers (1991)
- Local Council Officers training : Local Government Institute (1989)
- Aboriginal Worldviews and Education University of Toronto ( Contd.)

## Skill Set

- Corporate Governance, Forward planning, Strategic thinking and Commercial awareness.
- Negotiations, confidence & consensus building.
- Promotion of women empowerment
- Inter & intra Cultures & communities engagements.
- Advocacy for Housing, Homeless, Human rights & Indigenous peoples.
- Dealing in Parliamentary affairs ( Provincial & Federal )
- Crises management through 3Rs (resolve, resiliency and rebuild).
- Parliament/Assembly business handling ( Municipal, Provincial & Federal).
- Benchmarking & continuous improvement.
- Cybersecurity, Software, Technology, Application and Policy.
- Citizens representation & advocacy in public sector boards and Advisory committees.

## Portfolios:

- Commissioner London Transit Commission (2018-2022).
- Member Committee of Revision, City of London (2018-2022).
- Chair Integrated Transportation Citizen Advisory Committee (2022- to-date).
- Member Programming council Western Fair Association Canada.
- President Cancer Registries Canada.
- Director Optimist Club ( North London).
- Vice Chair Crime Prevention & Community Safety Advisory Committee, City of London (2018-2022).
- Vice Chair Transportation Advisory Committee City, City of London(2018-2022).
- Curator PlayCanada - Promotion of sports in London.
- Member Environment Advisory Committee, City of London. (2012-15)
- Member Trees & Forest Advisory Committee, City of London.(2016-2018)
- President RASTA Board ( Road And Street Traffic Awareness) Pk (2007-17) addressing over 30 million population.

## Application for Appointment to the Covent Garden Market Corporation Board.

**Name:** Tariq Khan

**City, Province, Postal Code:** London On. N5X 1C6

### Experience & Qualifications

If you have experience on a London Board or Commission, please provide dates and details.

**Dec 06, 2018:** Appointed to the Committee of Revision/Court of Revision  
**Term** : December 2018 - November 15, 2022

**Dec 19, 2018:** Appointed to the London Transit Commission  
**Term** : December 2018 - November 15, 2022

**Jan, 2019.** : Member Rapid Transit Implementation Working Group ( RTIWG).  
**Term** : On completion of its mandate RTIWG was dissolved by the Council in Oct 2020.

#### Advisory Committees ( City of London).

##### 2022 - to date

- Chair Integrated Transportation Community Advisory Committee (ITCAC).
- Member Environment sub committee of ITCAC
- Member Mobility Master Plan sub committee of ITCAC
- Member Active Transportation sub committee of ITCAC
- Member Road Safety/ Vision Zero sub committee of ITCAC

##### 2018 - to 2022

- Vice Chair Transportation Advisory Committee (TAC).
- Vice Chair Community Safety & Crime Prevention Advisory Committee (CS & CP).

##### 2016 - 2018

Member at large Trees & Forest Advisory Committee (TFAC)  
Member at large Transportation Advisory Committee. (TAC)

##### 2012 - 2015

- Member at large Advisory Committee on the Environment (ACE).
- Representative of ACE on Transportation Advisory Committee(TAC).

### **What do you hope to contribute or learn as part of a Board or Commission?**

Covent Garden Market depicts the history of London as well. Technically it existed even a decade before the incorporation of the city of London in 1855. Since its presence from start, it has provided Londoners a place of intermingle, fair, festival and community get together. Keeping in view increasing traffic load in downtown and especially around the market area, there will be a need to address such challenges on a long term basis.

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 in managing public sector large organizations. By utilizing my research and analytical skills coupled with management-operations & negotiation expertise I find unique solutions to difficult problems/challenges so would like to work with staff and fellow board members to formulate plans and strategies to keep the market's historic value intact and even planning for its virtual expansion.

I have over three decades of experience in public & private sectors hence I thoroughly understand the working of govt & corporate sectors and public perception/expectations from such bodies hence will be a useful resource for the organization to assist in drafting/improving policy making, bylaws, strategic planning and improvement in prevailing practices, processes & procedures to meet with public demands, challenges and expectations.

With an extensive career in management, municipal administration, human resources, public health & sanitation, roads & transportation infrastructure development, monitoring food & grain supply to the city, coordination with market /boards/unions, public transport facilitation, transport demand management, business development, industrial relations, multicultural & diversity, regulatory & compliance, financial management, I feel myself ready to serve as Covent Garden Market Corporation board member where I can deliver value through my experience, technical expertise and operational understanding.

## **How will you support the work of a Board or Commission?**

I believe in collective wisdom and intelligence. I've commanded public service organizations in a strong unionized and multi culture environment at all levels. Being a 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.

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, unions, corporate sector, industries, business chambers, law firms, and City council members to add value. During my tenure at the London Transit Commission and Committee of revision, I attended all the meetings and actively participated in the process. 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 responsibly on a forum of another organization and act efficiently within mandate, roles & responsibilities entrusted.

I thoroughly understand how to safeguard the interests of organizations at other organization's forums 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 professional experience, education, training & certifications place me in a positive position to contribute to the Covent Garden Market Corporation Board through my skill-sets and experience to achieve its mission and goals

**3) Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member.**

London has been my home for over a decade. During this time, I have always tried to contribute my diverse experience, exposure, community engagement skills and multilingual capabilities towards the betterment of this city & society by being an active member of the community.

Benchmarking & continuous improvement in public service has been my speciality. My formal educational background is in the field of mathematics/computer science and my experience has been managing public sector large organizations.

By utilizing my research and analytical skills coupled with management-operations & negotiation expertise I find unique solutions to difficult problems/challenges.

Over 33 years of diverse experience serving in Public, Non-profit & Private sectors.

**Public Sector:**

- Provincial Local Government & Community development Department.
  - Periodical inspection of municipalities (over 330 municipalities in province).
  - Assisting Secretary Local government( Deputy minister) for the preparation bills for provincial legislative assembly.
  - Supervision of computerization/automation process in municipalities throughout the province.
- **City Management**
  - Routine functions & duties Deputy Chief / acting Chief Officer ( City Manager) City of Lahore.
  - Protocol affairs related to heads of the states during their official visits.
  - Head of the City's Council branch, conduct municipal assembly business.

**Boards & Commissions, Advisory Committees:**

See Question 1 above.

**Non-Profit Sector:**

- Member at Large Western Fair Association.
- Member at Programming Council ( effective from Nov10, 2022)
- **Chair Cancer Registries Canada.**
  - Showcase of cancer research academic projects CareTrack.
  - ABCD Project ( Analyzing Breast Cancer Data) at London Health Science Centre.
  - Patient Education Apps ( 22 non-commercial-Apps, free for patients to download/use).

**Private Sector:**

- President Canris Technologies Canada ( 2014-to date)
- Vice President UTNT (2008-2014)
- Lecturer Mathematics & Software ( Operating systems).

**Community Involvement:**

- Director North London Optimist Club.
- **Curator PlayCanada.** Parents Leading Active Youth Canada: Promoting healthy physical activities specially among kids & youth through organized sports ( Indoor / Outdoor). **PlayCanada** a practical, effective & sustainable augmentation of govt's programs/initiatives, hence transforming London into a larger family circle through parents' interaction.
- Active member of various multi-culture community associations and groups.

**Thank you for the Consideration.**

# 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: **Covent Garden Market Corporation Board of Directors**

## Contact Information

Name: **Barbara Maly**

City: **Mount Brydges**

Province: **ON**

Postal Code: **N0L 1W0**

## Experience and Qualifications

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

### **BOARD & COMMITTEE APPOINTMENTS**

**City of London's Community Recovery Network Committee – 2020-2021**  
**Infrastructure Canada Smart Cities Challenge - Committee Member 2017-2020**  
**Small Business Enterprise Centre – Guelph-Wellington- Board Director 2015-2020**  
**Innovation Guelph Regional Alliance Committee – Member 2015-2020**  
**Guelph Business Retention & Expansion Advisory Committee – Chair 2013-2016**  
**Guelph Chamber of Commerce – Agri-Food Committee Chair 2012-2017**  
**Ontario Food Cluster**  
**Member 2010-2020**  
**Co-founder & Chair 2010-2012**  
**Ontario Agri-Food Technologies – Committee Member 2006-2016**  
**BioEnterprise Inc. – Board Director 2006-2012**  
**MaRS Landing – Board Director 2006-2009**

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

**I hope to contribute some of my knowledge, expertise and networks that I have gained in the various roles I have had in the agri-food sector and municipal government. I have over 28 years of combined experience in the private, public, non-profit and academia sectors. I am currently the Executive Director at Downtown London BIA and have held this position since 2020. I also have over 14 years of municipal leadership at the City of Guelph where I started as their Agri-Food and Life Science Specialist in the Economic Development department and then became the Manager of Economic Development in 2015. Prior to that I worked for 6 1/2 years at the Guelph Food Technology Centre at the University of Guelph, as a Food Scientist and then a year later, developed and led their Business Development Department as Manager of Business Development. While with GFTC I worked with a number of agricultural producers, restaurants, chefs, small food business start-ups and large to medium food and beverage businesses, helping them commercialize and bring to market new food and beverage products as well as delivering a number of educational workshops. Prior to that I worked at Nabisco Brands/Kraft Foods for 11 1/2 years starting as an Agricultural Research Technician and later advancing to become a Food Scientist developing Aylmer, DelMonte and Primo food and beverage products. I also grew up on cash crop and beef farms and still occasionally contribute to my family's farms.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**Understanding that CGM is currently developing their new strategy, I believe I can contribute significantly to the organization as I have led and contributed to numerous**

strategies, community plans, business transformation and continuous improvement plans. Some highlights of these plans that I developed and contributed to include:  
**Downtown London's Strategy - Downtown London Reimagined**  
**Guelph's Agri-Food and Innovation Strategy**  
**Guelph's Economic Development Strategy**  
**Grow Guelph - Business Retention and Agri-Food Marketing Plan**  
**Guelph-Wellington Agri-Tourism Strategy - TASTE REAL**  
**Smart Cities Challenge - Canada's First Circular Food Economy in Guelph**  
**Ontario Food Cluster which brought together more than a dozen economic development agencies from South Western Ontario to attract new food businesses to the region**  
**Guelph Food Technology Centre Business Development plans**  
I have also sat on many board and understand board structures, policies and bylaws and the governance roles boards play  
I have networks in the agri-food sector that I would be happy to share with the CGM board and staff team

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have been involved and volunteered for the follow community organizations:**

**Diabetes Canada**

**Canadian Heart & Stroke Foundation**

**Canadian Mental Health Association**

**United Way**

**4-H Canada**

**Upper Grand District School Board**

**I also have completed public relations, marketing and several leadership programs as detailed in my resume.**

Attach resume or other document here, if needed: **B Maly Resume 2021 (1).pdf**

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am at least 18 years old.; I am not a City employee or Council member.; 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): **Word of mouth**

If you selected 'Other', please specify:

Submitted on: **10/19/2022 4:32:46 PM**

# BARBARA MALY

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MOUNT BRYDGES, ON, N0L 1W0

## QUALIFICATIONS SUMMARY

- Multi-disciplinary and results oriented community leader and economic developer with proven skills in municipal government, academia, private, not for profit sectors and leading cross departmental teams, strategic initiatives and planning and policy development
- Skilled communicator and collaborator with extensive networks and strong abilities to quickly develop rapport, trust and buy-in across corporate departments, higher levels of government, academia and external stakeholders and partners

## EMPLOYMENT HISTORY

### DOWNTOWN LONDON – London, ON

EXECUTIVE DIRECTOR

FEB 2020-PRESENT

- Working with two boards (London Downtown Business Association and Main Street London), staff and over 1000 business members, I am leading the organizations' new strategic and operational plans, that will bring about transformational changes in the downtown and core area when completed in September 2021
- Promptly created a COVID Response Action Plan, three weeks after stepping into this new role. This required an immediate restructuring of the annual budget, staff resources and bringing community and City partners together to coordinate and leverage our collective efforts to deliver immediate and longer term COVID responses and programs for the community
- Fostered supportive and value-based leadership and implemented new operational practices/policies, work plan frameworks and a performance development program, transforming a staff team to one that is becoming more empowered, productive and goal-oriented
- Actively engaged with various levels of government, industry associations and multiple stakeholders to influence and advocate for our members' financial and business needs. This has resulted in the establishment of new government supports and funding programs, quick adoption of new technologies and e-commerce solutions for business, as well as rapid response protocols at London's City Hall to temporarily adjust municipal policies and bylaws to remove business barriers during the pandemic
- Created an educational program and series of virtual webinars for our business members to learn about new funding programs, pivoting their business models to adopt new technologies, e-commerce and adapt their marketing plans and their product and service offerings in a COVID safe way, during government restrictions
- Co-chaired the Downtown Recovery Roundtable for the Mayor's London Community Recovery Network, working with over 60 community organizations to collaborate on short and long term action plans for COVID recovery in the downtown business district
- Enhanced stakeholder relations, carrying out numerous business meetings, delivering presentations and speaking at various government meetings, round table discussions and AGMs

## CITY OF GUELPH BUSINESS DEVELOPMENT & ENTERPRISE SERVICES, Guelph, ON

ECONOMIC DEVELOPMENT MANAGER	2015-2020
BUSINESS RETENTION & EXPANSION MANAGER	2012-2015
BUSINESS DEVELOPMENT OFFICER – AGRI-FOOD AND INNOVATION	2006-2012
EXECUTIVE DIRECTOR GUELPH PARTNERSHIP FOR INNOVATION	2006-2008

- Provided leadership to the City of Guelph's business development and economic development services department including the development and oversight of a staff team, programs, and budgets targeted to advance investment attraction and expansion in the city's manufacturing, agri-food, life sciences, information technology and clean technology sectors
- Directed high performing teams and established new staff roles that helped achieve corporate objectives
- Led and facilitated enterprise wide continuous improvement and customer service programs with cross departmental teams from Planning, Engineering, Building, Finance and Human Resources services areas to streamline development approval processes, reduce red-tape and improve customer/stakeholder engagement
- Developed and implemented economic development and municipal strategies including: Guelph's Economic Development Strategy, Guelph's Agri-Innovation & Life Science Strategy, *Invest in Guelph* Marketing Strategy and the EDCO award winning Grow Guelph Business Retention & Expansion program to name a few
- As part of the City's Chief Administration Office Smart Cities team and working with the University of Guelph, Conestoga College and Wellington County, we developed a successful proposal and secured \$10 million in federal funding through Canada's Smart City Challenge to become *Canada's First Circular Food Economy*
- Prepared government funding proposals and secured over \$12 million in government grants and matched funding to deliver economic development programming
- Hosted and led numerous incoming and outgoing international trade missions working closely with trade consular offices, academic institutes, businesses, government and community stakeholders to attract foreign direct investment, develop new supply chain opportunities and industry-research partnerships
- Together with the University of Guelph, co-founded the *Ontario Food Cluster*, a consortium of provincial/federal government and 12 regional economic development agencies across Southern Ontario to build capacity and coordinate Ontario's agriculture and food regional assets and ecosystem to attract investment and support business retention
- Managed City owned industrial lands and sales and prepared offers to purchase and agreements of purchase and sales, working closely with legal and realty services and facilitated engineering and infrastructure requirements, planning approvals for land sales exceeding \$11million.
- Worked closely with City technical staff including planning, building, engineering, environmental services on new commercial and industrial developments and investments and facilitated clients through various municipal processes
- Prepared briefing notes, council reports, investment proposals and delivered presentations to various audiences including business executives, City Council, higher levels of government and stakeholders
- Prepared and managed procurement agreements, program procedures, memorandums of understanding & grant proposals
- Championed and led the strategic planning and programming for *Guelph Partnership for Innovation*, one of 12 Ontario Regional Innovation Networks (RINs), mentoring and working with early stage companies and industry, academia and governments to commercialize academic research and innovation into economic potential.

## GUELPH FOOD TECHNOLOGY CENTRE, University of Guelph, Guelph ON

BUSINESS DEVELOPMENT MANAGER

2001- 2006

SENIOR PRODUCT DEVELOPMENT SPECIALIST

1999-2001

- As part of a University of Guelph, Ontario Ministry of Agriculture and Food and industry led food and innovation centre, I created and led collaborative research projects and teams consisting of technical staff, university faculty and researchers and industry consultants to carry out research and development projects and provide technical consultation to industry clients and entrepreneurs
- Established and directed the first business development division for the organization and increased company sales by over 70%
- Kept apprised of various provincial/federal funding programs for business and innovation support to agri-food entrepreneurs, rural businesses and small/medium sized food and beverage businesses
- Created certificate courses and curriculum for a variety of workshops and courses targeted to industry professionals, post-secondary, graduate students and entrepreneurs
- Led continuous improvement and client services review across multiple service areas and departments and adopted new technologies and established account and project management protocols and delivered related staff training
- Prepared grant proposals and administered government sponsored research projects, course curriculum and training. This program resulted in just over 170 entrepreneurs and SMEs successfully introducing over 80 new value-added agri-food products into the market, contributing an estimated \$30 million of economic benefit to Ontario's agri-food industry
- Developed an extensive network of business support resources including academic researchers/research programs, industry specialists and provincial and federal government ministries
- Successfully facilitated business clients with the review, writing and submission of federal and provincial government grants and financing proposals

## NABISCO LTD/KRAFT CANADA, Burlington, ON and Dresden, ON

FOOD SCIENTIST/SENSORY EVALUATION AND CONSUMER RESEARCH LEAD

1991 – 1999

PRODUCT DEVELOPMENT TECHNICIAN/AGRI-FOOD RESEARCHER

1989 – 1991

- Project managed corporate research and development of food, beverages, food packaging and process development projects from concept, bench-top, pilot trials to full commercialization
- Managed production set-up and commercial plant runs at various plants and co-manufacturers
- Led the corporate food sensory evaluation and consumer research program which included managing consumer taste panels, focus groups and surveys
- Conducted agricultural research and breeding trial programs for corn, beans, peas and tomato varieties
- Communicated and worked across various departments and suppliers on the innovation and design of new products and provided technical assistance and consultation to corporate senior management
- Recruited, trained and coached product development technicians and received high student ratings (University of Guelph survey) for quality and quantity of supervision
- Prepared written reports and delivered presentations to corporate departments and customers

# EDUCATION

<b>UNIVERSITY OF WESTERN ONTARIO</b>	
Professional Certificate – Communications and Public Relations (In-progress)	2020- present
Professional Certificate – Leadership	2014-2017
<b>MUNICIPAL LEADERSHIP</b>	2012-2017
Managing Employees in a Unionized Environment; Knightsbridge Leadership Development; Harvard Manage Mentor; Guelph –Wellington Leadership Program	
<b>UNIVERSITY OF WATERLOO</b>	2007
EDAC Economic Development – Level 1	
<b>CORNELL UNIVERSITY</b>	1992
<b>UNIVERSITY OF GUELPH</b>	1987-1991
Bachelor of Applied Science (Honours)	
Consumer Studies – Food and Marketing specialization	
<b>PROFESSIONAL DEVELOPMENT</b>	Ongoing
Public Relations, CRM software, CPSA Sales, Customer Service, Sales and Account Management, Digital Marketing and Communications	

# BOARD & COMMITTEE APPOINTMENTS

- Infrastructure Canada Smart Cities Challenge - Committee Member 2017-2020
- Business Enterprise Centre – Guelph-Wellington - Board Director 2015-2020
- Innovation Guelph Regional Alliance Committee – Member 2015-2020
- Guelph Business Retention & Expansion Advisory Committee – Chair 2013-2016
- Guelph Chamber of Commerce – Agri-Food Committee Chair 2012-2017
- Ontario Food Cluster
  - Member 2010-2020
  - Co-founder & Chair 2010-2012
- Ontario Agri-Food Technologies – Committee Member 2006-2016
- BioEnterprise Inc. – Board Director 2006-2012
- MaRS Landing – Board Director 2006-2009

# 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: **Covent Garden Market Corporation Board of Directors**

## Contact Information

Name: **Mike Marsman**

City: **London**

Province: **ON**

Postal Code: **N6K0G8**

## Experience and Qualifications

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

**I have served on previous terms of the Covent Garden Market's Board of Directors and would appreciate the opportunity to serve a subsequent term.**

**Given the challenges the Market has seen through the pandemic, and the recovery it's positioned to make over the coming years, I look to volunteer my time to provide continuity in composition of Board members.**

**I have also served previously as Chair of the Transportation Advisory Committee.**

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

**I hope to share the the lessons I have learned over previous Board terms with new Board members. Likewise, I look to contribute some stability in Board composition through a time of change and transition for Covent Garden Market.**

**I look to learn from other appointed members of the Board, understanding their perspectives our shared values, contributing towards a more vibrant downtown London core.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will contribute my time and skills to grow the success of Covent Garden Market, in the best interest of both The Market, it's Merchants, and the Londoners that it serves.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Previous experience of interest,**

- Board of Directors, Covent Garden Market**
- Chair, Transportation Advisory Committee**
- Curriculum Advisory Committee, Fanshawe College School of Information Technology**
- Delivering IT/Transformation Initiatives throughout my career**
- Senior Manager, TD Bank**
- Technology Director, GoodLife Fitness**
- Systems Integration Director, Cineplex Digital Media**
- Public speaking, conferences for Microsoft and various industry vendors**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/18/2022 8:30:49 PM**

# 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: **Covent Garden Market Corporation Board of Directors**

## Contact Information

Name: **Janie Rother**

City: **London**

Province: **ON**

Postal Code: **N6B 3R5**

## Experience and Qualifications

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

**I do not have experience on any boards or commissions for the City of London. However, I do have a lot of Board experience within the city, such as more than 10 years on the Board at ATN, I have sat on the board of Investing in Children, Gan Gani Nursery School, just to name a few. And, as of last week, I have been elected to the Member Advisory Council for the Boys & Girls Club/Horton Street Seniors Centre.**

**Plus, I have worked for an organization with a Board of Directors for over 30 years so I understand how the process works.**

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

**I live in the downtown core and have for a very long time. I am very community minded and am aware that the London of today is not the London of yesterday and like most places in the world, has a host of new challenges to conquer.**

**I am very politically minded and wish to be a part of the solution rather than just sit back & complain about the current problems.**

**Yes, the past 2 1/2 years of Covid have added to the many problems the city is dealing with but we have to be honest here - many of these problems were there before Covid - they have just grown.**

**I have a not-for-profit background having worked for The London Chamber of Commerce for over 33 years and in that position, I often worked with representation from The City. My past experiences dealt with Membership, Sponsorship and networking opportunities as well as working with the public. I feel these skills can help me in making a positive contribution to the City of London.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I feel that my passion for community and wanting to make a difference will help me to make a positive contribution.**

**As a newly retired individual, I have the time to give and I have the desire to "give back" to the City I have lived in for over 45 years.**

**I strongly believe that it's very important to be involved in community service and I truly want to be involved in making London a better place to live.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**As mentioned above, I have sat on many Boards of Directors within the city for many years. I understand the workings of a Board and how important it is to**

contribute and volunteer.

I am newly retired from The London Chamber of Commerce after just over 33 years and I also have a Early Childhood teaching background from before working there.

While working at the chamber I obtained a very good understanding of The City of London - both the positive aspects and the negative. I have watched it grow from a relatively small town, when I first moved here from Montreal, to the Metropolis is is, today. However, with that growth comes many challenges and I would like to help be part of the solutions.

I am very well connected within the business community which I think could be of help to the city, and have worked closely, in the past, with many of the city's mayor's and council.

In my work with The London Chamber of Commerce, I was instrumental in forming an Agri Business Committee which brought members of the agricultural and the business community together to collaborate on things that were of equal importance to both groups.

Since agriculture is such an important economic driver in Southwestern Ontario, I strongly felt that this kind of partnership was something that it was important for the chamber to be involved with and to offer to our members.

It was a very vibrant group who worked hard on advocacy and policy items on behalf of the agricultural sector. We brought in guest speakers, held farm tours in and around London/Middlesex County and put on networking events in a social, relaxed environment - all which benefited both sides. I was the organizer/administrator of all these programs.

I am still involved in helping to promote agriculture and supporting/buying local. Since retiring last December, I have been involved with the Middlesex/London Food Policy Council and have been involved in the Food Literacy Conference they will be holding at The Grove/Western Fair, in early November.

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Printed newspaper advertisement**

If you selected 'Other', please specify:

Submitted on: **10/18/2022 9:03:52 AM**

# 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: **Covent Garden Market Corporation Board of Directors**

## Contact Information

Name: **Donna Szpakowski**

City: **London**

Province: **ON**

Postal Code: **N6H 5N1**

## Experience and Qualifications

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

**Covent Garden Market; 2014-Present**

**Current Board Member**

**City of London Business Advisory Council; 2010-2013**

**An initiative under Mayor Joe Fontana, and active member representing the Hyde Park BA to provide feedback on behalf of London's businesses**

**Hyde Park Business Association; 2007-2019**

**Secretary, Treasurer and then President prior to and leading up to formation of the Hyde Park BIA**

**London & St Thomas Crime Stoppers; 2008-2009**

**Active Board Member representing NWL**

**Neighbourhood Watch London; 2008 to 2014**

**Vice-Chair and then Chair**

**Child Safety Committee, Middlesex London; 2005 to 2013**

**Road Safety Committee; Middlesex London; 2009-2013**

**Community Safety & Crime Prevention Committee (CSCP); 2002-2009**

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

**Having had the pleasure of serving with the Covent Garden Market (CGM) for the last two terms, I have developed a keen understanding into its operations.**

**During my time with the CGM, I have been exposed to and participated with an almost 'self-running' operation easily making and exceeding its' revenues between vendors and parking revenues, to it sustaining loss and challenges due to COVID.**

**After the CGM's long standing General Manager retired, I actively participated in the recruiting and hiring of a new General Manager, and with a subsequent re-hire of a new General Manager since. I believe that as the CGM evolves with a new Board, new General Manager & staff that I can contribute in a positive manner as mentor while supporting the new General Manger in her transition. This along with supporting (from a Governance level) the development of i.e. new policies, strategy plan that will support the growth and reinvigoration of the market and its' operations.**

**From a learning perspective, I would welcome the opportunity to hear and learn new perspectives and while building relationships as we collectively work for the common best for the CGM, a downtown London anchor.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I have extensive experience, and passion for working with London's business sector from small entrepreneurs through to larger corporations amongst various sectors that include retail of many sizes.**

Some of my past experiences that I feel relate to this position include Strategic Planning, Marketing, Business Planning, and Financial Management as well as managing a London BIA. I believe that my expertise can add value to the Board in supporting its' overall operations from developing goal setting priorities and to supporting it overall objectives. I also possess insight into the nonprofit sector with a good understanding of how London's Board & Commissions work, municipal by-laws and Roberts Rules of Order which, I believe can help contribute to the governance oversight success of the CGM Board.

My last two terms with the CGM have provided much input into working with a Farmers' Market in both good and challenging times, and I would welcome the opportunity to be able to continue this work as the Market evolves.

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**My professional background includes working within various sectors of the local non-profit space that include small business, community work, and over the past fifteen years with the Hyde Park Business Improvement Association, a nonprofit business group which I championed into successfully achieving the BIA designation.**

**Over the years, I have proven my ability, drive and passion for building bridges by finding common ground from which to create strategic, collaborative partnerships that span beyond neighborhoods, and that include various stakeholders in the community, the commercial and business sector, along with those on a municipal level (staff and council members), as well as relationships with some local politicians on a provincial and federal level.**

**I have worked hard as a leader in our community, the City of London, and I believe that my background and knowledge, coupled with the many relationships and partnerships that I have proven to be able to establish will enable me to collectively continue to achieve results for the Covent Garden Market as the organization pivots forward post COVID.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/19/2022 12:19:57 PM**

# 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: **Covent Garden Market Corporation Board of Directors**

## Contact Information

Name: **Evan Wee**

City: **London**

Province: **ON**

Postal Code: **N6G0R1**

## Experience and Qualifications

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

**I have not served on a London Board or Commission but am ready to join one and bring a different, yet significant perspective to the Board. As a minority, I believe I reflect a demographic of the community that can serve as an example of how inclusivity and diversity just adds richness of color and perspective to our Forest City.**

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

**I hope to provide a digital age perspective so that we can have a broader reach of audience for our customer profiles and to remain relevant in the city's revitalization efforts for the downtown.**

**I am an unapologetic foodie. I would love to contribute and pay it forward in my service to the Board and to engender the present generation in a very similar life journey. In turn, I want to learn from our other Board members in their own quest for furthering the success of our local businesses. I am but one voice, and I will lean on the capabilities of my fellow Board Directors, just as they will with me.**

**I believe in the value of people's life experiences, and that personal anecdotes and recommendations have a prolific and authentic nature. I want these experiences to be passed on, family-to-family and generation-to-generation. Our customers are not just visitors. They should also be our grassroots advocates. This is an approach that will cement the Covent Garden Market for decades to come.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**As a Director of Engineering for Professional Services at a leading Canadian technology company, I am already performing duties of governance for audit compliance, while proof-reading contractual agreements that warrant the balance of risk, liability and remuneration. I have been in several different times of my career, been responsible for millions of dollars in annual budgets and have been expected to be fiscally prudent, and be involved in financial planning.**

**I will be able to take all of this transferable experience to support the work of the Covent Garden Market in establishing itself as a beacon for local, fresh and prepared food. Because the success of the Covent Garden Market is a model of economic success, cultural influence and visceral cuisine experience.**

**I bear a unique eye for solutioning and ideation, and have been published in the Global News for my thoughts on the downtown revitalization, regarding the expansion of the "Explore the Core" program. An implementation at the Covent Garden Market could look like this:**

- Personalization of shopping experience**
- Give each shopper their own profile linked to the London Core App.**

- This unlocks the option of gamification where shoppers can be incentivized.
- Create an experience where visitors can “tap in” via NFC at each store.
- Give a badge for visiting all the baked goods shops for example (International Bakery and Cucina Italiana).
- Provide weekly missions like, “Visit The Tea Haus and get 10% off The Chocolate Factory”

Lastly, I am also a Google Local Guide (rank of Level 7, see <https://www.google.com/maps/contrib/110065896877372264339/>) and one of London’s top reviewers. I am currently working my way from the outskirts of the city and have a double-digit pending list of reviews with photos. I have done over 300 reviews in Ontario, most of which are restaurants, including 4000 different answers to public Q&As.

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

I have been involved with Junior Achievement during my tenure with SAP, and have been involved with motivating and inspiring teenagers, as well as preparing them for their career aspirations. The experience has opened my eyes to the potential of our youth and their desire to be part of something greater. I want the Market to appeal to this demographic and its success will mean a lifelong customer, who will in turn, take their own families for their traditional trek for London’s cuisine and farmer’s market. In terms of leadership, I hold a Certification of High-Performance Leadership from Cornell University and have just graduated from my company’s Morpheus program: a very selective grooming of current leaders with high potential, focusing on enhancing personal mastery, self-awareness and strengths development. I expect to be working hand-in-hand with other Board Directors in our mission for the Covent Garden Market. Cooperation and collaboration will become the hallmarks of success for the Board. I am also a lifelong learner. Most recently, I have attained Google’s Cloud Digital Leader (see <https://www.credential.net/0919218c-34a1-4925-9132-4b63674498d7>) and am also a current Certified Scrum Master holder (see <https://bcert.me/shmuhrqi>). The former proves that I am competent in Cloud technologies, and its implications and benefits when adopting for organizations. This will become relevant if you wish to pursue the expansion of the “Explore the Core” idea. The latter certifies that I am professionally capable of working to remove team and organization impediments as part of problem solving. I expect this to be integral to the smooth running of the board and the challenges it will want to tackle over the years.

Attach resume or other document here, if needed: **Evan Wee - CV Dossier.pdf**

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/18/2022 11:26:38 PM**

# EVAN WEE, CSM

Executive specializing in Agile, Cloud Tech, Software Development and DevOps

📍 London, Canada Area

## EXPERIENCE

### Head of Cloud Transformation

[Softchoice](#)

📅 2019 - Ongoing 📍 Oakville

IT, Professional Services & Managed Services

- Led and built the Cloud Transformation business from scratch, moving from incubation to scaled delivery pods blending R&D and Professional Services
- Own DevOps Transformation, Application Modernization and Data Intelligence initiatives at Softchoice

### Director, Development Operations & Cloud

[NexJ Systems](#)

📅 2019 - 2019 📍 Toronto

Wealth Management, CRM

- Led NexJ's first SaaS and Private Cloud solution, launched Jun 2019
- Merged DevOps, Ops and Performance into a single department

### Software Development Manager

[Aptean Industrybuilt](#)

📅 2017 - 2019 📍 Mississauga

Food and Manufacturing, ERP

- Scaled R&D from 15 to 30 staff, split across 6 teams based across Canada and US while retaining company culture
- Championed Agile adoption and shift towards data-driven decisions
- Pushed for SaaS adoption, moving 75% of new clients to Azure cloud

### DevOps Tech Lead & Release Manager

[SAP Canada](#)

📅 2015 - 2017 📍 Toronto

MNC, Enterprise Software

- Led DevOps for teams across Canada and China, improving automation performance by ~20%
- Ran Insurance portfolio project with liaison counterparts in US and HQ in Germany with successful Release Gating and delivery
- Drove Agile for DevOps, Automation & Performance teams

### Sr Software Developer

[PointClickCare](#)

📅 2014 - 2015 📍 Mississauga

Healthcare, EHR

### Sr Software Developer

[Travelers](#)

📅 2012 - 2014 📍 Toronto

Insurance, Enterprise Software

### DevOps Engineer

[Instaclick](#)

📅 2011 - 2012 📍 Toronto

Web Tech, Social Network

### Software Developer

[Camilion Solutions](#)

📅 2009 - 2011 📍 Markham

Insurance, Enterprise Software

### Software Developer

[IBM Canada](#)

📅 2007 - 2008 📍 Markham

MNC, Enterprise Software

## CERTIFICATION

### High-Performance Leadership

Cornell University, 2017

### Certified Scrum Master

ScrumAlliance, 2012

## EDUCATION

### Bachelor of Science, Computer Science

[University of Toronto](#)

📅 2004 - 2009 📍 Toronto

## LEADERSHIP PROFILE

### Motivational



### Strategic



### Transformational



## MOST PROUD OF



### Agile Transformation

Led adoption of Scrum/Kanban in 5 companies



### Cloud Delivery Polyglot

Delivered software on Amazon, Google, Azure, IBM Cloud and SAP Hana



### Vision Implementation

Ability to lay out roadmap despite ambiguity and drive the team forward. Achieved in 4 companies



### Scale and Grow Talent

Doubled dept size in 12 months. Groomed and promoted leaders to helm teams

## PUBLICATIONS

### How to run Feature Flagging and Release Management

[Medium - The Startup](#)

📅 07/2019 🔗 <http://bit.ly/evanreleaseflags>

A realistic approach for release gating with componentized releases

### Burnout in Scrum

[Medium - The Startup](#)

📅 06/2019 🔗 <http://bit.ly/evanburnout>

Tactics to handle burnout in practical Scrum

### Modernizing a Monolith application

[LinkedIn](#)

📅 10/2016 🔗 <http://bit.ly/evanmodmono>

Strategy for craving a Monolith into microservices

# 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: **Eldon House**

## Contact Information

Name: **Mike Donachie**

City: **London**

Province: **ON**

Postal Code: **N5Y 3T6**

## Experience and Qualifications

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

**I've been a member of the Eldon House Board twice, serving from 2015-16, and again from 2018 to now. For the past four years I have been honoured to serve as Board Chair.**

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

**Working closely with other Board members and Eldon House staff, in particular the curator-director, Tara Wittman, I've maintained a focus on strategic planning and would seek to continue that approach.**

**The priorities for Eldon House are based on process of developing and continuing a formal strat plan that aligns well with City Hall's planning. The EH plan identifies "preserving our valued resources" as the overriding goal and responsibility of those involved in this important visitor attraction. Two other high priorities are bringing in new audiences - with special attention to DEI issues and the need to connect with today's Londoners - and generating new revenue sources.**

**These three issues remain at the front of my mind and will guide anything I might do on behalf of Eldon House. I'm conscious of the challenges of a small heritage attraction existing in our downtown, alongside so many potential disruptions. In that context, I would seek to be involved in and encourage initiatives that attract new visitors and income and - most importantly - ensure Eldon House is preserved for future generations to enjoy.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I can offer extensive experience of leadership in the corporate world, including in media. I have a special interest in communications and marketing, as well as turning chaos into order by leading large, complex projects. A former journalist here in London, I consider myself well-connected and I continue to enjoy strong involvement in the community. It's important to note, however, that I'm ready to make the contribution that Eldon House needs, whatever challenges come its way. In the last four years, that has meant a great deal of patience and flexibility in how we provide support to Eldon House staff as they work towards strategic plan goals, and I would expect that to continue.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I've been Communications Manager for Libro Credit Union since 2017, along with a side business as a freelancer writer, mostly providing book reviews to the Toronto Star. Previously, I was a reporter for various newspapers in the UK and Canada, latterly with the Metro London. I have significant experience in volunteering, notably with a British member organization,**

**similar to the Rotary Club, which raised more than 100,000 UK pounds for charity during the 10 years I was involved, including a year as Chair.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Other**

If you selected 'Other', please specify: **From a staff member at Eldon House.**

Submitted on: **10/13/2022 2:11:30 PM**

# 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: **Eldon House**

## Contact Information

Name: **Doug Fleming**

City: **London**

Province: **ON**

Postal Code: **N6K0K7**

## Experience and Qualifications

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

**While I have not been part of a London Board or Commission, I bring significant leadership competencies and committee roles and leadership at a national government level in my former role as a Director of the Canada Revenue Agency in various offices in Ontario. I would look forward to participating on a London board or commission to contribute to our city.**

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

**I look forward to collaborating with others to further develop the future of Eldon house and overall contribute to our city.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**As former Director of Canada Revenue Agency, London and Windsor offices as well the Director of Service Renewal for the province of Ontario Canada Revenue Agency I would bring a wealth of experience to the board. I was the Ontario lead for Employment Equity also representing Ontario on the National Employment Equity committees. I also lead Student recruitment for Ontario including collaboration with various Universities including University of Western Ontario.**

**As Director and the lead for Employment Equity I was responsible for leading the development of business plans, priorities and objectives and ensuring follow thru and adapting as appropriate to ensure optimum results for Canadians and the Canada Revenue Agency.**

**I was responsible for recruitment of Executives for London and Windsor offices as well as participating in hiring of various Director positions across Ontario.**

**With my demonstrated leadership abilities, I believe I would be and effective board member.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have previously held the role as cabinet member for London area United way promoting United way to all London area Federal government workplaces as well as working with senior leaders in London to support United Way .**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Printed newspaper advertisement**

If you selected 'Other', please specify:

Submitted on: **10/19/2022 11:27:23 AM**

# 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: **Eldon House**

## Contact Information

Name: **Rebecca Griesmayer**

City: **London**

Province: **ON**

Postal Code: **N5X 4H3**

## Experience and Qualifications

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

**Vice Chair, Board Of Directors  
Eldon House  
Jun 2020 - Present - 2 yrs 6 mos  
Executive Committee  
Marketing Committee  
Director at Large, Board of Directors  
Eldon House  
Mar 2019 - Jun 2020 - 1 yr 4 mos  
Special Events Committee  
Marketing Committee**

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

**As a current Eldon House board member, I hope to further expand my knowledge about the heritage site and organization and contribute in a meaningful way through continued participation on the Board and Committee(s). I hope to further develop my leadership skills while providing support, input, and new ideas to assist Eldon House with executing its strategic plan for the upcoming term.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I hope to take a more active role on the Special Events committee as programming and events resume at Eldon House. I will be an advocate for Eldon House by participating in discussions and activities that will support both the Staff and Board teams.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**My current role at Eldon House has provided me with a strong foundation and understanding of the heritage site and its goals as an organization. I am continuing to build upon my leadership and communication skills through my career development at a digital marketing company which will in turn help me to be a more effective steward for Eldon House. I have been fortunate to have had highly experienced mentors during my time on Board who have provided me with the knowledge and guidance to be well-equipped for a deeper dive into this role!**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/19/2022 9:37:19 AM**

# 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: **Eldon House**

## Contact Information

Name: **Megan Halliday**

City: **London**

Province: **ON**

Postal Code: **N6G 0W4**

## Experience and Qualifications

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

**I am currently on the Board of Directors for Eldon House since 2021.**

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

**I hope to continue to promote local heritage sites such as Eldon House to those who are unaware of the value of heritage properties as well as educate those who are interested in them. Having worked both in the heritage field as well as having an education in history, I know the benefit of being aware of the past and knowing about where we have come from as a community. Eldon House is a historic site that is invaluable to the City of London. I wish to continue to support both the staff and current Board in their goals and objectives of raising awareness as well bringing in new supporters of Eldon House.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I have an education in not only history but in libraries and information studies. This education allows me to bring academic knowledge to the board with aspects of how other non-profit organizations work as well as knowledge into museums and other archival sites. I also have previous experience working for the London Public Library who I know was and continues to be an invaluable resource to Eldon House. Lastly, I have shown that I am committed to attending monthly board meetings as well as sub-committee meetings.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**As mentioned above, I am currently a member of the Board of Eldon House and have enjoyed my time there significantly. I have education in libraries and history which shows not only an academic interest but also experience within the field of heritage. I have also worked for the Heritage London Foundation in their heritage sites and so I am aware of general management of heritage sites. I have worked for both the London Public Library and the Lambton County Library and can bring experience of working in City run organizations to the Board. I am a current employee of the London Police Service and have insight into the current governance of Eldon House thanks to my status as a Board member.**

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

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; 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:

Submitted on: **10/4/2022 3:38:30 PM**

# MEGAN HALLIDAY



## OBJECTIVE

To secure a challenging position in a reputable organization to expand my learning, knowledge and skills.



## EDUCATION

**Master of Library and Information Sciences | Western University**

SEPTEMBER 2018-AUGUST 2020

**Bachelor of Arts, Double Major: History & Criminology | Western University**

SEPTEMBER 2013-JUNE 2017



## EXPERIENCE

### London Police Service

#### Freedom of Information Analyst | JUNE 2022 - PRESENT

- Responds to requests for access to any record held by the London Police Service.
- Strike a balance between providing information to requestors while protecting third party personal information and/or information that may jeopardize LPS operations and/or officer safety.
- Communicates with members of the public, legal and insurance representatives, businesses and other organizations
- Ensures application forms and authorizations have been correctly filled out and that any supporting legal documentation is supplied at the time of the application.
- Searches, identifies, and retrieves all records/documents/video tapes/audio tapes etc.
- Analyzes, applies applicable exemptions, edits and severs formal requests pursuant to MFIPPA.
- Analyzes, edits and severs informal requests outside of the formal FOI process.
- Maintains knowledge of various federal and provincial statutes which impact decisions made under the Act, new Information and Privacy Commissioner (IPC) Orders and operational LPS Procedures.
- Provides advice and guidance to senior officers, other LPS members, and other police agencies regarding MFIPPA, the PSA, the Insurance Act, and the LEARN Guidelines.
- Ensures funds received for services are collected weekly.

#### Charge Preparation Coordinator | MARCH 2022 – JUNE 2022

- Verified and audits all charge packages, tickets, summons etc.
- Prepared informations, summonses and disclosure for all Provincial Offence and Criminal Court matters.
- Liaised and coordinated with the Provincial Prosecutor and Crown Attorney's office.
- Followed all policies and procedures set in place regarding charge packages, disclosure and correspondence.
- Controlled and managed document processes by reviewing files, records and critical information to confirm accuracy and ensure compliance with policies and procedures.

## **CPIC Operator | JANUARY 2022 – MARCH 2022**

- Assisted LPS members to perform CPIC queries, additions, modifications and removals, and to process narrative messages via CPIC.
- Maintained manual files such as occurrence reports, fax message log, special occasion permits, warrants, and the video statement room.
- Transcribed of occurrences and other incident reports into Versadex.
- Performed general maintenance such as attachments to occurrences, towed vehicle log, purging of reports, and photocopying of applicable reports and criminal records requested.
- Co-ordinated the escorts of prisoners regarding out of town CPIC warrants.
- Performed audit function on warrants, probation, prohibition, and special interest police entries in the absence of the CPIC auditor.

## **Lambton County Libraries**

### **Assistant Library Supervisor | JULY 2021 – DECEMBER 2021**

- Provided direction, instruction and support to Branch Assistants, Community Librarians and Student Pages.
- Conducted on-site training and orientation and/or coordinate off-site training.
- Recommended revisions to policies and procedures.
- Evaluated programs, outreach and partnership opportunities.
- Participated in recruitment, selection, hiring, orientation and training of departmental staff.
- Monitored staff attendance and create schedules.
- Provided supervision to another region in a Supervisor's absence.
- Assisted in monitoring budget and tracking expenses.
- Authorized program purchases, overtime, resource acquisition, mileage and other expenditures.
- Assisted in developing the annual departmental budget.

## **London Police Service**

### **Property and Firearms Clerk | SEPTEMBER 2019-JULY 2021**

- Catalogued property according to London Police Service policies and procedures.
- Responded promptly to inquiries from the public, sworn and civilian members via email and phone.
- Ensured property is handled, stored and disposed of in accordance with the Health and Safety Act, the Police Services Act and the Firearms Act.
- Ensured that evidentiary continuity is maintained with any movement of property to and from the Property Control Unit.
- Maintained computerized records to ensure they are up to date and correct.
- Ensured property is properly tracked when stored at any off-site locations or locations within London Police Headquarters outside of the Property Control Unit.
- Promptly and efficiently handled the purging of authorized property.

### **Court Services Administrative Assistant | FEBRUARY 2019-SEPTEMBER 2019**

- Verified and audited all charge packages, tickets, summons etc.
- Prepared informations, summonses and disclosure for all Provincial Offence and Criminal Court matters.
- Liaised and coordinated with the Provincial Prosecutor and Crown Attorney's office.
- Followed all policies and procedures set in place in regards to charge packages, disclosure and correspondence.
- Controlled and managed document processes by reviewing files, records and critical information to confirm accuracy and ensure compliance with policies and procedures.
- Managed and adjusted personnel scheduling for sworn members, monitored resource allocation to provide optimal coverage and service.

## Intake and Processing Attendant | JULY 2018-FEBRUARY 2019

- Managed the public counter for record checks, pardons, adoptions, name changes, Freedom of Information requests and compliance notices.
- Provided assistance to members of the general public in the completion of pertinent forms.
- Communicated with members of the Records Screening Unit to ensure accuracy of record check applications and ensure adherence to legislation and guidelines.
- Fingerprinted individuals while obtaining and recording all necessary information to ensure adherence to legislation put in place by the RCMP.
- Sent Canadian Police Information Centre (CPIC) messages to other agencies.
- Delivered top quality customer service while managing multiple tasks.



## VOLUNTEER AND COMMUNITY ENGAGEMENT

- Eldon House: Board of Directors, 2021-Present
- Forest of Reading: White Pine Selection Committee, 2020- Present
- Emerging Library and Information Perspectives Journal: Copyediting, 2019, 2020
- Heritage London Foundation: Board Volunteer, 2017



## ALTERNATE TRAINING

- A Librarians Guide to Homelessness, 2021
- International Association for Property and Evidence, Certified Evidence Specialist Course, 2020
- Firearms Verifiers Course, 2020
- Firearms Possession & Acquisition License (PAL), 2019
- ALISON Certificate in Information Theory, 2019
- Emotional Intelligence Training, 2019
- ALISON Diploma in Legal Studies, 2018
- PEARS Mental Health Training, 2018
- Bridges Out of Poverty, 2018

# 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: **Eldon House**

## Contact Information

Name: **Louanne Henderson**

City: **London**

Province: **ON**

Postal Code: **N6A 2C3**

## Experience and Qualifications

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

**I am a current Director on the Eldon House Board. I am completing a 4-year term and applying for a second term. I also serve (past 4 years) as Chair of the Eldon House Education committee. I am a current member of the Collections and Policy Committee, contributing to policy reviews and accession decisions. Presently I am a member of the Ridout Promenade Project, partnering with the Curator of Local History at Museum London, and working under the leadership of the Eldon House Curator Director. I have also participated at Eldon House as a volunteer - with the New Horizons for Seniors Memory Lane outreach, with Museum School and with the Geneology public programming event. I'm a devotee of the Eldon House summer tea programme.**

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

**I will support the Board and staff as methods and strategies are developed to engage an evolving audience. I will continue to support the Education Committee, which has the vital role of providing engaging programming to London's school children. I will continue to work with the Education Coordinator as programming moves forward following the restrictions of the pandemic. I will continue to support the other Eldon House committees, in particular Strategy and Innovation, Marketing and Gardening, as they move forward with ideas to keep Eldon House vital and an important part of London's cultural scene. I will continue to learn about the day-to-day functioning of this historic home, as well as the strategies which will be used to respect and activate the Eldon House mission statement. I will continue to learn about the challenges, demands and accomplishments of sustaining a cultural landmark such as Eldon House.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will support the Board's work through consistent attendance at monthly Board meetings. Through advance preparation I will be an active participant in meetings, showing support for staff work and initiatives, lending expertise and counsel as needed. I will contribute thoughtfully to Board discussions and decision-making so that sound practices will continue to lead Eldon House into a bright future. I take seriously the obligation for stewardship of this important historical building and its impressive collection. I will support the curator and staff's work to respectfully and sensitively narrate the story of London's early days for a modern, diverse audience. I will work with Board and staff to promote Eldon House and to protect the physical**

**structure and enhance the grounds. In so doing, Eldon House will continue to be a draw for citizens and tourists, and contribute to the vibrancy of the downtown core.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I am a retired educator, having enjoyed a successful career as teacher (Grades 1-8, French Immersion, gifted education), vice-principal, Principal and Faculty Advisor at Western University.**

**My extensive background in public education will serve me well in supporting a cultural and educational setting such as Eldon House.**

**Currently I am studying with the Ontario Museum Association, having completed 5 of 9 courses for the Certificate in Museum Studies (Education and Public programming, Artifacts, Care of Collections, Museums in Context, Organization and Management of Museums).**

**I am a former Board Member with the Heritage London Foundation.**

**I completed training through Eldon House with the Alzheimer Society in order to participate in the Memory Lane programme offered as outreach to seniors.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Other**

If you selected 'Other', please specify: **Eldon House Curator Director**

Submitted on: **10/13/2022 4:01:29 PM**

## 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: **Eldon House**

### Contact Information

Name: **Joseph O'Neil**

City: **London**

Province: **ON**

Postal Code: **N6B 3C7**

### Experience and Qualifications

If you have experience on a London Board or Commission, please provide dates and details. (max. 3000 characters): **- past and current treasurer of Eldon House board of directors; - past chair of LACH (London Advisory Committee on Heritage); - past auxiliary police constable for 15 years with the London Police Service - past board member (via LACH) on London Heritage Foundation (responsible for Groversner Lodge and Elsie Perwin Williams Estate);**

What do you hope to contribute or learn as part of a Board or Commission? (max. 3000 characters): **What I get most personally out of all the boards and services i was on is the constant education. Laws and regulations and ways of doing things are in constant state of change and evolution (for lack of better words).**

**For example, I learn more about changes in labour laws sitting on this and other boards than I could ever learn anywhere else.**

**As for contribution, even in private life i am always interested in heritage and history at all levels. What i learn about our history blends in perfectly with duties on the board.**

**As owner-operator of O'Neil Funeral Home, I bring first hand business experience on dealing with day to day matters of the operation of a business. I always offer my expertise and experience there.**

How will you support the work of a Board or Commission? (max. 3000 characters): **Any way they need me.**

**In the past, when an alarm went off at 2:00 a.m., I would be happy to be down there checking things out. We now have security do that.**

**I think however the biggest thing that needs to be done is someday see Eldon House as a National Historic Site.**

**Here is the thing- almost all history, anywhere, is written by men. The Eldon House diaries and the history written therein, and just as importantly, the photographs taken by the woman of Eldon House (one of them was a photographer at the turn of the century)show a different perspective than men. Woman I find "see" things different and notice small details that men will often overlook.**

**That i more important that most people realize. That always needs to be brought to the forefront, and that is what helps make the history of Eldon House unique not just in London, but all Canada.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters): **- current board member of STEP - the St. Thomas Elevated Park project. That is Canada's first "high park";**

**- former board member of the Fugitive Slave Chapel Project here in London;**

**- past treasurer of the London Intercommunity Health Centre in Old East;**

**- past president, London Centre of the Royal Astronomical Society of Canada;**

**- past president of LASA (London and Area Sysop Association);**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **9/20/2022 4:02:55 PM**

# 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 Police Services Board**

## Contact Information

Name: **Beth Allison**

City: **London**

Province: **ON**

Postal Code: **N6J 4B6**

## Experience and Qualifications

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

**This is the first time I have applied to a Municipal Board. I have experience serving on other boards, including St. Leonard's and the London Down Syndrome Association.**

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

**I believe the first priority of a new board member to any organization is to listen to the current leadership and learn as much as possible about the history of the organization and the mandate of the organization. Additionally, I believe that it is important to find opportunities to bring my areas of experience and strengths to the collective knowledge of the membership.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I am a strong communicator and a skilled problem solver. I bring a lens of possibility and a growth mindset to my work. I value punctuality, flexibility, and hard work and I bring these values to all the areas of my professional, personal and non-profit roles. I believe that supporting a Board or Commission requires compromise and I am adept at negotiating middle ground where necessary and also standing on principle where appropriate.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Currently I am a member of the Board of Directors of the St. Leonard's Society and the London Downs Syndrome Association. I also hold Directorial roles on Federal and Provincial riding associations. At my church, I have played a lead role in the Hospitality Ministry and the Alpha Program. I have served as the Vice President of the Catholic Principals Council of Ontario. In my professional role as the principal of an elementary school, I sit on the School Council and am in constant negotiation with parents, staff and system-level staff. All of these roles involve nuanced communication, empathy and understanding of many diverse viewpoints as well as strong written and verbal communication skills. In addition to listening and communicating, my work in these sectors has taught me the importance of action. Over time, I have developed an appreciation of when the time for negotiation and discussion should end, and decisive action should be taken.**

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

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Word of mouth**

If you selected 'Other', please specify:

Submitted on: **10/17/2022 11:18:26 AM**

# Beth Allison, M. Ed

SERVICE – RELATIONSHIPS - VISION

I believe that dynamic, leadership stems from carefully considered vision, building genuine, caring relationships, and a commitment to serve. The theoretical framework that best matches my leadership style is Robert Greenleaf's construction of Servant Leadership.

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## EDUCATION

### MASTERS OF EDUCATION – LEADERSHIP

Western University - 2013

- Theories of Educational Administration, Educators and the Law, Management Approaches, Research Methods, Educational Policy, Curriculum Studies
- Qualitative research interviews conducted with Secondary English teachers for research surrounding teacher-perceived value of OSSLT
- Research interests included Servant Leadership and Learning to 18

### BACHELOR OF EDUCATION

York University - 1997

- Intermediate/ Senior English & History

### HONOURS BACHELOR OF ARTS

York University - 1997

- Major in English, Minor in History

### ADDITIONAL QUALIFICATION COURSES

- Special Education for Administrators AQ - 2018
- PQP Part 2 – 2015
- PQP Part 1 – 2014
- Religious Education Part 1 – 2014
- Primary Additional Basic – 2013
- Special Education Specialist – 2008
- Instrumental Music Part 1 - 2001

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## EMPLOYMENT

**MONSIGNOR J.H. O'NEIL SCHOOL – PRINCIPAL**

**VICE PRINCIPAL OF VIRTUAL SUMMER SCHOOL**

**ST. MARGUERITE D'YOUVILLE SCHOOL – V.P.**

**ST. FRANCIS CATHOLIC SCHOOL – V.P.** 2016 - Present

- Principal responsible for 176 children and 18 staff members

- 
- Building relationships with staff and parents through honest and transparent communication
  - Collaborating with SPST, Social Worker, Speech and Language, and community agencies to support student learning
  - Completing staff evaluations
  - Reading and editing Report Cards and IEP's to ensure excellence
  - Leading I.P.R.C's
  - Interviewing and hiring teachers and Educational Assistants
  - Mentoring teachers and completing Teacher Performance Appraisals
  - Participating in renewed Math Strategy Professional Learning Sessions
  - Working with challenging parents to find solutions that keep students' best interests at heart
  - Working with students to shape behavior and resolve conflicts using progressive discipline and restorative practices
  - Supporting teachers to ensure curricular expectations are met
  - Leadership on School Council and Safe and Health Schools committees

**STRATHROY DISTRICT COLLEGIATE INSTITUTE** 2003 - 2011

2013 - 2016

- Teaching English, Instrumental Music, Civics, Family Studies, History, and Learning Strategies
- Leading in a Developmental Centre and Resource Centre (SPST/LST), working with students with diverse physical, cognitive and emotional needs
- Working collaboratively with EA's, PST's, Co-Op students, Nurses and other teachers in an LST/SPST and Developmental Education setting
- Talented and Gifted Coordinator
- Leading orientation for students into Grade 9
- Associate Teacher to teacher candidates from Western, Ottawa, Lakehead and D'Youville Universities
- Presenter at Professional Development days, including Balanced Literacy strategies for reluctant readers

**AB LUCAS SECONDARY SCHOOL** 2012 - 2013

- Teaching Grades 9 - 12 English

**EDUCATION QUALITY & ACCOUNTABILITY OFFICE** 2009 - 2015

EQAO Scoring Supervisor, Writer & Committee Member

- Member of the Development, Range-finding and Sensitivity committees
- Writing selections for inclusion on the OSSLT
- Managing 25 direct reports as a scoring supervisor

**WESTERN UNIVERSITY**

Admissions Documentation Officer 2011 - 2012

**OLIVER STEPHENS PUBLIC SCHOOL – Woodstock, ON** 2002 - 2003

- Teaching Music to students from kindergarten through grade 6

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**DAVID AND MARY THOMSON COLLEGIATE – Toronto, ON 2000 - 2002**

- Teaching English from grades 9 – 12

**LEEDS ISLAMIA GIRLS' SCHOOL – Leeds, UK 1999**

- Teaching British National Curriculum in a Muslim Girls' Secondary School

**STANDBY TEACHING SERVICES – Bradford, UK 1998 – 1999**

- Teaching British National Curriculum throughout greater Yorkshire

**CANADIAN COLLEGE ITALY – THE RENAISSANCE SCHOOL–Lanciano, Italy 1998-99**

- Teaching Secondary English and History

**INTERNATIONAL SCHOOL OF TRIESTE – Trieste, Italy 1997 – 1998**

- Teaching Music to students aged two years to grade 6
- 

**VOLUNTEER  
WORK**

**LONDON DOWN SYNDROME ASSOCIATION – 2022 – Present**

- Board member
- Liaison for the LDSA Board to School Boards and parents of school-aged children

**ST. LEONARD'S COMMUNITY SERVICES, LONDON & REGION – 2022 – Present**

- Board Member

**HOLY FAMILY PARISH – 2013 – Present**

- Youth Ministry, Hospitality Ministry, Alpha Ministry

**ST. JOSEPH'S HOSPITALITY CENTRE – 2014 - 2018**

- Occasional volunteer work serving in the Soup Kitchen

**CATHOLIC DEATH ROW MINISTRY – 2014 – Present**

- Weekly correspondence with a Death Row inmate in Texas

**TEACH FOR CANADA – 2015 – 2016**

- Mentoring a beginning teacher in a Near-North School

# 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 Police Services Board**

## Contact Information

Name: **Patrick Davis**

City: **London**

Province: **ON**

Postal Code: **N5Y 3X2**

## Experience and Qualifications

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

**I have no experience on any London Board, but a wealth of community experience prior to moving to London. In some respects this is an advantage. I would come to this appointment with a clean slate, no prejudices and no preconceived notions**

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

**Globally policing is experiencing increasing pressure from many corners, from citizen videos, special interest groups, the media and municipal council. At the same time gang activity, the proliferation of illicit drugs, the deinstitutionalizing of the mentally ill and jail overcrowding are making the job of police officer more dangerous and less attractive as a vocation. As a member of a small municipal council, I was appointed as the municipal representative on that Police Services Board where I developed a keen appreciation for the role of the Chief of Police, operational staff, administrative staff and communications department. A smooth functioning police service builds on the strengths of those individual parts towards the development of a cohesive team. The role of the Police Services Board is to support the police service, consistent with board policies, identifying and addressing gaps in close cooperation with the Chief of Police and ensuring the board limits its role to that as defined in the Police Services Act. And as a Board Member, I recognize the most knowledgeable resource the Board has on policing is the Chief of Police. Finally I believe my wealth of experience and skills in public policy, problem and conflict resolution, government relations, public finance and budgets, public relations will be an asset to the Chief and my fellow Board Members I believe**

How will you support the work of a Board or Commission? (max. 3000 characters):

**Support is the key word, particularly in policing. That means supporting the Chief and my fellow board members. The most important ways for me to do that is to be respectful of everyone's time, to always be prepared, reading all materials prior to meetings, seeking clarifications while respecting staff boundaries and limitations, being a careful listener, acting as a consensus builder when disagreements arise and doing my part to ensure discussions stay on topic. I also start with a fairly good understanding of the Police Act, contract negotiation and personnel. And as a disabled person I bring unique experiences which I believe will assist the Chief and the board carrying out our responsibilities.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Chief of Staff to Bev Shipley, Member of Parliament 2006-2018  
Westover Treatment Centre Director of Fund Development 2002-2004**

**Executive Assistant to Marcel Beaubien, Provincial Member of Parliament**  
**Editor/Reporter Sydenham Spotlight Newspapers**  
**Reporter Wallaceburg Courier Press**  
**General Manager, Wallaceburg & District Chamber of Commerce**  
**Graduate London Baptist Bible College & Seminary**  
**Wallaceburg Municipal Council**  
**Chair Finance Committee**  
**Board Member Wallaceburg Police Services Board**  
**Board Member Wallaceburg Business Improvement Association**  
**Founder Wallaceburg Senior Sports Association**  
**Founder Wallaceburg Warriors Senior Baseball Club & Provincial Champion**  
**Minor baseball and hockey coach**  
**Board Member Wallaceburg Victim Offender Reconciliation Program**  
**Church Elder and Deacon**  
**Rotary President 2004**  
**Kinsmen Club member**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Social media**

If you selected 'Other', please specify:

Submitted on: **10/12/2022 5:22:23 PM**

# 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 Police Services Board**

## Contact Information

Name: **Sarvarinder Dohil**

City: **London**

Province: **ON**

Postal Code: **N6H0E7**

## Experience and Qualifications

If you have experience on a London Board or Commission, please provide dates and details. (max. 3000 characters): **No**

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

**I would love to learn and understand the existing policies and give my suggestions and proposal as required for the benefit of the community and the City of London as a whole. Being a multi-linguistic and multi-community person, I would love to serve the community in accordance with the laws and present ideas for the betterment and protection of the city. Everyone must feel safe & secure.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**By being a part of London Police's board, I will actively take part in business and strategic planning, evaluate and monitor the progress of the plans very closely and work towards any deviations. I would love to work with the teams to make implementations more effective.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Actively serving the community since 2012**

- **Sikh Faith Leader**
- **President of Guru Nanak Mission Society**
- **Volunteered with many different organizations**
- **Organize Free pizza drive**
- **Organize Blood Donation camps**
- **Member of different local organizations**
- **Member of Thames Valley District school board - Equity and Inclusion Advisory Committee**
- **Member of Urban League of London**
- **Member of United Way**
- **Member of Parent council at Eagle Heights Public School**
- **Member of London & Middlesex Local Immigration Partnership**

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

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Social media**

If you selected 'Other', please specify:

Submitted on: **10/5/2022 4:56:12 PM**

Sarvarinder Singh Dohil  
London, ON N6H 0E7

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## PROFILE AND OBJECTIVE

To be a community servant and serve the community in the best possible way I can. Working for the community is most satisfying and I urge to do my best.

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## EDUCATION

<b>Post graduate Diploma in Marketing Management England, UK</b>	<b>2005-2006</b>
<b>Post graduate Diploma in Labour Law England, UK</b>	<b>2004-2005</b>
<b>Post graduate Diploma in Advertisement Management Punjab, India</b>	<b>2003-2004</b>
<b>Post graduate Diploma in Computer Science Punjab, India</b>	<b>2001- 2002</b>
<b>Graduate in Art &amp; Science Punjab, India</b>	<b>1997-2000</b>

## EMPLOYMENT HISTORY

### WORK EXPERIENCE

<b>London Transit Commission</b> London, ON <b>Roles and Duties-</b> <ul style="list-style-type: none"><li>• Ticket Clerk</li><li>• Peer Support</li><li>• Customer Service</li></ul>	<b>Oct 2014 - Present</b>
<b>Checker Cab Owner Operator</b> London, ON <b>Roles and Duties-</b> <ul style="list-style-type: none"><li>- Driver and owner operator</li></ul>	<b>Nov 2010- Oct 2014</b>

## **Fedex Cab Owner Operator**

**Aug 2007- Nov 2010**

London, ON

### **Roles and Duties-**

- Driver and owner operator

### **CERTIFICATIONS**

1. First Aid/CPR
2. Food Certification

### **VOLUNTEER ACTIVITIES/ MEMBERSHIPS**

1. Guru Nanak Mission Society, London ON  
**President**
2. Eagle Heights Public School, London ON  
**Member of Parent Council Board**
3. Thames Valley District School Board  
**Member of Equity and Inclusion Advisory Committee**
4. Member of Urban League of London
5. Member of London & Middlesex Local Immigration Partnership
6. Member of United Way

# 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 Police Services Board**

## Contact Information

Name: **Doug Fleming**

City: **London**

Province: **ON**

Postal Code: **N6K0K7**

## Experience and Qualifications

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

**While I have not had experience on a London board, I would welcome the opportunity to contribute and be involved in our community now that I am retired and have time and the competencies for contribute to our community.**

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

**As former Director of Canada Revenue Agency, London and Windsor offices as well the Director of Service Renewal for the province of Ontario Canada Revenue Agency I would bring a wealth of experience to the board. I was the Ontario lead for Employment Equity also representing Ontario on the National Employment Equity committees. I also lead Student recruitment for Ontario including collaboration with various Universities including University of Western Ontario.**

**As Director and the lead for Employment Equity I was responsible for leading the development of business plans, priorities and objectives and ensuring follow thru and adapting as appropriate to ensure optimum results for Canadians and the Canada Revenue Agency.**

**I was responsible for recruitment of Executives for London and Windsor offices as well as participating in hiring of various Director positions across Ontario.**

**With my demonstrated leadership abilities, I believe I would be and effective board member.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I would support the board by bring my diverse skills including leadership at the Director level, with up to about 900 employees, in various offices of the Canada Revenue Agency for 14 years. Specifically, my leadership experience in regard to Employment Equity, Recruitment at the Executive level, developing strategic goals and objective at the office level as well as the provincial level.**

**I am an excellent collaborator as evidence with my various roles on National Committees.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have also held the position of United Way cabinet lead for the Federal government in Ontario.**

**In this role I worked in conjunction with 2 Assistant Commissioners of the RCMP Ontario division collaborating to promote United Way across London.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Printed newspaper advertisement**

If you selected 'Other', please specify:

Submitted on: **10/19/2022 10:52:29 AM**

# 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 Police Services Board**

## Contact Information

Name: **Sarah Hamza**

City: **London**

Province: **ON**

Postal Code: **N6H0J9**

## Experience and Qualifications

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

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

**Being a visible minority myself who has been active in London's Muslim community and having grown up in Canada, I am hoping to contribute by being a voice to the minorities of London. I have experience in both community outreach as well as technical and scientific experience. I have also gone through the hiring process for the constable position at LPS with successful acceptance and am aware of the steps and procedures needed for successful candidates. I would like to see more representation of our growing London Muslim community and I hope to help bridge the gap by joining this Board. I am also looking to learn more about the needs that have yet to be addressed in the community and to ideally give back using my skills and experience.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**With my educational background and work experience, I have vital skills that I believe can contribute to the support and success of this board. I have excellent problem solving, communication, interpersonal, and technical skills that I am eager to apply to support the decisions and tasks needed to be completed at and outside of the meetings.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**My background includes a master's degree in Mechanical Engineering from the University of New Brunswick. My skills and previous placements cover a wide range of capabilities and experiences that I believe make me a key candidate to help serve the London community.**

**Both my experience and education have provided me with a strong platform in problem solving, service, communication, management, and hard work.**

**My certification as an Equine Canada instructor was initially inspired through my volunteering experience with students of various backgrounds, age groups, and mental abilities. I was fortunate to have the opportunity to volunteer with autistic children, helping them develop skills, comfort, and confidence through a lesson program. My education as an engineer has shaped me into an excellent problem solver and solutions provider on top of honing my time management skills. As an account manager and service engineer in my past positions, I developed key networking skills that I apply to this day.**

**Likewise, I am fluent in English, French, and Arabic with strong interpersonal skills. Working as an interpreter within the school district has further enhanced my language, communication, and quick thinking. I was given the opportunity to work with Syrian**

refugees as well as staff to liaise both their needs.

The information provided above is a glimpse of my experience, education, and skills that I believe would make me a key candidate to this board. I look forward to an opportunity to further discuss my qualifications and answer any questions you may have regarding my candidacy. Thank you for your time and consideration.

Attach resume or other document here, if needed: **Sarah Hamza, 2022.pdf**

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/14/2022 10:41:20 AM**

# Sarah Hamza

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London ON

*Well-rounded engineer with strong project management and multidisciplinary team leadership experience with excellent interpersonal skills.*

## Qualifications Highlight

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- Experience operating under, maintaining, and developing ISO 9001, 17025, and 13485 standards along with GMP/GLP practices in both labs and cleanroom environments.
- Fluent in English, French and Arabic speaking, reading and writing.
- Quick and adaptable learner, able to pick-up new skills and learn software readily.
- Excellent team leadership and management skills with experience in multiple industries.
- Multidisciplinary exposure, working with teams and individuals of different backgrounds experiences.
- Strong public speaking, presentation, and interpersonal skills.
- Proficient in MATLAB coding, NX Unigraphics modeling, and Microsoft Office suites with strong computer literacy.

## Education

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*Bachelor of Science in Mechanical Engineering – Mechatronics*  
2015 University of New-Brunswick

*Master of Science in Mechanical Engineering - Biomaterials*  
2017 University of New-Brunswick  
Dean's List: 3.9 GPA

## Relevant Work History

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01/2021 – 07/2022      **Lab Manager and Service Engineer**  
*PolyAnalytik, Inc. – London, ON*

- Actively led a team of scientists and students to manage various projects within the organization. Supported the team to meet deadlines and ensure customer satisfaction.
- Made all necessary purchases to keep the lab running smoothly and efficiently.
- Trained new hires and maintained instruments, lab space, health and safety, and inventory under ISO 9001 and 17025 guidelines.
- Successfully outperformed past KPI's in this role by implementing new strategies and improving the leadership style.

10/2018 – 01/2021      **Account Manager and Service Engineer**  
*PolyAnalytik, Inc. – London, ON*

- Began as an inside sales specialist and quickly moved into an account management position managing all of Canada and parts of the USA.
- Offered GPC instruments, advanced detectors, servicing, and specialized analysis to clients from various industries.

- Provided quotes, organized visits and client presentations across North America virtually and in-person.
- Trained in both sales and servicing to ensure all client needs are met and worked with a multi-disciplinary team of engineers and scientists.

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06/2017 – 05/2018      **Biomaterial Production Manager and QC**  
*Biomatcan – Fredericton, NB*

- Acted as a production manager and quality control specialist with training under GMP and ISO 13485 requirements.
- Developed and ensured conformance of all required ISO and cleanroom standards. Experienced being externally audited by regulatory bodies.
- Worked within a cleanroom environment including manufacturing, packaging, and maintenance of the room and its equipment.
- Involved in the R&D of the bone graft and determined more efficient ways to develop the product.

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03/2016 – 09/2018      **Interpreter for Syrian Newcomers and Refugees (Part-Time)**  
*Anglophone West School District (ASWD) and the Multicultural Association of Fredericton (MCAF) – Fredericton, NB*

- Acted as an interpreter and learning facilitator for both the school board and local multicultural association.
- Learned valuable communication skills in interpreting and translating from English to Arabic and Arabic to English.
- Adapted to different environments (school, home, professional) and worked with various age groups, settings, and situations including de-escalating conflicts and resolution.

### **List of Publications**

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Journals and Conferences

- Sarah Hamza, Anna Ignaszak, Amirkianoosh Kiani. “Synthesis of Au Nanoparticle-embedded Silicon Oxide Nanofibers by Laser Pulses and Sputtering Techniques for Biosensor Fabrication”
- Sarah Hamza, Amirkianoosh Kiani. “Silica/Gold Hybrid Nanofibers Induced by Laser Processing of Silicon Coated by Gold Thin-Film for Biomedical Sensing Applications”
- Sarah Hamza, Amirkianoosh Kiani. "Laser-Generated Silica Nanofibers Embedded with Electrospun Gold Nanoparticles: A Novel Platform for Biocompatible Sensing Devices" 33rd Annual Meeting of the Canadian Biomaterials Society
- Sarah Hamza, Amirkianoosh Kiani. “A Rapid and Easy Procedure of Biosensor Fabrication by Nanosecond Laser Processing of Si Wafer Coated by Gold Thin-film” 5th International Conference on Bio-Sensing Technology

# 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 Police Services Board**

## Contact Information

Name: **Tariq Khan**

City: **London**

Province: **ON**

Postal Code: **N5X 1C6**

## Experience and Qualifications

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

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

How will you support the work of a Board or Commission? (max. 3000 characters): **Please see attached file.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters): **Please see attached file.**

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

Attach more files here, if needed: **City\_Resume.pdf**

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/19/2022 1:48:59 AM**

# About Me

Name: Tariq Khan  
Contact: London On.  
Professional Background: Bureaucracy, Metropolitan City management, CyberSecurity



## Specialized Trainings & certificates other than routine departmental trainings:

- Introduction to Indigenous Peoples Culture: CPA Canada (2021)
- Negotiation Skills: Strategies for increased effectiveness: Harvard University (2016)
- Cybersecurity: Technology, Application and Policy: MIT (2016)
- Road Traffic Injury Prevention And Control: John Hopkins (2013)
- Enhancing Municipal Service Delivery Capability: Asian Development Bank (1998)
- Software Application Design & Development: Institution of Electrical Engineers (1991)
- Local Council Officers training : Local Government Institute (1989)
- Aboriginal Worldviews and Education University of Toronto ( Contd.)

## Skill Set

- Corporate Governance, Forward planning, Strategic thinking and Commercial awareness.
- Negotiations, confidence & consensus building.
- Promotion of women empowerment
- Inter & intra Cultures & communities engagements.
- Advocacy for Housing, Homeless, Human rights & Indigenous peoples.
- Dealing in Parliamentary affairs ( Provincial & Federal )
- Crises management through 3Rs (resolve, resiliency and rebuild).
- Parliament/Assembly business handling ( Municipal, Provincial & Federal).
- Benchmarking & continuous improvement.
- Cybersecurity, Software, Technology, Application and Policy.
- Citizens representation & advocacy in public sector boards and Advisory committees.

## Portfolios:

- Commissioner London Transit Commission (2018-2022).
- Member Committee of Revision, City of London (2018-2022).
- Chair Integrated Transportation Citizen Advisory Committee (2022- to-date).
- Member Programming council Western Fair Association Canada.
- President Cancer Registries Canada.
- Director Optimist Club ( North London).
- Vice Chair Crime Prevention & Community Safety Advisory Committee, City of London (2018-2022).
- Vice Chair Transportation Advisory Committee City, City of London(2018-2022).
- Curator PlayCanada - Promotion of sports in London.
- Member Environment Advisory Committee, City of London. (2012-15)
- Member Trees & Forest Advisory Committee, City of London.(2016-2018)
- President RASTA Board ( Road And Street Traffic Awareness) Pk (2007-17) addressing over 30 million population.

## Application for Appointment to the London Police Service Board.

**Name:** Tariq Khan

**City, Province, Postal Code:** London On. N5X 1C6

### Experience & Qualifications

If you have experience on a London Board or Commission, please provide dates and details.

**Dec 06, 2018:** Appointed to the Committee of Revision/Court of Revision

**Term** : December 2018 - November 15, 2022

**Dec 19, 2018:** Appointed to the London Transit Commission

**Term** : December 2018 - November 15, 2022

**Jan, 2019.** : Member Rapid Transit Implementation Working Group ( RTIWG).

**Term** : On completion of its mandate RTIWG was dissolved by the Council in Oct 2020.

### Advisory Committees ( City of London).

#### 2022 - to date

- Chair Integrated Transportation Community Advisory Committee (ITCAC).
- Member Environment sub committee of ITCAC
- Member Mobility Master Plan sub committee of ITCAC
- Member Active Transportation sub committee of ITCAC
- Member Road Safety/ Vision Zero sub committee of ITCAC

#### 2018 - to 2022

- Vice Chair Transportation Advisory Committee (TAC).
- Vice Chair Community Safety & Crime Prevention Advisory Committee (CS & CP).

#### 2016 - 2018

Member at large Trees & Forest Advisory Committee (TFAC)

Member at large Transportation Advisory Committee. (TAC)

#### 2012 - 2015

- Member at large Advisory Committee on the Environment (ACE).
- Representative of ACE on Transportation Advisory Committee(TAC).

### **What do you hope to contribute or learn as part of a Board or Commission?**

On account of my service life in municipal government, I bring rich experience of civilian oversight of the City's Police force. I have been part of the supervisory teams dealing with law & order situations within municipal jurisdictions in the city and providing police forces with necessary approvals to control situations.

The terms law enforcement & policing are often used interchangeably but while discussing criminal justice systems the two concepts have big & wide differences. Law enforcement focuses on the letter of the law and implies compulsory compliance, while Policing's main focus is spirit of the law and suggests voluntary adherence.

Law enforcement is responding to crime without consideration for causes while policing is an approach to crime fighting through community service and problem-solving so when police fight with crime by taking community onboard, it encourages participation and ownership for all parties and helps foster trust between officers and the general public.

I have served as vice chair for the Community safety & Crime prevention advisory committee City of London for the 2019-2022 term. During our tenure we had numerous discussions with the communities/ community leaders & experts in the field how communities may play a vital role for a sustainable 'crime prevention' environment.

Keeping in view recent increasing crime rate, especially break in incidents and Londoners expectations from the police, being a member of the Police board, my efforts, aim and plan would be promoting community policing among communities in particular and society in general hence reducing crime through community partnerships at various levels.

### **How will you support the work of a Board or Commission?**

Preventing the crime and catching the criminals within the shortest possible time is what citizens expect from the Police service. Keeping in view the rapid change in technologies our Police service also needs to be modernized/upgraded and equipped with latest technologies, skill sets and training from time to time. Sometimes we need more manpower and sometimes we need more advanced technologies, all these provisions need continuous and sometimes some extra one time financial support as well to meet with the challenges and come up to the expectations of Londoners.

Benchmarking, sharing best practices, continuous improvement & sustainability in public service has been my speciality. I believe in collective wisdom and intelligence. Using my background in municipal governance and exposure to the civilian oversight of Police service, I can understand the expectations of the Londoners and the challenges London Police service is facing hence by utilizing my research and analytical skills coupled with management, operations & negotiation expertise I will take fellow board members on-board to draft workable plans which may transform London Police Service into most effective City Police service in Canada.

**3) Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member.**

London has been my home for over a decade. During this time, I have always tried to contribute my diverse experience, exposure, community engagement skills and multilingual capabilities towards the betterment of this city & society by being an active member of the community.

Benchmarking & continuous improvement in public service has been my speciality. My formal educational background is in the field of mathematics/computer science and my experience has been managing public sector large organizations.

By utilizing my research and analytical skills coupled with management-operations & negotiation expertise I find unique solutions to difficult problems/challenges.

Over 33 years of diverse experience serving in Public, Non-profit & Private sectors.

**Public Sector:**

- Provincial Local Government & Community development Department.
  - Periodical inspection of municipalities (over 330 municipalities in province).
  - Assisting Secretary Local government( Deputy minister) for the preparation bills for provincial legislative assembly.
  - Supervision of computerization/automation process in municipalities throughout the province.
  
- **City Management**
  - Routine functions & duties Deputy Chief / acting Chief Officer ( City Manager) City of Lahore.
  - Protocol affairs related to heads of the states during their official visits.
  - Head of the City's Council branch, conduct municipal assembly business.

**Boards & Commissions, Advisory Committees:**

See Question 1 above.

**Non-Profit Sector:**

- Member at Large Western Fair Association.
- Member at Programming Council ( effective from Nov10, 2022)
  
- **Chair Cancer Registries Canada.**
  - Showcase of cancer research academic projects CareTrack.
  - ABCD Project ( Analyzing Breast Cancer Data) at London Health Science Centre.
  - Patient Education Apps ( 22 non-commercial-Apps, free for patients to download/use).

**Private Sector:**

- President Canris Technologies Canada ( 2014-to date)
- Vice President UTNT (2008-2014)
- Lecturer Mathematics & Software ( Operating systems).

**Community Involvement:**

- Director North London Optimist Club.
- **Curator PlayCanada.** Parents Leading Active Youth Canada: Promoting healthy physical activities specially among kids & youth through organized sports ( Indoor / Outdoor). **PlayCanada** a practical, effective & sustainable augmentation of gov'ts programs/initiatives, hence transforming London into a larger family circle through parents' interaction.
- Active member of various multi-culture community associations and groups.

**Thank you for the Consideration.**

# 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 Police Services Board**

## Contact Information

Name: **Andrew Marlowe**

City: **London**

Province: **ON**

Postal Code: **N6C4E8**

## Experience and Qualifications

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

**I have not previously been involved with a City of London Board or Commission.**

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

**I hope to contribute my knowledge of how the healthcare system and law enforcement/criminal justice system interact.**

**I spent several years working in forensic psychiatry (providing care for individuals that were found not criminally responsible for a crime for reason of mental illness). I interacted with police in this role on a somewhat regular basis, and spent even more time working with individuals who often had frequent interactions with police prior to entering our system. Even when working in other aspects of the healthcare and mental health system I experienced working with police, and am well aware of the challenges that face both them and citizens with mental health issues during interactions.**

**While speaking with police officers informally has given me a baseline understanding of the challenges facing individual officers, I would hope to deepen my understanding of the operations of LPS at an institutional level by working with the LPSB.**

**Finally, I see this as an opportunity to give back to London and strengthen my ties to the city. I have lived here for 6 years, have established roots, and have a vested interest in an essential city service operating to its fullest potential.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**As increased public attention has fallen on policing in recent years, one major focus has been de-escalation. This is an area I have significant experience in, and can bring that insight to the LPSB. For almost 5 years I led the Prevention and Intervention in Crisis Situations program at St. Joseph's Healthcare London, which included reviewing staff use of de-escalation techniques and providing some training for the establishment of the COAST program (pairing a police officer and mental healthcare practitioner to respond to individuals in crisis). I currently work for LHSC as a Professional Practice Consultant focused on Workplace Violence Prevention. Outside of the violence portfolio, I will also be involved in conducting practice investigations and have a key understanding of the additional accountability that is placed on professions that have a duty to serve the public.**

**This is related to the safety focused lens that I would bring to this position- in healthcare broadly and mental health specifically, both staff and patient safety are significant overarching goals. I believe my insights from operating in that environment would contribute to working with the LPSB.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I'm currently completing an MBA part time that has so far included courses in data analysis, operations management, horizon scanning, and financial accounting- all of which I believe would help me in functioning in this role.**

**I also bring extensive board and committee experience- I'm the current Financial Executive Officer for the Mental Health Nursing wing of the Registered Nurses Association of Ontario, have chaired a number of groups while working at St. Joseph's, and was a member of the executive board and several committees of the McMaster Students Union. This included chairing the Sponsorships and Donations committee, and voting membership of the Finance Committee and Bylaws and Procedures committee. This also involved hiring and termination of MSU employees at the Director and Assistant Director level.**

**I have worked in several professional roles that involved making hiring and termination decisions, including my current role. This has included high profile roles with greater emphasis on candidate selection.**

**Finally, from previous leadership and membership in the Ontario Nurses Association (the union representing nurses across Ontario) I bring a strong knowledge of operating in a unionized environment.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Social media**

If you selected 'Other', please specify:

Submitted on: **9/26/2022 2:04:00 PM**

# 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 Police Services Board**

## Contact Information

Name: **John Murphy**

City: **London**

Province: **ON**

Postal Code: **N5Y 4H2**

## Experience and Qualifications

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

**I was raised in East London and schooled here. Upon graduating from Western in 1974, I joined the firm of Clarkson Gordon Chartered Accountants (now EY). Early in my career I was transferred to Saint John, New Brunswick and subsequently to other cities across Canada and internationally. Accordingly, I have had no opportunity to serve on a City of London Board or Commission. That said, I have gained considerable experience serving on many on many non-profit boards, as detailed further in this application – but nothing in the in London. Upon retiring from EY, my wife and I purchased a home on Regent Street. I am now able to contribute as a volunteer in the city and would be thrilled for the opportunity to serve on the London Police Services Board.**

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

**One can always learn, regardless of education, training, or accumulated life experiences. As a member of the LPS Board, I will quickly need to learn about the unique challenges of delivering police services in a fast-growing city with expanding needs – in a difficult and resource-constrained economic environment. At the same time, I feel that I could make a strong contribution toward addressing those same challenges. As a Chartered Accountant, I have years of experience in finance, budgeting, and reporting in the public domain. I am a team builder, with Board and executive leadership positions in large and complex organizations. I am fluent in the disciplines of strategic planning, change management and organizational renewal. I believe these skills would be helpful in providing advice and assistance to LPS senior management and to fellow Board members.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**Here are some of the ways I would support the Board:**

- A. As a new Board member, I would begin by educating myself on important background topics – meet with the current Chair and the Chief to obtain their insights on what they need from the Board, review Board and Advisory Panel minutes for the past year, understand the long-term strategic plan of LPS, study the business plan for the coming year, and get up to speed on the content of recent public presentations. I believe this type of self-directed learning would be important preparation for becoming a high-functioning Board member.**
- B. I am prepared to serve on an Advisory Panel or participate in an ad hoc working group, if asked.**
- C. During my career as a senior executive and business advisor, I gained experience that I believe has the potential to help the Board carry out its mandate. For example:**

(i) I provided training and advice to several organizations regarding Board Effectiveness and Executive Teambuilding. Through this effort, Board members developed a heightened awareness of the governance role and the best practice approaches taken by successful Board teams.

(ii) I was responsible for developing the strategic plan and operational priorities for each line of business in the EY Global organization, and for dozens of clients in the public and corporate sector.

(iii) I led the recruitment and appointment of several of the most senior leadership positions in the Canadian and Global operations for EY.

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I am a Chartered Accountant and Certified Management Consultant with 45 years of experience in the business community, a considerable portion of which related to public sector entities in the municipal environment. Along the way, I was also given the opportunity to participate as a community volunteer in various roles across the country.**

**Relevant client municipal experience:**

- Auditor of the Municipality of Rothesay
- Auditor of Saint John Transit Commission
- Business Process Improvement project for Saint John Fire Department
- Business advisory services to Enmax (City of Calgary electric utility)

**Relevant community volunteer experience:**

- Member of the Atlantic Provinces Economic Council
- General campaign chair for United Way
- Long-range strategic planning for Calgary Homeless Foundation
- Board member and Finance Committee Chair of St. Joseph's Hospital, Saint John NB
- Strategic plan and related implementation program for Calgary Catholic Family Service
- Lead advisor on the organizational re-design for Canadian Cancer Society
- Board member and Treasurer for Theatre Calgary
- Board member and Treasurer for New Brunswick Heart Foundation
- President of Family Service Saint John, Inc.
- Board member of Imperial Theatre
- Board member on Western Canada's CA School of Business
- Lead advisor to the Board of Directors of STARS (air ambulance service in Western Canada) regarding the replacement of its helicopter fleet

Attach resume or other document here, if needed: **John Murphy CV, September 2022.pdf**

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London.**

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

If you selected 'Other', please specify:

Submitted on: **10/13/2022 6:52:49 PM**



**John W Murphy, FCPA, FCA, CMC**

John was with EY for 40 years. He served in various senior management positions with the firm in Canada and internationally. Most recently, John was EY's Global Managing Partner of Client Service & Accounts and a member of EY's Global Executive Board based in London, UK. In this capacity, he was responsible for all client service lines of business and directed the development of the firm's global strategic plan through to 2020.

John's client focus has been on organizational transformation. He is an expert in the areas of business process improvement, strategic planning and facilitation, executive information systems, and strategic performance measurement. He has provided assurance and business advisory services to both entrepreneurial and major organizations in the manufacturing, health care, energy, and telecommunications industries.

John has been actively involved in community affairs throughout his career. His work across the country in the not-for-profit sector has involved activities such as member of Atlantic Provinces Economic Council, chair of the United Way fundraising campaign in Saint John, NB, lead advisor to the Board of Directors of STARS (air ambulance service in Western Canada) regarding the replacement of its helicopter fleet, chair of the Finance Committee of the Board of Directors of Theatre Calgary, and special advisor to Executive Management and the Board of Canadian Cancer Society concerning its project for long-range planning and organizational redesign. Presently, John continues to support the CEO and Board of Calgary Homeless Foundation in the development and execution of their strategic plan to 2025.

John is a member of the Institutes of Chartered Professional Accountants in New Brunswick and Alberta. He is also a member of the Institute of Certified Management Consultants of Alberta.

**Education**

- B.A. (Economics), University of Western Ontario, 1974
- Chartered Accountant, 1978; New Brunswick Fellow, 1995
- Certified Management Consultant, 1995

**Personal background**

- Raised in London, Ontario
- Posted to EY offices in London, Saint John NB, Vancouver, Calgary, Toronto, Cleveland, New York, and London UK
- Retired from EY in 2013
- Married to Karen (45 years).
- Three children (London, Ottawa, and Calgary) and four perfect grandchildren.

# 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 Police Services Board**

## Contact Information

Name: **Paul Paolatto**

City: **London**

Province: **ON**

Postal Code: **N6K0H9**

## Experience and Qualifications

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

**I served on the London Police Service Board from 2010 to 2016 inclusive. During my term I served as:**

- Budget Chair for all six years,**
- Chair of the LPS Negotiations Committee in 2015 that secured a new contract with the LPA, and,**
- Member of the Police Chief and Deputy Chief Selection Committee for three contract hires.**

**I have also served on the following city-supported Boards:**

- London Economic Development Corporation,**
- London Small Business Centre and,**
- Chair of Techalliance.**

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

**First, it is my understanding that the LPS will be entering another round of contract negotiations with LPA in 2023. During my previous term I secured for LPS the lowest annual salary increases in Ontario (3.8% total over 4 years) in 3.5 days of bargaining. While it will be difficult to match that rate increase, I believe my knowledge of police operations and the contract itself, as well as my past working relationship with LPA will contribute greatly to the realization of manageable, affordable and expeditious settlement.**

**Second, it is my understanding that the LPSB may soon need to initiate a search for a new Police Chief. I believe my past experience securing top talent at this level (Chief Pare, Deputy Chief Longworth, Chief Williams) will be of considerable value given that post this election, the longest serving current member of the Board will have only been in the role for a year.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**If appointed, I am most anxious to initiate a discussion with the provincial government and partner with them in a new, collaborative program designed to secure more mental health and addiction treatment supports for our community. These include: the expanded use of medically and socially trained resources that can work with police to help those struggling with the above challenges, as well as the crisis and care infrastructure necessary to support the entire program.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**In addition to the direct experience cited above, my tenure as COO of Western University's Schulich School of Medicine & Dentistry afforded me an opportunity to learn where our hospital system is currently struggling in their delivery of mental health and addiction treatments, and the strain it is placing on municipal and local health care resources.**

**As such, I believe that the relationships I have cultivated with the local health care community and provincial government will be of considerable value in this police services board role.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **9/29/2022 1:37:31 PM**

# 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 Police Services Board**

## Contact Information

Name: **David Smith**

City: **London**

Province: **ON**

Postal Code: **N6E3E1**

## Experience and Qualifications

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

**My experience to date with the City of London's Boards or Commissions includes my role as a current Board member (and past executive) with the Royal Bank of Canada Place (RBC Place). I am in my last term as a Board appointee with this organization. I started with this Board in 2018 - finishing my last year in 2024.**

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

**I am hoping to further enhance my board experience breadth and depth with respect to municipal boards. My keen sense of interest in municipal services and civic duty is a passion of mine. Self-identifying as a member of the 2SLGBTQ++ community, I feel I would bring an added level of knowledge pertaining to equity, diversity and inclusivity to the City of London appointments.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I would support the City of London's Boards or Commissions by ensuring my potential Board Director role is one that fosters open dialogue, communication and innovation while being open to differences of opinions. Effective governance, fiduciary responsibilities and being an ambassador for any future appointments are areas in which I feel extremely skilled. In my opinion, these skills would further support the Board/Commission structure set forth by the City of London and would enhance the strategic vision of the organization. With respect to the London Police Services (LPS) Board, I feel that there needs to be a 2SLGBTQ++ appointment within this organization's Board. The LPS, through the years, has done great work within this 2SLGBTQ++ community - however it appears to be lacking the direct lived experience as a member that identifies within this community. I would use my voice at this table to further enhance the work the LPS has committed to with this priority population.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**As noted in my cover letter and resume, I have vast board experience - both in the non-profit and municipal government sectors. I have held past positions on Board executives including the role of President/Board Chair. I am a community champion within the City of London and feel my relationships I've formed with influencers in London would enhance any Board or Commission I'm appointed.**

Attach resume or other document here, if needed: **City Appointments City of London.pdf**

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/14/2022 9:27:27 AM**

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# David Smith, MBA, BSc, RDH, CHE

London, ON, N6E 3E1



RE: **Application for Appointment  
City of London Board or Commission**

To Whom It May Concern:

Please accept my cover letter and resume as indication for my intent to apply for a City of London Board or Commission Appointment. I am confident my education, master's business degree, and multiple years of healthcare executive leadership roles in the public health care sector makes me a strong candidate. I also self-identify as a member of the LGBTQ+ community – one which I feel would further enhance the City of London's commitment to equity, diversity and inclusivity within their Board Appointments.

I currently have over twenty years of senior leadership public health and community health care experience. Currently, I am a Public Health Program Director at Southwestern Public Health. As an experienced senior leader, I have a successful track record in strategic planning, financial planning and monitoring, building partnerships with key stakeholders in the healthcare sector (including the Ministry of Health and Long-Term Care and Ontario Health funded organizations), political acuity in working with Boards of Health and fiduciary management.

To date, my board experience includes current Board Director with the Children's Aid Society of London Middlesex (CASLM) and a City of London Appointee to the Board of Directors with RBC Place London (term ending in 2023). Past Board experience also includes President of the Regional HIV Aids Connection (RHAC) Board of Directors.

Crucial to my success has been my ability to succeed in a diverse environment where excellent communication is held at a premium. I truly believe that my skills, experience, and character will enable me to offer as much to this role.

Thank you for considering my candidacy for a City Appointment with the City of London's Boards and Commissions. I look forward to discussing this exciting opportunity further.

Respectfully yours,

**David Smith, MBA, BSc, RDH, CHE**

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# David Smith, MBA, BSc, RDH, CHE

London, ON, N6E3E1



## Profile

**Senior Healthcare Executive** with over 20 years of diverse healthcare experience including progressive management in the public healthcare sector, proving post-secondary university and college instruction and regulated clinical service provider. With a proven ability to utilize deep knowledge of lean methodologies and continuous quality improvements, along with evidence-informed leadership theories, I have help guide managers and teams to perform at their highest level. Well-versed in strategic analysis and planning to align projects with organizational goals with an emphasis on delivering value via core activities that create organizational sustainability.

## Professional Experience

### Southwestern Public Health

**May 2018 - Present**

*A public health care population based-approach working together with communities to promote and protect the health of people. Mandatory health programs and services are set by the Province of Ontario in the Health Protection and Promotion Act*

#### **Public Health Program Director – Healthy Foundations**

- Specialized leading a team of interdisciplinary healthcare professionals including coaching, leadership, facilitation and negotiation to ensure programs standards were met
- Developed program objectives and determined goals of the program, classify and organized the work of the teams in addition to coordination of staff to achieve goals and objectives.
- Ensured staff kept abreast of knowledge of theories and principles of public and population health including health promotion, epidemiology, community health planning, and knowledge exchange and research methodology.

### Elgin St. Thomas Public Health

**August 2010 – April 2018**

*A public health care population based-approach working together with communities to promote and protect the health of people. Mandatory health programs and services are set by the Province of Ontario in the Health Protection and Promotion Act.*

#### **Program Manager**

- Coordinated and organized the daily activities of a team of multi-disciplinary primary health care professionals utilizing a sophisticated client management software database, in concert with Microsoft Office products, resulting in increased performance.
- Ensured the organizational vision, mission and values is adhered to by front-line staff, leading to established long-term measurable goals and outcomes.

- Adoption and rollout of organizational 3-year strategic planning session
- Fiduciary responsibilities encompassing the monitoring of daily spending to ensure spending allocations are in alignment and sustainable throughout the year.

**Fanshawe College**

**January 2004-June 2014**

*Fanshawe College is a comprehensive, accredited college serving the greater London region by providing flexible learning arrangements and experiential education opportunities in such industries as technology, business, healthcare and social services.*

**Clinical Instructor – Dental Programs**

- Sessional Clinical Instructor in the multi-discipline dental clinic for Fanshawe College dental students
- Didactic evaluation inclusive of dental preventive therapy interventions
- Theory and methodology instruction inclusive to dental radiography

## Education

**Ivey Business School, Western University**

*Master of Business Administration (MBA)*

**University of British Columbia**

*Bachelor of Dental Sciences (BDS Sc)*

**University of Toronto**

Risk Management Certificate

**Canadian College of Dental Health**

Diploma in Dental Hygiene

**Fanshawe College**

Level II Dental Assisting Certificate

## Certificates

- Canadian Healthcare Executive (CHE) with the Canadian College of Healthcare Leaders
- Six Sigma Green Belt certified
- Canadian Risk Management designation with the Risk Management Society (RIMS). Completed Risk Finance and Risk Foundations with the University of Toronto

## Associations

- Member of the Canadian College of Health Leaders (CCHL)
- Canadian College of Dental Hygienists of Ontario (CDHO)
- Canadian Dental Hygienists Association (CDHA)
- Ontario Association of Public Health Dentistry (OAPHD)
- Canadian Association of Public Health Dentistry (CAPHD)

## Boards

- Board of Directors – Children’s Aid Society London Middlesex
- Board President - Regional HIV Aids Connection (RHAC)
- Board of Directors – City of London Appointee - RBC Place - London
- Dental Health Sciences Advisory Committee Member – Fanshawe College

## Accomplishments

- Emergency Operations Commander – Covid 19 Pandemic Response – oversaw complete internal and external responses related to Covid-19 operations
- Contributed to the drafting and adoption of an organizational 3-year strategic plan which incorporated an environmental analysis of key stakeholders, engaging front-line staff and policy makers
- Annually drafting of the provincial programs’ mandatory programs budget to the Ministry of Health and Long-Term Care, considering the outcomes of the Ontario Public Health Standards (OPHS) within the Health Protection and Promotion Act (HPPA)
- Drafted and approved divisional policies and procedures (which incorporated lean methodologies) that resulted in decreased in clinic wait times.
- Quality assurance initiatives inclusive of implementing a client satisfaction analysis, increasing total patient experience and approval ratings

# 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 Police Services Board**

## Contact Information

Name: **Susan Toth**

City: **London**

Province: **ON**

Postal Code: **N6B 1X5**

## Experience and Qualifications

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

**I have had the privilege of serving on the London Police Services Board for the last 6 years. The last 6 years has seen a great deal of change in policing, internally and externally. Four years ago, I was the head of the chief selection committee that was in charge of finding our next chief. I was also part of the bargaining committee that helped negotiate a collective agreement between the London Police Association and the London Police Services Board. While I was on the Board, we also passed a first-of-its-kind sexual assault investigation policy that was developed in consultation with community members and women with lived experience. In the last two years, the Board has responded to calls for greater equity, diversity and inclusion within policing. Greater scrutiny has been placed to ensure a commitment to anti-Black racism. The Board has also dealt with increasing number of calls for service, and the fallout from increasing levels of poverty, mental health crisis and addictions. As the Chair/Vice Chair, I was part of implementing two community advisory panels that are tackling both these issues and bridge the divide between the community and police: the Anti-Racism Advisory Panel and the Mental Health and Addictions Advisory Panel. Next year brings a bargaining year with the London Police Association, as well as a consultation process to set a new business plan, and the selection of a new Chief of Police. While all this is happening, the Board is facing a significant change in its membership. We will be losing three members, and the remaining members will have served for less than a year. This means that heading into a bargaining year, and a year that will include picking a new Chief of Police, I would be the only member with historical and institutional knowledge. I hope that my re-appointment, should I be re-appointed, will help provide a measure of stability and constancy to the Board.**

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

**I hope to be able to provide some continuity to the Board during a period of change. I will be the longest serving member and able to bring my knowledge and experience from previous bargaining years and previous chief selections and guide the Board through both processes. I believe that Board members more than ever need to apply an equity lens to governance, which is something I have always prioritized. As Board Chair, I have also dealt with media requests. This has been a steep learning curve and I hope to be able to continue to be transparent and available to media and the public. I hope to continue learning about how to make policing transparent and responsive to community needs, through governance and oversight.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**Something I have been focussed on over the past year has been increasing the transparency of the Board. As chair, I implemented a new policy that would require all items that are being heard in camera to have a form filled out to justify, pursuant to the Police Services Act, why they must be heard in camera. All matters that do not pass this scrutiny are put into public session.**

**This measure of accountability forces us as a Board to always deliberately and thoughtfully justify what items are dealt with in camera. I hope that this will support the obligations and the work of the Board.**

**In addition, as a woman of colour, I believe I bring much needed diversity to the role. It is something I have fought for and will continue to fight for.**

**Finally, I am fortunate, as the partner of my law firm, to have flexibility and control over my time. This allows me to ensure that I am available and responsive when issues arise.**

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 London Police Services Board is a highly technical Board. It requires knowledge of law, Police Services Act, budgets and unions. It also requires diplomacy, accountability, transparency and being accessible to the public and media.**

**As a lawyer who has experience in human rights law, labour law, and police law, I believe that I have significant skills to contribute.**

**I have been fortunate in my law practice to represent police associations, and in that capacity I have experience with the Police Services Act. I keep up to date with respect to caselaw that impacts policing. As a labour lawyer, I have knowledge and experience with unions and associations. Finally, as a human rights lawyer, I understand and am passionate about human rights and civil liberties.**

**I have built strong relationships both with community leaders and with the London Police Association. I hope to continue to build on these relationships for the good of the police services and the community.**

**As the only member remaining who has been through a previous chief selection process, bargaining process and business plan process, I believe I can help transition this Board through a time of change and through some of its most important functions.**

**Thank you for considering my application.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/17/2022 8:31:31 PM**

# 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 Police Services Board**

## Contact Information

Name: **Tatiana Zdyb**

City: **London**

Province: **ON**

Postal Code: **N6C 3Y9**

## Experience and Qualifications

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

**While I have not been on a London Board or Commission before, my work in the community includes being a mental health lead with the London Homeless Outreach Network (March 2010 – June 2011), being on the United Way of London Middlesex Allocations Committee (Nov 2011 - January 2012) and acting as the Vice Chair of the United Way of London Middlesex Mental Health Impact Council (February 2012 – 2015).**

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

**Policing carries a great deal of socio-political power as well as at times, and in certain contexts a sense of moral authority. As such, it requires oversight by community-based stakeholders in order to prevent any misuse of that power. I hope to contribute an informed perspective on current policies for police services in London, as well as aid in identifying priorities and objectives to meet the needs of our community. Furthermore, I endeavour to ensure that police services at every level are delivered in a manner that is consistent with the values and expectations of Londoners. I expect that should I be successful in joining the board I will learn more about the systemic issues that underlie inadequate and ineffective policing.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will aim to provide equity, diversion, inclusion, trauma and health promotion informed perspectives on the objectives of the London Police Service (LPS). I will use my knowledge and experience as a clinical psychologist, resilience researcher, first generation Canadian, Jewish member of the LGBTQ2S+ community to monitor performance, establish priorities and identify areas where more support, education and training are required in order to ensure that the needs of our community are being met by the LPS. I will also constantly examine and interrogate my own biases, beliefs or assumptions such that they do not negatively impact the work of the LPS Board.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**As a clinical psychologist I have experience working with staff members and service users of the London Police Service. I have seen first-hand the impacts of inadequate education, training and support on the efficacy of police services. I am also privy to the challenges of navigating the justice system experienced by victims of violent crimes and other traumatic events as well as those charged with criminal offences. Part of my motivation to apply to be on the Board of the London Police Service is to oversee and**

**support this organization and the important work that I bear witness to them doing in our community.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Word of mouth**

If you selected 'Other', please specify:

Submitted on: **10/7/2022 8:30:13 AM**

# 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 Board**

## Contact Information

Name: **Ayman Abu Sharkh**

City: **London**

Province: **ON**

Postal Code: **N6P0H2**

## Experience and Qualifications

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

**Board Member (2019 – 2020)**

**WIL Employment Connections ([www.wil.ca](http://www.wil.ca))**

**Ambassador for Government Relations and Advocacy (2019-2020)**

**Multiple Scoliosis Society of Canada ([www.mssociety.ca](http://www.mssociety.ca))**

**Social Committee Member (2017-2018)**

**Ivey School of Business Executive MBA Cohort Social Impact Committee**

**(<https://www.ivey.uwo.ca/emba/>)**

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

**I firmly believe that well-qualified members of our society have a duty to contribute positively to the advancement of our society and community.**

**My career path has focused on technology and education and hence I am interested in giving back to the City of London via the Library which I consider to be an important institution in the advancement of our community.**

**I'd like to be in a position where I can help the Library in advancing its posture toward a successful future.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I bring 10+ years of management experience where I supported, coached, and directed large teams with various backgrounds and skillsets. I have also worked with multifunctional teams and numerous technology vendors and professional services providers. I have years of experience in strategy development, capital and expense budget management, labour planning, and IT Operations.**

**I believe that I bring a unique set of skills; I will bring diverse technical capability in a world that is increasingly looking to leverage technology to achieve business goals. I have the unique ability to understand board governance and best practices from working in public, private, and publicly-traded organizations, as well as from an educational background with my Executive MBA education. Finally, I will bring diversity by providing perspective that comes from a multi-cultured background.**

**I believe that my motivation and effective collaboration skills will help me in assisting this body toward working effectively. I bring subject matter expertise in technology and overall management and I have excellent listening and negotiation skills.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I contributed as a committee member of The Ivey School of Business's Social Impact committee during the 2018 Executive MBA cohort where I played a role defining our cohort's social impact mission (which was focused on education) and where I helped in organizing fund raising events, donations, and food drives. If selected, this will be my first opportunity as a member of a public board.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## **Confirmations**

**I declare the following: I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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):

If you selected 'Other', please specify:

Submitted on: **10/16/2022 10:22:01 PM**

# AYMAN SHARKH, MBA, P. Eng.

LONDON, ON | N6P 0H2

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## PROFILE SUMMARY

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Experienced **technology professional and college professor** with a 17-year career in technology strategy and execution. A lifelong learner who is an expert in implementing effective ways of work and achieving business outcomes by sound strategic planning, project delivery, and people leadership

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## EDUCATION

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<b>Executive MBA</b>   <i>Ivey School of Business</i>	<b>2018</b>
<b>B.Sc. Electrical &amp; Computer Engineering</b>   <i>Western University</i>	<b>2007</b>
<b>B.A. Economics</b>   <i>Western University</i>	<b>2007</b>

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## CORE COMPETANCIES

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- Team leadership
- Delivery management
- Technology strategy
- Relationship building
- Stakeholder management
- Effective decision making
- Influential leadership
- Comfortable opposite ambiguity
- Project management
- Effective meetings
- Performance management
- Budget and vendor management

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## PROFESSIONAL EXPERIENCE

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**Canada Life**  
**Senior Manager, Technology Delivery** **2020–Present**

- Led an organization of 35 employees that deliver enterprise grade integration solutions. Team is nationally distributed and split across 3 pods of Engineers, Scrum Masters, BAs; Developers; and QAs
- Defined the API strategy and closely collaborated with business and technology partners to manage intake of integration needs and oversee delivery
- Identified stakeholder management strategies and communication plans and coordinate technical and business workshops in collaboration with business solution architects to define technical designs
- Onboarded, coached, managed, mentored, and learned from team members and continually looked for ways to increase team engagement and maximize output

**London Hydro**  
**Senior Manager, Technology** **2015 – 2018**

- Managed a team of 12 IT professionals responsible for data centre, cloud infrastructure, on-premise network, servers and storage, contact centre infrastructure, service desk, and select IT/OT applications (metering)
- Developed annual technology roadmaps and capital & operational budget for London Hydro's IT Infrastructure
- Created procurement artifacts (RFP/RFI/RFQ) for IT projects and developed sourcing strategies with internal procurement and partner vendors inclusive of evaluation criteria, bid evaluations, vendor selection, and Statement of Work development

**EXPERIENCE** *(Continued)*

**Bell Canada**  
**Senior Program Manager**

**2007 – 2015**

- Defined the IT strategy for the Managed Service portfolio while providing leadership and guidance to 4 IT Project Managers to standardize service delivery IT platforms
- Developed the program business case and outlined its strategic objectives and execution methodologies. Tracked progress and engaged stakeholders and senior leadership through the program's multi-year lifespan
- Delivered \$40M of workforce efficiency across Product, Field Service, and Service Operation, through collaboration with 5 Line of Business VPs to sponsor and buy into identified strategies

**IBM Canada**  
**QA Analyst**

**2005-2006**

- Wrote test cases; developed SQL procedures and shell scripts; automated tests; summarized test results and reviewed defects with developers

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**CORE COMPETANCIES**

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**Fanshawe College**

**Adjunct Professor, Faculty of Business**

**2018–Present**

- Teach a variety of business courses within the Kinlin School of Business offerings (Accounting, Marketing, and Supply Chain programs). Courses delivered: Economics (microeconomics, and macroeconomics), Operations Management, Risk Assessment, Quality Management, and IT Tools for Operations
- Create and maintain a positive learning environment which supports the diversity of students' cultures, educational backgrounds and learning styles

**Conestoga College**

**Adjunct Professor, Business Analysis Program**

**2021–Present**

- Deliver courses aligned to the Business Analysis program of the Faculty of Workforce Development
- Enrich student experience by augmenting learning outcomes of assigned courses with real-world applications and examples from industry experience in the field

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**BOARD EXPERIENCE**

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Board Member (2019 – 2020)

WIL Employment Connections ([www.wil.ca](http://www.wil.ca))

Ambassador for Government Relations and Advocacy (2019-2020)

Multiple Scoliosis Society of Canada ([www.mssociety.ca](http://www.mssociety.ca))

Social Committee Member (2017-2018)

Ivey School of Business Executive MBA Cohort Social Impact Committee (<https://www.ivey.uwo.ca/emba/>)

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**PERSONAL**

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- 22-year resident of London
- Married to wife Dena and enjoy spending time together with children Khaled, Omar, and Basma
- Hobbies include soccer, walking, swimming, and reading

# 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 Board**

## Contact Information

Name: **Awad Aljied**

City: **London**

Province: **ON**

Postal Code: **N6G 2Z6**

## Experience and Qualifications

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

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

**I hope to contribute my legal expertise as well as financial and governance knowledge from running my own business. I believe libraries are a great community resource and I am passionate about giving back to my community. I believe it is important to have diverse voices on a board and hope to offer my perspective so that the community needs of everyone are reflected. I would like to learn more about how our city services including the library functions as well as what the opinions of others who care about these services are.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will support the work of the London Public Library Board by advocating for the library and its mission. I will also support my offering my legal, financial, and governance expertise and perspective to help with the oversight of the library. I am an active member of my community and am aware of the concerns/needs of other members and will bring those voices to the table as well.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have legal experience as I have a paralegal diploma and I am a licensed paralegal. I also ran a business and understand what it takes from a financial and legal perspective. I have been an active member of my community since I moved to London over twenty years ago. This experience will help me in this role to provide relevant advice and familiarity with legal/financial documents. My experience as a business owner is relevant as I understand the importance of governance in forming teams such as boards/commissions and can delegate tasks as well as be an active team member. Most importantly, I am passionate about showing up for my community and advocating for their needs.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/13/2022 3:55:39 PM**

# 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 Board**

## Contact Information

Name: **Beth Allison**

City: **London**

Province: **ON**

Postal Code: **N6J 4B6**

## Experience and Qualifications

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

**This is the first time I have applied to a Municipal Board. I have experience serving on other boards, including St. Leonard's and the London Down Syndrome Association.**

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

**I believe the first priority of a new board member to any organization is to listen to the current leadership and learn as much as possible about the history of the organization and the mandate of the organization. Additionally, I believe that it is important to find opportunities to bring my areas of experience and strengths to the collective knowledge of the membership.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I am a strong communicator and a skilled problem solver. I bring a lens of possibility and a growth mindset to my work. I value punctuality, flexibility, and hard work and I bring these values to all the areas of my professional, personal and non-profit roles. I believe that supporting a Board or Commission requires compromise and I am adept at negotiating middle ground where necessary and also standing on principle where appropriate.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Currently I am a member of the Board of Directors of the St. Leonard's Society and the London Downs Syndrome Association. I also hold Directorial roles on Federal and Provincial riding associations. At my church, I have played a lead role in the Hospitality Ministry and the Alpha Program. I have served as the Vice President of the Catholic Principals Council of Ontario. In my professional role as the principal of an elementary school, I sit on the School Council and am in constant negotiation with parents, staff and system-level staff. All of these roles involve nuanced communication, empathy and understanding of many diverse viewpoints as well as strong written and verbal communication skills. In addition to listening and communicating, my work in these sectors has taught me the importance of action. Over time, I have developed an appreciation of when the time for negotiation and discussion should end, and decisive action should be taken.**

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

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Word of mouth**

If you selected 'Other', please specify:

Submitted on: **10/17/2022 1:48:28 PM**

# Beth Allison, M. Ed

SERVICE – RELATIONSHIPS - VISION

I believe that dynamic, leadership stems from carefully considered vision, building genuine, caring relationships, and a commitment to serve. The theoretical framework that best matches my leadership style is Robert Greenleaf's construction of Servant Leadership.

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## EDUCATION

### MASTERS OF EDUCATION – LEADERSHIP

Western University - 2013

- Theories of Educational Administration, Educators and the Law, Management Approaches, Research Methods, Educational Policy, Curriculum Studies
- Qualitative research interviews conducted with Secondary English teachers for research surrounding teacher-perceived value of OSSLT
- Research interests included Servant Leadership and Learning to 18

### BACHELOR OF EDUCATION

York University - 1997

- Intermediate/ Senior English & History

### HONOURS BACHELOR OF ARTS

York University - 1997

- Major in English, Minor in History

### ADDITIONAL QUALIFICATION COURSES

- Special Education for Administrators AQ - 2018
- PQP Part 2 – 2015
- PQP Part 1 – 2014
- Religious Education Part 1 – 2014
- Primary Additional Basic – 2013
- Special Education Specialist – 2008
- Instrumental Music Part 1 - 2001

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## EMPLOYMENT

**MONSIGNOR J.H. O'NEIL SCHOOL – PRINCIPAL**

**VICE PRINCIPAL OF VIRTUAL SUMMER SCHOOL**

**ST. MARGUERITE D'YOUVILLE SCHOOL – V.P.**

**ST. FRANCIS CATHOLIC SCHOOL – V.P.** 2016 - Present

- Principal responsible for 176 children and 18 staff members

- 
- Building relationships with staff and parents through honest and transparent communication
  - Collaborating with SPST, Social Worker, Speech and Language, and community agencies to support student learning
  - Completing staff evaluations
  - Reading and editing Report Cards and IEP's to ensure excellence
  - Leading I.P.R.C's
  - Interviewing and hiring teachers and Educational Assistants
  - Mentoring teachers and completing Teacher Performance Appraisals
  - Participating in renewed Math Strategy Professional Learning Sessions
  - Working with challenging parents to find solutions that keep students' best interests at heart
  - Working with students to shape behavior and resolve conflicts using progressive discipline and restorative practices
  - Supporting teachers to ensure curricular expectations are met
  - Leadership on School Council and Safe and Health Schools committees

**STRATHROY DISTRICT COLLEGIATE INSTITUTE** 2003 - 2011

2013 - 2016

- Teaching English, Instrumental Music, Civics, Family Studies, History, and Learning Strategies
- Leading in a Developmental Centre and Resource Centre (SPST/LST), working with students with diverse physical, cognitive and emotional needs
- Working collaboratively with EA's, PST's, Co-Op students, Nurses and other teachers in an LST/SPST and Developmental Education setting
- Talented and Gifted Coordinator
- Leading orientation for students into Grade 9
- Associate Teacher to teacher candidates from Western, Ottawa, Lakehead and D'Youville Universities
- Presenter at Professional Development days, including Balanced Literacy strategies for reluctant readers

**AB LUCAS SECONDARY SCHOOL** 2012 - 2013

- Teaching Grades 9 - 12 English

**EDUCATION QUALITY & ACCOUNTABILITY OFFICE** 2009 - 2015

EQAO Scoring Supervisor, Writer & Committee Member

- Member of the Development, Range-finding and Sensitivity committees
- Writing selections for inclusion on the OSSLT
- Managing 25 direct reports as a scoring supervisor

**WESTERN UNIVERSITY**

Admissions Documentation Officer 2011 - 2012

**OLIVER STEPHENS PUBLIC SCHOOL - Woodstock, ON** 2002 - 2003

- Teaching Music to students from kindergarten through grade 6

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**DAVID AND MARY THOMSON COLLEGIATE – Toronto, ON 2000 - 2002**

- Teaching English from grades 9 – 12

**LEEDS ISLAMIA GIRLS' SCHOOL – Leeds, UK 1999**

- Teaching British National Curriculum in a Muslim Girls' Secondary School

**STANDBY TEACHING SERVICES – Bradford, UK 1998 – 1999**

- Teaching British National Curriculum throughout greater Yorkshire

**CANADIAN COLLEGE ITALY – THE RENAISSANCE SCHOOL–Lanciano, Italy 1998-99**

- Teaching Secondary English and History

**INTERNATIONAL SCHOOL OF TRIESTE – Trieste, Italy 1997 – 1998**

- Teaching Music to students aged two years to grade 6
- 

**VOLUNTEER  
WORK**

**LONDON DOWN SYNDROME ASSOCIATION – 2022 – Present**

- Board member
- Liaison for the LDSA Board to School Boards and parents of school-aged children

**ST. LEONARD'S COMMUNITY SERVICES, LONDON & REGION – 2022 – Present**

- Board Member

**HOLY FAMILY PARISH – 2013 – Present**

- Youth Ministry, Hospitality Ministry, Alpha Ministry

**ST. JOSEPH'S HOSPITALITY CENTRE – 2014 - 2018**

- Occasional volunteer work serving in the Soup Kitchen

**CATHOLIC DEATH ROW MINISTRY – 2014 – Present**

- Weekly correspondence with a Death Row inmate in Texas

**TEACH FOR CANADA – 2015 – 2016**

- Mentoring a beginning teacher in a Near-North School

# 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 Board**

## Contact Information

Name: **Ken Baldwin**

City: **London**

Province: **ON**

Postal Code: **N6K1W9**

## Experience and Qualifications

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

**I have served on The Arts Advisory Committee for the City of London more than ten years ago. Since then, I have become active with the London Arts Council which has taken over some of the responsibilities from the Arts Advisory Committee. Prior to this I have served on a Municipal committee which was struck in order to examine traffic flow and issues related to development of future sub-divisions. Prior to retirement I worked in a public secondary school library for more than ten years.**

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

**I hope to contribute a knowledgeable opinion on issues affecting the development of progressive public institutions such as the London Public Library. My contribution will be considered successful should expansion of our society's knowledge base serve to address what we generally consider to be our societies shortcomings.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I have both the time and inclination to interact with those persons who work together to effect positive change.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**After more than thirty years working in the public education system, in the three years of retirement since, I have enjoyed the opportunity to refresh acquaintances. I am involved in the community with dramatic, theatrical and musical performances as a musician. My support of the London Youth Orchestra and the London Community Orchestra as well as the Grand Theater are perhaps some of my most visible involvement in the wider London community.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/19/2022 1:15:36 PM**

# 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 Board**

## Contact Information

Name: **Summer Burton**

City: **London**

Province: **ON**

Postal Code: **N6C3Y6**

## Experience and Qualifications

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

**While I have not been a direct member of a Board or Commission, as a member of a regional nonprofit network I work closely with our organization's Board of Directors, including collaboratively working through strategic planning processes and executing their outcomes. I have begun to prepare for volunteering on a Board of Directors by attending one of Pillar Nonprofits "All About Boards" training workshops, and by speaking with past and current members of Boards about their roles and responsibilities.**

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

**I hope to contribute the skills and knowledge developed through both my corporate and nonprofit background. For the past decade I have worked within both adult literacy and workforce planning organizations developing resources, facilitating webinars and training sessions, and coordinating community programs. As a skilled communicator, I understand the value of a message that is clear, passionate, and resonates with the intended audience - I hope to contribute that voice to the London Public Library Board. As a first-time Board member, I hope to deepen my understanding of Board Governance and of our role as Trustees in supporting the Library's commitment to intellectual freedom, identifying and eliminating systemic racism, and maintaining the library as the truly essential resource it is.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I hope to use my creative and innovative nature and passion for lifelong learning to support the goals of the London Public Library, and believe in it's purpose of strengthening people and neighbourhoods. As someone who works in adult literacy, I am deeply connected to and impacted by the difference that literacy makes in people's lives, giving them the power they need to take part in their communities, understand and maintain their health, become civically engaged, and become productive and fulfilled at work. In my work supporting the City of London's Social Services (our organization holds a purchase of service contract with the City, which I manage) I have seen the impact of poverty and exclusion, and appreciate the equalizing factor that Public Library access provides. The library is truly a great connector, levelling the playing field for so many, allowing them to truly enrich their lives and see the world through a new and brighter lens.**

**I believe both my job at a networking organization with many community partners throughout the community and my personal desire to make connections, help others, and champion valuable resources will be a benefit to the Library Board. As a potential future Trustee, I look forward to advocating for the Library throughout the communities I serve.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I am currently both a Project Manager and the Communications Director with Literacy Link South Central, a regional adult literacy network supporting six counties (including Middlesex and the City of London). In my time with Literacy Link South Central I've managed verbal, written and digital communications for varried audiences and have done extensive work in curriculum development. My focuses include adult and accelerated learning philosophies, play-based learning, and gamification in education, and in 2021 I was chosen as the winner of the 17th annual Council of the Federation Literacy Award for Ontario for my work in innovative program development and design. I've used my skills for facilitation and passion for communication in support of both the London Middlesex Local Immigration Partnership and the St. Thomas Elgin Local Immigration Partnership, offering workshops at their yearly events. I have also worked with both the Elgin County Library and St. Thomas Public Library on the development and execution of social media campaigns and promotional initiatives. Across other social media campaigns I've developed and promoted messaging around the importance of apprenticeship and the skilled trades, the need to talk openly about mental health, and other social issues. I look forward to investigating how I can use those skills in support of London Public Library initiatives.**

**Please feel free to view my LinkedIn profile at <https://www.linkedin.com/in/summer-burton-49996019/>**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/3/2022 5:53:45 PM**

# 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 Board**

## Contact Information

Name: **Susan Wendy Chesworth**

City: **London**

Province: **ON**

Postal Code: **N6J 2N7**

## Experience and Qualifications

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

**I have experience working with Boards outside of the London area.  
2006-2009 - Canadian Cancer Society "Relay For Life" Steering committee  
2007-2022 - Kiwanis Club of Belleville/Board member last three years. Have been awarded Kiwanian of the Year twice.  
2017-2022 - Quinte Immigration Services Board Member**

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

**I hope to be able to learn about the short-term and ongoing challenges this Board is facing. Hopefully I can assist in rectifying or re-shaping the issues to be more easily addressed.  
Should we be presented with an unplanned event or PR snag, I hope we can deal with it quickly, without bias and with our mandate front and centre. Personal agendas must be seen through and dealt with in a non-confrontational manner. I'm good at mending bridges while maintaining our primary goals.  
I have personally made much use of library services.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**Please see above.  
As well, my focus will be on ensuring that each board member feels valued through my words and actions and in keeping an open mind.  
I am familiar with Robert Rules and will abide by such protocols.  
I will maintain careful, personal notes as future points of support.  
Communications is by far the most singular requirement. I practise active listening and summarizing.  
I am a team player. My manner is inclusive around a boardroom table.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I am conversant with the management of computer files.  
Excel spreadsheets, Acrobat Reader.  
My own book will be out later this fall. I have spent months working with editors using computer files.  
My telephone manner is exceptional as is my sense of humour.  
I am likely one of the last who believe in covering my bases using email.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/6/2022 5:00:52 PM**

# 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 Board**

## Contact Information

Name: **Scott Andrew Collyer**

City: **London**

Province: **ON**

Postal Code: **N6A 3S6**

## Experience and Qualifications

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

**Vice Chair and Director — Downtown London Business Association (2020 — current)**  
• member of the Executive, Finance, Governance and Advocacy committees; Strategic Plan task force member  
**Secretary / Director — MainStreet London (2020 — current)**  
• member of the MSL Governance / re-purpose task force  
**Trustee -- London Public Library board. (2022 - current - mid-term replacement for Cllr Hamou)**  
• member of the ad hoc (and now permanent) CEO Evaluation Committee

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 boards 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):

**The 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.**

**London's library system has been a place where informational and social infrastructures intersect within a physical infrastructure that supports that programme. Looking to a post-COVID future, where physically able to gather again, this becomes even more relevant.**

**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 continuing to serve 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):

**Board member for the Residenza Affordable Housing (formerly 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.**

**Board member for YOU - Youth Opportunities Unlimited.**

**LPL asset is a complementary third-place and programming / community connector and catalyst 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

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

If you selected 'Other', please specify: **extant board member**

Submitted on: **10/17/2022 9:46:31 AM**

# 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 Board**

## Contact Information

Name: **Erin DeCoste**

City: **London**

Province: **ON**

Postal Code: **N5V 4C7**

## Experience and Qualifications

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

**I do not have experience on a London Board or Commission; however I do see the work that they do on a daily basis in my role as Business Development Manager at RBC Place London (London Convention Centre).**

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

**I am a fierce advocate of our local community and what London has to offer. With one foot in the business world and one in the community, I hold a unique position to drive change in both. I am a strong communicator with experience writing for and speaking to diverse audiences. I am passionate about bringing the world to London through conferences and conventions and truly believe those events drive social and economic change in our city.**

**I hope to develop my leadership skills by learning from others and to further establish and grow my network. I would like to make a real difference and play a key role in the success of the library system in the city of London.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I would be a fierce advocate of the values that the London Public Library holds, especially community engagement, diversity, inclusiveness and intellectual freedom. I would work to support decisions that help the London Public Library remain a place that strengthens London's citizens and neighborhoods. I would bring to the Board enthusiasm, perseverance in the face of adversity, and a willingness to learn and adapt.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Currently, I work as a Business Development Manager at RBC Place London. I have been in this role for three years and before that worked here as a Sales and Marketing Coordinator. I have work experience in marketing, communications and journalism. I have an Honours Bachelor of Arts in English from the University of Toronto and a post-graduate diploma in Journalism from Humber College. I'm an avid reader and a frequent patron of the East London library branch!**

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

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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):

If you selected 'Other', please specify:

Submitted on: **10/13/2022 2:49:30 PM**

# ERIN DECOSTE

London, ON • N5V4C7

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## PROFESSIONAL PROFILE

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- Excellent editorial skills with a sound understanding of writing for the web and engaging online audiences
  - Adept at Microsoft Suite, Content Management Systems, and Adobe Suite (including Illustrator, Photoshop and InDesign)
  - Motivated and self-directed when working independently
  - Strong interpersonal and communication skills developed through working with others
  - Proven experience in project and time management
- 

### Marketing:

- Supported and implemented digital marketing plan for the London Convention Centre and a major software company
- Managed website using Content Management System, as well as curated and maintained photographic and video library archive
- Drafted press releases and other marketing material
- Evaluated target markets and proposed marketing strategies
- Maintained social media channels and responded to client feedback
- Created and tracked online surveys from clients

### Creative:

- Created internal e-newsletter and external direct mail projects through MailChimp and Constant Contact
- Created design of external and internal projects and marketing material, including advertisements for print production
- Drafted and created internal reports for management and board of directors
- Provided creative and administrative support for bid and contract preparation for team

### Project Management:

- Responsible for the planning and execution of in-house events which range vastly in scale from 100 attendees up to 1200 attendees
  - Key figure behind the conception and implementation for new annual events
  - Responsible for scheduling and tracking internal and external projects
- 

## EMPLOYMENT EXPERIENCE

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<b>Business Development Manager</b> , RBC Place London (London Convention Centre)	Present
<b>Sales &amp; Marketing Coordinator</b> , London Convention Centre	2018-19
<b>Freelance Reporter</b> , Business London Magazine, London, ON	2017-18
<b>Marketing and Communication Specialist</b> , Loris Technologies, Toronto, ON	2014-16
<b>Editorial Assistant</b> , CBC, Toronto, ON	2012-13
<b>Web-Writer</b> , CTV, Toronto, ON	2011-12
<b>Reporter</b> , The Ladysmith Chronicle, Ladysmith, B.C.	2010-11

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## EDUCATION and AWARDS

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<b>Post-Graduate Journalism Certificate</b> , Humber College, Toronto, ON	2010
• Recipient of the 2011 Collegiate Columbia Scholastic Press Award	
<b>Honours Bachelor of Arts</b> , University of Toronto, Toronto, ON	2007

# 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 Board**

## Contact Information

Name: **Sharon Desserud**

City: **London**

Province: **ON**

Postal Code: **N6J 3S4**

## Experience and Qualifications

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

**No experience on any London Board.**

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

**As a life long user of the library, I hope to give back in terms of time, experience. I would approach being on the board with open curiosity about how the board contributes to the day to day running of the library, the decisions made and serving the community. I hope to learn more about the libraries in London and how each one is different and how they each serve their community in differing ways.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I am now retired and will have time to attend all meetings, prepare for meetings in advance, take on projects or initiate any learning on my part to be an informed contributor on the Board. As a member, I would support the board chair in whatever capacity I am able.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**In my previous role as a physiotherapist in a infant development program, I visited homes in London and the surrounding 5 counties. I value early literacy and love to see families engage with the library bringing infants and young children to libraries as a fun community hub. I have engaged with families from many backgrounds and see how different communities can benefit from a local library. In my career, I sat on many committees and chaired various meetings and appreciate the dynamics involved in having a group of people engage together toward a common purpose though with differing opinions. As a single mother raising 2 children in London, the library was a space to foster literacy, do research for school projects or interest, use computers or get together with others for collaboration or tutoring. As an adult, the library has been a space to learn through adult programs, get together with others with common interests (craft group) and of course, find reading material! It would be an honour to give back and learn by being on the library board.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Social media**

If you selected 'Other', please specify:

Submitted on: **10/19/2022 10:41:51 AM**

# 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 Board**

## Contact Information

Name: **Doug Fleming**

City: **London**

Province: **ON**

Postal Code: **N6K0K7**

## Experience and Qualifications

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

**While I have not been on a London Board or Commission, as a recently retired Executive from the Federal government I look forward to an opportunity to participate as a committee member and contribute to my community.**

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

**I would contribute by collaborating with the Board to develop a plan to promote and support the community and the advocate on behalf of the Library.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**As former Director of Canada Revenue Agency, London and Windsor offices as well the Director of Service Renewal for the province of Ontario Canada Revenue Agency I would bring a wealth of experience to the board. I was the Ontario lead for Employment Equity also representing Ontario on the National Employment Equity committees. I also lead Student recruitment for Ontario including collaboration with various Universities including University of Western Ontario.**

**As Director and the lead for Employment Equity I was responsible for leading the development of business plans, priorities and objectives and ensuring follow thru and adapting as appropriate to ensure optimum results for Canadians and the Canada Revenue Agency.**

**I was responsible for recruitment of Executives for London and Windsor offices as well as participating in hiring of various Director positions across Ontario.**

**With my demonstrated leadership abilities, I believe I would be and effective board member.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Community involvement includes the role as United Way Cabinet lead for the Federal government in London Ontario in collaboration with another Federal government senior executive in London.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

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

If you selected 'Other', please specify:

Submitted on: **10/19/2022 11:11:21 AM**

# 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 Board**

## Contact Information

Name: **Brian Gibson**

City: **London**

Province: **ON**

Postal Code: **N6A 1L9**

## Experience and Qualifications

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

**I have been a member of the London Public Library board from 2018 to 2022. In this time, I have served as the Vice-Chair of the Board (2020-2021) and Chair of the Board (2021-2022).**

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

**As an individual who works in Corporate Governance day-to-day, I hope to contribute the goals of good governance to London's Public Library. For the past four years, I have worked with fellow Board members and LPL staff to build a sustainable governance model that is accountable to both the City of London and the community LPL serves. Accountable governance ensures that the organization is meeting the needs of the community and stakeholders that regularly rely on and utilize the LPL system. It also ensures that LPL is given a voice represented by third-party stakeholders, who bring a vast array of outside knowledge, contribute to new ideas, and help LPL staff build a successful library.**

**I also hope to continue to learn from my service on the LPL Board. The past four years have taught me a lot, from governance of a provincially regulated organization, to learning about our library system more intimately, to gaining an appreciation and understanding of the community LPL serves on a day-to-day basis. It is these experiences I hope to learn more of over the next four years.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will support the work of the LPL Board by bringing my knowledge of corporate governance. I work in corporate governance for a provincially regulated body day-to-day. I understand the complexities of operating a governance model that is under the eye of the government and serves the general public everyday. I want to bring my knowledge of corporate governance to the LPL Board to help better support the work and mandate of LPL's governance structure.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**In my day job, I work in corporate governance, managing a Board of Directors for a provincial Crown Agency. This provides me with extensive knowledge of board and governance operations in the public atmosphere. Outside of my day job, I have been active in the community. For several years, I sat on two City of London advisory committees, and served as Chair for several years for the Community Safety and Crime Prevention advisory committee. In addition, I have served on the Board of Directors for a**

**local community group, the Optimist Club of Oakridge Acres. Here, I served in several capacities, including President of the organization for two years.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## **Confirmations**

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

If you selected 'Other', please specify:

Submitted on: **10/18/2022 7:27:31 PM**

# 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 Board**

## Contact Information

Name: **Kathryn Gilbert**

City: **London**

Province: **ON**

Postal Code: **N5X 1Y1**

## Experience and Qualifications

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

**I do not have prior experience on a London Board or Commission.**

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

**I hope to contribute to the preservation and continuation of key London programs and initiatives with the aim to see London grow as a vibrant, accessible, and equitable city for all. I bring excellent analytical and problem-solving skills from my career as a lawyer. I have a strong background in advocacy and my work allows me to connect with Londoners from a range of diverse backgrounds and circumstances. Prior to my law career, I worked in a project-based HR and recruiting environment in a supervisory role. I had many opportunities to navigate conflict while managing staff, clients, limited resources and tight timelines. These experiences offered unique insight into seeking solutions in situations where parties are often unwilling to compromise. I want to connect with a diverse group of Londoners and learn more about our city's key institutions. Specifically, the library has shaped much of my life in London, from my regular attendance as a child that resulted in my being an avid reader throughout my life, to the library's support of programs that I utilized as a parent with my young children, to my family's regular trips to the library to foster the same love of reading that I have in my children. My goal is to give back to this city where I have lived for the majority of my life and that I consider my life-long home.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I believe that my well-rounded education and career background, my experiences living in London, and my desire to invest in our local community ensure I would be an excellent fit for a role on the Library Board. My experiences in my law career have reinforced the importance of a strong team to ensure appropriate leadership on a variety of issues that translates to the work of the Board. I have been able to hone skills in research and writing throughout my career. I am a focused, dedicated advocate and fundamentally a team player. I enjoy collaboration and creative problem-solving and I especially appreciate working with diverse people who may see challenges in a different and fresh way. I value equity and value the library's critical role of providing services for all Londoners. I strongly believe in this work and wish to support its continuation and growth.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I am a family law lawyer specializing in healthy conflict resolution. I am certified in collaborative law and using those skills I focus on consensual dispute resolution and the ability to guide individuals and groups through difficult issues to focus on their underlying interests and how those interests can be met.**

**I am a member of the Law Society of Ontario, the Collaborative Family Law Group of London and the Middlesex Family Law Association. I earned a Bachelor of Humanities Degree (Hons) at the Carleton University in Ottawa and my Juris Doctor at Western University.**

**I am also a member of my local community association and value the local neighbourhood and broader communities that are being fostered in London. My role within the community association is our local business liaison.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## **Confirmations**

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

If you selected 'Other', please specify:

Submitted on: **10/19/2022 2:13:19 PM**

# 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 Board**

## Contact Information

Name: **George Goodall**

City: **London**

Province: **ON**

Postal Code: **N6G 2K7**

## Experience and Qualifications

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

**I have never served on a London Board or Commission.**

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

**I'm a strong believer in the Library's mission and its value to the community. In my professional role with the Info-Tech Research Group, I spend my days helping leaders with strategy formation, working with their senior leadership teams and boards, and addressing emerging risks in their operations. I hope that these skills will be of some value to an organization that I wholeheartedly support. Please see further discussion in both the next question and in my attached statement of intention. In terms of my overall contributions to the board, I hope I can advise and direct the leadership of the Library in support of its charter and strategic goals. While I believe strongly in the social mission of the institution, I also represent the business- and technology-focused constituency within the City of London and the downtown core. I also hope to learn from an experience with the board. As COVID started to abate, my partner and I looked to find opportunities to contribute to, and learn from, our broader community. The Library immediately emerged as an institution that is near and dear to my heart. My hope is through service I can get behind a bit of the opacity of municipal governance and understand more about the needs within our community.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I hope that my professional experience will of help to the Library:**

**Technology. My professional life is assisting technology leaders in making appropriate decisions about the technologies they buy and use. I've helped hundreds of different organizations create and document effective technology strategies that communicate costs and risks to senior leadership teams and, where required for funding/risk, the board.**

**Law. I regularly talk to my clients about legal issues, while clearly stating that I'm not a lawyer. I mostly assist people in building effective technology-based controls for compliance, privacy, and litigation defense. Part of that work is creating effective risk management practices and ensuring an appropriate level of data collection and management within the organization.**

**Data analysis. I'm a data guy and I love slick technology. But I regularly advise my clients that, when it comes to data, "answers are easy; questions are hard." In my experience, existing data models rarely have sufficient granularity or quality to answer the important questions that need to be answered. I have experience in asking hard questions that analysts don't like to answer (e.g., "What's the \_expected\_ number? How confident are we in the number? How much variance can we really control for?") and in building**

decision-making models, often using approaches intended for sports analytics. My work with clients generally addresses how to create a culture that yields similar approaches. Finance. My background is not in finance but I do have a background in ERP technology and spend a great deal of time working with clients on how they structure their GL and manage their data to support appropriate reporting and analysis. My concern is more about the use of data (e.g., Master Data Management, etc.) than it is about accounting standards.

**Marketing.** My work necessarily requires me to stay up to date on modern approaches and technologies for marketing, including effective use and governance of social media. And I can write pretty decent marketing copy!

**Fund development.** My experience with fund development is primarily related to the business processes and technologies required to support the development/donor practices of various educational and non-profit institutions. My general advice is to ensure that processes are vetted and effective before major investments in technologies like BlackBaud or Salesforce for Nonprofits.

**Education.** Ultimately, employee development is a key goal for all of my clients. That said, few of them, or their HR departments, have developed effective competence models or professional development practices to ensure their people get better. I help my clients using a DACUM-based model for competence identification and then ensure that managers use key moments like Performance Appraisals to support skill development.

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

I currently have a small role on the board of the Forest City Diving Club. The mandate of the organization is very different from that of the library but we do adhere to general standards of practice and decorum for boards. The roles and responsibilities of board members are clear to me.

Attach resume or other document here, if needed: **Goodall -- library board statement of intention -- 2022 10 19.pdf**

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Social media**

If you selected 'Other', please specify:

Submitted on: **10/19/2022 12:45:48 PM**

**Statement of Intention for George Goodall, in regard to City of London Library Board  
2022.10.19**

As COVID wound down, my partner and I looked at each other and said: "Well, that sucked." We made a point of writing down the things that we had missed and the things that we wanted to do. We had learned about the importance of community and how tenuous relations can be. We both felt that we wanted to give back to the community, like we did in those years before kids, when we ran groups at Changing Ways on Tuesday nights. We drew up lists of organizations that represented our core values and beliefs. The library was at the top of mine. She said: "Perfect choice... for you."

But that's not the only reason why I want to join the library board.

I'm a civil engineer by training. I started my career working with young kids in rural Nicaragua. I then practiced as an engineer, before hearing the siren song of technology and jumping into the dot-com boom, soon to become the dot-com bust. I spent some time in graduate school before joining a young London-based technology firm called the Info-Tech Research Group. I remember when we all sat around a board-room table, and now we have over 1000 employees around the world. Our head office, however, is on Ridout St.

So, I'm now a recovering engineer, with an ambiguous job title that's difficult to explain to my mother-in-law. Basically, my job is to help my clients, who are primarily technology executives in small and mid-sized organizations. In my time at Info-Tech, I've managed our research practices for information governance, financial systems, and data management. Now, I'm specifically focused on supporting my clients in their efforts to build strategy, overcome challenges within their organizations, build better budgets, and engage with senior leadership teams and board members on both strategic priorities and risk, particularly cyber-security. In my time at Info-Tech, I've worked with leaders at several libraries within North America and, before the COVID shutdown, even delivered a presentation for the BC Libraries Association.

But that's not why I want to join the board.

I do have an MLIS and made a decent dent on my PhD before family commitments reprioritized my time. The dot-com era was glorious: cool technology, lots of data, easy money, go go go. We all, however, struggled with a key issue -- managing information. This was, after all, the heyday of "knowledge management." I talked to the folks at Ivey (I am, at core, an engineer). They said: "we don't do that. Go down the hill and talk to the library folks." And so, I went to library school where I learned all about cataloging and classification, ontology development, and reference architectures. The stuff I needed when I worked in tech.

And then my education began.

On a whim, I took a storytelling course with Mary Neill (I think of her every time I see the Sam Neill meeting room at Masonville). We had a practicum and had to tell stories to little kids. I could pitch tech deals to executives, but children terrified me. I finally started to see the public library. I started my PhD and took an ethnography course with Lynne McKechnie. We had to do observation work in the library to better understand how the space was used. Downtown, I watched a man who slept rough come in every day and, perhaps not gifted with literacy, pore over the maps and elaborate plates in the great tomes of ready reference. At Cherryhill I saw seniors who came in three times a week, groceries in hand, converse

with the public health nurse; Pond Mills and Sherwood Park were hubs for new Canadians; Masonville a place for aspiring scholars and their tutors, perhaps desperate to improve their calculus marks before report cards went home; and Landon, where every day the hip moms and their tots were joined by some guy who came in, slammed a six pack of yogurt with the *Globe and Mail*, and left. We wrote a pretty good paper: "Covered Beverages Now Allowed." It's old, but it stands up.

But that's not why I want to join the board.

I'm a big fan of library services. My Libby wait list is always maxed out (across multiple libraries now) and I almost always have both books on reserve and books overdue. When my colleagues become overwhelmed trying to find information on the web, I direct them back to the library: EBSCO, ProQuest, LinkedIn Learning, Hoopla. Start there. I've even weaponized ILL to get access to obscure technical guidelines and standards. Did you know, you can even prise books out of the Toronto Reference Library?!? With great power, comes...

Today, my eldest daughter is my favorite child (it changes every day). She's 16 and has caught the reading bug from me. She just passed 100 books in her 2022 reading journal (!) and regularly laments the tough tradeoff of starting a new book vs. continuing a series. Earlier this month she challenged me: "Dad, what are you reading for banned books week?" I revisited *Maus*. She went with *Fun Home*.

I love books (and their digital cousins). But that's not why I want to join the board.

COVID controls lifted, and the library reopened. I brought my youngest daughter downtown. At one point she said: "It smells funny in here." The library was a shock to her carefully curated Masonville life. Oh, she has friends of all colours and creeds, rejoices in religious holidays large and small, and knows kids from around the world, all of whose parents are lawyers, physicians, and professors. She knows great cultural diversity, but none of the socio-economic kind. The world we've built for our kids is all efficiencies and clean straight lines, but that's not the way the real world works. The lack of different smells is a testament to a built-world that leaves too many people behind and puts too many barriers between us. The agora has been sanitized. When I look at London, the public library is one of the last public institutions we have where people can just be, and be together, whether that's out of a joy of learning and literature, to get access to public services, or simply to get out of the wet and cold, regardless of how they look or smell.

That's why I offer my time, skills, and experience to the library. I believe in institutions that have an inclusive mandate and am happy to give what I can.

# 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 Board**

## Contact Information

Name: **Rania El Hadary**

City: **London**

Province: **ON**

Postal Code: **N6E 2R3**

## Experience and Qualifications

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

**I don't have experience on a London Board or commission, but I have experience in the data entry, leadership, management and supervision of teamwork,**

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

**I want to serve my community through advocating for the library, establishing the organization as an essential community service and critical infrastructure.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will support the board, or the commission based on my experiences in the data entry, leadership and management business in my Career and my background in psychology field.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Shift manager training session program,  
Experience in franchise restaurant as shift manager  
Bachelor's degree in psychology from Brescia, Western**

Attach resume or other document here, if needed: **Rania El Hadary Resume-Sep. 10, 2022.pdf**

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Other**

If you selected 'Other', please specify: **HIKMA**

Submitted on: **10/19/2022 5:01:55 PM**

# **RANIA EL HADARY**

**London Ontario, N6E 2R3**

## **PROFESSIONAL SUMMARY:**

- Diligent Data Entry Clerk supports office operations by entering and updating information into company databases. Edits files, and scans documents and updates customer accounts. Provides additional assistance by supporting company teams and delivering strong customer service.

## **SKILLS:**

- Good listener
- Verbal and written communication
- Problem solver
- Fast learner
- Quality control
- Time management

## **EXPERIENCE:**

**MARCH 2017 - JANUARY 2022**

**Data Entry Clerk, Hadary Consulting Services Ltd., London, Ontario**

- Created comprehensive Excel spreadsheets to organize large datasets.
- Transferred data from hard copy formats into computer files and database systems.
- Created comprehensive Excel spreadsheets based on large data sets.
- Verified information carefully and assigned proper classifications to eliminate errors.
- Managed daily data entry tasks in high-volume environment.
- Maintained workflow priorities in accordance to established standards and guidelines.
- Recommended strategies to improve and strengthen job processes for data quality control, retention, and disaster recovery.

**FEBRUARY 2015 - NOVEMBER 2017**

**Shift Manager, Popeye's Louisiana Kitchen, St. Thomas, Ontario**

- Communicated clearly and professionally, contributing to a positive and productive workplace.
- Actively up-sold customer orders, increasing monthly sales by 10%.
- Reviewed, sorted out food products, counted the store inventory.
- Welcomed, greeted, and listened to the customers and solved their complaints.
- Supervised the staff, operation, sales, and customer services.
- Checked the cleanliness and hygiene of the kitchen, front desk, lobby and the washrooms.
- Counted the daily cash in each till, print the deposit form and deposit it to the bank.

## **EDUCATION:**

**Bachelor of Arts: Major in Psychology-2017**

**Brescia University College, University of Western Ontario, London, Ontario**

# 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 Board**

## Contact Information

Name: **Zeba Hashmi**

City: **London**

Province: **ON**

Postal Code: **N6P 0A6**

## Experience and Qualifications

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

**I do not currently have experience on a London Board or Commission.**

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

**As someone who considers themselves a life-long learner, I will greatly appreciate the opportunity to learn about the board or commission. I listen first and then provide thoughts and insights. Our city of London, as the one of the fastest growing cities, operates due to the hard work of many volunteers and staff. I would feel privileged by the opportunity to learn more about the governance and operations of any of the boards and commissions. For example, the London Public Library provides a wonderful space for all demographics. The LPL should be fully supported and consistently be reviewed on how to improve upon the services as our demographics change and grow.**

**I hope to be able to bring forward any perspectives as a general Londoner, and as a woman who is part of the Muslim and South Asian communities. I have a BA from Western in Sociology and Family Studies, and MA in Education Administration. I have worked in governance and administrative roles.**

**My foundational beliefs are in serving others, listening, learning and contributing. I would be following through with these beliefs if I had the opportunity to be on a Board or Commission.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I have served voluntarily on many community boards and am extremely cognizant of the supportive demeanour required to to maintain and sustain the non-profit organizations. I intend to wholeheartedly support the work and hopefully add to it. Accountability is extremely important, specially when serving in the public sector and I hope to be able to follow up with the necessary tasks in a responsible manner and conduct the work to the best of my ability.**

**I believe in my city and appreciate the ongoing work that sustains London. I envision a city that is meeting the needs of the growth, is up-to-date to what can be offered in terms of services to Londoners, and continues to strive to stay on top with the work to demonstrate that London is indeed a city that is a caring, safe, inclusive, and welcoming city.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I am currently serving on the board of the Muslim Resource Center for Social Support and Integration (MRCSSI) as Secretary. I am serving on the London Muslim Mosque**

**Board as Vice-Chair. I have served on the London Heritage Council board as a Director. I have served on the City of London's Diversity Inclusivity Anti-oppression Advisory Committee. I am the manager of a weekly soup kitchen on Hamilton rd. I have volunteered my time at Hutton House, Salvation Army, St. Vincent de Paul Society, and with many other organizations.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Social media**

If you selected 'Other', please specify:

Submitted on: **10/5/2022 5:28:10 PM**

# 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 Board**

## Contact Information

Name: **Michael Herbert**

City: **London**

Province: **ON**

Postal Code: **N6H 2Z8**

## Experience and Qualifications

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

**I was a member of the community advisory committee for housing in 2008-2009.**

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

**As an allocations committee member and leader at the United Way of London/Elgin, I was privileged to not only work with this agency, but also to visit and learn about the 35 agencies that we support. My role was to evaluate their organizations, both from a financial as well as program delivery point of view. I was able to see the incredible work that these agencies contribute to our community and the innovative ways they were able to help Londoners in need, often with limited resources.**

**I am hoping to take this 20 years of experience to London Public Library as a board member, as well as learn how this organization delivers the services to our community. Libraries have evolved to become hubs to delivery essential services to a diverse community. I am looking forward to be a part of this evolution.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I am currently a Senior Investment Advisor with TD Wealth, having worked for TD Bank for over 30 years. This experience, along with my experience with non-profits at the United Way, would allow me to contribute to the work of the board from both a financial perspective as well as program delivery. I am flexible in where you feel my expertise would be most appropriate, but my passion has been finding innovative paths to deliver quality programs to those in need. With my many years of experience reviewing programs at the United Way, I hope to bring the many ideas from those agencies I visited to the library, as well as support their core 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):

**I have been a volunteer at United Way of Middlesex/Elgin for over 20 years, serving on their board of directors (2007 - 2008), Chair of the Allocations Committee (2007 - 2009), Chair of the Mental Health Impact Council (2010-2012) and Member of the Agency Partnership and Investment Committee (2016 - 2022) and Allocations Committee (2000 - 2016).**

Attach resume or other document here, if needed: **Michael Herbert resume 2022.pdf**

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/11/2022 1:53:00 PM**

**Michael Herbert**  
*London Ontario N6H 2Z8*

**Work Experience**

- Senior Investment Advisor**, London 2015 – present
- Manage a group of clients and assist them with their financial management needs
  - Services include tax planning, estate planning, retirement planning
- Branch Manager**, Cheapside & Adelaide #703, London 2012 - 2015
- Champions ranking in 2013
  - Personally referred over \$5.4MM to Wealth
  - Lead a team that referred over \$15MM to Wealth
  - Developed thirteen team members to promotions
- Group Manager**, Branch Information Centre, London 2011-2012
- Led seven team managers and over one hundred specialists
  - Implemented a new ranking system for specialists to better align with CEI
  - Worked with RSCE, product groups and regions to provide product knowledge gaps
- Branch Manager**, Wellington & Bradley #2860, London 2008-2011
- Champions ranking of 23<sup>rd</sup> in 2011
  - Developed two MCS's and three FSR's to other leadership roles
- Regional Sales Manager**, Money In, Georgian Trails, WOC & London 2006-2008
- Supported district DVP's to develop and implement money in plans
  - Influenced and coached managers and advisors to money in goals
  - Facilitated and conducted presentations to advisors and customers

**Volunteer Experience**

- United Way of London and Middlesex**, London 2001- present
- Member of the Agency Partnership and Investment Committee (2010 - present)
  - Past Board Member (2007 – 2008)
  - Past Allocations Committee Chair (2007 – 2009)
- Volunteer Instructor**, Gracie Barra Jiu Jitsu 2011 - 2019
- Assist teaching Brazilian Jiu Jitsu
  - Active in Martial Arts for over 25 years

**Education**

- Certified Financial Planner**, FP Canada 2020
- Wilfrid Laurier University**, Honours Bachelor of Arts, Economics and Business 1993
- Institute of Canadian Bankers**, Professional Financial Planner Designation 1996
- Institute of Canadian Bankers**, Canadian Securities Course 1995

References available on request

# 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 Board**

## Contact Information

Name: **Fares Hussein**

City: **London**

Province: **ON**

Postal Code: **N5Z4Y4**

## Experience and Qualifications

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

**No previous experience on a London Board or Commission.**

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

**I am a youthful, passionate, and highly motivated individual who believes they can bring a fresh new perspective to this Board. Over the last five years, I have been heavily involved in politics and have worked on elections across the provincial, federal, and municipal levels. I believe that my background and unique perspectives will help address any issues relevant to this Board.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**The LPL is more than just a place of access to physical and digital archives. The LPL ties communities together and strengthens the bond between its inhabitants. The LPL offers various services that are integral to community strength and these services must be preserved. To do so, the LPL must be viewed as a civic service provider. As a part of the LPL Board, I would be focused on maintaining the LPL as a focal point of the community in order to allow for the further innovation of society. I am also interested in leveraging my communications and stakeholder relations experience as it may help direct those who need access to services while also assisting in potentially refining them.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have experience in consulting and management. I have worked in the public sector for the last five years and have experiences in problem solving, creative design, communications, and stakeholder relations. As a recent graduate from Western University, I made significant effort to be involved within the student body. I was an Executive Member of the school paper (2018-19). I was also a member of the Board of First Years (2016-17) where I was in charge of setting up events for first year students and making sure students were well integrated and had equal access to resources. I hope to bring my social and political experience to the LPL to deliver the strategic plan.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/18/2022 11:20:04 PM**

# 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 Board**

## Contact Information

Name: **Heather Jack**

City: **London**

Province: **ON**

Postal Code: **N6H0J8**

## Experience and Qualifications

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

**My experience as an active member of the Reforest London Board of Directors, and its finance and audit committee, has provided direct experience working with the Board of a charity. I joined the finance and audit committee July 2019 and was appointed as a board member July 2020 where I completed my two-year term to June 2022. This position provided me with the opportunity to learn and develop essential skills that are required to be an effective board member, such as commitment to governance, strategic planning, financial and risk management, and oversight. There was a heavy focus on developing and overseeing policies and procedures in accordance with the relevant frameworks. Through the finance and audit committee I gained financial management experience, such as review of budgets and quarterly financial statements, as well as involvement in the annual financial statement audit. This role also demonstrated the importance of a strong Board, and the lasting impact it can have on a charity.**

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

**As a Chartered Accountant and Manager in BDO Canada's Assurance and Accounting practice, I have strong financial knowledge and practical experience with Accounting Standards for Not-for-profit Organizations and Public Sector Accounting Standards. This includes the preparation and review of audited financial statements and applicable tax returns for many organizations. Through this experience and my experience with Reforest London as noted above, I can contribute strong technical accounting and assurance skills and expertise, both from an external auditor and internal Board member perspective.**

**As an active Board member, I strive to gain a better understanding of the inner workings of an organization, including the values and policies that are to be followed and maintained, as well as the daily operations. In addition, I hope to learn more about the library programs and services that are currently in place and any future growth plans, including those of which as a Board member I can assist in the implementation and/or promotion phases. I am confident that I would also learn a lot from the other Board members, such as new perspectives and connections, and insight and knowledge on their specific industry expertise.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will support the Board through my commitment. This includes my time commitment, commitment to be engaged, commitment to the organization and its policies and values, and commitment to the strategic plan. I will support the London Public Library through regular attendance to Board meetings, sub-committee meetings, and any other community events that I would attend on behalf of the Board. I will support the library as**

**an essential community service and monitor its overall effectiveness, including progress on the strategic plan. I will also support the organization through both financial and time contributions.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have further volunteer experience as a house volunteer at Ronald McDonald House Charities of Southwestern Ontario. I have experienced the meaningful impact that a charity can have on local families and the community through this volunteer role, and value the relationships that have been formed. This experience has allowed me to maintain my empathetic nature and provide customer services to the families and volunteers that enter the house on a regular basis.**

**The various experiences I have noted throughout my application have taught me the importance of a team. I manage teams daily in my professional life and have experience being part of a charitable team in my personal life. I would consider a strong team and teamwork skills the foundation of a Board.**

**In addition, I am a member of the BDO London office's Inclusion, Equity and Diversity Committee. This committee works together to create an inclusive and equitable environment to ensure all people can bring their genuine selves to work and be positioned for success. I am the local Indigenous Pillar lead, although I have helped in all areas of the committee. My focus has been on education, including truth and reconciliation and celebration of culture and history. Anti-racism and anti-oppression are at the forefront of everything I do, and I am committed to dismantling systemic and institutional racism.**

**The application criteria notes that the person appointed must be a resident of London. I wanted to clarify that I have resided in London since 2018 and have no intention of relocating elsewhere as I call London my home. My permanent address is still noted as Chatham-Kent for the time being, which is where my most recent voter's card was issued from.**

Attach resume or other document here, if needed: **Heather Jack - Volunteer Resume.pdf**

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/19/2022 9:43:33 AM**

# HEATHER JACK, CPA, CA

London, ON

## KEY QUALIFICATIONS

- CPA, CA designation and member of CPA Ontario since October 2018
- Strong understanding of relevant Accounting Standards for Not-For-Profit Organizations and Public Sector Account Standards
- Detail oriented individual with strong leadership and organizational skills
- Experience as an active member of a Board of Directors for a charity, including commitment to governance, strategic planning, financial and risk management, and oversight
- Excellent time management skills

## RELEVANT EXPERIENCE

MAY 2014 – PRESENT

### MANAGER, ASSURANCE & ACCOUNTING, BDO CANADA LLP

- Detailed review and oversight of financial statement audit engagements and charity returns
- Strong technical accounting, assurance, and taxation skills
- Strong understanding of Canadian Generally Accepted Accounting Principles (GAAP), including practical understanding of Accounting Standards for Not-for-profit Organizations and Public Sector Accounting Standards
- Ability to balance multiple projects simultaneously while meeting deadlines
- Strong leadership skills, delegating tasks and assisting staff

JULY 2019 – JUNE 2022

### DIRECTOR AND FINANCE AND AUDIT COMMITTEE MEMBER, REFOREST LONDON

- Provide strategic oversight, organizational leadership, and effective governance
- Formulation and oversight of policies and procedures
- Oversight of program planning and evaluation
- Fundraising oversight and soliciting, including promotion of the organization
- Financial management including review of annual budgets and quarterly financial statements
- Develop policies and procedures for financial reporting and oversight

MARCH 2019 – PRESENT

### HOUSE VOLUNTEER, RONALD MCDONALD HOUSE CHARITIES

- Responsible for aiding families with any requests made
- Responsible for being a compassionate ear and helpful hand during a stressful time
- Responsible for safe keeping of secured visitor entrance and telephone duties
- Responsible for clean-up of family rooms and common areas
- Ability to handle sensitive issues and situations in a pleasant and courteous manner
- Maintain strict confidentiality and provide excellent communication skills

# HEATHER JACK, CPA, CA

London, ON

## EDUCATION

SEPTEMBER 2016 – DECEMBER 2016

**POST-DEGREE UNDERGRADUATE STUDIES**, WILFRID LAURIER UNIVERSITY

Add-on courses in preparation of the Common Final Examination for CPA candidates: Financial Statement Analysis, Advanced Auditing, Integrated Cases in Accounting, Taxation 3, and Management Controls

SEPTEMBER 2012 – AUGUST 2016

**BACHELOR OF BUSINESS ADMINISTRATION**, WILFRID LAURIER UNIVERSITY

Accounting option, co-operative studies option, and minor in environmental studies

# 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 Board**

## Contact Information

Name: **Tariq Khan**

City: **London**

Province: **ON**

Postal Code: **N5X 1C6**

## Experience and Qualifications

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

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

How will you support the work of a Board or Commission? (max. 3000 characters): **See Attached File.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters): **See Attached file**

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

Attach more files here, if needed: **City\_Resume.pdf**

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/18/2022 5:48:38 PM**

# About Me

Name: Tariq Khan  
Contact: London On.  
Professional Background: Bureaucracy, Metropolitan City management, CyberSecurity



## Specialized Trainings & certificates other than routine departmental trainings:

- Introduction to Indigenous Peoples Culture: CPA Canada (2021)
- Negotiation Skills: Strategies for increased effectiveness: Harvard University (2016)
- Cybersecurity: Technology, Application and Policy: MIT (2016)
- Road Traffic Injury Prevention And Control: John Hopkins (2013)
- Enhancing Municipal Service Delivery Capability: Asian Development Bank (1998)
- Software Application Design & Development: Institution of Electrical Engineers (1991)
- Local Council Officers training : Local Government Institute (1989)
- Aboriginal Worldviews and Education University of Toronto ( Contd.)

## Skill Set

- Corporate Governance, Forward planning, Strategic thinking and Commercial awareness.
- Negotiations, confidence & consensus building.
- Promotion of women empowerment
- Inter & intra Cultures & communities engagements.
- Advocacy for Housing, Homeless, Human rights & Indigenous peoples.
- Dealing in Parliamentary affairs ( Provincial & Federal )
- Crises management through 3Rs (resolve, resiliency and rebuild).
- Parliament/Assembly business handling ( Municipal, Provincial & Federal).
- Benchmarking & continuous improvement.
- Cybersecurity, Software, Technology, Application and Policy.
- Citizens representation & advocacy in public sector boards and Advisory committees.

## Portfolios:

- Commissioner London Transit Commission (2018-2022).
- Member Committee of Revision, City of London (2018-2022).
- Chair Integrated Transportation Citizen Advisory Committee (2022- to-date).
- Member Programming council Western Fair Association Canada.
- President Cancer Registries Canada.
- Director Optimist Club ( North London).
- Vice Chair Crime Prevention & Community Safety Advisory Committee, City of London (2018-2022).
- Vice Chair Transportation Advisory Committee City, City of London(2018-2022).
- Curator PlayCanada - Promotion of sports in London.
- Member Environment Advisory Committee, City of London. (2012-15)
- Member Trees & Forest Advisory Committee, City of London.(2016-2018)
- President RASTA Board ( Road And Street Traffic Awareness) Pk (2007-17) addressing over 30 million population.

## Application for Appointment to the London Public Library Board.

**Name:** Tariq Khan  
**Phone number:**  
**City, Province, Postal Code:** London On. N5X 1C6

### Experience & Qualifications

If you have experience on a London Board or Commission, please provide dates and details.

**Dec 06, 2018:** Appointed to the Committee of Revision/Court of Revision  
**Term** : December 2018 - November 15, 2022

**Dec 19, 2018:** Appointed to the London Transit Commission  
**Term** : December 2018 - November 15, 2022

**Jan, 2019.** : Member Rapid Transit Implementation Working Group ( RTIWG).  
**Term** : On completion of its mandate RTIWG was dissolved by the Council in Oct 2020.

### Advisory Committees ( City of London).

#### 2022 - to date

- Chair Integrated Transportation Community Advisory Committee (ITCAC).
- Member Environment sub committee of ITCAC
- Member Mobility Master Plan sub committee of ITCAC
- Member Active Transportation sub committee of ITCAC
- Member Road Safety/ Vision Zero sub committee of ITCAC

#### 2018 - to 2022

- Vice Chair Transportation Advisory Committee (TAC).
- Vice Chair Community Safety & Crime Prevention Advisory Committee (CS & CP).

#### 2016 - 2018

Member at large Trees & Forest Advisory Committee (TFAC)  
Member at large Transportation Advisory Committee. (TAC)

#### 2012 - 2015

- Member at large Advisory Committee on the Environment (ACE).
- Representative of ACE on Transportation Advisory Committee(TAC).

### **What do you hope to contribute or learn as part of a Board or Commission?**

Community-library concept has existed for a very long time. Public libraries are in fact community living rooms where everyone is welcome and there's no pressure to buy anything. These are the community-common rooms, democratic equalizer, open to all and are the gateways to information & knowledge.

The role of libraries in our lives has somewhat shrunk due to availability of other digital resources of information & knowledge, but abundance of digital resources specially social media platforms have also created some problems as well.

We observe that in our daily lives the trend of 'raw googling' and then sharing or quoting web-search on popular social media platforms is common practice. The problem with the 'googling' trend is, it renders results which are, most of the time, not authenticated or substantiated by published studies.

If Public libraries, which house centuries of learning, information, history, and truth, are properly digitized, they may act as the crucial defenders in the fight against misinformation. By providing free access to educational, news, and historical resources, libraries may definitely help to keep the public informed with facts, rather than confused with fiction.

Benchmarking & continuous improvement in public service has been my speciality. Having good knowledge of cyber world specially in terms of Cybersecurity, Technology , Application and Policy I can definitely contribute towards medium to long term planning for the digitization of Public libraries.

### **How will you support the work of a Board or Commission?**

Modern libraries have morphed into full-service community centres that aim to meet a wide variety of civic and social needs. These are the social hubs which offer information services to its heterogeneous population on a 24x7 as and when required basis by using technology & internet backbone.

In London's perspective, generally speaking, Public libraries are under great pressure. Not only operating in a rapidly changing digital environment, but also facing major competition for limited resources within the organization as well. The COVID-19 pandemic has once again highlighted the possibilities to be explored where libraries may adapt the way they work and interact with their users in person and remotely.

I believe in collective wisdom and intelligence. Using my background in municipal governance and exposure to the municipal affairs, I will take fellow board members on board to draft plans which may transform London Public libraries into full service community hubs providing information & knowledge services 24x7.

My public sector experience has taught me how to represent an organization responsibly and responsibly on a forum of another organization and act efficiently within mandate, roles & responsibilities entrusted. I thoroughly understand how to safeguard the interests of organizations at other organization's forums 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.

**3) Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member.**

London has been my home for over a decade. During this time, I have always tried to contribute my diverse experience, exposure, community engagement skills and multilingual capabilities towards the betterment of this city & society by being an active member of the community.

Benchmarking & continuous improvement in public service has been my speciality. My formal educational background is in the field of mathematics/computer science and my experience has been managing public sector large organizations.

By utilizing my research and analytical skills coupled with management-operations & negotiation expertise I find unique solutions to difficult problems/challenges.

Over 33 years of diverse experience serving in Public, Non-profit & Private sectors.

**Public Sector:**

- Provincial Local Government & Community development Department.
  - Periodical inspection of municipalities (over 330 municipalities in province).
  - Assisting Secretary Local government( Deputy minister) for the preparation bills for provincial legislative assembly.
  - Supervision of computerization/automation process in municipalities throughout the province.
  
- **City Management**
  - Routine functions & duties Deputy Chief / acting Chief Officer ( City Manager) City of Lahore.
  - Protocol affairs related to heads of the states during their official visits.
  - Head of the City's Council branch, conduct municipal assembly business.

**Boards & Commissions, Advisory Committees:**

See Question 1 above.

**Non-Profit Sector:**

- Member at Large Western Fair Association.
- Member at Programming Council ( effective from Nov10, 2022)
  
- **Chair Cancer Registries Canada.**
  - Showcase of cancer research academic projects CareTrack.
  - ABCD Project ( Analyzing Breast Cancer Data) at London Health Science Centre.
  - Patient Education Apps ( 22 non-commercial-Apps, free for patients to download/use).

**Private Sector:**

- President Canris Technologies Canada ( 2014-to date)
- Vice President UTNT (2008-2014)
- Lecturer Mathematics & Software ( Operating systems).

**Community Involvement:**

- Director North London Optimist Club.
- **Curator PlayCanada.** Parents Leading Active Youth Canada: Promoting healthy physical activities specially among kids & youth through organized sports ( Indoor / Outdoor). **PlayCanada** a practical, effective & sustainable augmentation of gov'ts programs/initiatives, hence transforming London into a larger family circle through parents' interaction.
- Active member of various multi-culture community associations and groups.

**Thank you for the Consideration.**

# 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 Board**

## Contact Information

Name: **Quintin Lang**

City: **London**

Province: **ON**

Postal Code: **N5Y 5K3**

## Experience and Qualifications

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

**I was a member of the London Public Library Board from 1994 to 2000, including a year as Vice-Chair and a year as Chair. During my year as Chair, I represented the Board in negotiating the contract with the downtown shopping mall for the relocation of the Central Library. I led and participated in the design of the Central Library. Weirdly, I had also been on the Brantford Public Library Board when it renovated a downtown retail location into a new Central Library. I also led the Board through the decision to not renew the expiring contract of the Library CEO, and then to recruit and hire a new CEO. Primarily because of these two tasks, I spent about 1,500 hours on Library business that year, a challenge when I was working full-time. Though I don't anticipate similar time commitment I could more easily do so since I am now retired.**

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

**For most of their existence Ontario libraries claimed to be places where those with fewer financial resources could get the knowledge they needed to succeed. This was not true: libraries were primarily used by middle and upper income people. Since I was Chair of the LPL the situation has changed dramatically: research has largely moved on to the Internet (with all its faults) for those with more income and thus high speed access. The Library is now providing an on ramp to the Internet for those with fewer resources. LPL must support people who face social, language and health barriers to information literacy.**

**Leading conversation circles for newcomers to Canada in libraries and online for more than seven years has taught me the importance of reaching out to refugees and immigrants to help them use the library as an entrance to integration with Canadian society. The library can further integration through the community activities and programs it offers, especially when these are tailored to the needs of neighborhoods. I am currently Vice-Chair of CCLC, London's largest refugee and immigrant settlement organization, so I am well aware of integration challenges for organizations and individuals.**

**Having worked in IT, particularly in IT project management, for most of my career gave me insight into the challenges of securely delivering service online. That will require ongoing education for LPL staff as they train patrons and volunteers to use online resources. It will also drive LPL's collection policies and access to online resources. But that does not mean abandoning print resources: recreational reading has been much more resistant to online formats. As someone who seldom has fewer than 30 print items out at a time I empathize with the need for print, both for ease of use and for a wider range of materials.**

**I can bring LPL's Board broad management insight, having worked with hundreds of public, private and voluntary sector organizations to specify and implement IT solutions.**

As an employee of the County of Lambton, I initiated, recruited and organized a consortium of over 80 partners to share aerial photography. This earned me awards from the provincial government, the County of Lambton and the Association of Municipalities of Ontario. I also led diverse coalitions of stakeholders in implementing IT systems, most recently as the Manager of the Project Management Office at Fanshawe College. I look forward to working again on the Library Board to continue making LPL relevant to the citizens of London.

How will you support the work of a Board or Commission? (max. 3000 characters):

Most importantly, I do the work required of Board members. I read and think about the issues the Board considers. On every board on which I have served I am among the most active in questioning issues and in formulating motions. I regularly raise issues that have not been on the agenda, and propose action. Given my wide public, voluntary and private sector experience I regularly bring different perspectives to the issues at hand. The better the input to decisions, the better the decisions. In my past terms on the Board, I participated in public information sessions and (with appropriate privacy restrictions) used patron data to understand usage patterns. I seek out information online and through industry associations. These actions helped me and the Board to make more informed decisions.

Politics is the art of the possible, and I recognize that politicians have a vital role in channeling public opinion. I worked with municipal, provincial, federal and First Nations leaders across South Western Ontario to conceive and deliver an aerial photography project that saved partners tens of millions of dollars. The challenge is the same faced by Henry Ford who said that if he had asked his customers what they wanted they would have said 'a faster horse'. Bringing transformative change means balancing new initiatives with showing stakeholders how those initiatives will benefit them.

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

I have served as the Chair of the LPL Board and Vice-Chair of the Brantford Public Library Board.

I was also the first non-German to chair the London German Language Board and the only person born in Canada on the Board of the Cross Cultural Learning Centre (London's largest refugee and immigrant settlement agency), so I am well aware of the necessity to consider the multicultural implications of decisions.

At the Thames Talbot Land Trust, I served on the committee that acquired several environmentally important properties. As Chair, I finalized the acquisition of these properties. I also wrote a policy on acquisition of prairie properties, coordinating the efforts of several academics. This involved a lot of self-education to understand the challenges of this unique environment.

In Brantford I led a successful effort to consolidate 11 United Churches into 6 congregations. A key factor was my introduction of geographic, psychographic and demographic information to spur rational consideration of what had been a very emotional conversation.

Finally, I have been singing in choirs since 1961. That has taught me to recognize my limits - I am not a soloist, but I am happy to support them. Lead, follow or get out of the way. In much of my career I have led, but sometimes following is just as important.

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

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Other**

If you selected 'Other', please specify: **Independent search of the Internet**

Submitted on: **10/17/2022 3:47:04 PM**

# Quintin Lang

London ON N5Y 5K3

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## PROFILE

An innovative and results-oriented Project and Portfolio Manager who has extensive experience in both the public and private sectors. Areas of expertise include writing proposals, facilitating decisions, and leading teams to successful outcomes. Recognized as a creative Intrapreneur who can analyze, orchestrate and execute unique solutions that are responsive to the customers' needs.

## PROFESSIONAL EXPERIENCE

### Fanshawe College, London, Ontario

2006-2015

#### Manager, Project Management Office

- Managed project portfolio for software development and installation. Supervised 2-3 Project Managers/Business Analysts. Executed approximately 20 projects annually with 20+ in a pipeline.
- Led users and IT staff through specification, evaluation, development and installation of IT projects including:
  - Replacement of the HR system
  - Customer Relationship Management (CRM); a new \$1M installation of MS Dynamic
  - Enterprise wide new portal for employees (2009) and students (2010)
  - Counseling, co-op education and career centre, and a myriad of departmental systems.
- Developed customized system to evaluate, rank and monitor projects using MS SharePoint.

### County of Lambton, Wyoming, Ontario

1999-2006

The Corporation of the County of Lambton offers a wide range of programs and services to residents with a staff of more than 1,100 and an annual budget of more than \$150M.

#### Geographic Information Systems (GIS) Manager

2002-2006

- Installed and developed GIS including:
  - Led SWOOP (SouthWestern Ontario Orthophotography Project) at the time the largest digital photography project in the world and a project that saved Ontario taxpayers \$5-7M.
  - Orchestrated the SLIP (Sarnia Lambton Infrastructure Program), securing Services Canada funding to purchase devices and hire up to 20 individuals to map and catalogue over 6000 points of infrastructure.
  - Winner Peter Marshall award from Association of Municipalities of Ontario, sole winner of the Lambton County Innovation Award, Ontario Showcase Award of Merit
  - Led project that provided high speed telecomm to 100+ public sector locations across Lambton and Chatham-Kent.

#### Telecommunications Project Manager

1999-2002

Specified and managed the implementation of a high-speed telecommunications network linking over 200 public sector sites in Lambton and Chatham-Kent

### Canadian Info Tech, London, Ontario

1994-1999

#### Senior Account Manager

- Responsible for the development and business growth of the Southwestern Ontario territory.
- Managed web or client-server projects for such clients as Chrysler, Union Gas, Kaufman Footwear.

- Dialing Devices, Brantford, Ontario** **1992-1994**  
**Marketing Manager**
- Marketed a mini-autodialer for a startup company.
  - Obtained trial and use with telecommunications companies across North America.
- Business Initiatives Unlimited, Brantford, Ontario** **1991-1992**  
**Manager**
- Managed a team that turned social assistance recipients into entrepreneurs.
  - Increased client load 76% while reducing staff 33%.
- Datasym POS Inc., Brantford, Ontario** **1990-1991**  
**Marketing Manager**
- Marketed circuit boards that made cash registers into store and forward Point Of Sale devices. Led development of first Window-based POS device.
- IBM Canada, Toronto and Kitchener/Hamilton** **1985-1990**  
**Systems Engineering Representative**
- Led continent-wide roll-outs for two major customers each with about 15 AS400's and 5,000 to 7,000 terminals.
  - Carried 2.5 times the average quota and was replaced by 2.6 people.
  - Concentration on financial systems, including fail-safe architecture, first document management systems in Canada.

#### **EDUCATION / PROFESSIONAL DEVELOPMENT**

Fanshawe College, Certificate in Project Management, 2010  
 York University – Schulich School of Business, MBA (Marketing)  
 University of Toronto – Victoria College, BA English

#### **CERTIFICATIONS / SKILLS**

Project Management Professional (PMP) 2008-2016  
 Taught Project Management at Fanshawe College, Western Continuing Studies, and King's College,  
 including developing and modernizing courses  
 Taught Microsoft Project at Fanshawe College, including rewriting course materials  
 Multiple years of experience with ESRI GIS and Microsoft Project, Dynamics CRM and SharePoint  
 Can work in French and German, first language English

#### **COMMUNITY INVOLVEMENT**

Project Management Institute, South West Ontario Chapter, Instructor PMP Prep Course 2012-2014  
 Chair, London Public Library Board, 1997-1998; negotiated new Central Library / Member 1994-2000  
 Chair, German Language School of London, 2008-2012 / Member since 2002  
 Chair, Thames Talbot Land Trust, 2010-11 / Member since 2006  
 Bass, Metropolitan United Church / Member since 1995

# 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 Board**

## Contact Information

Name: **Jennifer Matthews**

City: **London**

Province: **ON**

Postal Code: **N6H 0G3**

## Experience and Qualifications

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

**As of yet, I do not have any experience on a London Board or Commission. Versatile skill set with extensive experience in customer service and relationship building. Excellent communications skills, both verbal and written. Ability to work in a fast-paced environment and adapt quickly to new and challenging situations.**

### **EMPLOYMENT EXPERIENCE**

**CEO, BBB Serving Western Ontario—July 2021-present**

**Established administrative policies and procedures for all regional BBB operations. Collaborated with Board of Directors in the development of strategic initiatives and long-term goals. Evaluated existing programs to improve delivery and increase effectiveness. Identified issues, trends, and needs that develop in the marketplace which impact the BBB, its members, and the public. Managed the finances of BBB, including the drafting of an annual budget and long-range forecasts. Developed and supervised attraction and retention of accredited businesses. Created new community partnerships with local industry groups to further enhance the profile of BBB.**

**Communications Manager, Grand Theatre, London—July 2019-July 2021**

**Developed creative content for print materials. Coordinated the publishing of all house programs, ensuring accuracy and visual appeal. Developed strong media relationships and facilitated all interview requests with staff, cast, and creative team members. Pitched stories to news outlets, increased the frequency of earned media, raising the profile of on-stage and upcoming productions. Worked with directors and stage managers to determine selling scenes of individual productions, and presented at Media Calls. Wrote and distributed media releases, responding to follow-up requests for information.**

**Co-Owner, Porky's BBQ & Leisure Inc.--2003-2020**

**Built and maintained a profitable retail company for 17 years. Responsible for inventory control, supplier management, customer sales. Wrote and edited all advertorial content for local publications. Developed superior customer service and problem-solving skills. Analyzed financial reports, and worked with accounting team to ensure maximum profitability and detailed revenue forecasting.**

**Senior Content Editor, Best Version Media—July 2018-July 2022**

**Profiled local families and businesses for stories in community magazines. Edited all expert contributor content for grammar, layout, and length. Interviewed advertisers and produced business profile articles for publication. Collaborated with publisher on upcoming content and layout and design.**

### **VOLUNTEER EXPERIENCE**

**Board Member, CISV London 2010-2012**

**Board Member, Better Business Bureau Serving Western Ontario 2016-2021**

**Board Member, Canadian Club of London, currently serving as Vice President**

### **EDUCATION**

**University of Waterloo—Bachelor of Arts, Applied Studies/English Literature-1994**

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

**Supporting organizations that further accessibility to literacy, information, and technology is crucial to being a member of a community. I would be interested in learning more about the direction the library is taking in the next 5-10 years and beyond, and how this direction intends to fulfill the needs of that community as it grows and evolves.**

**My experience with growing and operating an independent business in London, as well as my work in the regional businesses community through BBB has given me leadership and decision-making skills that would be beneficial to the Board.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**As a member of the Board, I would feel it is imperative to work as an active advocate for the organization and the invaluable services it provides to the community at large. Upholding the values, supporting the strategic priorities announced in the strategic plan, and aligning with the needs of the Library are key to this role.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**While an employee of the Grand Theatre, I was given the opportunity to participate in anti-oppression learning through Shifting Perspectives. While I acknowledge that learning in this area is never complete, I do feel that it allowed me to start that journey of unconscious bias awareness.**

**Living in London, running a local business, being involved with arts and culture organizations, and a passion for language and literature are all assets that I would bring to the role on the Board.**

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

Attach more files here, if needed:

## Confirmations

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

If you selected 'Other', please specify:

Submitted on: **10/19/2022 4:16:05 PM**

## **PROFILE**

Versatile skill set with extensive experience in customer service and relationship building. Excellent communications skills, both verbal and written. Ability to work in a fast-paced environment and adapt quickly to new and challenging situations.

## **EMPLOYMENT EXPERIENCE**

### **CEO, BBB Serving Western Ontario—July 2021-present**

Established administrative policies and procedures for all regional BBB operations. Collaborated with Board of Directors in the development of strategic initiatives and long-term goals. Evaluated existing programs to improve delivery and increase effectiveness. Identified issues, trends, and needs that develop in the marketplace which impact the BBB, its members, and the public. Managed the finances of BBB, including the drafting of an annual budget and long-range forecasts. Developed and supervised attraction and retention of accredited businesses. Created new community partnerships with local industry groups to further enhance the profile of BBB.

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**VOLUNTEER EXPERIENCE**

Board Member, CISV London 2010-2012

Board Member, Better Business Bureau Serving Western Ontario 2016-2021

Board Member, Canadian Club of London, currently serving as Vice President

**EDUCATION**

University of Waterloo—Bachelor of Arts, Applied Studies/English Literature-1994

# 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 Board**

## Contact Information

Name: **Jeremy McCall**

City: **London**

Province: **ON**

Postal Code: **N6C 5E6**

## Experience and Qualifications

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

**I have been a member of the London Public Library Board of Directors 2018-2022, with service as the Chair in 2021 and Vice Chair in 2022.**

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

**I hope to return to the London Public Library Board of Directors to continue the work we started on our new strategic plan, and continue supporting the Library in its pursuit of its mission, vision, and values.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**Continuing my faithful attendance, diligent meeting prep, and sharing of my skills and insights with senior leadership and fellow board members. I will also faithfully represent the library and its excellent staff and leaders to our community at large.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

- **9.5 years as founder and President of Dad Club London**
- **5 years as Vice President and President of Mountsfield Home and School Association**
- **14 years of social Services, healthcare, and non profit employment**
- **Former member of Special Education Advisory Committee at both School Boards**
- **Former member of Child and Youth Network, Brain Health Network, and All Kids In Camp**
- **Have fundraised close to a million dollars locally between volunteer and paid roles**
- **Additional front line volunteer experience with Big Brothers Big Sisters of London and Area, Parkinson Society Southwestern Ontario, Anova, and with coaching youth**

Attach resume or other document here, if needed:

Attach more files here, if needed:

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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:

Submitted on: **9/26/2022 6:46:17 PM**

# 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 Board**

## Contact Information

Name: **Susan Nickle**

City: **London**

Province: **ON**

Postal Code: **N5X3P1**

## Experience and Qualifications

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

**I do not have experience on a London Board or Commission, but I do possess over 25 years of relevant community and board service in London, Ontario. From my first role on the Community Involvement Committee at the London St. Thomas Real Estate Board in the early 1990s, I have a consistent track record of giving time to causes that are important to London and its communities.**

**I am committed to this city and would welcome the opportunity to assume a role that directly contributes to its success.**

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

### **Contribution:**

**I have a variety of skills that would allow me to contribute to a Board or Commission. As set out in my resume, my education and experience are significant and would allow me to contribute immediately.**

**From a governance perspective, I earned an ICD.D designation from the ICD-Rotman program (DEP 97) earlier in 2022.**

**Over the past 25 years, I have held a variety of board positions including: board president/chair, human resources committee chair, risk management, nominating, governance, executive committee, strategic planning, and CEO selection.**

**I bring significant legal, human resources, governance and strategic experience to a Board or Commission, gained from a series of executive positions in private practice and the public sector. I have experience in healthcare, the arts, and education, as well as with the private sector.**

**I possess strong management and communication skills, and am a trusted problem solver. I am both strategic and pragmatic, with the ability to learn and fit in quickly. I also possess the ability to assist groups to reach consensus on complex issues.**

**In my current role on the board of Festival Hydro, I have gained experience operating in a governance model that is inextricably linked with the City of Stratford, Ontario (its primary stakeholder).**

**Lastly, I have the ability to bring an equity lens to the work of a Board or Commission, due to education and experience navigating these issues in a public sector environment.**

### **Learning:**

**There is always much to learn on a Board or Commission. Beyond the subject matter/industry supported by the Board or Commission, the interrelationships between the Board or Commission and the City of London and its members, the strategy of the organization is paramount.**

**I look forward to working closely with other Londoners, to gain their perspectives, and to better understand the inner workings of the City of London and how it works with some of its key organizations.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I would support the work of a Board or Commission in whatever ways I could add the most value. While I have particular expertise in legal and human resources issues, every board member has an obligation to be well informed regarding all issues in front of it. In my experience, the best way for a new board member to support the work of the organization is through preparation, organization, and asking important (and sometimes difficult) questions.**

**I would support the work through the lens of understanding what is in the best interests of the organization, which is the governance role of every board member. Once the strategic objectives of the organization are understood, the Board or Commission can align its work.**

**If current or former board colleagues of mine were asked, I believe they would say that I was a strong contributor, with strong governance and strategic orientation. I am willing to step into positions of accountability/responsibility as required.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**My resume sets out all of the education, experience, training and community involvement that would position me well for a role on one of London's Boards or Commissions. As noted within it, I have significant not-for-profit and paid Board experience, as well as years devoted to work in the public sector.**

**All of these experiences have taught me important lessons about the roles of a board member. I would welcome the opportunity to use my education, training and experiences to benefit the City of London.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

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

If you selected 'Other', please specify:

Submitted on: **10/11/2022 9:06:16 PM**

# 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 Board**

## Contact Information

Name: **Ryan O'Hagan**

City: **London**

Province: **ON**

Postal Code: **N5X3A4**

## Experience and Qualifications

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

**I am the current Chair of the Diversity, Inclusion, and Anti-Oppression Community Advisory Committee with the City of London. Previously, I have held board positions (secretary and chair) in both federal and provincial riding associations.**

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

**As a teacher, I recognize the inherent importance of libraries. While they support students as they learn to love reading, libraries are more than just book depots. I hope to continue pushing the LPL forward as our libraries continue to be beneficial places for folks without housing, underhoused folks, low income individuals who may rely on LPL resources like access to internet/learning resources, pregnant people and their partners as the LPL often hosts events for new parents or parents-to-be. The fact of the matter is that the LPL is more than just somewhere people can take out books. They support people in job searching, researching, resume building, family planning, and so much more. I also want to learn the inner workings of a public library. I've already started perusing through previous board minutes and I'm interested in learning about budgeting and policy creation through the LPL.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**While being an active board member, I'm also available to support the board through whichever role I can provide. I've acted as a chair and secretary on a number of boards, and am happy to join sub committees and participate in public events.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I'm a teacher who focuses on ensuring literacy in my students. The use of books and public spaces like libraries are incredibly important to me not just personally but professionally. Outside of work, I work with vulnerable populations having done work with people experiencing homelessness, people who use drugs and are trying to get help, and underhoused individuals. My experience in working with marginalized people can help me to shape policies and act as a voice for the often underheard. The LPL is already a progressive board that serves these populations well and I want to continue that work.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

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

If you selected 'Other', please specify:

Submitted on: **10/19/2022 12:07:43 PM**

# 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 Board**

## Contact Information

Name: **Mandy Penney**

City: **London**

Province: **ON**

Postal Code: **N6C 4Y2**

## Experience and Qualifications

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

**In 2019, I was a part of the City of London's Community Diversity and Inclusion Program, and I sat on the TRC Working Group. Once the pandemic began, I was unable to continue in this role, but I was honoured to participate and have been following the work done since then.**

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

**As a part of the LPL Board, I would like to contribute a thoughtful, compassionate, and critical voice to ensure that the LPL is meeting the needs of the community. I would bring with me my experiences as an educator (including working in an academic library as a writing/learning services coordinator), as well as my own lived experiences as a cis, white, and \*\*\*\*\* settler who is an avid library user, active member of the community, and someone who advocates strongly for equitable, accessible, and anti-racist teaching, learning, and services in my professional and personal life.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will support the work of the LPL Board by collaborating with other Board members and the Library to review and assess policies, procedures, services, programming, and budgeting in order to support the LPL as a community hub that delivers vital opportunities to the City of London's citizens, including and most especially equity-denied people in our city.**

**In my professional work, I have significant experience with strategic planning, managing and allocating budgets, SWOT analysis, and assessing programming & collaborations through formal / informal quantitative / qualitative feedback.**

**I can also support this week with my understanding of and expertise in supporting the work of EDI and anticolonial teaching/learning/communities/relationships. I believe strongly that libraries can and should be models of accessible and anti-oppressive communities, and that EDI, Indigenization, and decolonization should be at the very core of the work that we do.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**In addition to the above, here are some additional previous experiences and involvements that would help ensure my capacity to support both the Board and, through it, the important work of the London Public Library:**

- voting member of Western's Society of Graduate Students**
- voting member of Western's Senate Review Board Academic**

- member of Huron University College's Indigenous Initiatives Committee
- member of Huron University College's Teaching and Learning Committee
- organizer of a community screening of Nîpawistamâsowin: We Will Stand Up (by Tasha Hubbard) at Museum London

Attach resume or other document here, if needed: **Penney - Resume F22-2.pdf**

Attach more files here, if needed:

## Confirmations

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

If you selected 'Other', please specify:

Submitted on: **10/19/2022 5:14:14 PM**

**Amanda Penney (she/her)**

**BSc, BA (Hon.), MA**

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## **I. Current Employment**

### **Lead Educational Developer, Digital Pedagogies & Writing Across the Curriculum**

Centre for Teaching and Learning, University of Alberta | February 2022 (ongoing; based in London, Ontario)

- Develop and coordinate **strategic directions and initiatives** within the Digital Pedagogies and Writing Across the Curriculum portfolio
- Design and deliver **programming and resources** for educators across the disciplines on relevant topics within portfolio, including communities of practice and care, engaging and sustainable feedback, alternative assessments for equity in writing and communication, social location and positionality, reflective writing in the classroom, and supporting students holistically
- **Lead and mentor colleagues** within portfolio through ongoing check ins, supportive goal setting and feedback, performance evaluation, and opportunities for professional development
- Collaborate with CTL colleagues, including educational developers, instructional designers, and leadership staff, to **design, implement, and assess CTL programming and resources** using qualitative and quantitative data, as well as reflection
- Nurture **authentic relationships** with faculty, parafaculty staff, and students across the institution in order to develop strong **communities of practice and care** and to assess current and ongoing needs for program and resource design
- Partner with colleagues in parafaculty units across the University to identify and pursue areas of possible collaboration, including **ASC, FGSR, and the Library**

## **II. Highlights of Skills & Qualifications**

- Experienced and dedicated **educator with experience in writing and digital pedagogies and praxis**, collaborating with undergraduate and graduate students, post-doctoral researchers, faculty, and staff
- Over 10 years of experience in **writing and learning support environments** as a professor, instructor, tutor trainer, and digital literacy specialist
- Strong understanding of, commitment to, and experience with approaches and initiatives related to **equity, diversity, and inclusion**, as well as **Indigenization and decolonization in teaching and learning** - through the lens of a cis, queer, white settler and scholar who is dedicated to unsettling white supremacy in post-secondary institutions
- **Publication and conference record** on topics related to teaching and learning, including Teaching and Learning in *RuPaul's Drag Race*, low-stakes writing activities and assessments, and building social justice activism into academic unit work
- Extensive experience in developing accessible, engaging, and visual **learning resources** for learning communities comprised of students, faculty, and staff, including the development of eCampus Ontario funded learning resources, Huron University College's *Virtual Teaching Toolkit*, and UWaterloo's Writing & Communication Centre's online learning resources
- Held two **tri-council scholarships** from the Social Sciences and Humanities Research Council of Canada for graduate research (Master's CGS and Doctoral CGS)
- Dual **science and arts** background: completed undergraduate degrees in both Biology and English Language and Literature, as well as a graduate degree in English Language and Literature
- Consensus builder: can work with others to **focus priorities, achieve consensus, and develop programming**

- Pedagogically trained: can teach in one-on-one and small or large classroom formats (online, hybrid, and in person), as well as in workshops and other professional development programming
- Strong digital literacy and visual rhetoric skills: expertise in writing/communication pieces designed for web 2.0, **ePortfolios**, and **technology-assisted oral presentations**
- Skilled in using **online learning systems** (including Sakai, Moodle, and D2L-based learning management systems), as well as MS Office Suite and social media platforms

### III. Education & Professional Development

**Educational Developer Certificate**, Educational Developers' Caucus | Spring 2022

**Masters of Arts (English, with Thesis)**, Memorial University, NL, 2007

Thesis Title: *Ethical Form: Representation, Identity, and Responsibility in A.M. Klein's The Second Scroll and Art Spiegelman's Maus* | Supervisor: Dr. Noreen Golfman

**Graduate Program in Teaching (Voluntary, Term-long Pedagogy Certificate)** Memorial University, NL, 2005

**Bachelor of Arts (English, Honours)**, Memorial University, NL, 2005

**Bachelor of Science (Biology)**, Memorial University, NL, 2003

### IV. Relevant Experience

**Coordinator, Writing & Learning Services**

Library & Learning Services (LLS), Huron University at Western University | 2018 - 2022

- **Hire, train, and mentor undergraduate, graduate, and professional tutors** to provide tutoring in writing, communication (including English Language Learning and international students), course content, and learning strategies to support Huron's student population
- Collaborate with faculty and parafaculty academics on **course and assessment design, teaching and learning strategies, and research** related to writing and communication, learning strategies, and equity-based teaching practices
- Partner with faculty and staff to support **writing and communication programming** across campus in classrooms, the Library, and other student spaces
- Design and deliver **course-integrated workshops to support faculty** teaching on topics related to writing and communication (e.g., academic writing, project management, public scholarship, digital writing, and peer review) using sound pedagogical practices
- Design effective and pedagogically-sound supports for students through **intersectional and equity-focused lenses**
- Develop and facilitate on-campus writing and communication programming, including Writing Cafe and Long Night Against Procrastination (LNAP) with a focus on the relationships between **communication, learning, wellness, and equity**
- Serve on academic programming, administrative, and **hiring committees** in order to enhance student learning, engagement, and success
- Spearhead Library and Learning Services **pilot projects**, including course content tutoring, ELL instruction, and resume/cover letter support
- Raise the profile of Writing and Learning Services programming through **marketing strategies** that included brochures, classroom visits, social media posts, and other outreach opportunities
- Track and analyze **qualitative and quantitative data** in order to efficiently and appropriately evaluate programs and services

## **Content Designer, Learning Resources**

HiddenCurriculum.ca | 2021 - 2022 (freelance contract; Lead - Dr. Nicole Campbell, Western University)

- Wrote, designed, and delivered content for an **eCampus-funded website** to support instructors as they work to unveil aspects of the hidden curriculum to students in their classes. Lead author for topics including writer's block; critical reflection; equity; Indigenization and decolonization; privilege; and racial justice
- Collaborated with the project lead, Dr. Nicole Campbell, and a team of interdisciplinary educators from across Ontario to **conceptualize and refine the structure and parameters** of the resources
- **Mentored and supported a student colleague** who was a co-author on the resources for which I was responsible
- Received and integrated feedback from reviewers in order to polish resources and ensure design alignment across the website

## **Writing and Multimodal Communication Specialist, Digital Literacy**

Writing and Communication Centre, University of Waterloo | 2015 - 2018

- Supported students across all levels and disciplines to provide consistent, reliable, and pedagogically sound writing and communication support
- Worked extensively with graduate students to develop and polish their academic writing, including dissertations, funding applications, and conference papers
- Specialized in **digital and genre-based communication**, including blogs and ePortfolios
- Organized and participated in learning in learning opportunities and events at the **intersections of writing, communication, and social justice**
- Designed and facilitated workshops for undergraduate and graduate students, as well as postdoctoral researchers, faculty, and parafaculty academics; topics included workplace communication, effective presentation skills, management of writing and learning projects, **PowerPoint design and pedagogy**, and **public scholarship**
- Collaborated with units such as the Centre for Teaching Excellence and the Library to provide integrated communication support, including on the **WatCV project to incorporate ePortfolio development across the curriculum** and selecting a platform for ePortfolio development
- Created engaging and accessible **learning resource materials, in print and online formats**, to guide student writing and communication
- Supervised co-op and work study students working on learning resources and social media

## **Professor, Writing and Communications**

School of Language and Liberal Studies, Fanshawe College | 2010 - 2015

- Delivered in-person, online, and blended courses in **writing and professional communication fields**, including Paramedicine, Lab Technology, Business, and Information Technology
- Designed **engaging assignments related to learning objectives** to give students the opportunity to practice and refine course content, writing, and communication skills
- Developed **assessment tools and strategies** to evaluate and provide useful feedback on student work
- Liaised and collaborated with other instructors and course leaders to design **effective curriculum plans and outcomes**

## **V. Awards, Distinctions, & Fellowships**

**Doctoral CGS (3-year)**, Social Sciences and Humanities Research Council of Canada (SSHRC), 2007 - 2010 (\$105,000)

**Master's CGS (1-year)**, SSHRC  
2006 - 2007 (\$17,500)

**Fellow of the School of Graduate Studies**, Memorial University, NL  
2006 - 2007 (no monetary value)

**Dean's Excellence Award**, School of Graduate Studies, Memorial University, NL  
2006 - 2007 (\$3,500)

## VI. Presentations & Publications

### A. Selected Conference Presentations

**“Ungrading as Critical Pedagogy: Impacts on Equity, Agency, and Learning in the University Classroom”** | Co-presented with Dr. Katherine Lawless  
Spring Perspectives on Teaching Conference, Western University | 2022

**“All the World's a Stage’: Teaching About and Through Twitter”** | Co-presented with Tommy Mayberry  
Research on Teaching and Learning Conference, McMaster University | 2018

**“Anti-Oppression Work in Writing Centres: Case Studies and Future Directions”** | Co-presented with Jirina Poch  
Canadian Writing Centres Association (CWCA) Conference, University of Saskatchewan | 2018

**“Designing Accessible Learning Resource and Print and Web”** | Co-presented with Jirina Poch  
CWCA Conference, OCAD University | 2017

**“Small Stakes, Big Learning: Building Writing Centre Practice into Assignment Design** | Co-presented with Dr. Clare Bermingham and Dr. Nadine Fladd  
University of Waterloo Teaching and Learning Conference | 2016

**“Seeing Pain in Jean-Phillippe Stassen’s *Deogratias: A Tale of Rwanda*”**  
Interdisciplinary Graduate Conference, City University of New York | 2010

**“Where the Known World Ends at the Hudson’: New York City and Visual Representations of Trauma”**  
Canadian Association of American Studies (CAAS), Western University | 2009

**“Visual Culture, Consumption, and Nationalism: Spider-Man and 9/11”**  
CAAS, Memorial University | 2008

### B. Selected Publications

**[“Considering Communities and Individuals Alike: How the Lenses of EDI and Critical Pedagogies can Inform Inclusive Writing Assignments.”](#)** | Co-authored with Everett Igobwa | *The Quad* | 2022

**“Pedagogies, Praxis, and Privilege: RuPaulian Communities of Care.”** *RuPedagogies of Realness: Essays on Teaching and Learning with RuPaul's Drag Race.* Eds. T. Mayberry & L. Bryde. McFarland Press.

2022.

[“On Apologies and Apologia: Why Making Fun of Sexual Harassment is Not Satire.”](#) | Co-authored with Diana Samu-Vissar | Rabble.ca | 2014

[Review of Feeding the Future: From Fat to Famine, How to Solve the World’s Food Crises.](#) (Eds. A. Heintzman and E. Solomon). In *Postscript: A Journal of Graduate Criticism and Theory*, Memorial University | 2009

## **VII. Community Involvement, Memberships, and Administrative Service / Activity**

**Member**, Canadian Writing Centres Association (CWCA), 2016 (ongoing)

**LLS Representative**, Teaching and Learning Committee, Huron University, 2021

**Member**, International Writing Centers Association, 2021 (ongoing)

**Communications Director**, Shawna Lewkowitz for MP Federal Campaign, London, ON, 2021

**Member**, Community Diversity & Inclusion Strategy (TRC) Working Group, City of London, 2019 - 2020

**Local Organizing Committee**, CWCA, 2019 - 2021

**Chair**, **Campuses Connected Organizing Committee**, 2019 - 2021

**Member**, Hiring Committee, Sessional Writing Faculty Position, 2019

**Member**, Indigenous Initiatives Committee / TRC Working Group, 2018 - 2022

**Member**, Huron1Read Steering Committee, 2018 - 2020

**Member**, Campuses Connected Organizing Committee, 2018 - 2019

**Chair**, Communications Committee, CWCA, 2018 - 2019

**Member**, Communications Committee, CWCA, 2016 - 2018

**Trainer**, Making Spaces | LGBTQ+, University of Waterloo, 2017

**Communications Volunteer**, Jesse Helmer for Ward 4 Municipal Campaign, London, ON, 2014

**Voting Graduate Member**, Senate Review Board Academic, Western University, 2009 - 2010

**Co-Chair**, Graduate English Society, Western University, 2009 - 2010

**Student Representative**, Society of Graduate Students, Western University, 2007 - 2009

**Secretary-Treasurer**, Graduate English Society, Western University, 2008 - 2009

# 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 Board**

## Contact Information

Name: **Zak Rahim**

City: **London**

Province: **ON**

Postal Code: **N6H 4G3**

## Experience and Qualifications

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

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

**I wish to apply my skills in community engagement to further the mission of the LPL. I believe in the cornerstone role that LPL has in our society and wish to further the delivery of great experience, and community engagement. While bringing a new and diverse voice to the table.**

**Further, would like to bring my sector management consulting experience as well as my volunteer experience with various community groups and initiatives to advance the mission of the LPL, ensuring the organization is well positioned for future growth and changing technologies.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I believe in the role of the LPL within our civic institutions to further learning and education. I will support the work of the LPL by bringing a new and diverse voice to the table to support, engage and make LPL an inclusive place for all, digitally and physically.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Director, Oakridge Optimist Club  
Member, St John Ambulance, London.**

**Various political board appointments and engagements.**

**My experience will benefit LPL's development as a place for individuals from all walks of life to receive high quality service and engagement.**

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Word of mouth**

If you selected 'Other', please specify:

Submitted on: **10/19/2022 1:42:01 PM**

# 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 Board**

## Contact Information

Name: **Erin Ross**

City: **London**

Province: **ON**

Postal Code: **N6C 1V4**

## Experience and Qualifications

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

**I don't have experience being on a board or commission in the past.**

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

**I have always been very enthusiastic about public libraries and am a lifelong library user. I grew up in the Byron area and have very fond memories of afternoons spent in the Byron Library stacks and playing in the old sunken conversation pit! As an adult, with Landon as my home library, I found the libraries essential when my children were young, for both recreation and development. I have attended many story time and craft sessions, participated in library workshops, attended talks at Central Library and shows at Wolf Hall, and have taken part in a number of community events centred on the library. I am also an avid reader who always turns to the library first when I need a new book. As a therapist, I consider the library a valuable resource for my clients in terms of providing information and social/recreational opportunities, decreasing isolation, and as the ideal starting point for participating in the London community.**

**I feel I have gained so much as a library user and would like to give back by contributing to the library continuing to be a fantastic public resource. As someone who spends much of my time in front-line work, I am very interested to be involved in governance and learn what is involved from the organizational side of things. I look forward to learning about some of the challenges that face public libraries as they try to meet the needs of a diverse and changing community. I also look forward to understanding the library system in the context of London, and the unique needs of the communities in this city. I have been a practicing psychologist since 2015 and a psychotherapist for a decade before that. I am knowledgeable about mental health issues and interventions, as well as available services in the city. I worked at LHSC for 10 years and have been in private practice for three. Prior to that, I worked at various locations in Toronto, including the Centre for Addiction and Mental Health. I have worked with a broad range of people in varying social locations and states of health. I am an experienced qualitative researcher. I work from a feminist framework and am trained in areas such as conducting focus groups, participatory action research, and assessing community needs. I have some experience in program design and evaluation.**

**I am also hoping that being on the LPL board will be an opportunity for me to grow my connections within the community. My own life circumstances have meant that I, until recently, have been rather narrowly focused on my career and people in my field. I'd welcome the chance to meet people separate from my work context not as business networking, but as straightforward community building and engagement. I'd like to be a more active citizen and I think being a board member would allow me to do so in a way that aligns with my values.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I am committed to learning about the policies and by-laws relevant to Ontario's public libraries so that I understand the role the board plays in library governance. Since this would be my first time on such a board, I am prepared for a steep learning curve. Within board activities, I will maintain an open mind and a willingness to listen, understand, and collaborate with others, respecting differing viewpoints. I will keep a critical eye on issues of equity, diversity, and inclusion to ensure that myself and the board are working to keep the library safe, attuned to the needs and issues of marginalized users, and responsive to the needs of all users. I will ensure I have made the time for any reading and research necessary for me to come to meetings prepared.**

**Within the larger community, I will attend library functions on an ongoing and advocate for the library when possible. I greatly enjoy public events and will be happy to participate either on my own or with family and friends. Although work-life balance means I likely won't be able to attend all the events that interest me or where I could be helpful, I am committed to setting aside time beyond that required for preparing and attending meetings to participate in community events or engage in other LPL activities. Depending on the needs of the Board and the interest of other members, I am also happy to serve on one of the specific committees.**

**I am very comfortable speaking with others, both in public speaking settings and 1:1 conversations. I am happy to engage with staff or members of the public in ways that are supportive of the LPL and board duties and activities. Depending on needs and timing, I would also be available to liaise with other agencies, boards, committees etc, representing the LPL.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Though I am not an expert to any degree in the following areas, I do have some training in working with LGBTQIA+ clients, indigenous clients, and newcomers to Canada. While I do not consider my knowledge to be advanced, it does help me to be attuned to issues of diversity and inclusion. I have not previously been a member of a board, but I have engaged in working groups at LHSC looking at issues such as patient experience, program planning, and quality control. I have also been in community working groups in London and Toronto examining issues such as experiences of racism in accessing primary health care and barriers to accessing mental health care. I have also taught at Western and Kings and have engaged in public talks and presentations at a number of academic conferences.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

**I declare the following: I am a resident of London. ; I am at least 18 years old.; 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: **I was searching for volunteer positions. I believe I was directed from the Pillar webpage.**

Submitted on: **10/17/2022 4:48:00 PM**

# 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 Board**

## Contact Information

Name: **Pat Sullivan**

City: **London**

Province: **ON**

Postal Code: **N6A 4A5**

## Experience and Qualifications

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

**No previous experience on a London board.**

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

**Library membership has always been an extremely important contributor to the quality of my life. I hope to help to evolve and bring library services to the broader community to provide others with the resources, comfort and opportunity I have enjoyed. I have significant work experience in several of the specific areas looked for. Since my retirement a year ago I have been evaluating ways to apply that experience, contribute to the community, and continue my own learning journey. Board membership would provide great opportunities in all those areas.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**The work experience outlined below has provided me with the ability to set vision and develop policies to move that vision forward. My years as a manager in the municipal low income housing field and in administration and finance in private industry have given me a breadth of expertise that correlates with several of the Board's specific needs. I work hard and collaboratively and feel I can support in the areas of health and social services, finance, safety, data analysis, Human Resources and governance. I believe strongly in intellectual freedom, would be proud to offer my services to support that, and have strong interest and energy to offer.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I worked for the Municipality of Metropolitan Toronto as Manager of Tenant Placement for the Metro Toronto Housing Company for 10 years. That work gave me an understanding of housing issues for low income people. I then worked for Canadian Mist Distillers (now Sazerac Canada), as Manager of Finance and Administration for many years. That role required strong organizational and planning abilities, and encompassed all aspects of the finance function as well as substantial responsibility with Human Resources, safety, and community contributions and engagement. I hope to be able to apply my varied experience to a new role as a board member.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/18/2022 4:00:59 PM**

# 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 Board**

## Contact Information

Name: **April Voth**

City: **London**

Province: **ON**

Postal Code: **N5W3J7**

## Experience and Qualifications

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

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

**I believe that the library performs a vital service for the members of our community. In addition to the maintenance of the collection of reading and reference material, the many programs they offer aim to provide knowledge that can be used to expand an individual's social understanding, technical expertise and artistic ability.**

**With more than 20 year career in management, in both the private and non-profit sectors, I believe that I offer the professional experience required to evaluate and recommend best business practices and policies in areas as varied as Human Resources, Technology, Governance, Policy Development and Finance. I would like to contribute to supporting the library's continued growth as a respected, diverse and vibrant centre of learning and development.**

**I have vivid memories of my first visits to our local library branch and the excitement that their programs offered to me as a child. I have continued to benefit in many ways over a great many years by having access to the library's services. I feel the library is a resource that needs to be nurtured and supported. I would be honoured to be chosen to become a member of the London Library Board.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**Regular attendance at Board meetings, review of the appropriate materials as required, thoughtful questioning to understand complex issues and reasoned advice. I have experience with budget forecasting, policy development, collective agreements, governance and fundraising in an arts organization.**

**I would expect to participate in outreach events to champion the work that the library is engaged in, visit all of the branches to see their installations and learn about their programming. Speak to staff and patrons to hear their point of view of the work that's being done in order to better inform my decision making at the Board level.**

**I would work with the members of the Board to build consensus around resolving complex issues and provide thoughtful guidance at the oversight level.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have previous volunteer experience supporting Museum London. I managed the International Movie Series for four years. Working with the staff at the Toronto International Film Festival my team curated a series of seven movies from their annual festival and brought them to the big screen in London. My job also required building a team of volunteers, arranging for movie venues, marketing and arranging ticket sales. It**

was a fun and very successful fundraising effort that brought in approximately 20k per year to the museum.

Prior to the film series I was a member of the organizing committee for the Black and White Ball for a number of years, eventually becoming co-chair. This was also a major annual fundraising gala event for Museum London that was very well attended and supported by the community.

Attach resume or other document here, if needed: **April Voth ED Resume 10-2022.pdf**

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/19/2022 4:12:36 PM**

APRIL VOTH, B.A.

**Executive Director**  
Diplomatic • Strategic • Collaborative

Offering extensive hands-on experience in non-profit arts management with expertise in administration systems and volunteer management. An independent problem-solver who improves operational efficiency through implementation of sound business practices

*Areas of expertise include:*

Fiscal Management / Employee & Volunteer Relations / Policy  
Development / Fundraising / Information Technology

*Selected Accomplishments*

- Negotiated the first professional union contract offering security for London Symphonia musicians
- Persuaded the Board of Directors convened a Diversity, Equity and Inclusivity Committee to develop policy and review internal procedures
- Implemented governance policies including Code of Conduct, Workplace Safety, Privacy, Major Gift & Conflict of Interest to create a framework for respectful interactions

**PROFESSIONAL EXPERIENCE**

**EXECUTIVE DIRECTOR**

**LONDON SYMPHONIA 2020 – Present**

*London Symphonia is a professional orchestra that promotes excellence in classical and contemporary musical performance and education through a series of innovative and engaging concerts for the our community and beyond.*

- Work closely with the Artistic Producer to plan & organize performances, including revenue forecasting, budget development, preparing orchestra and soloist contracts, supervising the deliverables of consultants & volunteers to ensure the organization's success
- Manage marketing communications & public relations both print & traditional
- Led the Symphonia's team on the recently completed Metropolitan United Church renovation project
- Prepare grant proposals for London Arts Council, Ontario Arts Council, Canada Heritage Council, London Community Foundation and many other funding organizations
- Implemented policies such as a Code of Conduct, Workplace Safety, Privacy & Conflict of Interest to create a framework for respectful personnel interactions
- Revise & implement the strategic business and operations plan with the aim to increase revenue generation, and monitor costs while dealing with the restrictions of the pandemic

**GENERAL MANAGER**

**FANSHAWE CHORUS LONDON 2014 – 2020**

*Fanshawe Chorus London is a semi-professional symphonic choir incorporated as a non-profit charitable organization consisting of 60 voices with its own orchestra that celebrated its 50<sup>th</sup> Anniversary Season in 2019.*

- Worked closely with the Artistic Director to plan & organize six seasons of performances, including venue rental, sourcing professional musicians, preparing orchestra and soloist contracts & scores, creating marketing materials, supervising volunteers & ticket sellers ensuring concerts ran smoothly
- Managed marketing & public relations both print & traditional plus social media including programming updates to the website
- Prepared grant proposals for London Arts Council, Ontario Arts Council, Canada Heritage Council, London Community Foundation

**HUMAN RESOURCES MANAGER** *THRESHOLD FINANCIAL TECHNOLOGIES* 2008 – 2011  
*Threshold Financial Technologies manages a network of 3600 Automated Banking Machines and provides transaction processing solutions to over sixty Canadian Financial Institutions.*

- Coached managers in performance, retention, training, and progressive discipline procedures
- Simplified HR Orientation and developed training modules for health and safety, medical/dental benefits and corporate policies and procedures
- Initiated “Payscale” compensation evaluation project establishing pay bands for retention and pay equity
- Sourced comprehensive Time and Attendance software solution with a 153% ROI in the 1st year
- Implemented cloud based employment application collection and tracking system

**HUMAN RESOURCES MANAGER - TALENT ACQUISITION** *TELETECH* 2006 – 2007  
*TeleTech is a leading international business process outsourcer providing a full range of front- to back-office outsourced solutions primarily focused on telecommunications technical support*

- Led combination in-house and off-shore staffing team that hired 721 new employees in less than six months
- Managed site-wide implementation of Taleo Applicant Tracking System for 1100 employees including the preparation of a step-by-step training manual for rapid uptake and deployment

**SR. HUMAN RESOURCES BUSINESS PARTNER – EASTERN CANADA** *METAFORE* 2001 – 2006  
*As the 4th largest IT Solutions Integrator in Canada, Metafore designs, supplies, installs and supports IT infrastructure solutions*

- Provided Human Resource guidance for Head Office and eight Branch Offices
- Managed complete staffing life-cycle for Eastern Canada personally hiring 86 new Associates in one year resulting in cost savings of \$548,000.

**HUMAN RESOURCES COORDINATOR** *OBJECTARTS* 1996 – 2001  
*One of the first Microsoft Certified Technical Education Centres in Canada focused on Fortune 500 clients*

## COMPUTER KNOWLEDGE

- Sage 50 Accounting Software – A/R, A/P, Payroll modules, Bank Reconciliation
- Programming – CSS / HTML5 (self-taught)
- Expert MS Office user – Outlook, Word, Excel, PowerPoint
- Oracle E.R.P. - HRIM, Procurement and Expense modules
- Peoplesoft – HRIM module | Kronos – Management / Employee modules
- Applicant Tracking Systems – Catsone, Prohire, Verv, Njoyn, Workopolis and Taleo

## PROFESSIONAL DEVELOPMENT

- CHRP – certified from 2005 - 2011
- CHRM – certified from 2004 - 2011
- WSIB Levels 1 and 2 – certified in 2005/ re-certified in 2011
- DDI Targeted Selection course - 2010
- Ontario Human Rights System course – 2009
- Working 9 to 6 - Overtime Class Actions course -- 2009
- True Colors Awareness Facilitator – certified in 2008

## EDUCATION

- Introduction to Project Management - Fanshawe College 2007
- Bachelor of Arts - Social Science - University of Western Ontario 2006
- Human Resources Management Certificate - Fanshawe College 2004

# 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 Board**

## Contact Information

Name: **Evan Wee**

City: **London**

Province: **ON**

Postal Code: **N6G0R1**

## Experience and Qualifications

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

**I have not served on a London Board or Commission but am ready to join one and bring a different, yet significant perspective to the Board. As a minority, I believe I reflect a demographic of the community that can serve as an example of how reading and technology has enabled my life, and those of my peers, and so it could for our children, even where screens are more pervasive than pages. I believe the medium has changed substantially, but the mission of the LPL will always remain relevant.**

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

**I hope to continue the good work done so far in incorporating technology at the LPL and for active learning, especially in this digital age where our children are born into. I was both a librarian at my high school and a member of the computer club. Suffice to say, both extracurricular activities contributed greatly to my personal development, and later on in life, my career (now a Head and Director of Engineering at a technology company). Bitten by the love for books even before my teens, I became a voracious reader and even now, am an aspiring writer who has a few publications on Medium (see <https://medium.com/@evanx9>) and LinkedIn (see <https://www.linkedin.com/in/evanwee/>). I would love to contribute and pay it forward in my service to the Board and to engender the present generation in a very similar life journey. In turn, I want to learn from our other Board members in their own quest for furthering the LPL's purpose: strengthening people and neighborhoods by creating connections that enrich lives, inspire discovery, foster creativity, and expand possibilities. I believe in the value of people's life stories, and that there is much to learn from them, as they are passed on to others, through oral, written and digital media. And a library is one of the greatest treasure troves of such stories.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**As a Director of Engineering for Professional Services at a leading Canadian technology company, I am already performing duties of governance for audit compliance, while proof-reading contractual agreements that warrant the balance of risk, liability and remuneration. I have been in several different times of my career, been responsible for millions of dollars in annual budgets and have been expected to be fiscally prudent, and be involved in financial planning. I will be able to take all of this transferable experience to support the work of the LPL Board in furthering its modernization, and more crucially, supporting an environment where we hold true to our goals of 1) the welcome and accessibility of our premises 2) the marvel of technology and services available 3) instilling sustainability and holding to evidence-based science 4) keeping literacy relevant even as society advances.**

**This is on top of carrying over 20 years of experience as a technologist who has worked his way up from a software engineer to a senior leadership position, and thus is well aware of the details.**

**Lastly, I believe I embody and demonstrate consistently in my life all four of your corporate values: innovation, leadership, stewardship and transparency.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have been involved with Junior Achievement during my tenure with SAP, and have been involved with motivating and inspiring teenagers, as well as preparing them for their career aspirations.**

**In terms of leadership, I hold a Certification of High-Performance Leadership from Cornell University and have just graduated from my company's Morpheus program: a very selective grooming of current leaders with high potential, focusing on enhancing personal mastery, self-awareness and strengths development.**

**I am also a lifelong learner. Most recently, I have attained Google's Cloud Digital Leader (see <https://www.credential.net/0919218c-34a1-4925-9132-4b63674498d7>) and am also a current Certified Scrum Master holder (see <https://bcert.me/shmuhrgj>). The former proves that I am competent in Cloud technologies, and its implications and benefits when adopting for organizations. The latter certifies that I am professionally capable of working to remove team and organization impediments as part of problem solving.**

Attach resume or other document here, if needed: **Evan Wee - CV Dossier.pdf**

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/18/2022 10:22:00 PM**

# EVAN WEE, CSM

Executive specializing in Agile, Cloud Tech, Software Development and DevOps

📍 London, Canada Area

## EXPERIENCE

### Head of Cloud Transformation

[Softchoice](#)

📅 2019 - Ongoing 📍 Oakville

IT, Professional Services & Managed Services

- Led and built the Cloud Transformation business from scratch, moving from incubation to scaled delivery pods blending R&D and Professional Services
- Own DevOps Transformation, Application Modernization and Data Intelligence initiatives at Softchoice

### Director, Development Operations & Cloud

[NexJ Systems](#)

📅 2019 - 2019 📍 Toronto

Wealth Management, CRM

- Led NexJ's first SaaS and Private Cloud solution, launched Jun 2019
- Merged DevOps, Ops and Performance into a single department

### Software Development Manager

[Aptean Industrybuilt](#)

📅 2017 - 2019 📍 Mississauga

Food and Manufacturing, ERP

- Scaled R&D from 15 to 30 staff, split across 6 teams based across Canada and US while retaining company culture
- Championed Agile adoption and shift towards data-driven decisions
- Pushed for SaaS adoption, moving 75% of new clients to Azure cloud

### DevOps Tech Lead & Release Manager

[SAP Canada](#)

📅 2015 - 2017 📍 Toronto

MNC, Enterprise Software

- Led DevOps for teams across Canada and China, improving automation performance by ~20%
- Ran Insurance portfolio project with liaison counterparts in US and HQ in Germany with successful Release Gating and delivery
- Drove Agile for DevOps, Automation & Performance teams

### Sr Software Developer

[PointClickCare](#)

📅 2014 - 2015 📍 Mississauga

Healthcare, EHR

### Sr Software Developer

[Travelers](#)

📅 2012 - 2014 📍 Toronto

Insurance, Enterprise Software

### DevOps Engineer

[Instaclick](#)

📅 2011 - 2012 📍 Toronto

Web Tech, Social Network

### Software Developer

[Camilion Solutions](#)

📅 2009 - 2011 📍 Markham

Insurance, Enterprise Software

### Software Developer

[IBM Canada](#)

📅 2007 - 2008 📍 Markham

MNC, Enterprise Software

## CERTIFICATION

### High-Performance Leadership

Cornell University, 2017

### Certified Scrum Master

ScrumAlliance, 2012

## EDUCATION

### Bachelor of Science, Computer Science

[University of Toronto](#)

📅 2004 - 2009 📍 Toronto

## LEADERSHIP PROFILE

### Motivational



### Strategic



### Transformational



## MOST PROUD OF



### Agile Transformation

Led adoption of Scrum/Kanban in 5 companies



### Cloud Delivery Polyglot

Delivered software on Amazon, Google, Azure, IBM Cloud and SAP Hana



### Vision Implementation

Ability to lay out roadmap despite ambiguity and drive the team forward. Achieved in 4 companies



### Scale and Grow Talent

Doubled dept size in 12 months. Groomed and promoted leaders to helm teams

## PUBLICATIONS

### How to run Feature Flagging and Release Management

[Medium - The Startup](#)

📅 07/2019 🔗 <http://bit.ly/evanreleaseflags>

A realistic approach for release gating with componentized releases

### Burnout in Scrum

[Medium - The Startup](#)

📅 06/2019 🔗 <http://bit.ly/evanburnout>

Tactics to handle burnout in practical Scrum

### Modernizing a Monolith application

[LinkedIn](#)

📅 10/2016 🔗 <http://bit.ly/evanmodmono>

Strategy for craving a Monolith into microservices

# 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 Transit Commission**

## Contact Information

Name: **SHAHZAD AHMED**

City: **London**

Province: **ON**

Postal Code: **N6G3L1**

## Experience and Qualifications

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

**I worked as a bus driver for LTC.**

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

**As I have 15+ year experience in transit industry as a driver and supervisor. I thoroughly observed how transit work and how we can make better and reliable experience for our Londoners.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will be able to support the board regarding better inside understanding as front liner.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I work in saddleridge school communicator back in Calgary Alberta. I worked as a bus driver LRT driver and transit supervisor back in Calgary transit. I worked as a bus driver in LTC and TTC as well. So combine i have 3 different transit system experience.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Social media**

If you selected 'Other', please specify: **LMM**

Submitted on: **10/11/2022 4:53:28 PM**

# 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 Transit Commission**

## Contact Information

Name: **Beth Allison**

City: **London**

Province: **ON**

Postal Code: **N6J 4B6**

## Experience and Qualifications

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

**This is the first time I have applied to a Municipal Board. I have experience serving on other boards, including St. Leonard's and the London Down Syndrome Association.**

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

**I believe the first priority of a new board member to any organization is to listen to the current leadership and learn as much as possible about the history of the organization and the mandate of the organization. Additionally, I believe that it is important to find opportunities to bring my areas of experience and strengths to the collective knowledge of the membership.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I am a strong communicator and a skilled problem solver. I bring a lens of possibility and a growth mindset to my work. I value punctuality, flexibility, and hard work and I bring these values to all the areas of my professional, personal and non-profit roles. I believe that supporting a Board or Commission requires compromise and I am adept at negotiating middle ground where necessary and also standing on principle where appropriate.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Currently I am a member of the Board of Directors of the St. Leonard's Society and the London Downs Syndrome Association. I also hold Directorial roles on Federal and Provincial riding associations. At my church, I have played a lead role in the Hospitality Ministry and the Alpha Program. I have served as the Vice President of the Catholic Principals Council of Ontario. In my professional role as the principal of an elementary school, I sit on the School Council and am in constant negotiation with parents, staff and system-level staff. All of these roles involve nuanced communication, empathy and understanding of many diverse viewpoints as well as strong written and verbal communication skills. In addition to listening and communicating, my work in these sectors has taught me the importance of action. Over time, I have developed an appreciation of when the time for negotiation and discussion should end, and decisive action should be taken.**

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

Attach more files here, if needed:

## Confirmations

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

If you selected 'Other', please specify:

Submitted on: **10/17/2022 2:39:28 PM**

# Beth Allison, M. Ed

SERVICE – RELATIONSHIPS - VISION

I believe that dynamic, leadership stems from carefully considered vision, building genuine, caring relationships, and a commitment to serve. The theoretical framework that best matches my leadership style is Robert Greenleaf's construction of Servant Leadership.

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## EDUCATION

### MASTERS OF EDUCATION – LEADERSHIP

Western University - 2013

- Theories of Educational Administration, Educators and the Law, Management Approaches, Research Methods, Educational Policy, Curriculum Studies
- Qualitative research interviews conducted with Secondary English teachers for research surrounding teacher-perceived value of OSSLT
- Research interests included Servant Leadership and Learning to 18

### BACHELOR OF EDUCATION

York University - 1997

- Intermediate/ Senior English & History

### HONOURS BACHELOR OF ARTS

York University - 1997

- Major in English, Minor in History

### ADDITIONAL QUALIFICATION COURSES

- Special Education for Administrators AQ - 2018
- PQP Part 2 – 2015
- PQP Part 1 – 2014
- Religious Education Part 1 – 2014
- Primary Additional Basic – 2013
- Special Education Specialist – 2008
- Instrumental Music Part 1 - 2001

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## EMPLOYMENT

**MONSIGNOR J.H. O'NEIL SCHOOL – PRINCIPAL**

**VICE PRINCIPAL OF VIRTUAL SUMMER SCHOOL**

**ST. MARGUERITE D'YOUVILLE SCHOOL – V.P.**

**ST. FRANCIS CATHOLIC SCHOOL – V.P.** 2016 - Present

- Principal responsible for 176 children and 18 staff members

- 
- Building relationships with staff and parents through honest and transparent communication
  - Collaborating with SPST, Social Worker, Speech and Language, and community agencies to support student learning
  - Completing staff evaluations
  - Reading and editing Report Cards and IEP's to ensure excellence
  - Leading I.P.R.C's
  - Interviewing and hiring teachers and Educational Assistants
  - Mentoring teachers and completing Teacher Performance Appraisals
  - Participating in renewed Math Strategy Professional Learning Sessions
  - Working with challenging parents to find solutions that keep students' best interests at heart
  - Working with students to shape behavior and resolve conflicts using progressive discipline and restorative practices
  - Supporting teachers to ensure curricular expectations are met
  - Leadership on School Council and Safe and Health Schools committees

**STRATHROY DISTRICT COLLEGIATE INSTITUTE** 2003 - 2011

2013 - 2016

- Teaching English, Instrumental Music, Civics, Family Studies, History, and Learning Strategies
- Leading in a Developmental Centre and Resource Centre (SPST/LST), working with students with diverse physical, cognitive and emotional needs
- Working collaboratively with EA's, PST's, Co-Op students, Nurses and other teachers in an LST/SPST and Developmental Education setting
- Talented and Gifted Coordinator
- Leading orientation for students into Grade 9
- Associate Teacher to teacher candidates from Western, Ottawa, Lakehead and D'Youville Universities
- Presenter at Professional Development days, including Balanced Literacy strategies for reluctant readers

**AB LUCAS SECONDARY SCHOOL** 2012 - 2013

- Teaching Grades 9 - 12 English

**EDUCATION QUALITY & ACCOUNTABILITY OFFICE** 2009 - 2015

EQAO Scoring Supervisor, Writer & Committee Member

- Member of the Development, Range-finding and Sensitivity committees
- Writing selections for inclusion on the OSSLT
- Managing 25 direct reports as a scoring supervisor

**WESTERN UNIVERSITY**

Admissions Documentation Officer 2011 - 2012

**OLIVER STEPHENS PUBLIC SCHOOL – Woodstock, ON** 2002 - 2003

- Teaching Music to students from kindergarten through grade 6

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**DAVID AND MARY THOMSON COLLEGIATE – Toronto, ON 2000 - 2002**

- Teaching English from grades 9 – 12

**LEEDS ISLAMIA GIRLS' SCHOOL – Leeds, UK 1999**

- Teaching British National Curriculum in a Muslim Girls' Secondary School

**STANDBY TEACHING SERVICES – Bradford, UK 1998 – 1999**

- Teaching British National Curriculum throughout greater Yorkshire

**CANADIAN COLLEGE ITALY – THE RENAISSANCE SCHOOL–Lanciano, Italy 1998-99**

- Teaching Secondary English and History

**INTERNATIONAL SCHOOL OF TRIESTE – Trieste, Italy 1997 – 1998**

- Teaching Music to students aged two years to grade 6
- 

**VOLUNTEER  
WORK**

**LONDON DOWN SYNDROME ASSOCIATION – 2022 – Present**

- Board member
- Liaison for the LDSA Board to School Boards and parents of school-aged children

**ST. LEONARD'S COMMUNITY SERVICES, LONDON & REGION – 2022 – Present**

- Board Member

**HOLY FAMILY PARISH – 2013 – Present**

- Youth Ministry, Hospitality Ministry, Alpha Ministry

**ST. JOSEPH'S HOSPITALITY CENTRE – 2014 - 2018**

- Occasional volunteer work serving in the Soup Kitchen

**CATHOLIC DEATH ROW MINISTRY – 2014 – Present**

- Weekly correspondence with a Death Row inmate in Texas

**TEACH FOR CANADA – 2015 – 2016**

- Mentoring a beginning teacher in a Near-North School

# 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 Transit Commission**

## Contact Information

Name: **Scott Andrew Collyer**

City: **London**

Province: **ON**

Postal Code: **N6A 3S6**

## Experience and Qualifications

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

- Vice Chair and Director — Downtown London Business Association (2020 — current)**
  - member of the Executive, Finance, Governance and Advocacy committees; Strategic Plan task force member
- Secretary / Director — MainStreet London (2020 — current)**
  - member of the MSL Governance / re-purpose task force
- Trustee — London Public Library board. (2022 - current — mid-term replacement for Cllr Hamou)**
  - member of the ad hoc (and now permanent) CEO Evaluation Committee

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

"Transit plays a central part in the success of a mobility strategy, as evidenced by its significance in the urban planning of leading EU and North American cities. Municipalities need to migrate old thinking about transit services to planning and investing in well-designed systems that attract ridership, increase property values and encourage development."

-- London Transit Commission. (2014). Driving change. Investing in the Future of London's Mobility.

The precepts of our official plan is that of inward and compact intensification based upon axial higher-order transit development -

"¶59 Direction #5 Build a mixed-use compact city

1. Implement a city structure plan that focuses high-intensity, mixed-use development to strategic locations - along rapid transit corridors and within the Primary Transit Area.
2. Plan to achieve a compact, contiguous pattern of growth – looking 'inward and upward'.

...

4. Plan for infill and intensification of various types and forms to take advantage of existing services and facilities and to reduce our need to grow outward.

...

8. Manage outward growth through the use of an Urban Growth Boundary and by supporting infill and intensification in meaningful ways."

and

"¶60 Direction #6 Place a new emphasis on creating attractive mobility choices

1. Create active mobility choices such as walking, cycling, and transit to support safe, affordable, and healthy communities.

...

3. Establish a high-quality rapid transit system in London and strategically use it to create an incentive for development along rapid transit corridors and at transit villages

and stations.

4. Link land use and transportation plans to ensure they are integrated and mutually supportive.

5. Focus intense, mixed-use development to centres that will support and be served by rapid transit integrated with walking and cycling."

-- City of London. (2016). The London Plan.

What I hope to contribute is a squaring of prose with deliverables, so that the stated vision, mission and strategic outcomes of our transit operator delivers against the [infra]structural foundation to the City's official plan.

How will you support the work of a Board or Commission? (max. 3000 characters):

I'm a transit user - I am even spotted at stops by current LTC commissioners from time to time.

<https://twitter.com/ScottatEmpyrean/status/1436311939995602944>

I view the role of an effective commissioner to be in four parts:

1. Oversight of the system's performance and legal and fiduciary responsibilities, general governance
2. Setting policy
3. System innovation and supplying strategic guidance to lead change; and
4. Customer and citizen representation - voice of the customer through voice of the commissioner

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

Board member for the Residenza Affordable Housing (formerly 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. The development will be anchored by the South Street station on the Wellington Gateway line, and will be transit oriented, if not dependent.

Board member for YOU - Youth Opportunities Unlimited.

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/18/2022 8:51:20 PM**

# 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 Transit Commission**

## Contact Information

Name: **Tariq Khan**

City: **London**

Province: **ON**

Postal Code: **N5X 1C6**

## Experience and Qualifications

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

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

How will you support the work of a Board or Commission? (max. 3000 characters): **Please See enclosed file.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters): **Please See enclosed file.**

Attach resume or other document here, if needed: **London Transit Application.pdf**

Attach more files here, if needed: **City\_Resume.pdf**

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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:

Submitted on: **10/18/2022 12:05:11 AM**

# About Me

Name: Tariq Khan  
London On.  
Bureaucracy, Metropolitan City  
management, CyberSecurity



## Specialized Trainings & certificates other than routine departmental trainings:

- Introduction to Indigenous Peoples Culture: CPA Canada (2021)
- Negotiation Skills: Strategies for increased effectiveness: Harvard University (2016)
- Cybersecurity: Technology, Application and Policy: MIT (2016)
- Road Traffic Injury Prevention And Control: John Hopkins (2013)
- Enhancing Municipal Service Delivery Capability: Asian Development Bank (1998)
- Software Application Design & Development: Institution of Electrical Engineers (1991)
- Local Council Officers training : Local Government Institute (1989)
- Aboriginal Worldviews and Education University of Toronto ( Contd.)

## Skill Set

- Corporate Governance, Forward planning, Strategic thinking and Commercial awareness.
- Negotiations, confidence & consensus building.
- Promotion of women empowerment
- Inter & intra Cultures & communities engagements.
- Advocacy for Housing, Homeless, Human rights & Indigenous peoples.
- Dealing in Parliamentary affairs ( Provincial & Federal )
- Crises management through 3Rs (resolve, resiliency and rebuild).
- Parliament/Assembly business handling ( Municipal, Provincial & Federal).
- Benchmarking & continuous improvement.
- Cybersecurity, Software, Technology, Application and Policy.
- Citizens representation & advocacy in public sector boards and Advisory committees.

## Portfolios:

- Commissioner London Transit Commission (2018-2022).
- Member Committee of Revision, City of London (2018-2022).
- Chair Integrated Transportation Citizen Advisory Committee (2022- to-date).
- Member Programming council Western Fair Association Canada.
- President Cancer Registries Canada.
- Director Optimist Club ( North London).
- Vice Chair Crime Prevention & Community Safety Advisory Committee, City of London (2018-2022).
- Vice Chair Transportation Advisory Committee City, City of London(2018-2022).
- Curator PlayCanada - Promotion of sports in London.
- Member Environment Advisory Committee, City of London. (2012-15)
- Member Trees & Forest Advisory Committee, City of London.(2016-2018)
- President RASTA Board ( Road And Street Traffic Awareness) Pk (2007-17) addressing over 30 million population.

## Application for Appointment to the London Transit Commission

**Name:** Tariq Khan  
**Address:** London On. N5X 1C6

### Experience & Qualifications

If you have experience on a London Board or Commission, please provide dates and details.

**Dec 19, 2018:** Appointed to the London Transit Commission  
**Term** : December 2018 - November 15, 2022

**Dec 19, 2018:** Appointed to the Committee of Revision/Court of Revision  
**Term** : December 2018 - November 15, 2022

**Jan, 2019.** : Member Rapid Transit Implementation Working Group ( RTIWG).  
**Term** : On completion of its mandate RTIWG was dissolved by the Council in Oct 2020.

#### Advisory Committees ( City of London).

##### 2022 - to date

- Chair Integrated Transportation Community Advisory Committee (ITCAC).
- Member Environment sub committee of ITCAC
- Member Mobility Master Plan sub committee of ITCAC
- Member Active Transportation sub committee of ITCAC
- Member Road Safety/ Vision Zero sub committee of ITCAC

##### 2018 - to 2022

- Vice Chair Transportation Advisory Committee (TAC).
- Vice Chair Community Safety & Crime Prevention Advisory Committee (CS & CP).

##### 2016 - 2018

Member at large Trees & Forest Advisory Committee (TFAC)  
Member at large Transportation Advisory Committee. (TAC)

##### 2012 - 2015

- Member at large Advisory Committee on the Environment (ACE).
- Representative of ACE on Transportation Advisory Committee(TAC).

## **What do you hope to contribute or learn as part of a Board or Commission?**

I have over three decades of diverse experience in public, private and non-profit sectors. My professional experience, education, training & certifications place me in a positive position to contribute to the organization through my skill-set and experience to achieve its mission and goals.

During the Term 2018-2022, in addition to several other programs, London Transit Commission have initiated three very important & crucial projects:

- Implementation of Zero Emission busses ( Electric buses) plan.
- Replacement/up-gradation of Highbury facility.
- Alternate Service Delivery model.

### **Implementation of Zero Emission busses ( Electric busses) plan**

Replacement of the Diesel fleet with zero emission buses( electric buses) is a challenging project. It is not simply changing the bus technology or changing the office equipment, it is the changing of **Whole System**. It requires new infrastructure e.g maintenance facilities, Charging stations ( rapid and normal) at the two facilities as well as on the routes, Operational and maintenance staff training.

### **Replacement/up-gradation of Highbury facility.**

London Transit's Highbury facility's building is quite old and needs to be replaced. Assessment / feasibility study has already been completed. The other facility which is at WonderlandRd South is small hence is not able to cater for the future needs. To cater for the implementation of zero emission buses the up gradation of the Highbury facility is a must.

### **Alternate Service Delivery (ASD) Model**

Presently London Transit is able to serve almost 80% of the city. Delay in supply of new buses (replacement & expansion buses program) due to supply chain issues, has already caused overcrowding at certain routes. On the other hand there are many new subdivisions which have surfaced in the last three years that don't have adequate London Transit service. Similarly there are certain routes which also experience low ridership. There was a demand to add more buses in the industrial areas as well. Keeping in view the situation and circumstances, after a series of discussions, London Transit Commission approved Alternate Service Delivery (ASD) Model. Using London Transit's App, Customers will be able to book their ride whenever they want; on their own schedule, and not on a predetermined fixed schedule. Pilot is designed for Innovation /Industrial park but later on it is likely to provide transit services for the areas with low ridership.

While many may see the upcoming Term 2022 - 2026 for the London Transit just as another four years term, I believe it is the most critical period when it brings its strategic projects (**implementation plan for Zero emission buses and rebuild of Highbury facility & Alternate Service delivery model**) to fruition. My appointment may ensure continuity and will help to expedite the implementation of most important projects & plans.

## **How will you support the work of a Board or Commission?**

With an average over 26 million annual ridership, London Transit is the backbone of transit services in London. Recent pandemic era was the toughest period for any public service Organization. When Lock-down was announced, most of the city/government services shifted into online-mode, however London Transit service was operational throughout the pandemic period to provide the most needed transit services to essential services employees, health care workers and for riders who have to make unavoidable trips.

Throughout the pandemic period, London Transit Commissioners worked very closely with the staff and provided all needed support & guidance to keep the services running all the times. Whether it was emergency budget provision to clean/wash the busses on daily basis, tough decision to stop fare collection, installation of Covid prevention Active Air Purification System in the whole fleet and Operator Safety Barriers to keep our bus operators physically isolated from the riders, being a commissioner, I was always available to the other commission members and staff to provide any support in terms of change in policy or approving staff's recommendations.

My recent LTC and Committee of revision responsibilities as well as my previous & present services on ITCAC, TAC, CS&CP, ACE & TFAC Advisory Committees, afford me an understanding of the complexities & challenges facing London Transit. I have also had extensive exposure to the mechanics of Intracity & Provincial/Federal coordination, which may be helpful for the London Transit Commission.

With an extensive career in management, municipal administration, human resources, roads & transportation infrastructure development, fleet management, public transport facilitation, transport demand management & planning consultation, vulnerable road users safety, industrial relations, multicultural & diversity, regulatory & compliance, I feel myself ready to serve as London Transit Commission board member where I can deliver value through my experience, technical expertise and operational understanding.

**3) Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member.**

London has been my home for over a decade. During this time, I have always tried to contribute my diverse experience, exposure, community engagement skills and multilingual capabilities towards the betterment of this city & society by being an active member of the community.

Benchmarking & continuous improvement in public service has been my speciality. My formal educational background is in the field of mathematics/computer science and my experience has been managing public sector large organizations.

By utilizing my research and analytical skills coupled with management-operations & negotiation expertise I find unique solutions to difficult problems/challenges.

Over 33 years of diverse experience serving in Public, Non-profit & Private sectors.

**Public Sector:**

- Provincial Local Government & Community development Department.
  - Periodical inspection of municipalities (over 330 municipalities in province).
  - Assisting Secretary Local government( Deputy minister) for the preparation bills for provincial legislative assembly.
  - Supervision of computerization/automation process in municipalities throughout the province.
- **City Management**
  - Routine functions & duties Deputy Chief / acting Chief Officer ( City Manager) City of Lahore.
  - Protocol affairs related to heads of the states during their official visits.
  - Head of the City's Council branch, conduct municipal assembly business.

**Boards & Commissions, Advisory Committees:**

See Question 1 above.

**Non-Profit Sector:**

- Member at Large Western Fair Association.
- Member at Programming Council ( effective from Nov10, 2022)
- **Chair Cancer Registries Canada.**
  - Showcase of cancer research academic projects CareTrack.
  - ABCD Project ( Analyzing Breast Cancer Data) at London Health Science Centre.
  - Patient Education Apps ( 22 non-commercial-Apps, free for patients to download/use).

**Private Sector:**

- President Canris Technologies Canada ( 2014-to date)
- Vice President UTNT (2008-2014)
- Lecturer Mathematics & Software ( Operating systems).

**Community Involvement:**

- Director North London Optimist Club.
- **Curator PlayCanada.** Parents Leading Active Youth Canada: Promoting healthy physical activities specially among kids & youth through organized sports ( Indoor / Outdoor). **PlayCanada** a practical, effective & sustainable augmentation of govt's programs/initiatives, hence transforming London into a larger family circle through parents' interaction.
- Active member of various multi-culture community associations and groups.

**Thank you for the Consideration.**

# 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 Transit Commission**

## Contact Information

Name: **Kim**

City: **London**

Province: **ON**

Postal Code: **N6B2Z3**

## Experience and Qualifications

If you have experience on a London Board or Commission, please provide dates and details. (max. 3000 characters): **No**

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

**Better transit access.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**Budgets and planning as I have used the system.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Policy management for governance.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Social media**

If you selected 'Other', please specify:

Submitted on: **10/18/2022 4:03:53 PM**

# 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 Transit Commission**

## Contact Information

Name: **Andrew Marlowe**

City: **London**

Province: **ON**

Postal Code: **N6C4E8**

## Experience and Qualifications

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

**I have not previously been involved with a City of London Board or Commission.**

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

**First and foremost, I hope to contribute my experiences as someone who has relied on LTC as a key component of my transportation needs for the last 6 years. While I would hope that other members of the commission also rely on LTC buses to navigate the city, I'm aware that in many municipalities those providing decision making and oversight of public transit are not themselves riders.**

**Outside of relying on public transit for mobility, I'm also an enthusiast who already consumes a large amount of material related to public transit planning and best practices- purely for personal interest. I would hope that joining the commission would both help me deepen this knowledge and contribute the knowledge I already possess to the commission.**

**Finally, I see this as an opportunity to give back to London and strengthen my ties to the city. I have lived here for 6 years, have established roots, and have a vested interest in an essential city service operating to its fullest potential.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I believe I bring a unique perspective regarding an often under discussed issue facing transit drivers- workplace violence. Transit operators are one of the professions most exposed to workplace violence, which can contribute to turnover and thus staffing concerns. For almost 5 years I led the Prevention and Intervention in Crisis Situations program at St. Joseph's Healthcare London, and currently work for LHSC as a Professional Practice Consultant focused on Workplace Violence Prevention. Knowing that retention and recruitment of drivers are a key challenge facing the LTC, I believe my knowledge in this domain could be useful in supporting the commission.**

**As mentioned above, I also bring the perspective of a frequent rider who experienced the frustrations that most often drive people to choose cars over taking the LTC. I would like to see the LTC reach the reliability and service levels that can make it a core component of most citizens of London's transportation needs.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I'm currently completing an MBA (part time, online) that has so far included courses in data analysis, operations management, horizon scanning, and financial accounting- all of which I believe would help me in functioning in this role.**

I also bring extensive board and committee experience- I'm the current Financial Executive Officer for the Mental Health Nursing wing of the Registered Nurses Association of Ontario, have chaired a number of groups while working at St. Joseph's, and was a member of the executive board and several committees of the McMaster Students Union. This included chairing the Sponsorships and Donations committee, and voting membership of the Finance Committee and Bylaws and Procedures committee. From previous leadership and membership in the Ontario Nurses Association (the union representing nurses across Ontario) I bring a strong knowledge of operating in a unionized environment.

Finally, I should highlight that much of my career has been spent working with groups that disproportionately rely on public transit- those with mental health challenges, the elderly, and post-secondary students. I would hope to represent their perspectives at the table.

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

Attach more files here, if needed:

## Confirmations

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

If you selected 'Other', please specify:

Submitted on: **9/26/2022 2:32:06 PM**

# Andrew Marlowe

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## Highlights and Qualifications

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- Collaborative leader with demonstrated relationship building and stakeholder engagement
- Self directed, systems level thinker with exceptional analytical skills and decision making ability
- Lean Six Sigma Green Belt, TCPS 2 CORE and San'Yas Indigenous Cultural Safety certified

## Education

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### Royal Military College of Canada

*Masters of Business Administration*

***In Progress- Expected Completion 2023***

### University of Toronto

*Fundamentals of Project Management Certificate*

***Completed 2021***

### Western University

*Masters of Nursing; Leadership and Education stream*

***Completed 2018***

### McMaster University

*Healthcare Leadership and Management Certificate*

***Completed 2015***

*Bachelor of Science in Nursing*

***Completed 2012***

## Clinical Professional Experience

---

### London Health Sciences Centre

#### Consultant- *Professional Practice*

***Sept 2022-Present***

- Leading portfolio for violence prevention and education, including Behavioural Safety Alert system, Workplace Violence Prevention training, horizontal violence and Occupational Health

### St. Joseph's Healthcare London

#### Officer-In-Charge- *Central Clinical Support Management*

***Aug 2021-Present***

- After hours leader supervising clinical staff and operations at PIMH and SWC
- Re-allocating resources, prioritizing competing demands, and providing crisis management
- Briefing senior leadership on acuity, staffing, and critical events

#### Nurse Educator- *Professional Practice/ODLS*

***Apr 2017-July 2021***

- Designed, facilitated and evaluated education and training programs across multiple sites
- Managed and executed projects and quality improvement initiatives with multiple stakeholders
- Subject matter expert on mental health topics, training, crisis management and conflict diffusion
- Chair of *Mental Health Advanced Nursing Practice Committee*; co-chair *Nursing Council*
- Lead for *Prevention and Intervention in Crisis Situations* program ensuring staff safety

### Jarlette Health Services

#### Co-Director of Care- *Meadow Park London*

***Nov 2016-Apr 2017***

- Managed, motivated, and improved performance of team of 100+ care staff in 126 bed facility
- Ensured compliance with Employment Standards Act, Occupational Health and Safety Act
- Facilitated empathetic discussions with residents, families, and other stakeholders
- Monitored performance indicators and implemented quality improvement initiatives

### St. Joseph's Healthcare Hamilton

#### Registered Nurse- *Forensic Psychiatry Program*

***Mar 2013-Dec 2016***

- Provided care to individuals found Not Criminally Responsible under the Mental Health Act

## Academic Professional Experience

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### **Conestoga College *Manager, Cowan Health Sciences Center*** **Sept 2021-Feb 2022**

- Administrative role created in combination of three previous positions
- Managed and led a team of Nurse Technologists, Simulation Specialists and other support staff
- Management of standardized patients/simulated persons (SP) program
- Managed six figure instructional supply and equipment maintenance budgets, equipment requests and expense and purchase approvals; day-to-day operations management

### **Fanshawe College *Professor*** **Sept 2019-Aug 2021**

- Professor for the *Retirement Residence Management and Health Care Administration and Management* post-graduate certificates for internationally trained healthcare providers
- Taught *Employee Relations, Healthcare Legislation and Introduction to Canadian Workplaces*

### **Nipissing University *Clinical Instructor*** **June 2018-Dec 2018**

### **Mohawk College/McMaster University *Clinical Instructor*** **Jan 2016-Dec 2016**

- Supervised and instructed nursing students with placements in mental health

### **Niagara College *Sessional Instructor*** **Apr 2015-Aug 2015**

- Lectured for two courses: *Personal Wellbeing and Issues and Trends in Mental Health*

## Presentations

---

### **Graduate Nursing Research Day (Winner, Best Oral Presentation)** **2018**

#### **Preliminary Evaluations of the Community Homes for Opportunity Program**

- Data analysis and findings from program evaluation conducted on the modernization of the *Homes For Special Care* program in Southwest Ontario to inform rollout to other regions

### **International Congress of Mental Health and the Law (Vienna)** **2015**

#### ***Moral Myopia: Ethical Blindspots in Forensic Psychiatry***

- Presented on ethical dilemmas of managing risk in forensic setting

## Additional Leadership Experience

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### **Registered Nurses Association of Ontario (RNAO)**

#### ***Financial Executive Officer (Mental Health Nursing Interest Group)*** **2021-present**

- Preparing and managing \$25 000 annual budget, keeping records of revenue and expenses

### **Ontario Nurses Association (ONA)**

#### ***Joint Health and Safety Committee Representative*** **2014-2016**

- Collaborated with other worker representatives and hospital management to ensure compliance with the *Occupational Health and Safety Act (OHSA)* and a safety culture

### **McMaster Student Union (MSU)**

#### ***Chair of Sponsorship and Donations Committee*** **2011-2012**

- Led committee with \$15 000 budget to allocate grants to campus organizations

#### ***Executive Board*** **2011-2012**

- Responsible for day to day operational decisions, management of human and material resources, strategic planning, approval and oversight of organization's \$3.5 Million operating budget

### **McMaster Society of Off Campus Students (SOCS)**

#### ***Vice President- Finance*** **2011-2012**

- Prepared \$30 000 budget, improved revenue by \$4 000; led charity team raising \$10 000 in donations for cystic fibrosis and \$20 000 for leukemia research

# 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 Transit Commission**

## Contact Information

Name: **Donald (Don) Millar**

City: **London**

Province: **ON**

Postal Code: **N6G 5S1**

## Experience and Qualifications

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

**This is my first time applying for a London Board or Commission. However, I ran my own business, Millar Sports Chiropractic on Horton Street for 36 years, and I am a founding member of the London Electric Vehicle Association, where I am the Past President. My administrative experience as a self-employed chiropractor and my experience driving an electric vehicle will be a great asset to the London Transit Commission as they transition to electric buses. For these reasons I think that I would be a good fit on the London Transit Commission.**

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

**I hope to contribute my voice to the discussion on electric buses based on my experience driving an electric vehicle for the past 8 years; and to provide input on their implementation with an emphasis on how progressive and forward thinking developments can be a benefit in public transit. I have already made my first contribution to the London Transit Commission. Earlier this year I wrote an information paper on electric buses that was presented at one of their monthly meetings (see attached - "Electric Buses - Everything You Wanted to Know").**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will support the work of the London Transit Commission by contributing ideas, participating in open dialogue, and committing to the practices and procedures that are involved. I will strive to put the welfare of the bus system first and always be a positive voice on the Commission. I am open to nomination for a leadership position on the Commission, if the occasion should arrive.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have been on the organizing committee of five major sports events when they came to London - The Canada Summer Games, the Canadian Women's Open (twice), The Scott Tournament of Hearts, and The Brier. I volunteered as the Team Chiropractor for four of London's top sports teams - London Knights, London Majors, London City Soccer, and the Canadian Rowing Team. I was also involved in many activities outside London, most notably as part of the Polyclinic Medical Team for the Sydney Olympics, the Vancouver World Figure Skating Championships, the Winnipeg Pan Am Games, and the Toronto Pan Am Games. My non-sports community involvement includes Member of the Board of Directors of**

**Junior Achievement of London, including two years as President, as well as member of the Board of both the London Central Lions Club, and the Fanshawe Optimist Club. I was also a member of the London Chamber of Commerce, where I served on the Education Committee.**

**My professional involvement in London includes membership in the London Chiropractic Society for 36 years, including 8 years on the executive as Treasurer, Vice-President, and President.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## **Confirmations**

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Word of mouth**

If you selected 'Other', please specify:

Submitted on: **10/18/2022 1:55:41 PM**

# 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 Transit Commission**

## Contact Information

Name: **Bud Polhill**

City: **London**

Province: **ON**

Postal Code: **N5W 1K5**

## Experience and Qualifications

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

**26 years on London City Council. Past council appointee to London Transit. Small business owner in London in the automotive and transportation area for many years.**

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

**My history on Council and Board of Control gave me budget experience and my time as planning chair person gave me a lot of time to look at our city development.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will attend all meetings and participate as a member at what ever level required**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Small business owner. Class A mechanic also truck & bus licenses. Current V.P of East London Optimist. also past president of this club. Member of Western Fair Association.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

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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:

Submitted on: **10/11/2022 2:39:10 PM**

# 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 Transit Commission**

## Contact Information

Name: **Sheryl Rooth**

City: **London**

Province: **ON**

Postal Code: **N5Y 1G8**

## Experience and Qualifications

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

**For the last two terms (2014 - 2022) I have had the honour of being a Commissioner with London Transit.**

**I was elected chair twice and served this role as only the second woman chair in the 125+ year history of the Commission. I have currently serve as vice chair.**

**I also serve as the LTC representation for the Western Fair Association, which requires me to volunteer at least twice a year at WFA events and attend voting meetings and the AGM.**

**The education I have received in planning, funding, budgeting, customer service, union negotiations, networking with government agencies and other public transit operations across Canada has been invaluable.**

**I have been involved with the rapid transit plans and zero emissions bus (ZEBS) plans and promoting LTC as a service that is for everyone, trying to reduce the stigma that exists towards transit in general.**

**I have put forward successful motions for increased focus on industrial service and transit safety with a lens on women and at risk communities. I've supported the under 12 free transit at council as well as increased paratransit service.**

**Through 2 municipal elections in London I have met with over 50 candidates to discuss transit issues and share resources so that there is a better understanding of what's been done and where transit is going in the future to help build our city. I am a daily transit user and understand where the gaps are but where progress has been made.**

**I'd like to continue having a leadership role in transit because I know the value and I see the potential growing every year.**

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

**I would like to continue as a Commissioner to see through some projects that were put on hold due to COVID. This would include electrification, service enhancements through government funding (shelters, lighting - all tying in to safety) and new routing from current five year plan.**

**As we head in to a new five year plan shortly, as a transit user I would like to continue to be that voice at the table to advocate for change.**

**We need time and funding to increase our paratransit service and being able to advocate for that would be necessary.**

**The Highbury Ave facility is in serious need of upgrades and now that Council has put forward a request for funding use with the remaining rapid transit funding, there is significant opportunity to be a part of this new build that will facilitate electric fleets and serve as another state of the art facility for London.**

**With rapid transit in progress, we need people at the table who have served on the Commission who understand what BRT is, what we have in place and how we can**

continue to support the building process, especially as the Wellington leg comes up quickly on the calendar (this is the most exciting piece to me!)  
The Mobility Action Plan will play a very large role in how we move and grow in London in the future and I'd like to learn how Londoners see where public transit factors in to that. I'd like to learn how we as a city want to approach mobility but also how we approach it from what could be a delicate environmental perspective.

How will you support the work of a Board or Commission? (max. 3000 characters):

In 8 years, I have missed exactly 2 meetings. Public transit is something that I am passionate about and I take a lot of ownership in my role on the Commission. It hasn't come without its' challenges. Bus Rapid Transit was especially difficult, but we are now on the other side of the discussions and can see the efforts coming to reality. COVID has been an especially interesting time in transit and I've learned a great deal on how to provide support and be present when needed.  
I am an advocate for public transit. To do so, I've had to take the time to learn and listen. I would continue to do so. I've had the benefit of being able to sit down and talk with customers, bus operators, mechanics, directors, planners, suppliers, manufacturers, accountants, city councillors, MP's, MPP's and Ministers of Transportation across the country to learn how systems work and more so, what doesn't work.  
We need to continue to build a transit system that will benefit us 20-30 years from now and having an understanding of the processes is extremely important to support the work that the London Transit Commission and City Hall want to complete.  
Being an advocate for public transit isn't glamorous nor is it easy. In a leadership role of a very public facing board, you can be bombarded with abuse from unhappy people for a variety of reasons, often not even related to taking a bus but related indirectly. Learning how to work with the public and providing guidance to them and support to all of the LTC staff has been challenging, yet incredibly rewarding.  
I will continue to be an example of good and responsible leadership and transit advocacy as our city grows.

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**London For All - A Roadmap to End Poverty - Chair for the Transit Table**  
**Agape Foundation - Board Member**  
**Crucial Conversations Training**  
**Non-Violent Crisis Intervention Training**  
**CUTA Conferences - Halifax, Montreal, Quebec, BC, Calgary**  
**London Industrial Summit**  
**Western Fair Association Membership representing LTC**  
**Western Fair Association Volunteer**  
**London Cycle Link Volunteer**  
**Transit Talks with municipal candidates**  
**Rapid Transit Implementation Group - Chair and Vice Chair**  
**Rapid Transit Public Engagement Sessions**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

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

If you selected 'Other', please specify:

Submitted on: **10/10/2022 7:42:16 AM**

# 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: **Middlesex-London Health Unit Board**

## Contact Information

Name: **Hiba Hamid**

City: **London**

Province: **ON**

Postal Code: **N6E1K9**

## Experience and Qualifications

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

**In fact, I'm not currently a member of a committee, but being a clinic assistant and a staff member, the nature of my work in the hospital requires a lot of meetings with my managers and staff to work on improving performance, improving hospital services , and making continuous suggestions to get the best results.**

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

**I will contribute by help to stimulate and raise awareness of health and safety issues in our community and participate in development and implementation of programs to protect our community safety and health .**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will support the work by providing new ideas and review any existing process and work on review documentations and help to improve access to health care system and work with different groups in our community to bring awareness and spread knowledge and information specially with the Arab community.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**Beside my work in the heath section as a medical administrator I have lot of experience serving the community by teaching Arabic language ,manners and values . I also do translation services for our community and help new emigrants with the integration process in our community.**

## Confirmations

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

If you selected 'Other', please specify:

Submitted on: **10/19/2022 4:29:04 PM**

# 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: **Middlesex-London Health Unit Board**

## Contact Information

Name: **Andrew Marlowe**

City: **London**

Province: **ON**

Postal Code: **N6C4E8**

## Experience and Qualifications

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

**I have not previously been involved with a City of London Board or Commission.**

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

**I hope to contribute my experience and connections within healthcare in London. I worked for St. Joseph's Healthcare London for 5 years, in a role that took me to all sites and areas. I still hold a casual position at St. Joseph's, but am employed full time in a new role at London Health Sciences Centre. I also spent a brief period working in long term care in London, including participating in meetings with homes city-wide. My primary contact with the LMHU in these roles has been in the context of infection prevention and control in outbreaks as well as for patient vaccination, for influenza and Covid-19.**

**While my various roles have included supporting a diverse range of programs and departments, my primary areas of clinical expertise are in mental health, education, and violence prevention. I hope to both bring this perspective and expertise, but also to expand my scope of knowledge of the public health protection and promotion domain.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**In addition to the above, I believe my experience in leadership roles in healthcare and background as a registered nurse would help support the Board by acting as a bridge between the Board and healthcare providers of the MLHU. I understand the context that these employees would be coming from, and can help provide that context to the other representatives when necessary.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I'm currently completing an MBA (part time, online) that has so far included courses in data analysis, operations management, horizon scanning, and financial accounting- all of which I believe would help me in the oversight functions of this board.**

**I also bring extensive board and committee experience- I'm the current Financial Executive Officer for the Mental Health Nursing wing of the Registered Nurses Association of Ontario, have chaired a number of groups while working at St. Joseph's, and was a member of the executive board and several committees of the McMaster Students Union. This included chairing the Sponsorships and Donations committee, and voting membership of the Finance Committee and Bylaws and Procedures committee. From previous leadership and membership in the Ontario Nurses Association (the union**

**representing nurses across Ontario) I bring a strong knowledge of operating in a unionized environment.**

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

Attach more files here, if needed:

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(optional): **Social media**

If you selected 'Other', please specify:

Submitted on: **9/26/2022 2:47:50 PM**

# Andrew Marlowe

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## Highlights and Qualifications

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- Collaborative leader with demonstrated relationship building and stakeholder engagement
- Self directed, systems level thinker with exceptional analytical skills and decision making ability
- Lean Six Sigma Green Belt, TCPS 2 CORE and San'Yas Indigenous Cultural Safety certified

## Education

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***In Progress- Expected Completion 2023***

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***Completed 2021***

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***Completed 2018***

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*Bachelor of Science in Nursing*

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## Clinical Professional Experience

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#### Consultant- *Professional Practice*

***Sept 2022-Present***

- Leading portfolio for violence prevention and education, including Behavioural Safety Alert system, Workplace Violence Prevention training, horizontal violence and Occupational Health

### St. Joseph's Healthcare London

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***Apr 2017-July 2021***

- Designed, facilitated and evaluated education and training programs across multiple sites
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- Subject matter expert on mental health topics, training, crisis management and conflict diffusion
- Chair of *Mental Health Advanced Nursing Practice Committee*; co-chair *Nursing Council*
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### Jarlette Health Services

#### Co-Director of Care- *Meadow Park London*

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- Administrative role created in combination of three previous positions
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### **Mohawk College/McMaster University *Clinical Instructor*** **Jan 2016-Dec 2016**

- Supervised and instructed nursing students with placements in mental health

### **Niagara College *Sessional Instructor*** **Apr 2015-Aug 2015**

- Lectured for two courses: *Personal Wellbeing and Issues and Trends in Mental Health*

## Presentations

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### **Graduate Nursing Research Day (Winner, Best Oral Presentation)** **2018**

#### **Preliminary Evaluations of the Community Homes for Opportunity Program**

- Data analysis and findings from program evaluation conducted on the modernization of the *Homes For Special Care* program in Southwest Ontario to inform rollout to other regions

### **International Congress of Mental Health and the Law (Vienna)** **2015**

#### ***Moral Myopia: Ethical Blindspots in Forensic Psychiatry***

- Presented on ethical dilemmas of managing risk in forensic setting

## Additional Leadership Experience

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### **Registered Nurses Association of Ontario (RNAO)**

#### ***Financial Executive Officer (Mental Health Nursing Interest Group)*** **2021-present**

- Preparing and managing \$25 000 annual budget, keeping records of revenue and expenses

### **Ontario Nurses Association (ONA)**

#### ***Joint Health and Safety Committee Representative*** **2014-2016**

- Collaborated with other worker representatives and hospital management to ensure compliance with the *Occupational Health and Safety Act (OHSA)* and a safety culture

### **McMaster Student Union (MSU)**

#### ***Chair of Sponsorship and Donations Committee*** **2011-2012**

- Led committee with \$15 000 budget to allocate grants to campus organizations

#### ***Executive Board*** **2011-2012**

- Responsible for day to day operational decisions, management of human and material resources, strategic planning, approval and oversight of organization's \$3.5 Million operating budget

### **McMaster Society of Off Campus Students (SOCS)**

#### ***Vice President- Finance*** **2011-2012**

- Prepared \$30 000 budget, improved revenue by \$4 000; led charity team raising \$10 000 in donations for cystic fibrosis and \$20 000 for leukemia research

# 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: **Middlesex-London Health Unit Board**

## Contact Information

Name: **Michael Oates**

City: **London**

Province: **ON**

Postal Code: **N6J 3P6**

## Experience and Qualifications

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

**I have not had experience on London Boards or Commissions.**

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

**I will bring to the Board a fresh and diverse set of experiences grounded in public sector work. Having worked in varied health care settings, from hospital-based care to rehabilitation to primary care, I have an excellent understanding of the health system. In my current role as the Executive Director of a large community service agency that provides services to many marginalized, hard-to-serve or under-served populations, I have further developed an appreciation for community needs and the role that public health can play for many, whether individuals, organizations, or as a community. As a member of the Board of Health, I would further enhance this development and would be able to apply new skills within the work that I do, thereby furthering the goals of health promotion and disease prevention.**

**In addition to experiences gained over my career, including almost two decades of progressive leadership positions, I would also contribute a quality- and policy-based expertise: having been involved with various accreditation bodies over the years, and more recently as a reviewer responsible for evaluating practice standards, governance policies, and broad organizational policies and procedures, I have a well-developed ability to analyze and evaluate the varied systems that exist within diverse organizations with a goal of identifying areas for development and improvement and capitalizing on areas of strength.**

**In my current role as Executive Director, I am able to see the impacts of working to serve a smaller, often disadvantaged population who frequently experience barriers to participating fully in society. As a part of the Board, I would be able to contribute to something larger, in service of the health and wellness of not only our own community in Middlesex-London, but to the broader public health landscape through the promotion of ongoing and evolving evidence-based practices and robust research to inform future directions.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I have many years of Board experience and training, both as a staff person providing operational expertise in support of Directors working to further the goals of the organization, and as a Board Director working to provide fiduciary, strategic, and generative governance to organizations in our community.**

**As a staff person supporting different governance boards, my skills in quality improvement, operational oversight, and interdisciplinary leadership allowed the Board to develop a fulsome understanding of the work and needs of the organization as they**

provided high level direction to senior leadership. I possess a deep understanding of finance and budgeting, especially as it relates to the stewardship of public funds. I understand the impacts of varied legislation; I am adept at working with others with varied levels of understanding of the systems within which we function; providing situational leadership comes naturally to me; and I am a skilled mentor and coach, helping others be better versions of themselves. All of these attributes are ones that I would bring in support of the larger whole.

Volunteering with organizations who provide supports within the mental health and addictions sector and with an Indigenous-led and Indigenous-serving organization, my knowledge of governance, human resources, risk management, finance and audit practices, and standards of practice have encouraged thoughtful discussion at the Board level and provided context and guidance for staff. My experience in working with Boards as a staff person allows me to find ways to bridge any gap that may exist between governance and operations. I embrace the concepts of governance as leadership. That is, a board should work within the three methods of governing: fiduciary or oversight responsibilities of the organization's assets; strategic or foresight responsibilities in achieving organizational goals; and generative or insight in realizing that organizations are complex and are more than merely strategies and plans.

The skills and experiences that I possess would complement those that others would bring to the Board. As a skilled communicator who is committed to collaboration and inclusion, I am equally comfortable in lending my voice in support of achieving consensus where able and in thoughtful and respectful dissent to stimulate discussion and exploration of alternative viewpoints. All of these serve to actively create conditions that are most likely to result in effective decisions.

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

I have spent the past several years serving as the co-chair elect of the London Middlesex Addictions and Mental Health Network, a network of senior leaders from a diverse group of organizations and agencies working within the mental health and addictions sector. This organizations in this group range from large teaching hospitals to small social service agencies. As the co-chair of this group, I have the responsibility to understand their varied needs and work to represent the members as their elected representative at other strategic and system transformation tables, all while setting aside my own preferences as I attempt to elevate the conversation. In doing so, I need to be able to navigate often contentious issues with a wide variety of partners whose own perspectives may be very different than those of the group I am speaking for. As a part of nationwide association of organizations similar to my own, I similarly have to take a very high level approach to discussions, as the systems and environments within which we operate, while similar, often have subtle differences which need to be understood to make informed decisions. This work involves advocating (both as individuals and as a collective whole) for systematic or policy changes that better align with our changing realities, all informed by evidence and real-world data. As a member of the Middlesex-London community, I also aim to involve myself in ways more personal than professional: I have coached youth baseball for years, I continue to be involved as a youth baseball umpire, and I have been involved with our local schools through parent involvement committees. As my children age, I now look for new opportunities to continue to be involved in our community and contribute to our collective wellness.

Attach resume or other document here, if needed: **Oates-CV-2022 September.pdf**

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.**

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

If you selected 'Other', please specify:

Submitted on: **9/23/2022 11:03:54 AM**

# MICHAEL L. OATES

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## CAREER PROFILE

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A dynamic executive leader with two decades of experience in strategic planning, operational design and execution, team leadership, quality improvement and fiscal management.

## SUMMARY OF QUALIFICATIONS

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- Advanced leadership of large interdisciplinary teams and individuals, including development of culture, team performance and mentoring
- Demonstrated ability to manage human resources, strategic and operational planning, budgeting, and policy development.
- Well developed governance skills in working with and within Boards of Directors
- Superior ability to develop relationships with diverse stakeholders from a variety of sectors
- Commitment to continuous quality and process improvement through innovation and implementation of best practices combined with a strong customer service focus
- Strong data analysis skills with the ability to identify and translate trends into practical solutions
- Excellent organizational, communication, and lifestyle balance skills

## PROFESSIONAL EXPERIENCE

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St. Leonard's Community Services, London & Region  
Executive Director

London  
May 2018 – Present

- Overall responsibility for the strategic, fiscal, and operational functioning of a community organization focusing on services to individuals with complex histories within the corrections, justice, mental health and addictions, and homelessness sectors
- Direct reporting to a volunteer Board of Directors within a strategic and policy governance model
- Focus on development of diverse relationships with a variety of funders, system partners and external stakeholders

Thames Valley Family Health Team  
Senior Director, Operations & Quality

London  
October 2013 – January 2018

- Senior Leader with responsibility for all aspects of operations of multi-site interprofessional teams working in partnership with a diverse group of primary care practices within the Thames Valley region
- Lead organizational Strategic and Quality Improvement Planning and implementation
- Reporting responsibilities to the Board of Directors and Board Committees
- Strong focus on integration and collaboration across sectors with varied system partners

St. Joseph's Health Care London  
Coordinator, Medicine Services

London  
September 2009–October 2013

- Provided leadership to large interdisciplinary teams in primary and tertiary care teaching practices
- Responsible for all aspects of operations including quality of care and process improvement, human resources, policy implementation, community integration, and business performance

CBI Health Group <i>Multi-Clinic Manager</i>	London March 2008–August 2009
<ul style="list-style-type: none"> <li>• Responsible for regional clinic operations</li> <li>• Regional lead for ongoing CARF conformance and re-accreditation</li> <li>• Clinical Education Coordinator in collaboration with the University of Western Ontario School of Physical Therapy</li> </ul>	
University Health Network, Rehabilitation Solutions <i>Program Manager</i> <i>Professional Practice Leader</i> <i>Physiotherapist</i>	Toronto June 2004–February 2008 August 2003 – June 2004 August 1999 – August 2003
<ul style="list-style-type: none"> <li>• Provided leadership and clinical expertise to an interdisciplinary team of over 30 clinicians and consultants</li> <li>• Successfully managed program budget and human resources to meet aggressive revenue growth targets</li> <li>• Implementation of new program streams and satellite clinic development</li> </ul>	

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## **VOLUNTEER EXPERIENCE**

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Atlohsa Family Healing Services <i>Board Member</i>	London September 2021 - Present
Canadian Centre for Accreditation <i>Accreditation Reviewer</i>	Toronto March 2020 - Present
Addiction Services of Thames Valley <i>Board Member</i>	London June 2016 – June 2021
Southwest London Youth Baseball <i>Coach, Umpire</i>	London May 2014 – Present

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## **EDUCATION**

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Queens University Organizational Design	November 2015
University of Michigan LEAN Healthcare Certification	November 2010
University of Western Ontario Bachelor of Science (Physical Therapy)	April 1997
University of Western Ontario Bachelor of Science (Applied Mathematics)	April 1993

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## PROFESSIONAL DEVELOPMENT & PRESENTATIONS

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January 2022 – Media and Crisis Communications, Fanshawe College Corporate Training Solutions  
December 2021 – Speaker, Public Health Insights  
September 2021 – Restorative Practices, International Institute for Restorative Practices  
July 2021 – Indigenous Canada, University of Alberta  
March 2020 – Accreditation Reviewer Training, Canadian Centre for Accreditation  
September 2019 – Presenter, Western University, Continuing Education in Leadership Studies  
February 2018 – Co-Author, Towards Optimal Electronic Medical Record Use: Perspectives of Advanced Users (published in *Family Practice, Vol 35*)  
October 2017 – Executive Sponsor. Improving and Driving Excellence Across Sectors (IDEAS)  
September 2016 – Co-Author, Taking the Pulse of Team Functioning in Interprofessional Primary Health Care Teams (published in *Canadian Family Physician, Vol. 62*)  
April 2016 – Board Leadership in Risk Governance  
March 2016 – Co-Author, Advanced EMR Use Characteristics  
November 2015 – Effective Governance for Quality and Patient Safety  
November 2015 – Presenter, Association of Family Health Teams of Ontario  
August 2015 – Media Training: Message, Delivery, and Timing  
June 2015 – Co-Author, Team Development in Family Health Teams (*submitted for publication*)  
June 2013 – Presenter, Southwest LHIN Quality Symposium,  
November 2012 – Presenter/Facilitator, St. Joseph’s Health Care London, Crucial Conversations  
May 2012 – Sandra Letton Quality Improvement Award Winner, St. Joseph’s Health Care London  
January 2012 – Presenter, University of Western Ontario Department of Family Medicine,

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## REFERENCES

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Available upon request.

# 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: **Middlesex-London Health Unit Board**

## Contact Information

Name: **Matthew Reid**

City: **London**

Province: **ON**

Postal Code: **N6P 0A8**

## Experience and Qualifications

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

**I am currently the Chair of the Middlesex-London Health Unit being appointed back in 2018 by City Council as the Citizen Appointee. I serve on all of the committees at the Health Unit including Finance, Policy and the MOH/CEO performance committee. Previous Board experience includes serving on the Thames Valley District School Board from 2013-2018 as a Trustee with one year as Vice Chair and 2 years as Chair. I served on a dozen committees there including Policy, Audit, First Nations, Negotiations, Chairs Committee and more.**

**I also serve on the Humane Society of Middlesex London (since 2018) and the Goodwill Industries Board (Since 2020).**

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

**I hope to continue to provide good governance and support to the Board and the Medical Officer of Health and Chief Executive Officer. As we transition past COVID it will be important to have a smooth transition that allows the Health Unit to get back to focusing on their core programming that was shelved due to the pandemic. It has been an interesting 4 years being on the Health Unit and with potentially a lot of people transitioning off of the board depending on the outcome of the election, it would be beneficial to have some continuity wherever possible.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**As the current Chair I am well positioned to support the organization, as I have been for the last 4 years. I understand the workload and time commitment, and am passionate about the work they do there. I have a deep understanding now about the programs and services they provide and i hope i can provide some continuity of leadership to the organization which is vitally needed at this time.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**As mentioned above, I was a TVDSB Trustee from 2013-2018 - being Chair for 2 years and Vice Chair for 1 year.**

**I serve on the Humane Society of London and Middlesex for the last 4 years.**

**I serve on the Goodwill Industries Board of Directors for the last 2 years.**

**I have served in the past on the Board of Governors at Western University, Regional HIV Aids Connection and the Crime Prevention Advisory Committee for the City of London.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Word of mouth**

If you selected 'Other', please specify:

Submitted on: **10/19/2022 10:06:36 AM**

# 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: **Middlesex-London Health Unit Board**

## Contact Information

Name: **Daniel Tyo**

City: **London**

Province: **ON**

Postal Code: **N6H0K5**

## Experience and Qualifications

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

**I have no London Board or Commission experience. I have held positions on many committees over the years within OPSEU and Ambulance Division in Ontario. I have been a paramedic for 38 yrs and feel that this is the type of experience that will make me a productive member of this board.**

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

**I hope to bring a perspective to the board that comes from being a paramedic for 38 yrs and seeing all sides of Health Care in London. I hope to learn many things as like most people I have an idea what the boards responsibilities and powers are but having no direct involvement cant be certain about it.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I have a very flexible schedule and hope to give of my time as freely as I can to attend meeting and other functions that may be required of me. I am outgoing and very comfortable meeting new people and in giving voice to those that are not able to**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I have volunteered with Heart and Stroke, I have been a volunteer driver with Children's Aid Society, I was involved as one of the Bears for Children's Health Network, I have canvasses for multiple organizations in London.**

Attach resume or other document here, if needed: **Daniel\_Tyo.pdf**

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Other**

If you selected 'Other', please specify: **The Londoner**

Submitted on: **10/7/2022 11:23:47 AM**

# Daniel Tyo

London, ON N6H 0K5

## Work Experience

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### **Delivery Driver**

Shoppers Drug Mart - London, ON  
September 2020 to Present

Delivery Driver

### **Paramedic**

Middlesex London Paramedic Service - London, ON  
July 1984 to Present

Patient Care and Driving

Acting Superintendent for a 6 month period

## Education

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### **College Diploma in Ambulance and Emergency Care**

Fanshawe - London, ON  
September 1981 to May 1982

## Skills

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- Box Truck (3 years)
- Driving (10+ years)
- Vehicle Maintenance (10+ years)
- Delivery Driver Experience (5 years)
- Forklift (1 year)
- Load & Unload
- Warehouse Experience

## Languages

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- English - Advanced

# 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: **Plumbers' and Drain Layers' Examining Board**

## Contact Information

Name: **Scott Atchison**

City: **London**

Province: **ON**

Postal Code: **N6L1C2**

## Experience and Qualifications

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

**I have been asked and have submitted application to be on the Plumbing and Drainlayers examination board since December 1, 2014. I was appointed on the board and have been happy to be some assistance to the overseeing and marking of the examinations as well offering feedback when required pertaining to the Plumbing and Hydronic industry.**

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

**As a member of the board ,i would like to think my 43 years in the plumbing and heating Industry will be helpful to the ongoing changes we see in the above technical fields. I also enjoy seeing new people entering the different trades and am happy to review there examinations and hopefully be useful when a margin call may be needed to be made. I think as a owner operator of a plumbing and heating business with a staff of 65 persons I feel its good for me to get a reality check and see the struggles young men and women have entering the trades.**

How will you support the work of a Board or Commission? (max. 3000 characters):

**I will if elected to the board bring my 43 years of knowledge from working in the plumbing and Hydronic Field. I will also give feedback when certain items or questions are not quite so black and white to ensure fairness to all.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters):

**I currently hold my journeyman plumbing license , as well as my Masters Plumbing License in the city of London and Kitchener.**

**I hold my gasfitters 2 Tech license and have had for over 30 years.**

**I have my BCIN # for Plumbing all Buildings as well Hvac House ( 23292)**

**I am long term acting member of the Canadian institute of Plumbing and Heating**

**I am a member of the Canadian Hydronics Council**

**I am a member of the London, Ontario and Canadian Homebuilders association.**

**I am a member of the Heating, Refrigeration and Air Conditioning Institute.**

**I am a supporter of habitat for Humanity Housing Program.**

**I am a licensed and certified Hydronic designer with Uponor, Heatlink and Viega Hydronic Systems.**

**I have written and performed the practical examination to be a Licensed Member of TSSA Boiler and Pressure Vessel Certification which allows my firm to carry out processed piping and to design high pressure piping systems.**

Attach resume or other document here, if needed:

Attach more files here, if needed:

## Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Contact from the City Clerk's Office**

If you selected 'Other', please specify:

Submitted on: **9/21/2022 11:47:19 AM**