

Meeting Transcript - June 17, 2025 (CM)

Deputy Mayor Vincent Cinanni 3:55

Okay, it's 7 o'clock and I'll call things to order, I Say, go Aini Booju and Ayo Wachaya Quakeway. As Deputy Mayor of Kingston, I offer these words in the spirit of this gathering. Let us bring our good minds and hearts together as one to celebrate these traditional lands as a gathering place of the original peoples and the ancestors who entrusted to care for Mother Earth since the time immemorial. It is with deep humility that we acknowledge and offer our gratitude for their contributions to this community, having respect for all as we share this space now and walk side by side into the future, council was in a meeting in closed session, and we discussed the following advice, that is subject to solicitor-client privilege, including communications necessary for that purpose, provincial legislation. So I need a motion, motion to rise from the committee of the whole closed meeting without reporting.

City Clerk Jaynes 5:06

Moved by Councillor Tozzo, seconded by Councillor Stephen, that council rise from the committee of the whole closed meeting without reporting.

Deputy Mayor Vincent Cinanni 5:14

So we had an addendum that we had approved earlier. Oh, vote. Sorry. All those in favor and opposed, and that passes. So we had approved a an addendum prior to going into closed session, which also has mentioned that we also approved that we withdrew motion two regarding 924 Sydenham Road, so delegations five and six will no longer be in order. So, are there any disclosures of pecuniary interest? Seeing as none, so now we're along moving along to delegations. So our first delegation is Mary Jo Curie, Executive Director for Downtown Kingston BIA, who will appear before council to speak to information report number one with respect with respect to Kingston Downtown Business Improvement Area Annual Report 2024 so

Marijo Cuerrier 6:39

Hi everybody, they've thrown me a bit of a loop, I'm have to be ambidextrous, so hopefully I will make the five minutes. Thank you, everybody here. Council, my name is Marijo Cuerrier, and the executive director of Downtown Kingston BIA. The full annual report is in your package, so I hope you have some time to read the full report, but I'm going to just pull out a couple highlights tonight. A reminder that Downtown Kingston BIA is funded by a special levy that's collected from property owners within the Business Improvement Area. The funds generated in the BIA levy support various initiatives aimed at fostering economic growth, improving public spaces, and promoting local businesses within the downtown area in 2024 the BIA raised an additional 686k or 31% over and above the levy. This is tricky, the business community in downtown Kingston experienced significant challenges once again in 2024 Even with the additional flexibility for the SIBA loan repayment by the government, some businesses still struggled to meet their repayment obligations. The closure of the LaSalle Causeway Bridge from April to early October had a significant impact on pedestrian traffic in the downtown core, as you can see in the chart on the screen. This translated to reduced revenue for our businesses. The tourism sector experienced a decline in domestic travel as Canadians shifted their focus towards global travel and reduced exploration within their own country, despite Despite these challenges, our downtown business community continues to thrive. Commercial occupancy rate was at 95% in the spring, early spring of 2025 31 new businesses joined the downtown community this past year. We're experiencing an influx of new business owners and managers, many of them millennials, more students are frequently frequenting downtown, most likely because of the increase of new student housing just west of Division. We sold over \$273,000 in gift cards with an 80% reduction rate. Thank you to those who participate in that program. And our BIA won two Ontario BIA

Awards of Excellence for marketing and event initiatives. All right, I Is increased resources for mental health and addiction support have allowed individuals in need to access the appropriate help, reducing the strain on police officers and enabling them to concentrate their efforts on public safety and addressing unlawful behavior. We experienced a 45% decrease in dangerous crime in the downtown core. Overall, theft is down by 16% but shoplifting is has increased by 22% There was a 19% reduction in crime overall in 2024 as compared to 2023 Unseasonably warm weather, while enjoyable for many. Had a detrimental effect on the ice rink in Springer Market Square in early 2024 causing the cancelation of weekly programming centered around the rink. In contrast, Horizon, the interactive light and sound installation for three weeks in February proved to be a resounding success. 31 flower beds sponsored by local business community, local businesses, community members, and organizations were planted with sustainable perennials, bushes, and flowers last spring, marking the beginning of a community in bloom. The BIA and municipality are working together this year to ensure the flower beds continue to grow and thrive. A children's playground was added to the seasonal Sydenham Street closure. This area is increasingly popular with the community, creating a safe space for families to enjoy downtown. There were over 120 event days in 2024 that the BIA either produced, partnered, or supported. Listed on the screen are just a few of them. Kingston Buskers Rendezvous, 30 years running, added Buskers After dark, a new and exciting element on Saturday evening, buskers attendants saw over 75,600 individual visits over a four day July weekend. I'll skip a slide or two. In fact, I'm just going to go right to the end. In conclusion, there's a lot that happens in a year in the downtown of this size. Every downtown in North America is suffering, despite some of the unprecedented challenges. Downtown Kingston continues to thrive. We cannot do this without loyal customers, invested property and business owners, and supportive municipality, and a strong team at the BIA. I want to thank council and the mayor, who's absent today, for your continued support.

Deputy Mayor Vincent Cinanni 12:04

Thank you. Thank you. Five minutes. Are there any questions from Councillor Tozzo?

Councillor Brandon Tozzo 12:12

Thank you, Deputy Mayor. Through you, thank you for your presentation. It was great to get an update. What's your relationship been linked with the federal government over the closure of the La Salle Causeway, because I noticed that that's had really a big impact on your businesses.

Marijo Cuerrier 12:26

It has been, and it's been a constant source of communication with Tourism Kingston, the municipality through Lanie and Kingston Accommodation Partners. The four of us, as well as many members of the community have been advocating for some of the changes that you've seen, going from Saturday to Sunday was a really big win for most of my members, but remember, I do have some members that are marine operators, so that actually caused a lot of, a lot of trouble in that sector. It's a very difficult file and quite frustrating.

Councillor Brandon Tozzo 13:02

Thank you. I'm sorry to hear that. Thank you very much,

Deputy Mayor Vincent Cinanni 13:06

Councillor Amos.

Councillor Don Amos 13:08

Thank you, Deputy Mayor. Through you, Ms. Cuerrier, thank you for the presentation.

Just a couple quick questions. You indicated in your, in your report that there was a 95% occupancy rate in your observation, and your history with the BIA, would you consider this to be a very stable number, or to me that sounds positive, and is it trending up? Kind of hinted of it. I just wondering, where your, what your thoughts are on this.

Marijo Cuerrier 13:38

So, this BIA, I come from a different BIA, come from the Belleville BIA, from was only there for two and a half years, and I can tell you the occupancy in this city is incredible. Has always out outshone other BIA, so I would say it's, it's stable but fragile. 95% is great. There would be other municipalities who would be, you know, would covet that kind of occupancy, and if you visited any places in Ontario lately, or beyond. Our downtown is definitely in a good spot, but in a little bit of a way, hanging on by our fingernails. It just depends on the day and who you talk to, but at least we have viable businesses, and the thing I think that's most exciting is we're seeing a lot of young entrepreneurs come in and a lot of businesses being sold by people who are aging out and being bought by people who have some great ideas, so I think we're in a good spot.

Councillor Don Amos 14:39

Excellent. When I read the report, I had some concerns when I, when I saw the amount of businesses that had vacated or left, and some of them I utilized, but I also saw that the, the number had the, the, the 31 businesses that had come in was by far larger than the number. That were going out, which I'm assuming contributed to that 95% occupancy rate. It sounds like it's going well, but once again, the city needs to keep coming down to the downtown core and supporting our businesses. Fair assessment,

Marijo Cuerrier 15:15

fair assessment. And the more that I am in this position, the more I realize it's really about the 50,000 people that are within walking and biking distance of downtown that we rely on. If we can get them on board in terms of making downtown their community, we're going to be fine. But it's, it's tough everywhere right now.

Deputy Mayor Vincent Cinanni 15:37

Thank you. Anyone else have any questions? Seeing as none, we'll move on to the next. So, I will invite Brandon Maracle, Executive Director of Kingston Native Centre and Language Nest, will appear before council to speak to new motion one regarding renaming of Indian Road. You have five minutes 32nd

Brandon Maracle 16:09

Mayor and council, thank you so much for the opportunity to speak. Say go say a Glego. My name is Brandon. I look forward to the day when I'm not nervous when I speak to Mayor and Council. That's not tonight, though. I'm really excited to speak to the matter of Indian Road at the Longhouse, the Haudenosaunee pass matter back and forth on Scott Garu and Decqua until an item in all parties understand an issue at hand and each other. So it is in that spirit that I hope to pass what I understand of this matter to you all tonight. I want to acknowledge that the term Indian is a complicated one, heavy with history. It is a legal term used modernly in the Indian Act. It is a reclaimed word for some members of the community, used within community, and for some it is a word of pain. Words like Indian, native, Aboriginal, and even indigenous have been used to describe the peoples that exist across Turtle Island. None of these words, though, capture the diversity, customs, languages, belief systems on and on and on that have existed and continue to exist here since time immemorial. When used carelessly, carelessly, these terms risk flattening and generalizing vibrant communities and histories. I invite council to focus on what

this motion can represent, a commitment to dialog, a commitment to consultation with indigenous voices. The unfortunate pattern of Canada's history, though, has been one of a failure to consult with the very people that policies, decisions, and decision makers affect. This includes policy, land, and yes, even naming. This consultation proposed here, if permitted by council, is a meaningful act of engagement and a step forward towards needed collaboration. Yawa Goa, I yield for questions.

Deputy Mayor Vincent Cinanni 18:10

All right. Thank you very much. Do have any questions, Councillor Ridge?

Councillor Greg Ridge 18:16

Thank you very much for your delegation and for framing the potential conversation this evening, I think that's very important. You talked a bit about the importance of language of words and names. What is the importance of the name of a street or a road or a parkette to you?

Brandon Maracle 18:39

Anything that exists in culture and society, something that we interact with, whether indigenous or not. I think, like I mentioned previous, Indian is a complicated one, and when you see that on a road sign, you're met with your entire context as you go into that. That could be that it's the legal term, that could be that you're excited because you use that language, that term as a reclaimed word within community, or like I said, it could be a term of pain, representing a community within Kingston from the Kingston Native Centre and Language Nest. All those perspectives are seen, and so it's hard to.. what I'm really excited about is the consultation process.

Councillor Greg Ridge 19:22

Thank you very much.

Deputy Mayor Vincent Cinanni 19:25

Are there any other questions? Councillor McLaren,

Councillor Jeff McLaren 19:32

I shared with you one of my amendments that's coming up that improves the consultation and the number of groups and people that we will be consulting. May I ask, what you think of that particular amendment?

Brandon Maracle 19:47

One of the opportunities I get as the executive director for Kingston Native Centre and Language Nest is working with several organizations, and a lot of them indigenous as well. What I would caution against is being too prescriptive. Life in a way that might potentially limit the organizations that would come, and so I would be eager to participate with council, and a conversation of how we can maybe even expand that list. But it was a wonderful start, and I really appreciated it.

Deputy Mayor Vincent Cinanni 20:15

Anyone else have questions? Seeing as none, we'll move along. So, next on my list is Daniel Shipp, will appear before council to speak to new motion one regarding renaming of Indian Road. Thank you.

Daniel Shipp 20:41

Good evening, everyone. So lovely to be back in this room. To neighbors, my neighbors and friends, to staff who are here, city councilors, to Mayor Paterson, wherever you are, my name is Daniel, and for almost 10 years, my spouse and daughter and I have lived in beautiful Strathcona Park, on the corner of Mohawk Road and Indian Road, we

are the hub of Indian Road, and twice the sign has fallen down, and I know what you're thinking. So, let me first start with a thank you for all your kindness and leadership, and the oftentimes thankless hard work that you do for our community. As Brandon said, this is somewhat complex issue for some, so I'm grateful that after pestering a few of you since 2016 I have the opportunity to speak this evening to the motion coming up on the agenda. It's a very fitting time to consider this issue this weekend. Our community and country will again celebrate National Indigenous Peoples Day right here with festivities taking place just across the street. I would encourage everyone to visit. It's time when we are invited to reflect and celebrate the many traditions and cultures and contributions of First Nations Inuit and Metis. And no, this day is not referred to as National Indian Day. The federal government's use of that term was first penned by the British, who came with First Indian Department in 1755 and it was actually only in 2011 that it was finally updated by Prime Minister Stephen Harper, who changed the Department of Indian Affairs to Aboriginal Affairs. 2016 it was changed to Indigenous, now generally now considered outdated and offensive. The term Indian still remains, as Brandon said, it's a legal identity of a First Nations person who was registered out of the Government of Canada in the Indian Act, and so, as an official or a government reference, the term Indian is should really only be used when referring to a First Nations person with status under the Indian Act. For a municipality to use to name a municipal asset, such as a public street or public park is completely inappropriate, in my opinion. The street name is not only outdated, it's offensive and derogatory due to its complex and often paternalistic colonial history. It's very much out of step with our municipal street naming policy. Now, as a general use of the term is far from clear cut, as Brandon has said. You may hear First Nations people refer to themselves as Indians. There are many reasons for an individual to self-identify as such, perhaps as identification of a federal legislation, or for their own personal reasons. My neighbor, for example, still uses the term; she fears the loss of the street name will, as yet another piece of her family's East Coast Mikma identity being taken away. I suggested to her that I think as a community we can do better, and that we could find a better way to recognize her mother's culture and history. In 2011 in 2021 I accompanied my hardworking counselor while he knocked on my neighbor's doors on my street, asked for their opinion on the name change. Based on this very limited door-to-door survey, there was no question that the occupants who have lived on my street the longest were the ones opposed to change, and some have certainly told me so. As we all know, change is tough, and it needs to be thoughtfully implemented. Although the survey was not the most unbiased, it did give us a good sense of the levels of knowledge and support out there. What would need to be addressed, the perceived administrative hassles of changing once addressed the use of the term possible cost. The new families in the street who continue to to arrive are 100% aimed and in favor of the change, but regardless, it was made clear in my mind that we will all have to broaden and finesse the information and consultation process in a neutral and professional way, and most importantly, work together to support my neighbors, both financially, if need, if any, and logistically, for it to update their address, street names, should a change proceed.

Daniel Shipp 24:44

In fact, should we proceed, we would be joining many communities and organizations across North America who have also pledged to update the derogatory and racist indigenous names that they have inherited. Nobody is interested. In reclaiming old colonial references, the first team, the first change I came across was a baseball team in Alberta who changed their name from the Indians to the Trappers, having received several complaints that the team name was considered racist.

Deputy Mayor Vincent Cinanni 25:12

Have 30 seconds.

Daniel Shipp 25:13

In addition, several communities are now undergoing street changes: Pembroke, Kitchener, North Cowichan, Beckwith Framework, Framington, Maryland, Strait of Oregon, and my favorite, the Edmonton CFL football team, and the Cleveland's baseball team. So, in the conclusion, I go back to my page that I just turned around today. I'm asking you to support this motion. Come together on National Indigenous Peoples Day to continue to learn, teach, and grow, and respect the many cultures of the First Nations. We'll find a new way to do that by updating the names of our municipal streets and parks and property, acknowledging the traditional lands of Indigenous peoples together, where we are all very proud to live, work, and play.

Deputy Mayor Vincent Cinanni 25:55

In five minutes. Thank you. Are there any questions from Council? Councillor Tozzo,

Councillor Brandon Tozzo 26:02

thank you, Deputy Mayor. Through you, and thank you for the delegation. There was something you said earlier, and it was in the previous delegation too, but I wanted to see if you could just elaborate on this. Is that the term Indian is contextually with people dynamic and challenging and riddled with contradictions, as all identities, really, but could you just elaborate a bit more when you see on a sign, what that does to two people who are of First Nations, like just because it's right up there, and maybe just elaborate a bit more on that. Thank you,

Daniel Shipp 26:36

as best I can. It is a, it's not a straight answer, those that see that sign name feel that, as I said to my neighbor, who felt that her identity, her family's identity, had been stripped, and this is one of the last things in other people have said it is racist, and it should be removed. Some people have stolen the sign, and it has been removed, that is their opinion, or whether they wanted it, or they felt it was, they felt it was derogatory, as I do. So it's not a clean answer, as a municipal asset, such as a street is, or a parkette, or a park. I think there's a different context there. I think municipalities have the responsibility, as do federal governments, provincial governments, to be cleaner and clearer about the names that they choose for their municipal assets, and it's not the place to put a vague, potentially derogatory term that would contravene a policy. It would be a place to put a name that is respectful and more consistent with what, how we now recognize indigenous people.

CAO Hurdle 27:44

Thank you.

Deputy Mayor Vincent Cinanni 27:46

Any other questions from anyone? Seeing as none, we'll move on to the next delegation, which is Deputy Chief Scott Gee, Kingston Police, who will appear before council to speak to clause four of report number 61 received from the Chief Administrative Office regarding strategy to establish special constable appointments for enforcement management staff. You have five minutes, and I'll let you know when there's 30 seconds left.

Deputy Chief Scott Gee 28:17

Great, thank you. And good evening, Council, and thanks for having me. My name is Scott Gee. I'm the Deputy Chief, and with Kingston Police, I landed here in January, and I'll speak tonight to report number 25 169 And since my arrival here in Kingston,

I've been having lots of conversations with CA CEO Hurdle and Commissioner Agnew, as well as a number of the other staff that are listed on this report as resource staff, and just the report that you'll see tonight on the agenda really speaks to how the city is looking to be innovative and expanding the role within the municipal bylaw enforcement to having special constables appointed within their current staff, and on an operational perspective, that that relationship comes to the police services board, and the police services board would be the appointing agency, and really, what that motion, or what this report speaks to is allowing the CAO and her staff to speak to the board to consider those appointments. The city would need to become a special constable employer through the Solicitor General. And where do the police fall in that perspective? And really, the police fall as the help, probably with training. The special constable training program is about half of what a constable training program is. It's about five weeks, and then you'd have subsequent follow-up training with city specific to maybe the bylaw department and things like that. From an operational perspective, we are here to support the city on. Endeavor to fulfill this program, if council should see fit, and that's really my, my purpose of being here tonight is to really explain why, why we think this is a great solution. When you look around the province, you can start to see, you know, OC Transport, Toronto Housing, and many, many universities have special constables, and those are appointed through the police services boards, and often those police services of jurisdictions are helping with the training. This isn't unique to Kingston. This is a way that maybe we can start to see some of those priority three and four calls. So, in policing, we have priority 123, and four, and I know there's somebody in this room that knows somebody, or you've called yourself, that police have been delayed getting there, and that's reality. When I look at our board at some of our peak times, there can be 17 calls sitting there waiting for police to respond to, and those are generally level three and four, priority three and four calls, and but to that person calling, it's a priority one, right? They expect police to be present, or law enforcement, or the appropriate agencies to be present. So I think this gives a little bit of an expansion for bylaw to attend and really attend some of those calls on city property, nuisance calls, noise complaints, unwanted persons, maybe targeting areas such as the downtown core. When I say targeting, I mean putting their resources down here, and it really falls down to the Trespass to Property Act, and really expanding their roles for the Trespass to Property Act, and how that may, may look. I think this would be a trial. I really think there is options and availability to expand this program even larger than just that that trial with the current staff that may be way down the road, but I think it's an opportunity for for some of those priority three and four calls to be to be answered further. I think that it's also going to provide a better resource to city staff, so similar to you or your constituents that call bylaw, also gets tiered as a priority three or four, and we are often not available to attend and support them like we would like to, just due to call volume. So I think a better response times community expectations, and it really does look at a stratified police approach and really looking at that civilianization piece of policing, like I said, ultimately this, this, this council decide if the to engage the board, and from an operational perspective, we're more, more than happy to provide that training support.

Deputy Chief Scott Gee 32:36

Just one last note, I know in July you'll be seeing community standards by law implementation update, and it really speaks in that report that Commissioner Agnew will be bringing forward in July about it speaks about expectations and call times and response times and things like that, and it, those conversations I know are happening in all of your neighborhoods, and I think this might be the start of just trying to get some of those lower priority calls answered a little bit quicker.

That's all

Deputy Mayor Vincent Cinanni 33:07

right. Thank you very much. Is there any questions from council? Councillor Glenn,

Councillor Conny Glenn 33:14

thank you. And through you, Deputy Mayor, thank you very much, Deputy Chief G, for the explanation. A couple of questions. You seem fairly familiar with the use of special constables, so I think one of the concerns, of course, is the reporting structure. I mean, we know if there's a complaint or an issue with police, where to go. The same can be said of bylaw. So, if there were a complaint about a special constable, how would it be handled? And I know that we probably have to set up a system, but could you maybe elaborate on what kind of structure might be possible and what would be reasonable to expect?

Deputy Chief Scott Gee 33:53

Yeah, no, let's let Mr. Reeson speak to that, how he sees the special constable complaint process working for the city. Ours is managed by the board. Ours, our officers, and our other staff go right to professional standards, but according to the act, they go right to the board, and the board must put a policy in place to say how that will be investigated. Ours says that ours will go back upstairs and go to standards, so yes, they have a complaint mechanism, but ours goes back back up to our standards division, just because that's where we have our best staff with the best training to investigate those type of, those types of calls for the city. I'm not going to speak for them, but maybe I can, maybe you'll speak to it during the report, or I don't know if we do that right now.

Deputy Mayor Vincent Cinanni 34:38

No, that would have to come at the report. This item, yeah, the report.

Councillor Conny Glenn 34:43

You've got advance notice on the question. So, could you, you've mentioned support from the police, so I understand about the training. What kind of support would you be rendering to the special constables and. City, just some idea. I know there's still a lot to work at.

Deputy Chief Scott Gee 35:03

Yeah, I think it's in the infancy stages, but the through the CSPA, the mandated requirement training for special constables has changed. It used to be police service or police service board specific. It's now been mandated to be five weeks at minimum, and then obviously we'd have the city would have additional training inside if it was a new employee as well. I think the areas we would leverage would be the purchasing cooperative group that we have with police, such as vehicles and equipment. We've already had some preliminary talks about vehicle trade-offs for the for the pile-up kind of period. I think we could provide those to the city and really support them in that way to see if this is something that they want to continue with equipment, you know. Our buying power for equipment is a lot different than trying to do just a couple, a couple members of staff, because we do buy it through the police cooperative group, which is a municipally RFP across the province, and then they could always tap into us if they're looking at some sort of new training, or if they want to piggyback on additional training, whether it was cultural training, sensitivity training, Bill 168 training, you know, some of our training with AMHS, and those types of those types of areas. We would obviously invite them in and see if they want to participate and extend that to them, which we will be running anyways. Our five week program, we would be running it anyways for new special constable hires for us, so we could bring them on to our training program, and there's really no

overhead, maybe a few consumables, but we provide that training at the direction of our board, but I don't see why there would be extra costs, because we're already running that training course, so our hope would be that we can offer that to a city as a bit of a partnership agreement.

Deputy Mayor Vincent Cinanni 36:50
Okay, Councillor McLaren.

Councillor Jeff McLaren 36:55
Thank you. I'm wondering if all their privileges and liabilities have been determined yet, so for example, are they allowed to pull people over? Are they allowed to flash their lights and go through a red? Are they allowed to speed? What are some of the privileges that they get, and I guess, what are some of their liabilities? So, for example, if somebody dies in your custody, there's a process. If somebody dies in their custody, what happens?

Deputy Chief Scott Gee 37:21
Yeah, there is still liability if somebody was to, you know, circumstance like he described, but the Trespass to Property Act, and the special constables, they'd be, if they had to arrest somebody due to the Trespass to Property Act, the way that policy would likely be written is they would eventually turn them over to us, they would have, you know, a secured vehicle, and then we would still house them as we always would, but it would be more of an immediate response, or a quicker response, due to being a priority three or four call, and we know from our, from our call volume, we're not getting there to support bylaw like, like we want to, as far as the powers or the designation, so the designations come from the board, and the designations can be quite narrow in scope or quite wide in scope, according to the CSPA, or the Community Safety and Policing Act. So ultimately, you could, you could take your, if we want our special constables to direct traffic under the HTA, the Highway Traffic Act, that could be a permitted permitted training piece, and we can allow them direct traffic. We have special constables right now that are permitted to direct traffic with Kingston Police. Is that a function that the city would be looking to explore? I'd let them expand on that, but I think really they'd be looking for powers likely under some of the provincial offenses, more specifically the Trespass to Property Act, Liquor License Act, and things like that.

Councillor Jeff McLaren 38:48
So, if I understood you correctly, in theory, we could limit it or expand it to just, just below your powers, is that correct?

Deputy Chief Scott Gee 38:57
No, I wouldn't say it would. It would get that large on the expansion through the CSPA, or the new act that was released last April. The duties did expand more than what they used to be through the ministry, but I will let, I will let the city speak to exactly what they look at for as far as expansion of powers, and how, how broad or how narrow they look. My understanding is they look at going quite, they're looking at going quite narrow, is my understanding from the initial conversations we've had with them.

Councillor Jeff McLaren 39:24
Thank you,

Deputy Mayor Vincent Cinanni 39:26
Councillor Boehme.

Councillor Ryan Boehme 39:31

Thank you, Deputy Mayor. Through you, yeah, I'm up on the screen. Sorry, I guess my first question would be, you already mentioned that Kingston already has special constables, so is there been any thought to how we differentiate, sort of, you know, the city bylaw special constables versus the Kingston police force special constables. Um, something that comes to mind is out in Alberta they have what's designated as peace officers instead of police officers, and it's just a way to sort of. You know, I guess separate maybe the roles and responsibilities, because I'm assuming that the Kingston police special constables that already work with you might have different roles and different training that is kind of envisioned for the bylaw special constable. So, any thought to that up till this point?

Deputy Chief Scott Gee 40:18

Yeah, really, the identifiers on the on the vests as well as the shirt color and the the patches would really be our distinguished and I think we've had initial conversations about making them different to really identify that the difference between the two.

Councillor Ryan Boehme 40:35

Okay, and I guess my other question as a follow up would be the training portion, so recognizing you know that there's obviously been some struggles with, you know, encampments and, and you know, the vulnerable sector of society, which you know has created some challenges both for the police and for bylaw. Is there going to be trauma-based training and support-based training that would be provided kind of above and beyond what would normally be provided, recognizing that these, I guess, new special constables would probably primarily be dealing with a lot of those issues, so would they have enhanced training to deal with that, and to be able to sort of direct people to the trauma care and sort of these services that they need.

Deputy Chief Scott Gee 41:28

Yeah, the training program, regardless if they're, if they're working for police or they're working for bylaw, and I think it's probably fair to say that our bylaw officers are encountering those people every day right now, and the expansion of the program, my understanding for phase one, anyways, is with current staff that are already experiencing those things, so it's not going to, it's not going to be a new interaction for them at this point, because they're your existing staff that are already dealing with some of some of those vulnerable populations. Is there, is there always work to be done on de-escalation, crisis intervention, and you know, dealing with some of these, these tense situations. I think there's lots of training that can go into that, and I think that's ongoing over the years as well. But the training program would be the same program that our special constables that are dealing with in-custody people are with, because really the way it's regulated through the through the CSPA is you must be trained in all aspects regardless on what duty you're going to have whether it's narrow or large in scope.

Councillor Ryan Boehme 42:34

Okay, I guess follow up, and would I guess nobody would be against additional training

Deputy Mayor Vincent Cinanni 42:41

then for Councillor Boehme. You're only allowed two questions.

Councillor Ryan Boehme 42:44

Try to sneak that one.

Deputy Mayor Vincent Cinanni 42:50

Yeah, Councillor Oosterhof.

Councillor Gary Oosterhof 42:54

Thank you, Deputy Mayor, and thanks for the report. I might be a little bit behind the information trail on this one, I think I missed the part of that one meeting, so I do find that this might get a little bit complicated, but I also understand why this is a need, and so we want, might want to look at the successes of other municipalities, but what I wanted to know was, I mean, you sort of indicated that it is, it is a considerably narrower scope of responsibility than an officer, that's what we heard, I heard, and that might be a good thing, and that has to be determined yet. So I'm wondering, though, like things like entering of a private residence or dwelling, there would be limits on something like that, because the bylaw at this time cannot enter a private residence. Is that something that would change?

Deputy Chief Scott Gee 43:50

No, it wouldn't change as far as the scope. I don't want to speak for how broad the city would go or how narrow the city would go. I'll let, let them speak out in the report. Really, my purpose here is just, just, just indicate that we think this is a strong initiative to hopefully respond to some of those priority four calls. More importantly, support bylaw when they need people that can have some firm grounds on trespass to property, if required, as far as, as them being, you know, special constables and sworn as a special constables and peace officers, they do have authorities that they, they are trained under, under the criminal code, if need be, and if they were sworn in under those designated areas, and entering somebody's home under the criminal code, unless you meet certain criteria isn't permitted, either. You know, types of calls - 911 calls, emergency calls, all those things. You know, you are allowed to enter if you need to, but as far as entering somebody's home, I think I think the support is really what bylaws looking for, is that having those tools available to them, because we're not always getting there to support them when. We, when they like us to be there.

Councillor Gary Oosterhof 45:02

Okay. Thank you. And just the last question, so do we do acknowledge that there are budget implications as well for municipalities to consider, because this would be higher trained staff and higher paid staff, I suppose.

Deputy Chief Scott Gee 45:14

Yeah, my understanding, speaking to the CO with the with the initial phase of this phase one, anyways, or the pilot, if everybody is in agreeance, city council, the board, that it would be with existing staff that are already on staff. Now, obviously, you'd be having them out of rotation to get the training in. I think we can help out with the vehicles with some stuff we have coming out of rotation to try to support them for the first year and see where it lands, and see if this is something that we can, we can make work in the city. I think the, I think the future could be this could be a strong position. Most universities, and like I said, most other municipalities, like Toronto housing, OC Transport, they employ a large cadre of special constables, because obviously the cost of a special constable is lower, and the duties they're doing, they've a lot of services have tried to use private security companies, and it just hasn't been a success. And if you have your staff that are trained, invested, and stay with you, hopefully put out a better product than a contract.

Deputy Mayor Vincent Cinanni 46:18

Any other questions, Councillor Stephen?

Councillor Wendy Stephen 46:21

Thank you, Deputy Mayor. Through you, hi. Thanks. So, one of the benefits of this program, if it is approved and does roll out, presumably is that we'll see improvement in response time for priority three and four calls. So, what I'm wondering is, is there data that police collect a lot of data. Is that something that, if this rolls out and continues, is that something that can be reported back to the public, so that we can actually see, is this working, is this effective, and is it helping?

Deputy Chief Scott Gee 46:51

Yeah, I think we should probably have a better expectation that the initial phase of the program would be to support bylaw in their, in their day to day, and I think that's what the objective is, speaking to to the staff from city from city staff, so I think they'd be able to provide how many calls they attended and how much they supported. I don't want to speak for them, though. Eventually, if the program got a lot bigger, obviously there could be call diversion and things like that that you could start to look at for these types of programs, but and that data would be available if we if we went down that road.

Councillor Wendy Stephen 47:22

Thank you. I'm very curious to see that. Thanks,

Deputy Mayor Vincent Cinanni 47:26

Councillor Amos.

Councillor Don Amos 47:29

Thank you, Deputy Mayor. Through you, Deputy Chief, thank you for being here. Appreciate the time. Know that your unit is very busy. A couple of times, you've used the term resource challenged, I from a from a police point of view, hence the level three, level four having problems cut to it. Do you see this being potentially reciprocal, where there is a police matter that is being being brought forward, do you see the police services reaching into the into our special constables to say we need you and we're going to deploy you in this realm that may not be a level three or level four.

Deputy Chief Scott Gee 48:18

I don't see that in phase one. I really see us more supporting this to be a support for bylaw and for them to build their capacity within their own unit someday, maybe, but I see the I see the city benefits to support the bylaw and some of the challenges that they're faced with day to day,

Councillor Don Amos 48:41

I know that when Chief Fraser was here earlier this year to present the budget, there was a number of new constables that were being hired and he indicated that more is going to be needed. Is this circumventing that hiring or is this supplementing that hiring,

Deputy Chief Scott Gee 49:03

my understanding this program is to take approximately five internal bylaw staff and training them as special constables, so current staff that you already have working for you at the city, and I don't want to speak for the overall plan. We've had a lot of conversations, I've dealt with special constables for most of my career, rolled them out in a frontline capacity in 2013 in my previous life, developed training programs for them, so I have some experience and help with the regulation under the

CSPA on the training guidelines a little bit, so I do have some knowledge with with special constables and how, how they can be effective to support police. I think that's a bigger conversation, and I think that's something that, that we're also looking at internally at our place, and how we're working with that with the association on how we, we have more of a stratified or a tiered policing response, but I think this, this, this program really looks at. At addressing what by law needs, and some of the needs that the city is probably waiting for when they, when they were attending calls. So, I think, in short, my answer is probably not no. I don't see this as supplementing those. We're still in that hiring phase, in the hiring process, and whatnot. All

Deputy Mayor Vincent Cinanni 50:22
right, Councillor Hassan,

Councillor Jimmy Hassan 50:26
thank you, Deputy Mayor. Through you, and sorry to keep your.. I've just quick one question only. These appointments with the special constable through our bylaw enforcement or the city, how is it going to support the Kingston Police Service in many matters we are going through right now, such as mental health issues, homelessness, trespassing, theft in the downtown, and many other small issues. How helpful is will be to the Kingston police force?

Deputy Chief Scott Gee 50:59
Yeah, if bylaw can attend and address the situations, and, and there's no, there's no arrest or no apprehension, I don't think that the police would, would be dispatched or called, and therefore that call wouldn't be in the queue for us to attend, so it potentially could reduce call volume, so I think that's the main, the main, I also think it's a great partnership with the city, which we work hard, are working hard at to try to come up with some creative solutions on how we can can deliver, you know, what bylaw needs, as well as, and I know they're trying to deliver what the community needs with a lot of the bylaw calls that come into them, so I think we will reduce some of those priority four calls. I think we'll probably have less calls for service from bylaw for support, and but I also think we'll have a more timely response from from bylaw as well.

Deputy Mayor Vincent Cinanni 51:56
Thank you. Anyone else who hasn't spoken? All right. Thank you very much. Thank you. So, now delegations five and six that have to do with motion two that has been withdrawn have also been withdrawn. So now we're going to move on to added delegations. So, anyone who wanted to add delegations, Councillor Glenn. Glenn,

Councillor Conny Glenn 52:28
okay, so you guys have this one,

Deputy Mayor Vincent Cinanni 52:41
I can read it, moved by Councillor Glenn, seconded by Deputy Mayor Cinanni, that in accordance with Section 12.9 of the City of Kingston Procedural Bylaw, Edlira Ballaj and Alyssa Perisa be permitted to appear before council to speak to clause four of Report Number 61 received from the Chief Administrative Officer, with respect to strategy to establish special constables' appointments for enforcement management staff. Is there anyone else who wishes to add any delegations? Seeing as none, we'll call the vote. All in favor, opposed? And that passes, so I invite Edlira Ballaj and Alyssa Perisa to come and speak. You have five minutes, and I'll let you know when there's 30 seconds left.

Alyssa Perisa 53:41

Thank you very much. And good evening, everyone. I'm the elected Vice President of University Affairs of the Alma Mater Society, Alyssa Perisa, and I stand here on behalf of 21,000 undergraduate Queen's University students. I'm joined by my colleague, Edlira Ballaj, the Commissioner of External Affairs, and we're here today to express some concerns regarding the recommendation to appoint municipal enforcement leadership as special constables. To start, we do recognize the city's need for timely responses to complex enforcement issues, especially during large gatherings or encampment-related situations. This proposal represents an expansion of policing powers in an attempt to improve efficiency and public safety. However, we are worried about how this initiative will impact the student population in the marginalized communities, which continue to grow in Kingston, especially since there have been no student consultation involved.

Edlira Ballaj 54:39

Students and community members have already expressed concerns about the rising criminalization of poverty, housing insecurity, and public gathering. This model raises concerns about how it may be used to police unhoused individuals and place peaceful protesters, authorizing senior enforcement officials to exercise police-like powers without the full accountability structures, proactive communication lines. And extensive training and community oversight that apply to sworn police officers creates a dangerous ambiguity to authority and escalation, especially when these encounters disproportionately affect vulnerable residents. The report references a model used in London, Ontario. However, London's special constable program has not been operational for a full year, yet they're in the early stages of implementation, having just finished an eight week feasibility study. Currently, there is no long term data, public public evaluation, or measurable outcomes to support this practice that we could follow. Using London or other cities to justify this shift seems premature and potentially unreliable, especially when Queen's University is an essential and integral component of Kingston, unlike other cities. According to our data, in 2024 2025 school year, there were zero arrests during our UDSI periods, like homecoming, Foco, St. Patrick's Day, and orientation week. Yes, zero. That didn't happen because we had more enforcement. This happened because we practiced proactive collaboration between AMS city staff, Queen's administration, by law officers, police liaison officers. We built trust-based campaigns that worked. It is evidently clear that student bylaw violations are typically civil and not criminal. We don't need more police authority to handle noise complaints or park use, we need continued investment in education, community partnership, and prevention.

Alyssa Perisa 56:29

Taking all our concerns into account, we urge council to pause this recommendation, conduct meaningful public consultation with affected communities, including students, advocacy organizations, and equity deserving groups, and finally consider reinvesting in harm reduction approaches and civilian-led community safety programs, instead of further entrenching enforcement models. As this recommendation stands, this does not seem like a step towards safety; it's a step towards over policing. This model could potentially show distrust towards your student population ultimately producing the opposite of the intended effect. We ask council to reconsider. Thank you.

Deputy Mayor Vincent Cinanni 57:09

Thank you. Are there any questions, Councillor Glenn?

Councillor Conny Glenn 57:16

Thank you, and through you, Deputy Mayor. So, thank you very much for coming and delegating today with regards to the impact you think this will have on the

community, could you elaborate a little bit further about specifically the student concerns regarding the use of special constables, and you know, with consideration to, you know, the efforts that have been undertaken over the last few years. Thank you

Alyssa Perisa 57:45

100% So, when we're looking at the past years, as we've seen what happens with policing, we've taken a more step towards harm reduction that has educational components to call in students to make sure that we repair that town-gown relationship. So, a main focus last year that was really effective was doing door to door campaigns, having city members come to our school to talk to our students, and we saw a big improvement in students understanding their rights and holding them accountable as well to the city. So it's really about education when it comes to harm reduction from our point of view, and I'll pass it over to Edlira to speak more on that. If you have any comments,

Edlira Ballaj 58:25

yeah, I was just about just about to add, with last year specifically, we brought city members and city officials to our campus for our students to see them directly and see them not just as enforcers but as human people who want to work with us and collaborate with us to create an environment that we all can enjoy and all be safe in. Last year, we were able to see that the boost that we held, the campaigns that we led, and that the people that were there to be able to communicate with our students, instead of view them like first, see them in a different, in a more enforcement approach, they saw them more one on one, or be able to talk to them in that way was a lot more effective than we've seen in the past years, and specifically to your point about how students might feel with this special constables and with the increased policing, I guess I'll say in during like Hoco and whatnot all across, all across North America, honestly, these past few years, and even in the upcoming years, we've seen police brutality and over policing really affect students in the way that people are living in everyday lives. Not a day goes by where we don't see something that's tragically happened in one of the communities, especially with young people as well. So, the whole point of this is to stop thinking in a restrictive way, in an authoritative way, but more so on that one to one level, where we're able to communicate to students like the adults that they are, and not as children anymore. So that's kind of

Deputy Mayor Vincent Cinanni 59:52

you. Any other questions, Councillor Oosterhof?

Councillor Gary Oosterhof 59:56

I really appreciate you guys speaking to council tonight. So are you. There a way, maybe through the clerk, that we can get a copy of, and have the ability to contact you if there's a way that we can do that.

Alyssa Perisa 1:00:08

100%

Councillor Gary Oosterhof 1:00:09

Thank you,

Deputy Mayor Vincent Cinanni 1:00:12

Councillor Tozzo.

Councillor Brandon Tozzo 1:00:15

Thank you, Deputy Mayor. Through you, a question that I have, and I take your concerns very seriously, because over policing is clearly a problem. One thing I think, and I just like your take on this, but the special constable is hired by the municipality, and the municipality, like, we're democratically accountable. Does that assuage some of your fears that of over policing, because you really, you can, like, I've had students email me, and I am not close to campus, I respond, and then I follow up, like they're not to say police are not responsive, but we are democratically accountable, we have our fingers on the pulse of it. Does that in some ways like lessen some of your fears about this program?

Alyssa Perisa 1:00:55

Yeah, I will say we do recognize your democratically elected officials, but unfortunately, as we do see, students are not voting as much as we'd like them to in Kingston. So, just ensuring that we get the student voice involved when they are not necessarily voting for these elected representatives, which we are still trying to increase on our end as well. We just want to ensure that students are consulted in this process as well. We do have trust and faith, but that has to align with having students involved and having their voice at the table. Yeah,

Edlira Ballaj 1:01:27

and I'd kind of like to add on to that. We've seen as much as, like, we'd like to believe and put our full trust in these systems and in these regulations. Previously, like earlier, we didn't hear of any regulation or any proactive accountability measures to ensure that the special constables don't abuse the power that they're giving that they usually don't have, so it's that fine line of trying to put our trust in this new pilot project, but also making sure that we, they don't, we don't want, like, we can't trust something we fully don't understand. And even now, it's day to day, police officers on the field, some of them act in interesting ways, and some of them don't. Like, it's, it's hard for students to trust things that they don't understand. And the communication lines between the city and its regulations and its rights and the students has been a little faded, and that's something we're just trying to ensure and make better today and this year.

Councillor Brandon Tozzo 1:02:28

Thank you. And a follow-up question, Deputy Mayor, I share your skepticism of that, and like always wanting to trust and verify. Do you think, because, like, at a municipality, we are really sensitive to the needs of the community. I just want to press this a bit more, because like you can email your counselor and they will get you in charge of like Director Comepeau, who's going to be hanging the department. Like, we're like, does that like direct connection? Do you think I know students don't vote on the same level, but that direct connection is got to alleviate some of your concerns, and like, we regularly conduct reviews of our policies and programs. Does that, does that, like, does the fact that I mean this value is quite a transparent level of government give you some degree of, like, I agree with you, there's hesitations here, but does that alleviate some of your concerns here?

Alyssa Perisa 1:03:20

Yes, I will say it does. We really appreciate that transparency on your end, and having that collaboration is really important. But I will note that we weren't made aware of this recommendation until just yesterday. So it's really about coming to making sure you're also meeting us as student representatives, and we're doing our part as well to meet you as well. But it's just ensuring that there's more, I would say, timely consultation while maintaining that transparency,

Deputy Mayor Vincent Cinanni 1:03:50

Councillor Hassan.

Councillor Jimmy Hassan 1:03:52

Thank you, Deputy Mayor, and through you, as you mentioned that last couple of years the communication between student community police by law is has been very effective, and myself being on the police service board last two years, I have been out with the police on the special event to seeing the collaboration and the behavior is much improved. If I compare 345, years ago I'm being Kingstonian from last 33 or 23 years, so I have seen I have a business to serve the student community, so I know both times when the behaviors are better and when it was not better for this special counsel. What is your biggest fear as a student community? You think that special appointment for the special constable will harm this relationship. What I believe is will be one of the bylaw officers or part of the police service, because police continue to hire by law, continue to hire more officers, so that person or that team for one or two. Whatever the constable we have can be the part of the team providing the services, but improved, so if it's not that case, whatever you think, what is your biggest fear to hiring the special constable?

Alyssa Perisa 1:05:15

I think just to ensure that I understand your question fully, what I'm understanding is that you're saying that we already have these teams, like student police coming to campus, but what is like our concern between having police versus a student constable? Is that kind of your sorry if I misunderstood

Councillor Jimmy Hassan 1:05:30

having special constable added into the current force by law team or the police service?

Alyssa Perisa 1:05:37

Okay,

Councillor Jimmy Hassan 1:05:37

what this appointment will do differently, or making you fearful that if we have the special constable, he's gonna or she gonna harm the relationship currently we have with the police service or the bylaws to maintain the atmosphere at the community and the student district.

Alyssa Perisa 1:05:57

I think based on what we know, if we're talking about it being an addition. What we've been seeing is when we're actually doing less police enforcement, we've seen improvement because of that educational campaign. So, to add more of that enforcement, we are hesitant about that, especially when we don't know what the systems are in place to hold them accountable, those special constables, because we do understand that when it comes to police officers, there are ways to hold them accountable. We just need to understand what that means for special constables and why. Again, we're adding more enforcement when we've seen improvement from doing less.

Edlira Ballaj 1:06:35

Do you have anything to add? Yeah, I'd also add, it was mentioned earlier that they'd be wearing different vests, different colors, or something else to distinguish them from police officers and from the bylaw officers. I think that change alone would raise alarms for students noticing that they've seen more different types of enforcement officials on campus again, and wondering why that is. And I think it's.. it would create an opposite effect of what was originally intended, and trying to

make it more safe and timely, and being able to provide more support. It kind of scares them off and becomes intimidating for students to see new people or new officers on campus, rather than sticking to what that we're used to, and what we've had a relationship with, and what they've seen on campus before. So, I think that's there's also that visual representation aspect that also raises alarms for us, because it seems it will look more restrictive and it will look more enforcing, rather than it looking more welcoming and more approachable, like above all approach, like having that approachability,

Deputy Mayor Vincent Cinanni 1:07:41
Councillor McLaren,

Councillor Jeff McLaren 1:07:43
thank you. So, from what I hear, you're concerned about excess policing, and you've given us the impression that more public consultation, more trust-based interventions have worked better in the past since I believe since the post-secondary working group was formed, is that correct?

Alyssa Perisa 1:08:04
Yes. Yes. Now

Councillor Jeff McLaren 1:08:05
I'm thinking from a cost-benefit analysis here as well. Would it be? Do you feel that that that outreach that you've done so far, if we were to put this funding into that instead, would there be better results in the future, like right now. I understand from budgeting that we've got a downward trend in the cost of excess policing as a result of your work and Councillor Glenn's work on the post-secondary working group. If we were to continue and expand that, because it's working, might that be a better solution than this kind of increased enforcement that might lead to less trust, which would then have that negative spiral. Does that make sense?

Alyssa Perisa 1:08:50
I believe that you put that very well. We have confidence that we are seeing benefits from putting that effort into the harm reduction and education piece. We are seeing that it's working year after year, so to put more into that, more funding into that. I think I can speak on behalf of both of us that that would be more beneficial than this policing, where we don't know if it will be, we don't know if it will work.
Yeah.

Deputy Mayor Vincent Cinanni 1:09:24
Yeah, thank you. Anybody who hasn't spoken, no. Okay. Well, thank you very much. So, now are there any petitions to be presented? Councillor McLaren, you have three minutes.

Councillor Jeff McLaren 1:09:42
Okay. Well, I rise to present a petition. This was done on very short notice by a resident on her own initiative, and it reads: This petition is to make aware to Kingston City Council about their motion to rename Indian Road. This petition. Is to make them aware that we as a community are against this decision, and would like to be heard on the matter. This will be presented to our councilor, Jeff McLaren, for the Tuesday, June 17, 2025 meeting, and we hope that you listen to it. It bears 40 signatures, all from Indian Road, which is a little bit more than two thirds of the houses there. Thank you.

Deputy Mayor Vincent Cinanni 1:10:29

Thank you. Are there any other petitions? Okay. Okay, so there are no deferred motions. There are motions of congratulations. No, there is no motions of congratulations. So move on to report number 60 from the CAO, which is a consent

City Clerk Jaynes 1:11:02

moved by Councillor Tozzo, seconded by Councillor Amos, that Report Number 60 from the CAO consent be received and adopted.

Deputy Mayor Vincent Cinanni 1:11:09

Would anyone like any of the items separated? Okay, so I'll read them. There's I delegation of authority bylaw repeal and replace road safety enhancement enhancements various locations Queen's University Universal Pass renewal St Lawrence College universal pass renewal. I guess I should ask now if anybody wants separated, seeing as none, I guess we'll call the vote, or is there? No,

Unknown Speaker 1:11:46

that's right, I

Deputy Mayor Vincent Cinanni 1:12:10

and that passes unanimously. Okay, so now on to report number 61 for this from the CAO, which is recommended reports so they will be voted on individually, but first we have a briefing for indigenite indigenization. Oh, okay, so sorry, they have to get the motion on the floor first,

City Clerk Jaynes 1:12:41

moved by Councillor Glenn, seconded by Councillor Boehme, that Report 61 from the CAO recommend be received and adopted clause by clause.

Deputy Mayor Vincent Cinanni 1:12:49

Okay, so but first we have a briefing for indigent indigenization, inclusion, diversity, equity, and accessible accessibility strategy and action plan. So you have 10 minutes to address council, which will be Jennifer Campbell and Commissioner and Mary Larson from MNP Consulting.

Commissioner Campbell 1:13:14

Thank you. It's my pleasure tonight to introduce this, this presentation to council. Certainly, it's been an exciting journey. Council knows that when you set your strategic priorities, one of them was to form a community development and well-being II DEA group, which ultimately turned into recommendations around creating an EDI strategy and framework. And now, within the current way that we approach this within the city, we really have II DEA as a focus, and the strategy and framework that's been brought together is representative of an approach that council has endorsed to anchor these concepts together for the benefit of bringing together the ideas and the operations of the city, but also in honoring the various components and the ways that these these strategies and these initiatives need to be advanced, including both the work of the EDI office, led by Vanessa Mensah, who's here tonight to take questions, as well as with indigeneity, Amber Bryant-Peller is also here this evening as our manager of indigenous initiatives and increasingly work in the accessibility portfolio, so the II DEA strategy as a whole is really about providing framework and opportunity to align that work to work on this strategically to make sure the initiatives we have been doing to great success are not isolated and held separate from each other moving forward, but are really brought together, celebrated with community, reported on to council, and shared with greatest impact. So, again, very thankful to have been the senior leadership sponsor of this work, and to continue to work closely with Ruth and Vanessa and the team. And really, tonight is about having

Mary Larson, who's here to represent the work that MNP has led in the development of this strategy and framework. So, I'll pass it over to Mary, and then the whole team is here certainly to take questions. Thank you, Jeff.

Mary Larson 1:15:08

Thank you very much. Pleasure to see you, Deputy Mayor, Council Jen. Thank you. Nice to see you, Lanie, and the team who worked on this as well, and members of several members of the steering committee who worked on this project. Before I go any further, I just want to mention that one thing that's very important about the work that MMP does in strategy work, whether it's strategy for the whole organization or strategy related to IDEA, which is, we provide a process and a set of disciplined questions and structure to do this work. This is your strategy, not ours. And I wanted just to mention that, that that's a very, very important piece of this work. I think the other thing that I'd like to mention is that any of the work that we do on IDEA strategy needs to be linked intrinsically to the strategy of the organization, i.e. the corporation in the city of Kingston. How do I move the slides? Is there a clicker? Sorry, there it is. Sorry, I Sorry, that's helpful. We were asked to work with the city to do the following things, which is the first. The first step in doing IDEA strategy is I'm going to call it idea. It's a little bit easier is to really understand where the city sits in terms of maturity of the things that it is doing both internally and externally, and to look at trends at the same time to really understand, given the way things are moving, and things are moving in quite interesting ways to develop a case for change. The second step is to really decide, so given what we know about the environment that we're working in, both within the city and externally, and also within the community, what do we want to do? What's the path forward that we'd like to take, and what is the definition of success, and what required resources will be needed, and then the third step is to build a very, very solid strategy and action plan. Strategy is not about nice words, it is actually about the very detailed things that need to be done to further idea, and you'll see as we go through this presentation that there was a lot of detail and detailed thinking that was done on the part of the members of the the office itself and the members of the steering committee. One of the things that MNP needed to do to make sure that we were as knowledgeable as possible was to take a deep look at your current situation, and to talk to a lot of people. We looked at 19 documents, we looked at many of the policies that would have related to IDEA, and we also looked at the training that is currently being done and that is being planned. We did 36 consultations and engagement, so we talked about 140 people, which, of course, if you think about the whole community of Kingston, that's not that many, but we worked very closely with the internal team to make sure that we chose well. We talked to 18 focus groups with leadership and staff for many of the departments in the city. We did 16 one on one interviews. I think these were quite interesting, because once you've done some focus groups, you have some very pointed questions that you can ask a select group of people to really get some deep insights. And three of those members were members, council members, so we did two focus groups with community partners, which I think was extremely helpful. These community partner groups have a deep interest in IDEA and are very interested in what the city is trying to do and wants to do. We also did an in-depth assessment of what's going on specifically with respect to idea in cities that are comparable to Kingston, mostly in Ontario, but not all of them, and we looked at cities that have a composition and demographic that's not dissimilar to yours to make sure we were dealing with relevance, and then we conducted a number of working sessions with two working sessions with the EDI team and three working sessions with the IDEA steering committee, and I do just want to mention one of the things that was really struck the team when we started working with this group, which was the degree to which the steering committee deeply.

Mary Larson 1:19:59

Cared about this topic, and were deeply involved, and wanting to make sure that the strategy was practical, pragmatic, and effective, and so I just want to thank them. The work took place over a relatively long period of time. We started last July, really just kicking off the work. We then did our deep dive to look at data that's kind of the fastest piece of work that you could do, but we also use that time to plan our consultations and spent October to December doing those consultations, so that we could come up with a current state report to determine the level of idea maturity that you were at and where you wanted to go and then spent February through March developing the working with working with the various folks to develop the plan and the timelines for implementation and I should really just shout out the fact that that that work was highly collaborative again, emphasizing the point that we brought structure to the discussion, but we're not driving the content. The path at this point, hopefully, is that once we've talked about the overarching purchase statement, the strategic goal of the detailed initiatives, all of which you'll have a detailed report of the actions, accountabilities, and timelines that the implementation of this action plan, strategic plan, will actually follow once council has approved and will continue over the next five years. The plan will be continuously updated. It is not a static document, but there's definitely room to do that. I think the other thing that I'd like to emphasize is a lot of the work that went into this work and that went into the development, the strategy, the action plans, a lot of work is already being undertaken, so we're not by any means stand starting from ground zero. There's a lot of work that has already been done in the city, and this will continue, so nothing is going to get stopped. It's only hopefully going to have more structure and more energy behind it when we look at the maturity model that MMP uses when we do idea work, it was quite clear, as I mentioned, that you are well along a path, a very productive path. The city and the cat, the corporation has has deployed a number of idea initiatives. One of the things that we found is a lot of these weren't connected. They weren't connected with a sort of a web of strategic initiatives that made, made it very clear to a broad set of communities how these things all linked together. There was a plan to align these initiatives, and so that there was definitely a recognition of the need to do this. A lot of teams are very engaged in rolling out the initiatives again, with the issue that they're not necessarily lined up together. Definite agreement that more needs to happen, and what we believe is that once this strategy is approved and underway, that you will be moving into the advanced stage, which is where you have a strategy that is aligned with your overall organizational goals. The city, the goals of the city, that actions are being undertaken are strategic, they're linked to a set of strategic goals that are meaningful and where output can actually be measured, measured over time, that you will come up with a set of metrics that are meaningful for the city, and that you can make sure that you are tracking activity and meeting making progress, and that corporate management team management and staff are aligned. The current state findings coming out of those talking to 140 people were quite interesting. I think that the biggest thing that we've, we learned is we saw this kind of ambiguity around idea and the EDI offices mandate. When I use the word ambiguity, it was almost - we just don't quite understand how it all fits together. We know this is important, but we don't know enough, and we don't see the overarching framework, so that we can kind of grab onto it. Definitely, we saw challenges in terms of communication and outreach. The city is a very complex structure and organization, and depending on what department that is is being discussed. Communication and outreach needs to be tailored.

Mary Larson 1:24:46

A lot of that was being is being done, but there's more to be done in terms of being able to reach everybody in a way that helps them really understand the importance of

idea. There are demographic challenges in terms. Of recruitment retention, we saw this in your policies and also in practices that although there is a will to increase the diversity and to make sure of the workforce and to further inclusion, that not all of the mechanisms are in place to ensure that this happens, resources and funding, we've, I've heard sitting in the back over there, this is always going to be an issue for any organization, and certainly for a city, this will be true, and I guess finding resistance to change, and you've heard resistance change as an issue going through many of the conversations, and I'm sure you're, you think about this every day. We did look at your policies, and frankly, your policies are in pretty good shape. There were some things that needed to be improved, but this is underway and is not a particular area of concern when we look at things that we believe, and I know I don't have much time. These are success markers, they're in your, your package. We believe strongly employee engagement, representation are going to be important for any organization trying to pursue idea transparency, awareness, making sure that what you talk about is actually things that are really happening, so that you avoid performative actions. Recruitment retention, retention is incredibly important, making sure that the people you hire who are racialized or coming from equity, diversity deserving groups, are actually maintained in the workforce, engaging with the community, two-way communications, promoting the visibility of idea, knowing that this is a journey it never ends, and getting leadership involved, and ensuring that there's ongoing training and development. The desired outcomes that we came up with were, as you see here, mostly about getting a governance structure in place that made it clear what the office and others' mandates were, certainly integrating the indigenization and accessibility pieces, making sure that we could tailor communications around idea, make sure that the demographic challenges were addressed, usually by insisting on inclusive hiring and retention practices, so that you could have workforce that is reflective of the city's diverse community and dealing with the resources and funding that needed to be addressed. The purpose statement is powerful. I'm obviously not going to take time to read it, because it would take the two minutes I have left, but this was a very important statement, and it does align with what the city is trying to do strategically, and I think I hope you will find it powerful when you have a chance to read the full report. We came up with five strategic goals: build clarity and accountability, deliver clear and accessible idea communications and training, deploy more robust training and recruitment, or recruitment and retention practices and tools, strengthening idea capacity through sustainable resources and staffing, and support the Kings community in its idea continuum. These are the actions that have been developed, and as I say, this was these didn't come from MNP. These came from the steering committee and the office. Each of the strategic, each strategic initiative is supported by detailed actions to find outcomes, accountabilities, and timelines, and we have laid out a very detailed timeline to support successful implementation. So, priorities have been set. It is clear that not everything can be done all at once. Once this is approved, what we're hoping to see is that there would be a very disciplined communication strategy that would be pursued and sorry, one of the things that needs to happen is that a strategy and its implementation needs to be supported by people understanding what it is, how it fits into the overall set of actions that are going on, and people understanding what their roles and potential implications would be in furthering the strategy. Think that is it. Any questions? Yes.

Deputy Mayor Vincent Cinanni 1:29:39

Okay. Just to remind reminder, you have after the briefing, you have unlimited questions. Oh, Councillor Tozzo, how

Mary Larson 1:29:51

did that happen?

Deputy Mayor Vincent Cinanni 1:29:52
I don't know.

Councillor Brandon Tozzo 1:29:53

I just have what? Why are all you laughing? No, I thank you, I. One question, follow up, depending on the answers in your presentation, you talked about that you did comparators to other municipalities, but there wasn't any comparators in the report that we got to other municipalities. Could you perhaps speak to where Kingston is in comparison to other municipalities?

Mary Larson 1:30:16

Yes, it's true. There was a fairly detailed report. What we found is that there are some cities that have basically done what we just did a few years ago. I can't off the top of my head remember which cities they were, but they are Peterborough, I think, was one of them, I'm not mistaken. London being another one, there are a lot of cities that haven't necessarily gone as far as you're trying to go. I think Kingston is a unique community in terms of its complexity, its growth, and the increasing degree to which new communities are coming into the city, but I'd have to go back and look at that, and we could provide maybe an overview of that for you.

Councillor Brandon Tozzo 1:31:11

Thank you. I have a follow-up. Don't get too excited, everybody. A follow-up question would be, can you speak to some of Kingston's unique features that we have in your research and framework, because you're, we're not quite the like London, but we're also not quite like Peterborough. What are some of the unique features that Kingston would have in your analysis in comparison?

Mary Larson 1:31:34

I think, by the way, I think I just want to mention that one of the things that, that you know, so-called benchmarking, which is kind of what you're talking about, we, we don't put a huge amount of reliance on benchmarking, and I'll tell you why. Benchmarking is subject to, yes, but we're not just like them, and so they've done that, but why should we do it? Because we're not like them. And over the many years that I've been a strategy consultant, I've always shied away from spending too much time on comparators. It's more to get good ideas. You can hear, you can learn very good ideas from, oh, they did that. We could, we could do that as well. If you think about some unique things about Kingston, however, first of all, you have this incredible educational base, the two young women that were just here, not probably as many people who've come out of Queens or other schools in the area stay, and one of the things that we've learned about the city is that you have an increasing amount of diversity, but those racialized diverse people don't always stay here, which is kind of an interesting, why not, this is a highly city with highly educated, I think the level of education, by and large, probably exceeds that of many other cities in Ontario. I hazard to guess, and so most people who are looking for communities in which they are likely to stay look for, look for complexity, diversity, and a sense of being welcomed, and I think that there's a huge opportunity for the city to do more of that, just because of the richness of the community.

Councillor Brandon Tozzo 1:33:33

Thank you for the report. It was great to read, and I'm really encouraged by all the work that's been put in this by yourself and staff, so thank you very much. Thank you.

Deputy Mayor Vincent Cinanni 1:33:44

Anyone have any questions?

Commissioner Agnew 1:33:47

Yes,

Deputy Mayor Vincent Cinanni 1:33:47

Councillor Stephen.

Councillor Wendy Stephen 1:33:49

Thank you, Deputy Mayor. Through you, thank you for the report. I know so much time and effort has gone into this. It's really impressive, and I think, particularly with the EDI backlash we're seeing down south. This is more important than ever. I just wanted to ask quickly about the eight key success markers. So, based on work you've done again with other cities or other organizations, are these eight typical? Like, are these what you would normally see, or does it vary a lot between organizations.

Mary Larson 1:34:23

These success markers are things that we've learned through all the work that we've done, and they apply, I think, to Kingston as well. So, I guess what we would.. these are principles that we think of whenever we approach this kind of work, if we find that we're developing a strategy that doesn't somehow take these principles into account, they're kind of a way for us to say we've forgotten about the need to, you know, whichever, whatever that community might be, it could be, it could. Be a an academic community, it could be a city, it could be whatever it might be, you know, that's you, it's a good reminder that we might not have thought of something if we don't have leadership backing at the senior level, that's a problem. So these are principles that are that cut across all the work that we do,

Councillor Wendy Stephen 1:35:20

that's interesting. Thank you. One other question I was wondering about is, so this is a five year plan, and I know when the report comes, staff, one of the recommendations is to direct them to go and do a detailed implementation plan. So, in terms of best practice, again, assuming we have all the funding that we could ever want, is the idea that staff are bringing this plan, we work through this together, implementing, and then is is the best practice, sort of like a five year cycle of updating and reflecting, and that, or is it, it's more of an annual thing. I know some of the details are yet to be worked out, but

Mary Larson 1:35:54

I would say it's continuous, it at least annually, but I think the community development well-being EDI office, that the whole entity that is, that is working on indigenization, accessibility, and EDI, they will be prior, there already is a prioritization actions will be undertaken in the context of available funding and resourcing, and as things, a lot of these things will never be done. There are ongoing kinds of things, but the work needs to get started. But as certain things get accomplished, new things ought to be added, because the things are changing in the world, and as you point out, what's going on down south is going to affect the city, no doubt.

Director Noordegraaf 1:36:48

Yes,

Deputy Mayor Vincent Cinanni 1:36:50

Commissioner Campbell,

Commissioner Campbell 1:36:52

thank you. And through you, yeah, I would just like to add to that, maybe, Councillor, if I may. I think, as Mary shared, you know, the idea is to, the idea is to ensure that there is some connectivity and then also an accountability through work planning, so it's a five year strategy, but every single year through the EDI committee and then reports up to council, there's going to be mechanisms of clear, transparent communication about the initiatives that are underway, and then just touching back on a question that was raised earlier about the pillars and the role of the pillars, and are those the same measures of success that we're seeing? You know, Mary can correct me, but I believe strongly that those are the opportunities for us to be checking back in, and that's about our maturity, right? So we have to check ourselves against those measures as we advance this plan over the five year tenure, iterating and scaffolding, because I think, as Mary's also pointed out, this is not work that gets done, it grows and it grows on top of its successes, so you know, implementing comprehensive training opportunities across the corporation, extending those training opportunities to community, once that's an established, understood practice, you know, it kind of becomes part of business as usual, and so there's an opportunity there to then apply that excess capacity to another initiative that scaffolds on top of that, and Vanessa and her team spend a lot of time sort of establishing the bench, the base, the baseline we want for everyone to be able to engage in these conversations meaningfully, and then every year we're sort of iterating and growing on that capacity, so just wanted to offer that additional context. Thanks.

Councillor Wendy Stephen 1:38:26

Thank you. Through you, Deputy Mayor, I noticed that in the purpose statement about weaving it into the fabric of the city, so I take your point. Thank you. One final question I had was, you mentioned the steering committee and how effective they were, and how much they cared, and knowing the city staff that we work with, I'm not at all surprised. But I did want to ask, is the steering committee a typical part of your process? Was that something unique to Kingston? Is it typically staff high-level staff? Could you just speak to the steering committee a little bit, please? The

Mary Larson 1:38:58

steering committee, we.. I can't think of a piece of work that we've done, you know, either in strategic planning or ESG planning or EDI planning, where we haven't had a steering committee that was representative of a broad cross section of the organization at a relatively senior level. It's just, it's a, it's best practice in terms of making sure that we're not developing strategy in a vacuum

Councillor Wendy Stephen 1:39:24

through you, Deputy Mayor. Thank you so much to everyone who helped bring this together. This is a big accomplishment for Kingston. Well done,

Deputy Mayor Vincent Cinanni 1:39:32

Councillor Oosterhof.

Councillor Gary Oosterhof 1:39:35

Thank you, Deputy Mayor, and thanks for the presentation. I come at it from a little bit of more of a cautionary approach, and I think that's for me important for council to consider that as well, and I, so I wanted to ask, and maybe I should know, but we can refresh, like, is there, because when I hear things about that in five years, is this a. Budget that knows no end, or how do we as a council prepare for budgets? Then, and where? Because I hear that it's going to grow, it's not going to stop, and words like that. And I'm just wondering, how do we keep this manageable?

Mary Larson 1:40:19

I think, just let me take one example of one of the actions. Well, there's several actions that kind of derive from the wish to have more inclusive hiring and retention practices, and if you think about what is involved in that kind of thing, it's to take a look at the policies and practices of hiring and training and retaining people and performance and pay practices, that's a continuous thing that needs to get done. The resource requirements don't grow, it's basically it's people being trained to be more inclusive in their hiring practices, having better tools, partly coming from HR and, and from the EDI office, but once you started to do that, you keep doing it, it's not that the budget grows to do that, if you're developing tool kits, for example, the tool kits maybe get updated, but they don't. You don't have to do 50 tool kits. You do, you do one for employees, you maybe do one, I mean, not employees, you do one for managers, you do one maybe for council, you do one for another group over a period of time, and you might update those things, but you don't. It's not like you do one and then you do 20, so a lot of this work is just continuous. It is not that it grows and it builds on itself.

Councillor Gary Oosterhof 1:41:58

Okay. Thank you for that. That helps as well. I appreciate it. When you started from beginning, you mentioned it's our strategy and not yours. And I think I talked to Vanessa a couple of times, and to Jen, if I can say your first names, I apologize. So that means a lot to me, that it is a made in Kingston experience. I don't want it to be like Toronto or something like that, and where we seem to have out of control ideology, whatever decision making that to me sounds quite extreme, and that concerns me for this city as well, and so I, I mean, even the issue of hiring, like I don't, I've always understood it from our human resources that skill sets are important qualifications and abilities, and so I hope that that's something like that, that we don't have to hear that it's not that way anymore. Or

Mary Larson 1:42:56

no, I think I mean one of the things about hiring practices is that there are there are certain things that one can do to make hiring just more fair to everybody, and you know, more fair to me, more fair to anybody in this room, just making sure that there it's avoiding bias, which is different than setting up quotas or

Councillor Gary Oosterhof 1:43:23

right

Mary Larson 1:43:24

that sort of thing. Thank

Councillor Gary Oosterhof 1:43:25

you. Yeah, so just to remind us again, I again, council, the decision tonight is to continue building the framework, but do we get, do we have more decisions to come on this, or do we leave it with you. I just got confused with that as to the process for

Deputy Mayor Vincent Cinanni 1:43:46

us, Ms. Nerd.

Director Noordegraaf 1:43:48

Thank you, and through you, Deputy Mayor, as kind of indicated in the report, and as Vanessa - sorry, Ms. Mensah - we're getting very informal here, and her team have already started a lot of this important work, and also a lot of different kind of departments that are that are already working on different components, so to your

question, we are where there's definitely recommendations in the in the report, or in the in the in action plan that will come back to council in the next couple of years, while we're kind of further building out different components, and there's also, again, I think this is kind of going back to an earlier question. We also really recognize that there is a need to really continuously report back to council and committee on accomplishments, and kind of some, some again, some alignment and accountability on kind of the different actions that are happening, also both to council, but also to the community, to have already a clear presence on kind of what's happening, so some things are already in the works and will continue to come to you as updates or as. In other areas, we will also work, obviously, with other departments, connections with initiatives, such as the 360 initiatives, like, so we're really continuously bringing items to council, should there be an approval process. Some, some other areas are more operational, but we do recognize that it is really important to keep council and the community informed and apprised of the work that we're doing.

Councillor Gary Oosterhof 1:45:28

Yeah, thank you for that. And through the Deputy Mayor, thank you. That's what I worry about a little bit, and so that's that's really helpful to hear that we will have check-ins, because sometimes, and in my time on council, it often gets referred to, well, council voted for that, you know, and, or, and sometimes I don't think we read the fine print, you know, and we wonder, did we really, is that really what we anticipated, and so I would hope that we would continue to have those check-ins and the accountability, so that it's definitely made in Kingston experience, and we are, you know, cautiously moving as well, and and recognizing the unique needs of our community. Thank you,

Deputy Mayor Vincent Cinanni 1:46:15
Commissioner Campbell.

Commissioner Campbell 1:46:17

Thank you, and through you, I just wanted to comment to that, if I could, Councillor Oosterhof, because your point is well taken. I want to be clear. What council is being asked to approve tonight is a framework and a strategy. It's a high-level direction that the items captured in the report brought forward are the sort of path that we're going to take. As Director Nordheigrahn has pointed out, we then have to build the specific work plans that align to those strategic directions, and those work plans will create touch points with council updates with council, and sometimes requests for additional detailed direction from council. So, the high-level strategy and framework is what council would be approving tonight. You'd be directing staff then to build out those work plans, incorporate that work planning into the next budget exercise, and then to check back in with you where needed for additional direction or as a reporting mechanism back to council, so there is direction from council being requested this evening, but councillor to your concern, it isn't a blanket direction to go and do anything and everything under the framework and the strategy without additional touch points with council as needed.

Councillor Gary Oosterhof 1:47:19
Thank you, and thank you, Deputy Mayor.

Deputy Mayor Vincent Cinanni 1:47:23
Okay, so now I have Councillor Hassan.

Councillor Jimmy Hassan 1:47:28
Thank you, Deputy Mayor, and through you. First, I'd like to comment on this work.

Thank you, Commissioner Campbell, Director Norcrof, and Ms. Manesa for, and the team to putting a lot of efforts on this work. It's the presentation is a great and it's a lot of things we need to cover, and I hope that we will continue this great work as a team, as a city to show the country that we are ready to improve ourselves. The question I have is, in one of the points you said, the EDI idea office need continue to resource or mandate. Can you elaborate a little bit what you mean when you said mandate? What kind of mandate the office will need, and what kind of other resource is this will need to implement this whole strategy.

Mary Larson 1:48:24

Well, it's one of the action plans, it's one of the initiatives that is defined as one of the first ones, and it actually is around the idea of clarifying that mandate, because it isn't clear right now. I think it is perhaps clear in some, perhaps in the minds of the people in the office, but given that some things are changing, I mean we're adding in indigenization and the whole idea of accessibility, we spent a lot of time thinking about there's an office and there is a strategy around encouraging improvement across all of these dimensions, and the role of the office in those things does need to be defined and communicated, so that it is clear to all, and that frankly I think is the first action under the first pillar.

Councillor Jimmy Hassan 1:49:26

As an consulting firm, you mentioned that your firm also contacted the people as well, the community partners, the stakeholder. When you decided to approach the people, what type of group of people you choose to talk to. Also, I just want to share with you, you also mentioned that the, a lot of people from the different background don't come to Kingston to stay here. There's a lot of student population, like diverse population, that that has been. Change from last 10 years, their population is growing, and also growth of the city is, I will say, close to 50% is getting now their diverse population, and if we see the new subdivision, the new development, wherever is growing or taking place, it's a lot of diverse community is moving in, buying the houses and buying the businesses. So I think that that has a change, but the question again is how you choose that, who you're going to contact.

Mary Larson 1:50:38

Interesting, and by the way, we've, we've done work for KFL and a that the health ministry, so or the health public health organization, and are very aware of the increased diversity of this community. There's, there's no doubt about that. The the way that we chose to to select who we talked to was a collaborative exercise, so what we felt that we needed to do was to talk to enough departments, so that we could get a good cross section of people's points of view about what was going on with respect to idea, idea, what things were important to them, what things they were looking for more from that was bad, what things that they might need going forward to be more effective, as well as talking to various departments within the corporation, so the selection of the people to whom we spoke or with whom we spoke was done in a collaborative fashion to make sure that we got a good cross section.

Deputy Mayor Vincent Cinanni 1:51:50

Was there anyone else who had any questions? No, I had question. So, what the city, how do we continue to keep EDI at the forefront of like everything we do, so that it never becomes an afterthought when moving forward?

Mary Larson 1:52:15

I think it's a very good question, and I think it's a really important question now, because what is happening to a large extent is people are being given the excuse to say it's not important anymore, and I think it does have, it has to start at the top

of an organization, it has to stop with start with you. as council members, you as deputy mayor, the leadership of the corporation, and also the communities that are very much vocal members of the city, and I think it's a lot of it has to do with not talking a lot, but it's basically seeing some changes happening, so people understanding more deeply why this is important. A lot of the people we talked to said, you know, I'm hearing about this. I understand. I know that it's probably important, but I need to know more about it. Know what role that I can play in increasing inclusion. It's not so much about diversity in and of itself. It is about treating people fairly and making people feel included, and the way you don't forget about it is by making sure that hiring practices, communications, training, all of those things kind of come together seamlessly and are talked about in a meaningful way, and progress is measured in a meaningful way, and avoiding performative stuff,

Deputy Mayor Vincent Cinanni 1:54:04
Commissioner Campbell.

Commissioner Campbell 1:54:06

Thank you, and through you, Vanessa, Ms. Mensah hasn't spoken much this evening, but it strikes me that it's really important we don't lose sight of some of the training initiatives that are ongoing right now. The team in EDI are very focused right now on reaching down through the organization and making sure that everyone who's a member of the city of Kingston as a corporation has the foundational training they need to see the value if they perhaps are less familiar and less aware of the role of EDI or II DEA within the work that they're doing and I think as we rise and as that team continues to assist and we grow that level of awareness, then we start to see more mature ways of continuing to advance these interconnections and these realities, so there's work, as I've said earlier, about getting everyone to the same place in space, but then that work really just it generates. It's the initiative and the opportunity to continue to drive forward in those ways, and echoing what Mary has shared about the need for council to continue to make its own prioritization of this work, as well as senior leadership, and really every single member of the organization,

Mary Larson 1:55:18

until it's basically just how you get things done part of the culture, basically?

Deputy Mayor Vincent Cinanni 1:55:24

Yeah, to avoid it being just a checkbox.

Mary Larson 1:55:26

Absolutely, this is not about performative words. It is about it's really, I mean, I talk about this as a cultural issue. It's and culture is how things get done around here, so it's basically that.

Deputy Mayor Vincent Cinanni 1:55:40

Thank you. Was there anything like the report was pretty comprehensive? Was there anything that you feel that was missing in there that should have made it in the report, or do you feel like you had everything you wanted to be in there?

Mary Larson 1:56:00

That's a really interesting question. I'd have to say I don't think there's anything missing. I mean, I think that the team, as we, as we thought about the feedback that we got from the working sessions that we had with the EDI staff and with the steering committee, there were three sessions. I don't think anything was raised that we didn't somehow incorporate into the actual five pillars and the and the initiatives

that we defined. So, I can't think of anything really. Can Vanessa, can you?

Vanessa Mensah 1:56:45

Thank you, Deputy Mayor. Through, you know, I think, Mayor, you're right, that the voices were quite.. were captured. We had many conversations with many people, and the ideas that were brought forward were considered, and you know, really helped, like you said earlier in your, in your, in your opening statement that you offered the structure around the conversations. Yeah,

Deputy Mayor Vincent Cinanni 1:57:12

okay. Thank you. Just making sure there was no one else. Oh, Councillor Amos,

Councillor Don Amos 1:57:19

thank you, Deputy Mayor. I wasn't going to dive in, but I, I have a Miss Larson. Thank you for the presentation. The report was excellent. What our team is doing is excellent. My concern is Ms. Mensah's team is a team of three, and I said this to her in my conversations earlier last week, yes, last week, and we have 15 1700 employees, somewhere in that range, small, small office, and my concern is them getting overloaded, and I know it's a web building content, it's team of three departments spread the word, implement developing with the five goals that have been established, operational plans, objectives to see those operational plans meet the goals, is it aggressive? Is it too aggressive for the size and scope, so that we're not setting something up for failure, because this can't fail, this can't be another what's happening down in the southern states, or in the states in general, this has to be something that is good that we believe in as an organization, which I firmly believe we do, but I don't want to ever set our team up for failure because of capacity. That's my concern.

Mary Larson 1:59:00

It's a very good question. What you have now is a well-oiled machine of three highly capable. There's also increased staffing on the indigenization side, and I think there probably is need for more staffing on accessibility, there's, in my view, no doubt about that. There's just a lot of work that would need to be done there. One of the things, though, that if you look at, like, any one of these pages, there are not very many things that the EDI team of three is doing by itself. We were very careful to identify other departments, other people, other entities that would be there to support the work, so I think that one of the things you don't want in an EDI strategy or an IDEA strategy is that it's all on the shoulders of a group of people sitting in the core. Are over there that are trying to do EDI. That's not how it happens. How it happens is you, you train people, you train managers to behave differently, and those managers train their people, and the HR people start to build in processes and practices, and they make sure that you know anybody hiring somebody is got good training and anti-bias approaches. So, I think I'm sure it would be lovely to have 10 or 12 people. There's also a downside of that. If you have too many people in an office, what happens is there's a cultural thing that happens, people say, well, they'll take care of it, and that's the wrong way to go, because it's basically what do we have to do, it's it's everybody in the city sort of thinking differently about this, and but having the tools to be able to do things differently, so I, I wouldn't, I don't have that concern, I think there is going to be a need. There might be initiatives that do need to be perhaps budgeted for that maybe you don't have the budget for now, but I would prefer to keep that office smaller and make sure that what they're doing is changing behavior more broadly.

Councillor Don Amos 2:01:19

Firmly believe in collective effort, and it has to start somewhere, and I know the

team of three is very good and very mighty, and the collective effort is it's there. I know that's there. I can, the staff that I get a chance and privilege to work with, I see it. It's just making sure that our priorities are achievable for success for everybody,

Mary Larson 2:01:44

and I think there is a sense of goodwill on the part. I mean, the steering committee, in one say, shape or form, is going to continue to exist. That is a very supportive group. It represents a huge number of departments. There's Jen, there's Ruth. I think there's a lot of support, and I think the corporation is very supportive of this as well. So, I, if the sort issue of sort of an isolated, and this happens by the way, it's one of the things that has happened in corporations, particularly in the states. Accountability was given to a small group of people who may be reported into HR, God knows where, and they get cut and everything stops because it hasn't been socialized.

Deputy Mayor Vincent Cinanni 2:02:25

Ms. Mensah, did you have something you wanted to say?

Vanessa Mensah 2:02:28

Thank you, Deputy Mayor. I think it's really important to recognize my team is also here, Kaitlyn Green and Kingsley, who are both here with us, as well as Amber, who had left the room at that time, and our team, and so it is. We look, there's three of us, but Kingsley's, of course, is on contract, and so maybe leaving us at the end of December. I think it's important to understand to look at this work as, and I've used this example many times, but I'm going to use it again for the record, and so when we approach equity work like a layered approach, where we could take it away like a lasagna, cheese, tomatoes, noodles, right? You can pull it away, and that becomes where I think to the question of how do we keep the work of equity at the forefront of our of our work. How do we keep this work sustainable? When we approach equity like a lasagna, like a layered approach, it can be taken away, but when we treat it as a very finely blended pesto, where you cannot take the, you know, the garlic away, you cannot take the pesto away, the olive oil, it's so nicely blended that you cannot take it apart. It becomes part of our collective effort, like you said, everyone has a part to do with it, it becomes ingrained in the way that we behave, that we make decisions, when that happens, the work doesn't feel like a lot for a mighty group of two and a half, ish, right. And so that's the approach that we are taking with this strategy and action plan, and when you look at the even how the groups were selected, the steering committee to that guided this process. It just wasn't, you know, it was one group of people. It was a, it was intentional and very meaningful in how we selected those groups from across the organization, many of which are actually here with us, so that the work of equity, diversity, inclusion, immunization, as well as accessibility can be filtered throughout the organization, and it's not just an us a problem, but really just an hour way of being and doing the work that I think gives me comfort in doing this work, that we have many people who are interested, who are collectively trying to work together, and then the idea of not working in, you know, silos, but really working to integrate equity in everything that we do in our business plans, in our strategies, you know, in our service delivery. If we're working hard to include that in there, then it, then we can provide that guidance. I know you didn't get a chance to read that idea, purpose statement. But many of you got to read it when I, when we met with you as a team, but really, then we, it allows us to do what we do best, which is really provide that strategic guidance and leadership, and not necessarily doing all of that work. Thank you, Deputy Mayor.

Deputy Mayor Vincent Cinanni 2:05:15

Thank you. Okay, so was there any questions from the ones who haven't spoken? All

right, so before moving on, I suggest we take a five minute recess break, since it's 9o'clock and then we'll be back at 906 or 907 do Okay, everyone, please take your seats. I so we're going to continue on with report number 61 so we're at number two, which is idea strategy and action plan. Is there any. Questions. No questions. All right. Then we'll go to vote, I

Deputy Clerk Ochej 2:15:24

For any of the councilors who may be locked out of East scribe currently, is anybody intending on voting against the motion,

Deputy Mayor Vincent Cinanni 2:15:37

and that passes unanimously. So now move on to item number three, which is approval of the plan for administration of the City of Kingston Heritage Fund in 2025 to 2026 Are there any questions? Seeing as none, we'll call the vote, I

Deputy Clerk Ochej 2:16:09

I'll just take this opportunity to advise any members. If you're having issues, I do recommend you sign out and sign back into escribe. It may have gone dormant during the recess, I

Deputy Mayor Vincent Cinanni 2:16:24

and that passes unanimously, so now the strategy to establish special constable appointments for enforcement management staff. Councillor Tozzo,

Councillor Brandon Tozzo 2:16:38

thank you, Deputy Mayor. Through you, I have a few questions. First of all, do we know how these members will be represented? Are they going to be management or CUPE? And can you just sort of explain that structure of the reporting structure, please,

Deputy Mayor Vincent Cinanni 2:16:58

mr. Compeau?

Mr. Compeau 2:16:59

Thank you. And through you, so the reporting structure will follow the city's existing model within enforcement services. Currently, so the special constables will have the authority, and again, that's that's through our supervisors right now, which will report to the manager of enforcement services, who ultimately reports to me as the director for myself, I will serve as again the program lead and the liaison main member with the Kingston Police Services Board, which provides the necessary oversight in accordance with the Community Safety and Policing Act.

Councillor Brandon Tozzo 2:17:39

So, if people have concerns that were risen, they can approach us as council. We can put forward complaints, and it can be addressed through our contact us process and the customer service process. Is that correct?

Mr. Compeau 2:17:52

Yes. And through you, I can answer quickly, but also I see Mr. Reeson. So maybe I'll pass it over to Mr. Reeson.

Deputy Mayor Vincent Cinanni 2:17:59

Mr. Reeson,

Mr Andrew Reeson 2:18:01

yes. Thank you, mr. Deputy Mayor, and through you, the legislation includes some

pretty robust accountability measures. So, for instance, if the city was authorized as a special constable employer, we would be required to have to create and maintain a complaint process. There's a requirement under the regulations to when we receive a complaint to investigate to report the outcomes or investigation to the police services board, and to take appropriate take appropriate action with respect to any findings that are made.

Councillor Brandon Tozzo 2:18:45

Thank you. So, I've heard some of the concerns about from the community that we've gotten in, some of the concerns from the delegations tonight. I do share some of them, so I have an amendment I'd like to put up on the board, please, I

Deputy Mayor Vincent Cinanni 2:19:06

So the amendment is moved by Councillor Tozzo, seconded by Councillor Ridge, that clause four of Report Number 61 received from the CAO recommends strategy to establish special constable appointments for enforcement management staff be amended by adding the following clause that council directs staff to present an information report to council in Q 2025 detailing the governance and enforcement framework for the municipal special constable program. So, you have five minutes. Again,

Councillor Brandon Tozzo 2:19:39

I'm not going to take that length of time. I just think it's important for us as council in the community to know exactly what we're getting into prior to this program being established. They'll have an idea of our governance structure, they'll have similar to the community standards by law, they'll have a similar sense of what the enforcement policy is. It just provides transparency to the community that you know if there's some reluctance among. Members of the community about what we're getting into, this just will provide some very public assurances of that this is the enforcement policy in the governance policy of what we're going through. I talked to staff about this, and they're supportive of this amendment, and I think it's just good practice that we know what we're getting ourselves into before this program is launched. Thank you. And I hope you support the amendment.

Deputy Mayor Vincent Cinanni 2:20:20

Anybody have any questions or comments? Seeing as not, you have the final word. No, all unfair. I'll call the vote. I and the amendment passes unanimously, so you now have more time left if you wish to speak some more.

Councillor Brandon Tozzo 2:20:49

I'll be brief. Some of the points that have been risen about this issue in the community, I think are well taken. We're not, as the chief of police once said, we're not going to police our way out of a mental health and addiction crisis, and we're not like this is a tool I think in our toolbox that we do need to look at and take seriously. There have been times I've called bylaw in dealing with challenges in my area, and I know that they would appreciate support for X powers, and I've had constituents who called the police and had to wait out quite a length of time to deal with their issues. The delegation said it best. It's like, if it even if you're calling the police, it's a priority one to you. If this gives us more tools to deal with some of the challenges that we're facing as a municipality, I support it, but knowing full well that I want to know what we're getting into before this program is launched. So, thank you. I'm happy to support this.

Deputy Mayor Vincent Cinanni 2:21:40

Okay, Councillor Hassan,

Councillor Jimmy Hassan 2:21:46

you're also, thank you, Deputy Mayor, but my question was for the original motion, not for the amendment. So we are still,

Deputy Mayor Vincent Cinanni 2:21:57

it's

Councillor Jimmy Hassan 2:21:57

the okay, yeah, so it's

Deputy Mayor Vincent Cinanni 2:21:59

been amended, so now it's the motion with the amendment.

Councillor Jimmy Hassan 2:22:02

Thank you very much. The question is about the pay structure to the staff. How the pay structure going to work? Seeing in London, there was big variance between the pay for the, I think, regular police constable, the bylaw force, and special constable, so what is our plan? How is our peace structure going to work for the special constable

Deputy Mayor Vincent Cinanni 2:22:29

Commissioner Eh.

Commissioner Agnew 2:22:31

Thank you, and through you, Deputy Mayor. So, as mr. Combo just reiterated a couple of times, and in addition to what Deputy Chief Gee offered, so for our approach, the difference is we're not looking at implementing special constables at this time with frontline staff. This is only being extended to our existing management team, so that's non-union staff, so it's our supervisors, our manager, and director, as mr. Compo beside me. So we are in the process right now of evaluating those additional duties related to those job descriptions, we don't have all of that work done now, because we wanted to make sure that council was supportive of the program as a whole before we went and did all of the analysis. So that's work that's going to continue and will be addressed as part of the pay for those individual positions, nothing to do with our QP staff or enforcement officers, which are all within the QP staff.

Councillor Jimmy Hassan 2:23:27

Thank you. So, my understanding is if we come up with this idea and take this opportunity, what I believe personally is would be good addition to help the police and the community, but this position, correct me if I'm wrong, or if I'm not understanding correctly. So, it's what I'm assuming the special constable responsibility will be little above the bylaw officer, regular bylaw officer, but below or less than the police officer,

Commissioner Agnew 2:24:06

thank you. And through you, that's correct. So, the frontline staff, the enforcement officers will continue in the same structure they're in now, where they report to supervisors. The supervisors will have the special constable authority, so there's nothing changing in terms of the reporting structure, it's just where the authority is for the additional special constable duties, and then those supervisors report into the manager, and then the manager into the director.

Councillor Jimmy Hassan 2:24:32

The last question, so we receive a lot of emails also concerning a lot of people thinking the new constable position or the municipal constable position will be tough

on the people who have mental health issues or homelessness and stuff like that. I just want to ask you guys, if you can elaborate the special constable's duty, how it will. Helpful and beneficial for the both side, not a negative way, but positively. How it's going to impact positively to resolve some of the immediate issues we have, instead of waiting for the police for two hours.

Deputy Mayor Vincent Cinanni 2:25:15
mr. Compeau,

Mr. Compeau 2:25:16
thank you. Through you, Deputy Mayor, for us, we're continuing to do the same procedures that we're doing right now, so that is again highly through our education, through our outreach services. None of that procedure changes. What we're looking to do is assess and look at how we can improve officer safety with dealing with high-risk situations in most of our public spaces right now, so it's giving the potential additional tools or more protective in training materials that we can allow our bylaw officers to have with their tool belts when dealing with these situations.

Deputy Mayor Vincent Cinanni 2:26:00
Commissioner Agnew,

Commissioner Agnew 2:26:02
thank you, and through you, so just to reiterate what mr. Compo just said, in terms of the approach, nothing is going to change, and that it's always going to be working with individuals, looking at education first, looking at every possible way, if we're dealing with vulnerable individuals, to connect them with services, have referrals, look at those supports, ideally get them into house situations if they're unhoused, so that whole spectrum of work that we've been doing for many, many years, and the relationships that have been established, that's the foundation for why we feel this is going to work. The special constable piece really comes as a tool that's sort of at the end of the work if we're dealing with something where there's an unwilling individual or a safety concern that we have the ability to deal with that on our property without having to involve the police immediately right away, and again, that's just with the union or the non-union staff, so our management staff are going to be supporting the frontline staff with that decision making, and the special constable again on the AMS piece that we heard from tonight, again, just wanting to reiterate, heard the concerns, and certainly, as part of rolling out any program, if council supports it, will be developing an awareness and education program, and then working with those stakeholders to reassure them that our process and the work that we've been doing with Queen's University and St Lawrence College on the large events, the street parties, homecoming, all of those things, where we've made excellent strides in terms of collaboration that will form the basis of all of our work going forward. Nothing changes with respect to that based on this report this evening.

Deputy Mayor Vincent Cinanni 2:27:37
Okay, next on my list is Councillor Ridge, so

Councillor Greg Ridge 2:27:42
Thank you, Deputy Mayor, and through you, I'm noticing a lot of uses in our potential uses for the special constables within this report. Would any of them be, for example, additional safety around social services being provided and or shelters,

Deputy Mayor Vincent Cinanni 2:28:04
mr. Compo.

Mr. Compeau 2:28:06

Thank you for the question. Obviously, again, for all the procedures that we're taking, we're working with our outreach to get individuals into proper housing for the training that we're going to go through. Again, it's provincially regulated, where we deal with a lot of mental health training components, we deal with the legal procedures and knowledge again to equip with our officers, but we're going to be again focusing on getting people the proper solutions we need, and then again, this is only for risk situations that happen when absolutely needed. This is not going out and using any kind of use of force or escalated training or tools in these situations. This is for equipping our staff with the right resources. If that answers it.

Councillor Greg Ridge 2:28:58

Thank you for that. And through you, Deputy Mayor, so then it would be a last resort with regards to high risk situations that would help to maintain the security of the services or operations that are going on, is that correct?

Mr. Compeau 2:29:14

And through you, Deputy Mayor, absolutely, it would be a last scenario again, just equipping our officers with those tools going into the high risk scenarios, it would be an absolute last resort, and we would be writing policy and procedures again, governs through the police services board and the provincial regulations.

Councillor Greg Ridge 2:29:32

Okay. Thank you very much. So, hearing that, and also the amendment that was put forward by Councillor Tozzo, and that I second it. I'm happy to support this. I do think that we need another level of intervention when it comes to most extreme behaviors, which can cause safety concerns for people using services, people working at services, or people that live around them, and so. Happy to support that. Thank you.

Deputy Mayor Vincent Cinanni 2:30:04

Okay, Councillor Glenn.

Councillor Conny Glenn 2:30:08

Thank you, and through you, Deputy Mayor. So, I do have a few questions that I'd like to pose first. So, given some of the concerns that have been expressed, will staff consult and communicate with both the student government and service providers working with the homeless regarding the powers deployment and accountability in these new positions to basically give some guidance and information. I think what we really heard was we don't know how to feel about this, we don't know how much to trust this, because we just don't have enough information.

Deputy Mayor Vincent Cinanni 2:30:45

Commissioner Agnew,

Commissioner Agnew 2:30:47

thank you. And through you, certainly, as part of any successful implementation of a community-based program that I think the city has led, and we've done many over the last number of years, collectively across the board, it deeply involves collaboration, collaboration, understanding of what the point is of what we're doing, the why of it specifically, the how we're going to do it, and if people have concerns, how do they communicate that? So that will be the basis of developing not only some of the internal procedures, but again, based on the previous amendment that's come, we're going to bring a report back to you that gets into some of that

detail as part of that information report. We're happy to provide some additional detail and on the outreach that we will be doing and will continue to do and have some of that in there for council's understanding and information and for that of the community as well.

Councillor Conny Glenn 2:31:36

Okay. Thank you for that. I'm going to loop back to accountability and complaints, because I want some clarity around here, and after Councillor Tozzo's questions, I just want to make sure that we actually aren't having people go through contact us to make a complaint like this, because it's probably not appropriate, because it would be a professional level complaint, and I know that there's a lot of work again for the structure, but I'm assuming that that would not be an appropriate mechanism, and that we're going to be looking to set up an appropriate mechanism for managing this, mr.

Deputy Mayor Vincent Cinanni 2:32:12
Compeau, or Mr. Reeson.

Mr. Compeau 2:32:16

I would agree with you, Councillor Glenn. Again, through the regulations, it's a mandate that we have to have a specific complaint process, and I would agree with you that it's not appropriate to use the CRM, but this is again what we're going to be looking into while the program starts to develop.

Councillor Conny Glenn 2:32:35

Okay, and that would be fully communicated to the community, so they understand, and of course, these mechanisms are also put in place, just, you know, to ensure fairness in how they're handled and transparency, not just for the public, but also for the professionals in question.

Mr. Compeau 2:32:56
Through, yes, you correct.

Councillor Conny Glenn 2:32:58
Thank you. I appreciate that

Deputy Mayor Vincent Cinanni 2:33:01
you had something to say, Mr. Reeson.

Mr Andrew Reeson 2:33:02

Yes, thank you, mr. Deputy Mayor. I just would add to mr. Compeau's comment that it's again, it's a statutory requirement that our complaint process be communicated to the public. There's also a regulation that establishes a code of conduct for special constables, which is obviously public facing, and special constable that contravenes that code of conduct commits misconduct, and obviously that could lead to the withdrawal of their appointment.

Councillor Conny Glenn 2:33:31

Okay. Thank you very much. I think that that's comforting to understand that there's going to be those official mechanisms in place as we increase powers of any kind in terms of enforcement, I think the community deserves to understand what all the accountability measures are, and to be comforted by the fact that there are mechanisms of recourse. I don't anticipate us having issues given our staff, but I think that's what the community is looking for in this regard when they've asked those questions, so you know, I would like to, you know, just also go back to who it

is we're having be these constables, and I think there's a concern that we're going to continue long-term use of them, so at this point in time, you know, the way that the recommendation reads, I don't think is clear enough. So, I actually have an amendment that I'd like to put up.

Deputy Mayor Vincent Cinanni 2:34:29

Okay, so moved by Councillor Glenn, seconded by Councillor Amos, that clause four of Report Number 61 received by CAO recommends strategy to establish special constable appointments for enforcement management staff be amended by adding the words for the purpose of replacing any of the management staff who will be confirmed as constables to the end of the third clause. And reads as follows, that city council authorize and direct the chief of chief administrative officer or their delegate to inform time to time as may be necessary or appropriate to nominate staff to the Kingston Police Services Board to be appointed as a special constable for the purpose of replacing any of the management staff who will be confirmed as constables, that a fourth clause be added, and reads as follows: that city council direct the chief administrative officer and their delegate to request approval through council for an increase in the number of special constables beyond management staff with rationale for increase prior to nomination of those staff to the Kingston Police Service Board for appointment as a special constable. You have five minutes.

Councillor Conny Glenn 2:35:55

Okay, it won't take five minutes, much like the previous amendment. The purpose of this is just to make sure that we're having a clear structure here, so that what we're saying to the community is we've got a certain number of management staff, those are the only ones that are going to be special constables. I did consult with CEO Hurdle on this, that is clearly the intent, so we're just clarifying that, and then if for any reason there is consideration to expand this to other staff, that simply the request come back through council, so that we may understand why a request like that is being made. So I think this is just respecting that we are giving other people, we are giving increased powers, and we want to be respectful of how that rolls out, if there's any consideration for expansion. It also does still allow for the CAO or a delegate to, you know, request a replacement if we have a changeover in senior management, so there's the flexibility still included in

Deputy Mayor Vincent Cinanni 2:37:01

it. Okay, does anyone have any questions or comments? Seeing as none, I'll call the vote for the amendment, and that passes unanimously. You still have two and a half minutes.

Councillor Conny Glenn 2:37:26

Looks like I'm making okay use of the time. So, so I was tentative about this when it came forward, and I'm still going to remain cautious, but we've put in place, I think, some solid reporting mechanisms, some double checks. One of the things that I wanted to put out there is that I have had contact from a number of members of the community who were concerned about the impact of this on the unhoused and on the encampment community. Now, once they were informed that this would be senior management from bylaw, they were comforted, and I think that this is quite a compliment to our bylaw team that they felt they were capable of doing this and doing this with discretion and with care. So, based on that kind of feedback and positive response, I'm heartened to hear that the community is also supportive of this, because it's going to be done well, and I trust staff to do that, but I also think we've put the correct mechanisms in place at this point in time. Council, as always, has the discretion to change their mind on these things, so I'm willing to see this move forward for the time being with the check back process that it's now being put

in place. Thank you.

Deputy Mayor Vincent Cinanni 2:38:48

All right, Councillor McLaren.

Councillor Jeff McLaren 2:38:55

Thank you. I think I'm going to be the lone voice against this idea at this point. Three years ago, when I was campaigning for this council term, I was hearing at the doors a lot of stuff about get tough on the students, we got to get tough on the homeless, and on crime prevention, and all that kind of stuff. And at the time I bought it, I was also on the police services board, and one of the things that you think about when you're on the police services board is what's best for the board and for the police, and that's not always what is best for the society. What is best for the institution may be different from the society, and that's part of the big picture that's lost sometimes. One of the things that I learned very quickly coming onto this council was that the Get Tough program is not necessarily the best way to do things. I look at the post-secondary working group at the beginning of this Council. We were talking about increasing the amps the penalty of the amps, we were increasing the penalty on students for breaking the law and stuff, we were talking about expelling them and having them come to court with their parents, things like that, but we took a different twist. I have to thank Councillor Glen for this insight. What if we make trust a trust-based society the way to go, and what we have there are real numbers in the last budget that show a downward trend in the policing of students. This was reinforced to me on a recent trip to Helsinki, their police budget is shrinking yearly. They are a trust-based society. When you have trust, when you build trust, costs like these go way down. Even the police have said that you can't police your way out of a mental health crisis. This is so, so very true, but the depth of it I don't think has been made clear to many people. We can't police our way out of the problems that we have, increasing enforcement at any level, even if it starts off for only high-risk scenarios or only at the very end of a long process, which I suspect is going to become more and more common over time, along this particular trajectory is unsustainable, both in terms of the benefits of to our society, but also from a budget perspective. In my time on council, the police budget has increased dramatically every year, much more than any other, or almost any other agency. Every time, this will continue if we continue with the thought that we have to enforce our way around and out of things. Adequate and effective policing does not mean more enforcement. I would submit to you that it means we need to build more trust, so that there isn't a need for these service calls. I have to thank also the last delegation who already left, because they'd made a click for me. All of this experience that I've had on this and in Finland and on the board and council, it came to me almost out of the blue. The idea is we're on the wrong trajectory when we talk about increasing numbers of police budgets of police, when we should be talking about what is most beneficial for increasing the trust of those students, of those in the homeless encampments of people on the streets, in order to get compliance and buy-in, not just because somebody has a heavy stick or the threat of detainment or extra violence, but because it's they recognize it as best based on the relationships that people are creating, so I'm going to have to vote against this. It is not sustainable intellectually or from a budget perspective. I believe it. Yes, we can handle it this year, maybe even next year, but it's going to become more and more expensive, and I think that money can be better used somewhere else. I believe that it's trust that we need to start developing and finding strategies for rather than for better enforcement. Thank you.

Deputy Mayor Vincent Cinanni 2:43:10

Thank you. Anyone else have any questions or comments? Councillor Oosterhof,

Councillor Gary Oosterhof 2:43:16

yes. Thank you, Deputy Mayor. And I really appreciate the discussions on this, and I have been torn as well, and probably initially would not support this. I do thank my colleagues for the amendments, and that's helpful. It's clarity, and I'm pleased that we are going to see the First Amendment and get to evaluate that as well, I do appreciate Councillor McLaren's comments, because it, it is, it is that little nagging thing that's bothering us on the inside, and I really, really valued the presentation of the young ladies, and very, very important that we hear that, and I also have learned to trust our staff and incredible responsibility that you guys carry is weighs heavy, I'm sure, on you, and also this increase in responsibility, and but I think when we talk about trust and implementation, I'm not a, I'm not a addictions and mental health or policing expert in any way. I one day would love to be on the board and learn more about that, and but I think that this is a measure of support, of strengthening of coming alongside with with the skill sets that we have and and then them in their roles as leaders and directors preparing the way for however it might evolve, but I do believe we're hearing from our police officers and. And and from the board or whatever, how we know that there's stress there, there's there's overwhelming work, we cannot get an officer to go to the rural area for anything, you know, it just not happening, and unless it's whatever level of requirement, so but you know, so we have to, we have to try to make the best decisions with what, what we have now. We have this in front of us, and so I'm trusting the process. I think that council needs to keep looking into it, and also knowing that this isn't working, we pull the plug, then, and but we must never let go of building community trust. I do believe there's a, there's a quintessential truth there, and I think I want to speak to that. I think we all actually would want to say that, and I think it's what you actually work for, trying in your communication. I think you actually know that, and because you, you know what you're doing, and so do our police officers. So it's in that, that I'm going to support it, and and watch it together as we, as we hope for positive change in our community. Thank you,

Deputy Mayor Vincent Cinanni 2:46:13

Councillor Amos.

Councillor Don Amos 2:46:17

Thank you, Deputy Mayor. Through you, I'm going to take a little bit of a different angle, and it's just the lens that I have sometimes, and that's, I guess, towards liability, and my concern is, and I'm wondering if Mr. Reeson can perhaps answer this question, is we have hired our bylaw officers to under a tasking of one formula, and that formula is bylaw enforcement. Now we're changing their job description. Now we're changing the expectations of the corporation onto the individuals, specifically the management team of the of our bylaw enforcement group, and we're now asking them to perform a different task, a task that they weren't necessarily hired for, and so I'm wondering, from a corporation point of view, are we in the best position possible to support our team for success, and for the corporation to be nimble enough to work our way through this very complicated process.

Deputy Mayor Vincent Cinanni 2:47:33

Mr. Reeson,

Mr Andrew Reeson 2:47:36

thank you, and through you, Deputy Mayor, and thank you, Councillor, for the question. Risk of liability is a topic that's near and dear to my heart. I think it's fair to say any time the city embarks or engages in new activities can create new risks, but you know it's the job of staff to manage those risks through training,

through policies, procedures, and supervision, so that we can, you know, so that we are comfortable with the level of risk and the way we're managing it, and, and to make those tough decisions. So I think this is along those lines, as it's getting outside my bailiwick a little bit, so I don't know if other staff have want to add to that, but

Deputy Mayor Vincent Cinanni 2:48:27
mr. Compo,

Mr. Compeau 2:48:30

thank you, through you, Deputy Mayor, I just wanted to add more from a personal context, and because obviously this affects myself, this affects my staff members. It's not that we're going to get into these high-risk situations. We are already in them. We are well over 300 calls for encampments on a reactive high-risk scenario. We are, we're not just focused on encampments, there's other aspects for public spaces that we're looking at, where we are currently doing these duties, where there are safety risks involved with them. I do feel comfortable with this program, that it's going to allow my staff the training, the abilities, you know, to look at other aspects that helps protect them and myself and all of the city, in terms of, I guess, the liabilities that we're already doing. It's not that, again, we're going into these high-risk scenarios. We are in these high-risk scenarios, as, as we're speaking, so it does give me a level of comfort that there's regulations that govern this. There's going to be reporting mechanisms, but there's also the advanced training. Again, this is not to come out and be forceful in any aspect. This is to protect ourselves, to understand more of a safety aspect. We are always leading. By being transparent, working with the community, I appreciate Councillor Glenn's comments, in terms of the, you know, the folks that are reaching out, in terms of the encampments, because we really pride ourselves on those relationships that we're building. It's one of the key foundations that, you know there's a lot of burnout with these types of situations, there's a lot of reoccurring conversations that we have, and we pride ourselves, and we're that's not going away, we're continuing to build those relationships, not with just members of the vulnerable sector, with the students, with the community in general, that's first and foremost, but I do feel comfort in the fact that we're going to be given the proper tools to be able to deal with these situations that we're already currently dealing with.

Deputy Mayor Vincent Cinanni 2:50:53
CEO Hurdle,

CAO Hurdle 2:50:54

thank you. And through Deputy Mayor, a lot's already been said, so I don't want to repeat what has already been shared, but I think to the point that Director Compeau made is that we currently have bylaw officers that are exposed to these risks and these situations. The difference is they're not provided with the tool and the authority to address a number of them, to be completely frank, and I would say maybe in some ways they are currently more vulnerable than they will be once they are able to have the training, they're able to have the proper equipment, and can actually address the situation without having to be sometimes on standby and waiting, and that's really what we're hoping that we're going to be able to do with this program, appreciating that it does add a certain layer of responsibility, which is a liability, recognizing that and to the comments that have already been made around the training, around the policies and the structure that needs to be put in place, and that would be part of the work that we would need to do over the next months.

Councillor Don Amos 2:52:04

Thank you to the staff that have spoken to my question. I do plan on supporting the motion, and I'm thankful for the two councilors that have brought forward the amendments. I think that will add clarity to to the direction that we're going. Director Compo, I've heard nothing but good reports from my constituents about your team, so I.. it was never a question of the soft skills and the capabilities of your group, it was more of making sure that your team is well.. having a tough time finding my words, but making sure your team is well taken care of through this process. Yeah, so for success for everybody, and and I'll leave it at that. Thank you.

Deputy Mayor Vincent Cinanni 2:52:52

Anyone else who hasn't spoken have any questions or comments? No, I just have a couple questions, maybe. So, when the officer came and delegated, he mentioned there was like calls that were like level three and four, I think. He said, "Is this so, seeing that we're going to have our own line of communication with our special constables, is there going to be delegation of like police down to these special constables, or will it always be separate, sir? Compeau,

Mr. Compeau 2:53:27

thank you. And through you, so currently we are already working through coordination with Kingston Police, so our bylaw officers do have police radios on them. We do get calls from Kingston police, and we work in tandem with them based on the assessment of what the call is, so again it's not replacing police or for any of these higher risk scenarios, it's again working in coordination with what we're already dealing with right now, if that makes sense,

Deputy Mayor Vincent Cinanni 2:54:00

Mr. Reeson,

Mr Andrew Reeson 2:54:02

yes. Thank you, mr. Deputy Mayor. Through you, I just wanted to add, too, that when special constables are exercising the police powers that have been conferred on them through their appointment, in most cases they're doing so under the direction of a police officer, either in person or remotely, so it's very much still a sort of a joint effort by police and the special constables.

Deputy Mayor Vincent Cinanni 2:54:30

Okay, I guess. Like, what I'm really wanting to know is, say, if a call comes to police and they can't go to it because it's like a lower level one, would a special constable be sent, or would that still be like still separate? mr. Compeau,

Mr. Compeau 2:54:48

thank you. Through, no, it wouldn't be. It'd be scoped, and so again, this is through our communication and the discussion that we'll have with the Police Services Board, because they'll define the scope of our authority and what our ability. Cities are going forward again. We're looking at a very narrow scope for the authority that will be given, but this would again not be replacing police calls. The police weren't able to provide resources. Again, it is very narrow, and those will be determined by the police services board.

Deputy Mayor Vincent Cinanni 2:55:17

Okay. Also, I was wondering, will this be mandatory, or can like a staff opt out, so say if one of the people who were offered this special constable position, will it be a mandatory position, or will it be somebody can say no, I don't want to be mr. Compo.

Mr. Compeau 2:55:40

Thank you. And through you, I can at least say for the management team that is currently already with us is that we've had those discussions with them, and they are for this. Anything outside of that, again, we'd be coming to council to ask for new positions. In the, I believe the job description will reflect the additional duties for any additional hires, but as of right now it was a very transparent conversation on what this entails, and for our staff right now we're positively viewing this as a right change, but also very much understanding the authority in the scope in taking this very seriously.

Deputy Mayor Vincent Cinanni 2:56:26

Okay. Thank you. I guess no other questions. Last chance. All right, so we'll call the vote, you and that carries nine to one with Councillor McLaren in the minority, so now we have report number 62 from the Arts Culture and Heritage Advisory Committee

City Clerk Jaynes 2:57:04

moved by Councillor Oosterhof, seconded by Councillor McLaren, that Report Number 62 from the Arts, Culture, and Heritage Advisory Committee be received and adopted.

Deputy Mayor Vincent Cinanni 2:57:14

There is only one clause, and it is Civic Collection Acquisitions and DSC DC. Not sure if I said that correctly, but any any questions or comments? Seeing as none, I'll call the vote, do.

Deputy Mayor Vincent Cinanni 2:57:45

And that passes unanimously, so now we have report number 63 from the Equity Diversity and Inclusion Advisory Committee,

City Clerk Jaynes 2:58:02

moved by Councillor Stephen, seconded by Councillor Hassan, that Report 63 from the Equity, Diversity, and Inclusion Advisory Committee be received and adopted.

Deputy Mayor Vincent Cinanni 2:58:11

There's only one item, it's elimination policy. Is there any questions, comments? seeing as none will go to vote, and that passes unanimously. So now we have information reports, so if you have any questions, please raise your hand as I read through them. Kingston Downtown Business Improvement Area Annual Report 2024 April 2025 tender and contract awards subject to delegation of authority 2024 corporate greenhouse gas emissions inventory report. All right, so there are no information reports from council for members of council, so miscellaneous business move, okay? So, since Councillor Chaves isn't here, do I have a volunteer, Councillor Stephen? So, for the appointment, so moved by Councillor Chaves, seconded by Councillor Hassan, appointment to the Arts, Culture, and Heritage Advisory Committee, that the appointment of Tamara van Dyk as Kingston and Area Associate Museums, Art Galleries, and Historic Sites representative to the Arts, Culture, and Heritage Advisory Committee for a term ending in November 14, 2026 be affirmed, and that Pakistan Independence Day proclamation that a requested that, as requested by Zeeshan Qureshi, Pakistan Canada Association of Kingston City Council proclaim, proclaim August 14, 2024 2025 as Pakistan Independence Day in the city of Kingston. All those in favor, and that passes unanimously. So moving on to new motions. We have motion number one. New motion number one: renaming of Indian Road, moved by Councillor Ridge, seconded by Councillor Stephen. Whereas Indian Road is a municipal road that runs through an established residential community located in Kingston Central that has approximately 62 residential properties that abut it, and whereas there are three city parks

located on Indian Road that are referred to as Indian Road Park, Indian Road Park A, and Indian Road Park B, and whereas the use of the word Indian is outdated and derogatory when referencing Canada's First Peoples, Metis and Inuit, and or Indigenous persons in cultures more broadly, and whereas City of Kingston Bylaw Number 22,005 98 the civic addressing and road naming provides that names that are discriminatory, offensive, or derogatory shall not be permitted. And whereas street renaming should take into consideration feedback from impacted residents and community members, and whereas some municipalities offer compensation to residents impacted by road renaming, there it be resolved that staff and the planning services and community development well-being and IDEA departments be directed to initiate a process to rename Indian Road and work with current homeowners on the street on the transition of a new road name, and that this process include consultation with residents directly impacted by the name change, and also with the Kingston Native Centre and Language Nest as represent as a representative of body of urban indigenous community members, and that staff be directed to return to council in the first half of 2026 with the outcome of the renaming process for Indian Road, Indian Road Park. At a Indian Road Park at B, and this report be this, that this reporting back include financial consideration according with the renaming to both ministers, the municipality, and to the private property owners. Councillor Ridge, you have the floor.

Councillor Greg Ridge 3:02:55

Thank you, Deputy Mayor, and through you, I want to begin by thanking Councillor Stephen for seconding the motion, and Daniel Shipp for advocating for this motion and being a great delegation. I also want to thank Georgina Riel for consulting with me and emphasizing the importance of listening, which I think is very important consideration for this evening. Brandon Maracle, Winnie Peters, and the board of Tipi Moza, who are endorsing the motion. The team at Indigenous Initiatives at Queen's University, who support the motion. Shannon Beckstead at Four Directions. I also want to thank the manager of Indigenous Initiatives, who I believe is sitting behind me. The city's IDEA team, and MP Garretson, and MPP Shu, who all support the motion. MPP shoe provided a lovely letter of support. Also, want to thank all the residents of Indian Road, who I conferred with, who have reached out to me since the motion has become public. I appreciate everybody's feedback on this. The purpose of this motion is simple: it's to recognize that the Indian in Indian Road is a complex term, but generally derogatory term for indigenous peoples, as based on my consultation with representatives from indigenous organizations that I have mentioned in my thanks above, that as such, and the adjacent parkettes, they are in violation of the city's bylaws and procedures around naming streets, roads, avenues, and public spaces, and this is to begin the process of consultation with residents and indigenous organizations around renaming the identified spaces, with staff working with residents to make the change as painless as possible. Whatever the original intentions were for the name, it is clear now that Indian is a generally discriminatory, derogatory, and outdated term that does not reflect the respect and inherent dignity owed to any indigenous peoples. Several residents were kind enough to reach out and tell me about the naming of this road and the adjoining Mohawk and Arrowhead Place, that they were done out of respect for indigenous peoples and our collective history. I think that's wonderful, and I am hopeful that because those were the original intentions, that those original planners would also be in support of updating this name. I also understand that renaming any road can be a burden for residents, and that is why my motion also calls for consultation with residents and assistance from city staff to make that transition as painless and practical as possible. Balance is essential when these considerations are being made. Practical considerations are important. That is why I have also been working with the offices of MP Garretson and MPP Hsu to identify what changes will be necessary for

identification and how we can do that in a package and as quickly as possible, both from Service Ontario and Service Canada. This motion comes from good intentions and a recognition of the city's larger commitments to truth and reconciliation. When I was consulting, I was reminded of the importance of listening and what I heard from those whom I consulted. They were in favor of the change. I also recognize that it is important to acknowledge that Indigenous peoples are not a monolith, as we heard multiple times this evening. There are differing opinions on this matter, but the overwhelming majority of those who I had the honor of listening to were in favor and in support of this change. We must also be careful to continue listening and to continue to be supportive as we move forward. Finally, I want to mention something. This motion is not the result of liberal guilt, nor is it the result of wokeness. This motion is not intended to open a larger debate about naming public spaces, but instead to point to a singular matter that requires addressing to the people who are concerned that we're trying to change history. We can't, nobody can change history, but we can and must try to make today and tomorrow better for everybody in our community. Finally, the foundation of wanting to do this change, aside from everything else that I have just mentioned is rooted in the qualities of kindness, compassion, and empathy. These are qualities that our communities and cities purport to have, and I believe them. So, in that spirit, I encourage my colleagues to support this motion for the betterment of all indigenous peoples within our community, the residents of Indian Road, and everybody else. Thank you.

Deputy Mayor Vincent Cinanni 3:07:21
All right, Councillor McLaren,

Councillor Jeff McLaren 3:07:24
thank you. So this motion is before us now, even though I had hoped it would not be, and it is possible to make this supportable. There just are a few small changes that need to be made. I think that would be more respectful and more in line with true reconciliation. So, I'd like to move a first amendment. So, if I could ask that the clock be stopped on this one and the new one started. The first amendment that I believe the clerks have in front of them,

Deputy Mayor Vincent Cinanni 3:07:58
so moved by Councillor McLaren, seconded by Deputy Mayor Cineny, that new motion one be amended to delete the second recommendation clause and replace with the following: that this process include consultation with residents directly affected by the proposed name change, Indigent Number Two, Indigenous service organizations that service indigenous peoples in Kingston, such as, but not limited to, the Kingston Native Centre and Language Nest, Four Directions Indigenous Student Center, Kingston Aboriginal Community Information Network, the Molly Brandt Foundation, and Kejita Mekam Metis Nations of Ontario ended in number three, indigenous nations with a recognized relationship to the land in question, approached respectively on a nation to nation basis, in keeping with principle of indigenous land stewardship, such as, but not limited to, Mohawks Treaty 57 the Anishinaabe, and the Haudenosaunee and the Huron Wendat peoples, and you have the floor. You have five minutes.

Councillor Jeff McLaren 3:09:06
Thank you. So, as has been acknowledged already, indigenous peoples are not a monolith, and this is so, so very true, and this is why we need to consult with many, many groups. You'll notice that there are at least two classes here: service organizations and nations. It's important that we approach them respectfully in their capacity, and the reason that we do this is because they are not a monolith, indigenous people have different relationships to that word, it is, as we have heard already, it is a legal term, some, in fact, I think that probably most would consider

is it a derogatory word, but if you just phrase it that way, is it a derogatory word? I think you would get most of them to say that. However, it's more complex than that. There is a philosophy out there, nothing about us without us, that if you frame it within that philosophy that is accepted by a large swath of indigenous people. That complexity becomes much more important because that particular philosophy is a protection as well as a rebellion against neo-colonialism and imperialism. The term Indian has been used in the past, that is a historical fact, and it's also used in the present. Here is a famous book written only a few years ago by Jody Wilson-Raybould. You may recall that she was in the Trudeau Cabinet. This was published 2021 for popular consumption. Notice the title, Indian in the Cabinet. The purpose, the reason she named it that, is it's a play on words on a play, or, sorry, a book called Indian in the Cup Bird, and it chronicles how she was treated poorly in Trudeau's cabinet as a showpiece, and that is in fact what the book is about, but she used that particular word, and it's not only her in the book, if you switch to the pages, if you look through the pages, she references that she has one of her family members a picture of it, you can see what it says on the t-shirt that she's wearing there. BC is Indian land. Some people do identify with this and see it as part of their identity, and we need to listen to a lot of different perspectives in the complexity of the question before us. If you make it simple, as in, is it a derogatory word, and then presume that that means that they support renaming, those are two different questions that need to be asked specifically, and I'm looking at staff here because I imagine they're the ones who are doing it, the consultation. We cannot, if we are to listen, we cannot presume that one question automatically leads to the next, and that is what nothing about us will. Without us demands not token consultations, where we lead with a particular question. It requires genuine effort to understand a wide range of perspectives. The amendment strengthens the motion by ensuring consultation includes both indigenous organizations active in Kingston and the sovereign indigenous nations with a relationship to this land. I understand that there's about 13 of them. Didn't feel like listing them all, because on the advice of staff, there might be more that might pop up, and we don't know the exact boundaries, so it may be less as well. But it's meant to be non-limiting. It signals respect for their differences, their agency, and their nationhood. In doing so, it aligns the city with the spirit of reconciliation, not just in name but in practice, because the practice of reconciliation does include that listening in a complex form, not with preset answers, and so what this first 30th amendment. Thank you. And with this first amendment is seeking to do is to ensure that there's a wider range than was limp than was mentioned in the first or the unamended motion. Thank you.

Deputy Mayor Vincent Cinanni 3:13:57
Okay. okay, Councillor Ridge.

Councillor Greg Ridge 3:14:02
Thank you, and through you, Deputy Mayor. Yeah, I'm happy to support this amendment. I agree that extending the consultation is a respectful thing to do. So, yeah, happy to do that.

Deputy Mayor Vincent Cinanni 3:14:13
Anyone else have any comments or questions? No. Okay, we'll call the vote. I and that passes unanimously. Okay, you've only used up 24 seconds of your main five minutes.

Councillor Jeff McLaren 3:14:46
Thank you. In addition to the complexity of whether this should be renamed or not, and what it should be renamed to. There is an additional historical element in this particular case that may not have been aware that many may not have been aware of when this motion was written, that there is a historical significance to the layout

and the names of the places. So, with that, I'd like to move a second amendment, which was moved by myself and supported by Councillor Oosterhof.

Deputy Mayor Vincent Cinanni 3:15:27

All right, moved by Councillor McLaren, seconded by Councillor Oosterhof, that new motion one be amended to add the following clause as the second last recommendation clause that recognizing that the neighborhood, including and surrounding Indian Road, carries a reconciliatory commemorative commemorative history embedded in its very topo one that predates the Truth and Reconciliation Commission calls to action, the city study, verify, and commemorate this history through appropriate interpretive signage of installations in the neighborhood, and you have five minutes.

Councillor Jeff McLaren 3:16:10

Thank you. So part of the history of this is well before reconciliation and the Truth and Reconciliation Commission, this neighborhood started to be formed in the 50s until the 70s, and the developer that built these things, the many of the streets, as well named them for a very specific reason. He saw the contribution that indigenous people contributed to Canada, he saw it flowing out of indigenous peoples. That's why Arrowhead, Mohawk Place, Champlain, Algonquin Terrace flow out of and downhill out of Indian Road. The idea is that Chamel de Champlain, with its Algonquin allies, fought the Mohawk several times, perhaps at a battle called Algonquin Terrace, but now they don't fight. Now they work together, all of us, as they do, as those streets work together. Arrowhead happens to be the name of a Corvette, a flower class Corvette that fought in World War Two and had indigenous sailors on it. He is trying to honor that, and it's linking it to Indian Road. Indian was the term that was used then, that is a part of our history. Linguist linguism words change, and today the words that were meant to honor have fallen out of linguistic favor. They may come back in the ones that we choose may also come out of favor at some point in the future, but by changing the intent and not telling the story, we are erasing that history. That history needs to stay, and it needs to be promulgated. So, the point of this particular amendment is to add to the history of the place something that was almost forgotten, something that actually can bring people closer together, recognizing that Indigenous people had a bigger hand in forming Canada than may have been taught to us in elementary and high school. This is part of our public history, and it should be made clear to everybody. This is also one of the things I had the opportunity to speak with Chief Donald Merkel, who's a longtime chief of Tyendinaga, and he told me, and this is in public record. We need to educate the people more. These are his words. One of the calls to action in the 94 recommendations for the Truth and Reconciliation Commission was that there needs there need to be curriculum development to educate the public about the history of the country they live in and its interaction and relation with indigenous people. This is also what a residential school survivor that I had an opportunity to speak with Garnett Annenkonep. He saw reconciliation. I asked him the question, How do you see reconciliation going forward, and his answer, the validation of a living history of our people. This is one of them. There is a belief that the developer had indigenous ancestry. This complicates the thing. This needs to also be verified. If he was indigenous, named it indigenous, named it Indian, and then we change it, how paternalistic would that be if we as non-indigenous people around this table decide that an indigenous person who made a commemoration to his people, then we decide we can change it, that we know better. That's a risk that we are taking without checking this out first, and that's what this particular part of the motion is for: verify, check, and promulgate this knowledge, and I'm proposing that we find some appropriate way to do that. Perhaps it's a plaque, perhaps it's a book, like we have down in Confederation Basin, one of those public books.

Deputy Mayor Vincent Cinanni 3:20:42
You have 30 seconds.

Councillor Jeff McLaren 3:20:43
Thank you. Whatever it is that we do, it should be respectful, and that should also be part of the consultation that we do with all of these nations and organizations. Here is the history of this place. Here's what we've learned from it. Here's what we verified. How would you think would be the best way to say this, or to present it to people? And then do it, because we owe them that, at least. Thank you.

Deputy Mayor Vincent Cinanni 3:21:11
Thank you. Anyone have any questions? Councillor Ridge, I

Councillor Greg Ridge 3:21:18
Thank you, Deputy Mayor, and through you. Yep, I'm happy to support this one. I think it's very respectful, and I agree that enhances the original intention of the motion. So, thank you, Councillor McLaren, for this in the First Amendment.

Deputy Mayor Vincent Cinanni 3:21:30
Anyone else have anything to add? Seeing as none, I'll call the vote.

Councillor Jeff McLaren 3:21:49
Thank you. Oh, still going. Sorry,

Deputy Mayor Vincent Cinanni 3:21:56
and that passes unanimously. You have about four minutes and five seconds left on your main time.

Councillor Jeff McLaren 3:22:07
Thank you. One of the big stumbling blocks that I have with this particular motion is the presumption that before we do the consultation the results have already been determined, and the main result that, as that this motion, as worded right now, is. Presumes is that a the indigenous people are going to say change it in spite of all of this, and that the residents that you're consulting with are also going to say change it, and I think that this is premature if it turns out that the residents and the indigenous people, or a majority of them, all want to change the name. Then I will go with that, because that would be the right thing to do, and if it was done correctly, that would be the right thing to do. So this last amendment is an attempt to make sure that it is done correctly in a way that is respectful to everybody, and that does not presume the answer. So, if I can have the third amendment on the screen, please.

Deputy Mayor Vincent Cinanni 3:23:33
So moved by Councillor McLaren, seconded by Councillor Glenn that new motion one be amended to insert the following clause after the first recommendation clause, that given the reconciliatory history embedded in the neighbourhood's toponym, public consultation should not begin from the assumption that a name change should occur, but rather include open consideration of whether the name should be changed in light of the historical intent to honor indigenous presence and contributions, and that new motion one be further amended in the first recommendation clause to add the words consultation between the words a and process, replace the word rename with the words consider renaming and delete the words and work with the current homeowners on the street on the transition to a new road name and read as follows therefore be it resolved that staff in the planning services and community development well-being in IDEA departments be directly be directed to initiate a consultation process to

consider renaming Indian Road, and that new motion one be further amended in the original third recommendation clause to delete the word renaming and replacing the word consultation and read as follows, that staff be directed to return to council in the first half of 2026 with the outcome of the consultation process for Indian Road, Indian Road Park at A, and India Road Park at B, and that new motion one be further amended in the final recommendation clause to add the words installations and potential and potential between the words the and renaming and read as follows, that this reporting back include financial consideration associated with the installation and potential renaming to both the municipality and to private property owners, so you have five minutes.

Councillor Jeff McLaren 3:25:39

Thank you. And this is the crux of the matter. Throughout our Western history, in our dealings with indigenous people, we have made decisions for them, not with them. That is what they refer to as imperialism and colonialism. We casually pretend or think that we have the right to dictate to others what is best for them, what they should want, as if we know best, that is the exact opposite of the philosophy that says nothing about us without us. That philosophy is indigenous, and in my consultations with the indigenous folk that I met, most of them, including Laurel Klaus Johnson and Sol Mamaqua, whom I spent considerable time on this with, both felt that Indian should be changed. In the case of Laurel Klaus Johnson, she told me if she lived on the street, she would vote to change the name, but she would abide by the majority vote on the street. She didn't live on the street. She recommended that I ask the people on the street, because nothing should be done about them without them. The same is true with Soul Mamaqua. From what I gathered from him, we actually met people who felt that Indian was an okay thing to do on our various trips and our blind dates that were done by TVO. He didn't judge them, he didn't reprimand them, he didn't act passively aggressive to them, he accepted them for who they were at that moment. That is what the spirit of nothing about us without us means. It is a reaction against the paternalism that says that somebody who is not you and you are an adult can know better what is in your best interests? It's paternalism that thought that we should take indigenous children away from them. It's paternalism that thought that we should assimilate them or kill them. That is the attitude that they have developed that says no. I have met a lot of people who could be extremely angry for what was done to them by us by our paternalistic attitude that we should stick them in residential schools, but they didn't express that they were hopeful because they saw that this philosophy is the best way forward, and in order to do justice to this philosophy, we cannot presume to know the answer to consultations before we do the consultation. This motion, as written, presumes that we're going to change the name because certain people that we've talked to already have said so. Perhaps the frame was correct, perhaps the frame was wrong. I don't know, but the consultation needs to be wide and far apart, in the sense that we're not going to be asking. I hope I'm looking at staff here. The simple question is, it a derogatory word? Because even Laurel Claude Johnson would say that it is, even Sol Mamaqua would say what it is, but I don't believe for a second that they would say therefore we impose a change on the people of that street. In both cases, I think they would say ask the people on the street, and that's the kind of question that I would hope that staff would be asking during their consultation is this something that you feel should be imposed on the people on the street, or do you actually believe the theory and the practice of nothing about us without us? If it comes back having done that, that the majority want this changed. I will support that, but I support that theory that nothing about us without us should be first and primary. This is actually, in fact, how you build trust, and I think that we can gain a lot of 30 seconds. Thank you. I think that we can gain a lot of knowledge and a lot of benefits from our city if we were to practice this more often, but that's a different story. So, I'll leave it there for now. Thank you,

Deputy Mayor Vincent Cinanni 3:30:25
Councillor Ridge. Thank you,

Councillor Greg Ridge 3:30:29

Deputy Mayor, and through you, and thank you, Councillor, for the amendment. Do you mind? Can I see the text of the amendment back on the screen, please. I, the screen is black. I am happy to just. okay. No worries. Thank you. Of course. there we go. Thank you. So I cannot support this amendment. The amendment is contrary to the intention of the motion, which is to begin the renaming process. This is to change that to considering renaming. One may argue that actually could be called out of order, but I'm not going to do that, because if there's additional discussion around the amendment, so no, I will not be supporting this amendment. Thank you.

Deputy Mayor Vincent Cinanni 3:31:38
Anyone else? Councillor Glenn,

Councillor Conny Glenn 3:31:42

thank you. And through you, so the reason I agreed to support this amendment is because I think that the intent around the horseshoe, frankly, is to do the right thing to support the indigenous community and to support them in a way that isn't about us deciding what's right, so I agree that this is a very fraught discussion, but the reality that we're talking about here is that Councillor Ridge has gone and talked to some people, Councillor McLaren has gone and talked to some people, I've heard some things, you've heard some things. So, as we make this kind of a decision, because of the cultural impact, because of the sensitivity around it, I think maybe taking a step back to allow people to say, do we really consider this word this way, I. Um, I'm hearing mixed things, so let's do a fulsome consultation and get it right, because there's also an opportunity, I think, through this process to build community and to bring people along, so there's going to be a lot of education that occurs out of this, so the people that live on Indian Road will get an opportunity to be exposed to the concerns that the indigenous community may or may not have over this, and I think they're owed the opportunity to hear that, but that starts with understanding where they are, because it's about the entire community here, so giving them the opportunity to hear from those who may find this offensive allows them to consider their position, so you can't make a change when people don't have the opportunity to hear the full story, to know the full background, to understand the ramifications, to understand the impact or the lack of impact, so if we take the step back, it's not just about one community over another, or one person's opinion over another. It's about drawing people together to bring consensus to this issue, and I think consensus is where we need to be when we're finished with this as much as possible. So, right now, I don't see that we have firm consensus, so I'm going to support this amendment, so that hopefully what we can do is a proper fulsome process that will bring education, information, consensus, and community building around this, and that starts with not presuming that we have the answer, but asking the community at large, is this the right thing, and if they say yes, then absolutely, go ahead, do this, and you know it'll come back to us to make the final decision one way or another, but let's do the full, full perspective on this. Thank you.

Deputy Mayor Vincent Cinanni 3:34:34
Anyone else have anything to say, Councillor Oosterhof?

Councillor Gary Oosterhof 3:34:42

I just want to.. I will support this amendment. I think it's a more fulsome and fair look at this overall process, and that to me is what's really important here, and

then we'll get to vote on the whole, the whole motion in itself. I think it's so important because one of the most important points we are might be missing is that this entire subdivision has a very unique part of history in all the naming of the streets related to indigenous topics and locations and qualities, and so it's like potentially gutting the heart out of it, and I think it would do damage to the community, so I want to take what Councillor Glenn has really said really well. Let's, let's take a little, let's let it be a fulsome look at it and show absolute respect for due process that way. Thank you,

Councillor Brandon Tozzo 3:35:54

Councillor Tozzo. Thank you, Deputy Mayor. Through you, I'm not going to support this portion of this amendment, although thank you, Councillor McLaren, for the previous amendments. I think they add to it for one. I think it runs contrary to the intent of the motion, and I don't - I think if there was a separate motion to start this process and begin the consultation, I'd entertain that the other one is as councilors we have two roles in our role, in our role as council. Sometimes we're trustees and sometimes we're delegates, sometimes we're just there to automatically kind of represent our the direct will of our constituents. Sometimes we have to govern as a trustee, what we think is in the better, broader public interest, and those are sometimes compatible, and sometimes they're not. I think in the case of this amendment, we have to have be more of a trustee role. We have to say what's in the broader public interest. I'll have more to say when this gets in back to the main motion, but yeah, I don't think.. I think this runs extremely contrary to that motion, and I think we kind of have to make a decision whether we want to go forward with this or whether we don't, and if we don't want to go forward with renaming the road, I think the option is just to vote it down. So I'm going to vote down this amendment. Thank you,

Deputy Mayor Vincent Cinanni 3:37:11
Councillor Hassan.

Councillor Jimmy Hassan 3:37:14

Thank you, Dr. Moon. Through you, may I allow to ask a question to the presenter of the original motion, Councillor Ridge

Deputy Mayor Vincent Cinanni 3:37:25
Clerks, is that something that's allowed

Councillor Jimmy Hassan 3:37:29

anyway? Still, thank you, Councillor Glenn and McLaren, for. Councillor

Deputy Mayor Vincent Cinanni 3:37:35

Hassan, just a moment, just okay. So you have to ask a question that has to do with the amendment that's on the floor, so if you have, if your question is about the original motion, then you have to ask that once it comes back, but if it's, is it about the amendment, your question? Yeah, okay.

Councillor Jimmy Hassan 3:38:11

Thank you again, Deputy Mayor, and thank you, Councillor McLaren, to educating us about the history last 15 minutes, and I'm seeing this baby fight only over the one word. First two motion was great because we need to include everyone respectfully, which I supported respectfully as well. That is needed to talk to the people, include the people, whether they are indigenous or resident of the street. The last motion is about the same, beside only one word. So I don't know why we're sitting here wasting our time when we have the first message very clear, and the both parties are agreed

with it, that we will support this motion. Let's do the consultation. And now we are just keep, you know, extending, extending. It's, I'm agree with the councilor Rage to that. I cannot support this one, but the first two motion is fine. I'll support that. It's just baby fighter, too much baby fight.

Deputy Mayor Vincent Cinanni 3:39:20

Okay, anyone else have anything to share? All right. Well, we'll call to vote. Yeah, you have like 10 seconds left.

Councillor Jeff McLaren 3:39:35

I believe we're still on the amendment, and I get the last word for the amendment, don't I? Five minutes,

Deputy Mayor Vincent Cinanni 3:39:40

you get like five minutes total what I was told you had like 10 seconds left, so if you can say it in 10 seconds, I I

Councillor Jeff McLaren 3:39:59

actually let's add that to the main motion part, so if I may start talking for five or 10 seconds, and then you add it to the remaining part of the main motion.

Deputy Mayor Vincent Cinanni 3:40:10

Sorry.

Councillor Jeff McLaren 3:40:13

Okay, 10 seconds. 10 seconds. The intent of this motion, or this amendment, is to make sure that it is done right, not rigged, to be not presumptuous, to be not paternalistic, to be not colonial, and to it is not opposed to the intent. It is to get the intent right.

Deputy Mayor Vincent Cinanni 3:40:32

Okay. Thank you. So I'll call the vote, and that loses three to seven with Councillor Glenn, Councillor Oosterhof and Councillor McLaren in the minority, so now we go back to the original motion as amended. So you have two minutes and 49 seconds left.

Councillor Jeff McLaren 3:41:14

Thank you. So those three amendments were critical for my support on this, that last one, which one of my colleagues was not able to see the difference between it and the consultation. The difference was that the consultation is important, but it also needs to be done right, and if you presume something, then you're not doing it right, so yes, we're doing more consultation, but it's being done incorrectly, so it's unfortunate that it didn't pass, because I can't support this. The answers that we're going to get have already been selected. It doesn't matter what indigenous people now say, it doesn't matter what the residents now say. The motion has presumed that there's going to be a name change, and that is paternalistic to the extreme. That's exactly what we.. that's the same attitude that led people to think that we can take indigenous people out of their homes and out of their families and put them in residential schools. That's the same thing that said we need to make kill the Indian in the in the indigenous person and try and make them white. That idea that we can know better what the answer is to a consultation before we do the consultation is exactly why trust is low. Lost, and never developed. Had that gone through, had these three amendments gone through, we would have been doing this in the spirit of truth and reconciliation. But now we are doing it in a colonialist way. We are not giving people the opportunity to decide their own fate. We're not giving them agency, we're taking it away. We are framing the question in a way that does not let them escape

with their truth, with their agency, with their dignity. This is exactly what happens when you take away agency, you take away dignity, and when you presume that you know the answer before you, before you vote on, before you do the consultation, that's arrogance in the highest level. So there's just no way that this can be supported without that. That was the crucial one. The other ones were just making it better. I hope that staff, when they do the increased consultation consultation, they may still ask those questions, even if it's going to be ignored, just to see what would people have said had they had the possibility of having agency and the freedom to decide their own fate on this. I hope you point to

Councillor Brandon Tozzo 3:43:56
privilege.

Deputy Mayor Vincent Cinanni 3:43:58
Yes,

Councillor Brandon Tozzo 3:43:59
I think at this point the speaker is impugning the moat, the motive and intent behind this, saying that it's a colonial act. I, it's an, it's a motion of municipal council, so I would just like to raise that as a point of privilege.

Deputy Mayor Vincent Cinanni 3:44:16
Okay. thank you. Well, you only have four seconds left. Anyway,

Councillor Jeff McLaren 3:44:24
point of privilege. Impugning motive means that you think that you know somebody's mind when you can't have access to their mind, it's not impugning motive when you talk about actions in the real world that are observable, that's what this vote is. Thank you.

Deputy Mayor Vincent Cinanni 3:44:44
Okay, anyone else wishes to speak to the motion, Councillor Glenn

Councillor Conny Glenn 3:44:57
um I think I'm really torn here, because we've heard a lot about intent. Intent is one of those loaded words. I don't believe that anyone around this table has ill intent. I believe that the intent is to honor a pathway forward for honoring the indigenous population, for moving towards truth and reconciliation. I think the question here really is more about how so. To Councillor McLaren's point, he was asking us to take a step back and start from first principles, which is this really what the entire community wants, and is this a way to build consensus? So, I think that's really at the heart of what was trying to be said here. Nor do I think that the mover and seconder of the original motion had any ill intent either, but it's, it's a matter of how we go about doing this, and we have to consider the how as much as we consider the what, and maybe this is where this wasn't where we should have been. Maybe we should have had other conversations about it before the motion got to the floor. Maybe there should have been a broader bit of conversation between all of us, about what this actually means, I don't think any of us have had enough inter sort of collegial conversation about this to share that mindset, so we're coming here without understanding that. I don't know at this point what the right way forward is, I would prefer that we start from first principles and ask that, so I was set to support this kind of motion, because I do believe that, you know, my personal opinion is that this is a questionable word, but again, I've been proved wrong before I've come with an opinion that has been driven by commentary and letters and emails and phone calls, but without a full consultation, do I really know? I know what I find

derogatory, but I can't speak for everyone else, and so I think at the end of the day this is where I may have difficulty supporting this because I don't want to speak for others, and I think it's too sensitive a thing for me to make that assumption that I'm doing that, and yes, I hear the comments about being a trustee, we don't have to be a trustee because we have. People, we can ask, we can get their opinion, we can get the opportunity for them to speak back and forth as a community rather than then proceeding this way. I actually think the likely outcome in the long run will be probably a name change, but one that the community will agree with and consensus building matters in these situations, and I don't think that we're going to build consensus this way. I'm concerned, actually, that we might pit people against one another. So I think I'm going to vote against this motion on that basis alone, that if this how was different, I would have been able to support this

Deputy Mayor Vincent Cinanni 3:48:19
councilor Tozzo.

Councillor Brandon Tozzo 3:48:22
Thank you, Deputy Mayor. Through you, a question for staff: what goes into a name change of a road? Like, just from a technical perspective, like what I, we, there's been a lot of discussion there. From a practical perspective, which actually goes into a name change of a road

Deputy Mayor Vincent Cinanni 3:48:38
commissioner. Agnew,

Commissioner Agnew 3:48:39
thank you. And through you, and Director Parker's here as well. If he wants to jump in, typically we're looking at the city, does have like approved names that can be selected from. Sometimes individuals come in with specific requests, we're technically usually just cross referencing those against GIS data and looking at existing roads and those types of things, so there isn't any confusion from an emergency services perspective. Is a lot of what drives there. There are we do have a policy, it does speak to language around appropriateness and those types of things as well, mr. Park. Do you want to add anything in addition to that,

Deputy Mayor Vincent Cinanni 3:49:20
mr. Park?

Director Park 3:49:21
Thank you. And, through you, Deputy Mayor, in addition to what Commissioner Agnew has said, since the time this bylaw was written, there is actually a list that we do have of unacceptable road names that, if they were put forth now, we would say unacceptable. It's just that the time when this road was named, the timing didn't fit that. Unfortunately,

Councillor Brandon Tozzo 3:49:46
we have an idea of the estimated cost, both in time and money, that for the residents that would be impacted by this.

Deputy Mayor Vincent Cinanni 3:49:55
Ms. Narutograph,

Director Noordegraaf 3:49:57
thank you, and through you, Deputy Mayor, we have done some research with other communities, and there is a bit of a scale between kind of, again, it's a little bit

obviously depending on how many different pieces of identification somebody may need to change, or street names, et cetera, so there is a bit of a range, but we, we've seen anywhere between, you know, 200 to \$400 per household, depending on if it's a resident or a commercial address, and again, it depends on number of households and other realities on the streets.

Councillor Brandon Tozzo 3:50:38

Thank you. And a question for the mover, you've worked with the MP and MPPs office on this motion, correct? Could you elaborate further on that relationship?

Councillor Greg Ridge 3:50:47

Yeah, for sure. Thank you for that. So, through you, Deputy Mayor, yes, I met with staff from the Member of Parliament and Member of Provincial Parliament's office to talk about identification change. What's necessary to prepare a package that can be used that's coming from Service Represent from Service Ontario and Service Canada. I've been in contact with the regional representative of Service Canada to start the generation of that package, and I've reached out to the regional representative from Service Ontario to do the same, and going to continue working with staff to ensure that that is available for distribution to people, so that their identification can be changed in one go, and is as painless as possible.

Councillor Brandon Tozzo 3:51:33

Thank you. You know, when we drive into Kingston on our sign, there's a motto that we have, Kingston's where history and innovation thrive, and I like to think that these are often one in the same, and they work well together, and you know, I think something that we have to recognize is there's tensions within this, sometimes the history and the innovation don't necessarily work incredibly well together, and I think this is a circumstance where we're dealing with an aspect of history that is in problematic to some. There is a saying by an abolitionist that I rather like, that history, the arc of history, is long and it bends towards justice. That's quite optimistic. I don't know if that's always true, because I think it needs to be nudged every now and again, and I think sometimes as political leaders we have to take that risk and nudge it along the way and try to do the right thing and have some form of justice, however that may be, knowing that this is not opening up other discussions as the mover has said a. Renaming assets, I'm comfortable supporting this. I look forward to the feedback, and what comes out of this. Hopefully, we can take apart, because I think at a certain time we do have to try to stand above what our constituents want from time to time, and try to do the right thing and nudge that history forward with a little bit of innovation sparkled in. Thank you,

Deputy Mayor Vincent Cinanni 3:53:04

Councillor Hassan.

Councillor Jimmy Hassan 3:53:07

Thank you, and Deputy Mayor, through your questions and stuff with the motion, we amend it. The first two clause, we amend it according to that. When the staff will have the consultation with the resident and other people related to this motion, if majority of the people say, let's say, they're not agreed to change the name, that we don't have to change the name, right, so Hi,

Deputy Mayor Vincent Cinanni 3:53:38

Commissioner Campbell.

Commissioner Campbell 3:53:40

Thank you, and through you, staff would receive the direction of this motion that we

are changing the name, so the consultation would be focused on that intent. So, I imagine that when we work that out, we would be working with community to identify alternate names and then working to hopefully build some consensus and agreement on that alternate name choice staff would not be in a position to be consulting on not changing the name because the direction to council and this intent is quite clear the

Councillor Jimmy Hassan 3:54:05

question to the more also originally did you personally speak to the resident of that street the Indian Road and what was the majority of the

Councillor Greg Ridge 3:54:17

I did not, I through you, Deputy Mayor, I did not speak to every single resident on that road, I spoke to many residents on that road.

Councillor Jimmy Hassan 3:54:26

So, how did you come up with this idea to let the people want to change the name?

Councillor Greg Ridge 3:54:33

A resident had asked for the change, that gentleman was the delegation that was here, mr. Ship, who spoke very well, and then I had also spoken to other people who live on the road. I'll read a very nice piece from a letter from a resident who lives on the road that's in favor of the change as part of my concluding comments, but I would say that of the of the people I spoke to, approximately 65% of them were in favor of the name

Deputy Mayor Vincent Cinanni 3:55:07

change. Anyone else wish to say anything? Councillors, throw off.

Councillor Gary Oosterhof 3:55:12

Thank you, Deputy Mayor. So here we are. I was hoping I'd never, in my term, have to come up with, have to discuss street naming for these reasons, and I'm very, very - I'm disappointed in the motion, and it's unfortunate because the motion, as Councillor McLaren, is very clearly, clearly stated it's not even, you know, and then the delegation spoke about we are in support of consultation, this isn't consultation, this is a direction, and so, and I think we need to understand that, and that's not, I mean, that's us here making the decision, and I don't think it's right, and I feel deeply committed, even with all of this. I'm very disappointed that we're not respecting the counselor of the district. It's a, it's, it's not appropriate, even, but for many different reasons, and I certainly disagree that it's a, it's a community that's part of it's a name that is certainly not derogatory in my understanding, and feels like gaslighting. You say it often enough, it is derogatory, and you know, I think the Edmonton Eskimos is a good name too. And I think it was.. I love the name Eskimos, I'm proud of it. But here we are. So I'm very disappointed. I have a lot of thoughts on it, but most of all, I feel it's, you know, as Councillor McLaren has brought many very, very important points to consider the original historical reasons, the inclusion of other indigenous names that are are special and including inclusive, and now it's like we're pulling one name out. We might as well just start and go down the whole neighborhood and start changing all the names, because that's really what we're doing. I think we're out of our lane here, actually, and so I'm disappointed in that. I am trying to recall other points that we made. I mean, I do remember about 20 years ago, before I entered politics, I sat down with Gary Bennett when I was driving in on Kingston on Division Street, and I don't like the name Division Street, I'd love to change that, and so I remember sitting down with him in the office just down here. Talked about how do you name it. I wanted, well, then rename it. And I said, what about Vision Street? You know, how about

naming it something that is, you know, unifying and something that gives you a sense of direction. And for me, though, I feel like it's changing Indian Road is a division more than I have no idea what name we're going to come up with, but it feels, it feels like a loss to me if we don't, and it's a, it's a break, a breaking up of a community, so I'm hoping that we can just say no to this one right now, and give it deeper thought. Deputy Mayor, I'm hoping that we can say, look, maybe we don't quite get this right, because we just heard from staff that they're going to say that we're making that decision tonight to change Indian Road, and that's not the right process, I think, and we're.. it's not what we should be doing at this time, and I wanted to say that. So, what else? I had something else here. I think we should stop before we.. I wrote here before we get it gets ridiculous, is what I wrote, is that's what it would be if we started changing other street names as well, and so I don't think it's respectful, I don't, I honestly don't think it's respectable to the indigenous community, because we did hear from our representative, who said, I, I favor consultation, this isn't consultation, this isn't consultation, so the wrong way to go. Thank you, Mayor Deputy.

Deputy Mayor Vincent Cinanni 3:59:21

Okay, so seeing it's 1055 I think I would need a motion to extend the meeting, moved by Councillor Tozzo, seconded by Councillor Amos. All in favor, opposed? Okay, and that passes. Now we can continue. Does anyone else have anything to say regarding this? Councillor Glenn, could you take the chair?

Councillor Conny Glenn 3:59:50

Take the chair and recognize you. Go ahead.

Deputy Mayor Vincent Cinanni 3:59:52

Okay, so I had some discussions with some with a historian who has background in this, and when we were talking about it, it was we talked about reconciliation and how a renaming is in the spirit of reconciliation and that it is meant to right part wrongs regardless of the historical intent, so renaming a street is a way to, we were talking about way to dismantle colonialism, the narrative that it, that it has, and replace it with narratives that are more inclusive and respectful to the indigenous perspective, so, but it's also important to engage and consult with indigenous local communities, since Indian was a colonial term and is often seen as derogatory. I will say I'm happy that I'm glad that there there was an amendment made that there's going to be some way to commemorate the history with, like, either a plaque and dedicate, you know, it will show what was bad, and then moving forward, and then people can heal, I also, how I like that the motion also included language nests, which were there for reconciliation and through revitalizing language, culture, and tradition. So I am going to vote in favor of this because I think it's important to, to right wrongs that were done in the past, even though the intent was good, it to me it feels like in today's society you have to make that change to move forward, and then have, and so people can feel like they heal, because I've talked a lot of people, and this is a very derogatory word, and there, there was people surprised that this is even the name of a street here, so I'll leave it as that,

Councillor Conny Glenn 4:02:12

and I return the chair to you.

Deputy Mayor Vincent Cinanni 4:02:15

Okay, so we will call the wait. No, you have the last word

Councillor Greg Ridge 4:02:21

through you, Deputy Mayor. It's very late, and my brain is mush. Point of procedure.

How long do I have for my closing comments? All right, do you have five minutes? I'm not going to take the full five. No, no, I'm not going to take the full five. Minutes, so I want to begin by thanking everybody about the Folsom discussion around the table here. I want to thank Councillor McLaren for the amendments that he presented. I think that the first two were really strong amendments, and they made the motion better, so I'm very appreciative of that consultation with the residents to end staff to work with them to assist is part of the motion, it's always been part of the motion. The practical, the practical pieces have to be there. It's been a very long evening, so I just want to read some pieces from a letter from a resident on Indian Road that's in support of the change that was sent to Councillor McLaren, and then sent to me afterwards. Dear Councillor McLaren, I was very happy to hear that the city of Kingston is once again considering changing the name of Indian Road. I've lived on the street since 2015 and I supported previous unsuccessful attempts at a name change. The changing of any name is contentious and plagued by administrative headaches and financial concerns, but this is a change that needs to happen. When the suburb was first developed, the negative aspects of Canada's colonial history were not well known by most Canadians. The people who named our street meant no harm. Fast forward 60 years, and the effects of the colonial history on Canada's indigenous peoples is becoming common knowledge. I am not a cancel culture person, and I am not saying that we need to pretend the word Indian doesn't exist, but what I do believe is that having a street in your city named after a word that has come to have derogatory connotation for most people, is not a way to commemorate indigenous history or celebrate current indigenous communities. I fully support changing the name to something beautiful that has accurate historical and current meanings. I think what most residents are wary of are the administrative hurdles of changing everything related to your address. The city needs to walk residents through this and make it as streamlined and easy as possible, but inconvenience should not be a reason to keep the current name. I really see this as a microcosm of reconciliation in general. We should not be held back because the task seems too expensive or complicated. I love our street, it is home to wonderful people. I want a name that reflects this. Thank you. And I hope you support this motion.

Deputy Mayor Vincent Cinanni 4:05:00

Okay, and I'll call the vote. Thank and that carries seven to three with Councillor Glenn, Councillor Oosterhof, and Councillor McLaren in the minority, so new motion two was withdrawn. Does anybody have any notice of motion? Seeing as none, I'll ask the clerk for the minutes, please.

City Clerk Jaynes 4:05:50

Moved by Councillor Boehme, seconded by Councillor Ridge, that the minutes of City Council meeting 2025 15, held Tuesday, June 3, 2025 Be confirmed.

Deputy Mayor Vincent Cinanni 4:06:00

All those in favor? Opposed? And that carries. There were a number of community communications that were received. Is there any other business? Councillor Ridge,

Councillor Greg Ridge 4:06:26

this weekend we're celebrating National Indigenous Peoples Day. There's also Skeleton Park Music Festival this weekend, and yeah, I just wanted to leave it at that. Thank you.

Deputy Mayor Vincent Cinanni 4:06:39

Thank you. Anyone else? No. All right, so I'll ask for bylaws

City Clerk Jaynes 4:06:52

moved by Councillor Oosterhof, seconded by Councillor McLaren, that by-laws one through three and five be given their first and second reading.

Deputy Mayor Vincent Cinanni 4:06:59

All those in favor opposed, and that passes unanimously.

City Clerk Jaynes 4:07:05

Moved by Councillor Oosterhof, seconded by Councillor McLaren, that by-law numbers two through five be given their third reading.

Deputy Mayor Vincent Cinanni 4:07:11

All those in favor opposed, and that passes unanimously. Aye. so I'll ask for adjournment. Moved by Councillor Tozzo, second by Councillor Amos. All those in favor? Opposed? That passes unanimously. Good night, everyone.

Unknown Speaker 4:07:30

Bye.