

Transcription of March 25, 2024 Council Mtg @ approximately 3:00:00 point

Format > square brackets to show my comments. **[Comments by Barry]**

Colours: to focus attention on “key” wording

“Mayor:

And now we will go back to our regularly scheduled agenda. We are on to item 13.2, and that is report, the recommendation is that report CAO 2020-404 regarding additional information relating to option two, outline and CAO report 2024-04, sorry, 03, be received as information and further that council directs staff to proceed with option number. We will insert whatever option number that is, or if we come up with an alternative as outlined in CAO report, 2024-03.

So, to get this on the floor, may I please have a mover, moved by councilor Martin, seconded by councilor Wilkinson. And I will turn it over to CAO Chambers and noting we do have some delegates for this as well. So, CAO chambers will introduce, we'll ask technical questions, then delegations will come after that. CAO Chambers. –

CAO Chambers:

Thank you and through you, Mayor, I do hope my voice holds out because I've also been bitten by the cold bug this evening.

Council passed a motion on January 15th, directing staff to report back on actions taken since the First People's Group report was presented and to present options for **next steps for the Prime Minister's PATH project**, including information about a potential referendum.

And as a result of that direction, staff presented a report to council on February 26th, which outlined three options for council's consideration in determining those next steps.

Option one was to maintain the current direction and create a working group comprised of a balanced representation of individuals and communities in Wilmot. And that was the recommendation that was contained within the First People's Group report. This option discussed how federal funding could be used to hire consultants to develop terms of reference for the working group, as well as advise on best practices for selecting such working groups and to provide advice to the working group in their work.

Option number two was to **engage further on the Prime Minister's PATH project** to assess community support for establishing the working group or to explore alternative approaches for citizen engagement and decision making.

And this also involved hiring a consultant to do some additional engagement with the community, either to determine whether there's support for continuing with the working group or to explore some alternative approaches for citizen engagement.

And that's a third option at the direction of council is to investigate conducting a referendum on the matter.

So, staff recommended within that report that option one 'to establish the working group' be maintained because this was the recommendation that was actually arrived at through community consultation.

The report included a suggested time lining and a recommended staging of that engagement following this township strategic planning process. And the rationale for that timing was really to allow council to work with the community to engage the community and to develop a vision for the community and the values that would help them to inform future decisions, but also understand what's important to the community **without considering this project**.

And then once they know what that vision is, then they can really have some good information to understand decision making as we move forward as it relates to the **Prime Minister's PATH** and how that aligns with those community vision and values. It also helps to stage the work appropriately as we are a small municipality, we're a small team.

So, undertaking that strategic planning work allows us to focus on that. And then once that is complete, then we can take on the additional work of engaging on the **Prime Minister's PATH project**.

**If council chooses to go in a different direction, then we do recommend that there be additional community consultation to confirm the direction so that you're receiving that feedback from the community about the approach.**

So, following the discussion at council, council directed staff to report back on March 25th with some additional detail on what **option two** would entail before making a decision on which option you wanted to consider.

And so, the report before you this evening provides you with an update of activities that staff have undertaken since February 26th when that report was presented. And also discusses the issuance of a request for proposals to hire a consultant that would develop an engagement plan for the community, which would ultimately assist you in making a decision on the **Prime Minister's PATH**.

**If council decides not to establish a working group as recommended by the First Peoples Group, it's recommended that the Kazmari funding, so that's the federal funding program that we had been awarded, be used to hire a firm specializing in inclusive engagement to develop a community engagement plan that will lay out the methods by which the community will be engaged in over what timeline.**

In terms of the timeline for issuing that RFP, we do believe that this work should start immediately because we wanna take advantage of that funding which does expire in June. We will see if that can be extended to ensure that we're able to complete the work in time, but as of now, that does expire in June.

So, since that report was tabled, we have started to meet with some experts in the field of community engagement, as well as talking to other communities who are dealing with similar issues related to statues, and that includes the city of Kitchener. And through their learning, they confirm that our recommendation to start with community visioning was a best practice approach. Additional meetings have been scheduled later this week. Ms. Kell and I will be meeting with a couple of more consultants and experts as we continue to learn and gather information about best practices for inclusive community conversations.

And this research will really assist us in developing a request for proposals to hire a consultant to assist with these next steps. And that doesn't matter whether it's through option one of creating the working group, or it's option two looking at an alternative approach. *The learning that we're doing right now is very valuable and developing some knowledge and best practices on how to engage the community on these issues.* In terms of additional actions,

we have hired our strategic planning consultant. So, Linton Consulting has been awarded that work, and they've started meeting with staff and council, and **we'll be holding some community town halls [Did not happen] and focus group sessions** starting in April.

And just as a reminder, **if council does choose not to proceed with the working group, this would be a reconsideration of the previous decision of council and would require a two-thirds vote of council to overturn.**

So, with that, that summarizes the report, and I'd be happy to take any questions. - Thank you very much.

Mayor:

Any questions of technical nature? Our debate will be after we have our delegates. Okay, oh, councilor Cressman. –

Councilor Cressman:

Just so I'm, excuse me, through you, mayor, just so I'm clear, we could establish a working group under option two and hire the consultant, of the consultant that we hired could help establish or set the parameters for that working group.

So, I think the general feeling is that there is some benefit to distance ourselves from first people group and some of the negative connotations, but some of the concepts that they presented make sense in a working group. And maybe having councils step back from being directly involved in appointing that worker group and having others identify how to do it would be very beneficial. Is that kind of what you're thinking? –

CAO:

Through you, mayor, just to affirm, the **working group would be option one.** So that would create the working group and we could hire a consultant to help us develop the terms of reference for that working group and they could work with the working group to help the working group develop engagement plans.

Option two, if you decide not to proceed with the working group, then **that puts council in the seat in determining with the consultant what engagement plan that you want to develop.**

Mayor: Councilor Martin. –

Councilor Martin:

Through you, mayor Salonen, I guess maybe two, one point and one question. I don't have the same concern that maybe some of the other counselors do about removing ourselves from the previous consulting group, first people's group. So, I don't have that same concern.

And then secondly, in terms of the technical part, the process, how will we make this decision? Will we be having a vote? Like how will we declare option one, option two, option three? - Could we just have a vote? –

Mayor:

Yeah, so that will be this evening in terms of our debate, if like with other motions if somebody wants to bring forward a suggestion and then we'd be deciding, I believe, correct me if I'm wrong, but would it be an amendment?

Clerk Bunn > Mayor:

So, it would be an amendment to the motion. So, it would be voted on and then we'd have to vote to pass the whole thing. That makes sense for everybody procedurally. Very good. –

So, any questions or comments at this time for CAO chambers? Councilor Wilkinson. –

Councilor Wilkinson:

Through the chair, for the sake of clarity and just sort of understanding again, option one establishes a working group. If a working group is established, what you're suggesting is through option one, **council is unable to then further determine sort of what the future engagement process would look like post-forming of that working group. Is that accurate? –**

CAO:

Through you, Mayor, **I think the consultant could actually work with the working group and council to develop a mandate for the working group and really set out what council is tasking that working group to do.**

**[That does not exist in Report COR-2024-49. Page 2, #2 reads;**

**“2. Terms of Reference and Mandate: *The firm can assist in crafting clear and comprehensive terms of reference for the Working Group.***

*These documents outline the group's objectives, scope, and responsibilities."*

**In reality this means that once this Report should eventually be approved as a By-law, then the process is, the administration writes an RFP, which may or may not provide for council participation in the terms of reference and mandate (objectives, scope and responsibilities). The administration will be providing guidance to a consultant, and if not the consultant will have total control over them. Once council p[asses this report as a By-law, they have lost all influence and have no control. That's per the existing wording.**

**Page 3, Project management, provides for bi-weekly reports to council, but council has no input – only receipt. The influence of council to adjust direction is zero. They read only. Communication is one-way.]**

So, I would suggest that there would be a reporting back on the findings as the engagement occurs so that **council is aware of what the working group is doing**. But it **does create that separation that you are essentially tasking the working group with developing an engagement plan and deciding and making recommendations as to how we move forward in terms of any activities related to this project.**

So, they could be looking at things like learning opportunities for the community and that sort of thing and really developing a plan that will assist council in making the decisions at the end of the day.

So, that is what I believe the First Peoples Group envisioned, but it was really just the recommendation to create the working group with **around** a lot of detailer context on what that working group does.

And, so I would suggest that we need some expertise to assist us in developing out the framework and the working plan for that working group so that **council's giving some clear direction to them about what you're asking them to do**. And that's what we'd be looking to engage a consultant to do. **[What does this mean? "expertise to assist us in developing out the framework and the working plan", meanwhile council is "giving some clear direction to them about what you're asking them to do", and then the consultant is back doing all the above, "that's what we'd be looking to engage a consultant to do". It appears that council has to provide the clear**

direction (terms of reference, mandate, objectives, scope, responsibilities) now, OR forever keep your peace > lose input influence after this is passed.]

If you decide not to move forward with a working group, then I would suggest that you're just engaging a consultant who has expertise in developing engagement plans and we're having some really good conversations with experts in this field who have some really great ideas about how to foster community conversations around these types of issues.

But you would be the decision maker as council around those engagement plans.

So, I think the difference is you're tasking the working group [and consultant] to do that work on option number one, and option number two, you're taking it on yourself and working with a consultant to do that directly.

Councilor, I'm sorry. –

Councilor Wilkinson:

This is for the chairs, thank you for clarifying. I guess the follow up to this would be is that it's conceivable we could overturn the, or reconsider the past council's motion and potentially come up with some sort of an agreed upon hybrid that would allow us to sort of help vision or work with a group to set terms of reference in a working group and then help suggest what could be future engagement.

Sort of, and I mean, we'll hear from a delegation this evening but this is where this idea is sort of coming from. But it's conceivable that we could potentially have an agreed upon hybrid option one and two, is that accurate? From your end, if we were to overturn or reconsider, excuse me, option one. –

CAO:

I don't think so. I'm just not entirely sure what the councilor is asking through you, Mayor. I think the options before you is you work and establish a working group or you don't.

So, I think it's within council's purview in hiring a consultant to provide you some advice on what the scope and mandate of that working group

**could be. [Advice. But when and how does council get to define these items: terms of reference, mandate, objectives, scope, responsibilities?]**

So, I would suggest it's a yes or a no in terms of a working group. **I'm not really sure I understand what a hybrid would look like there.** –

Councilor Wilkinson:

Through the chair, we'll come back to this. Thank you.

Mayor:

Any other questions at this time, councillors? - Okay, seeing none. Like I said, we do have, I believe, five delegations registered on this item. Each delegate will be given seven minutes to speak. And I believe you've all been here, so you know the rules. I would just ask that you respect council myself and staff, of course, and that those in the gallery also respect those who are here to speak. And I will call on our first registered delegate and that would be Andrew Kip. Andrew, thanks for coming in tonight and you will have seven minutes. –

Delegate Andrew Kip:

Hello, hello, once again. Like a bad cough, I'm back. Timely jokes, who doesn't love them? Thank you once again, Mayor, for allowing me to speak and be before you this evening. Hello again to council, to members of the corporate staff, to fellow delegates, whichever ones you are, and to anyone else who has to be watching online.

As we are currently discussing how to move forward with the plans for the path of Prime Minister's project, I took some time and I read through all of the report put together by the First Peoples Group. It covers a lot of the things I believe we've all come to understand with the scope of this project. It's complicated, it's messy, and it's divisive. Furthermore, this project is big.

We stand in Wilmot Township at the center of a national discussion. We didn't intend to, I don't think, but here we are. Our discussion is our identity as a country. What does that mean? How do we tend with that? How do we express that? And how do we deal with all the messy parts of our history?

As mentioned in the previous meeting, being a lover of history and knowing that there are some counselors who are in a similar boat, we all know history



is messy, complicated, and never easy. As a result, there is no easy solution to this question.

I speak to you as private citizen, member of Wilmot Township, **someone who loves statues unabashedly and unapologetically**, but also understands that this issue is bigger than just one person's opinion. This is the community's opinion. This is also our country's opinion. I understand, based on what I've talked with, previous counselors before, and likely through opinions expressed through the constituents they represent, there are many here believe this is a Wilmot-centric problem. And it is, I'm not gonna deny it's not. How do we view ourselves in light of our national narrative? This is an important question. But this also goes beyond just the borders of Wilmot. Of course, there is a region of Waterloo. There are many people from Waterloo who work there, live there, come here on a regular basis. The report stipulated that there are many people who used to be members of Wilmot Township, have since moved outside of the Township and still hold this as an incredibly integral part of their life. There are people from outside of our region who consider Wilmot Township important. And as a result, all of this, every unfortunately large, complicated, messy component of this needs to be taken into consideration.

I urge council to consider taking option one. I understand and I'm sympathetic with some of the concerns levied about the first report and how it was disseminated to the public at large. There was a lot of confusion over it. And that is certainly confusion and I don't wanna say ambiguous information, but **there was general confusion over how the report was understood by the populace at large** and was addressed in this report as well. I agree **how the information was disseminated to the public was not helpful**. And I believe that **there was not enough public consultation on the subject**. However, I do believe that if we are looking to move forward with this project and find a more holistic and more healing approach to solving this, we need an external view on this.

Council, I love you all, as far as I know you anyway, within reason. You guys have a huge amount of work ahead of you, not just in this, but in general. I'm sure we're all aware of the reason that brought most people here to council tonight. That's a lot of work. You have budgetary concerns. There are the groundwater concerns. There are concerns with infrastructure, concerns with managing people's concerns, worries, assuaging the public, not to mention our ongoing problem with potholes all over the place. I'm sure we can all

think of our favorite pothole in the road minus Nefziger Road just past the Mennonite Church. I'm sure we all have stories of pothole encounters. Yeah. (laughs) But that being said, with all this considered, this project is a tremendous amount of work.

**The constituents want their voice heard with this project. They should be heard. The political system, democracy as we know it, is founded on the idea that everyone participates in the democratic process. Yes, they need to be heard,** even if I disagree with most of the time. But at the same time, you have all this work ahead of you. It would not be remiss or a, what's the word here? Not, I love having a huge vocabulary and not remembering any of it. It would not be shirking responsibilities to say, this task is very large and requires someone else to manage the bulk of the work. As we brought together, brought forward in previous council meetings, the staffing for the Wilmot Township Corporation is tight. There is not a huge amount of extra manpower available. Unfortunately, that means incurring additional costs by bringing in an external group.

I do believe that option one is gonna be the best interest in council by and large. I believe that **concerns over how previous council handled the releasing of information, the transparency of the project and all that is valid is warranted and needs to be addressed as well.** But to do that best, I do believe having an external working group running the project, get taking into consideration the voices of those within the community and without the community is the best way forward. Thank you for your time. And as I said previously, I always make myself available for township, for council, for the general population's use. –

Mayor:

Thank you very much, Andrew. I must admit at one point, I was starting to get heart palpitations when you're listing off all of the issues that we have to deal with. –

Andrew:

Oh yeah, that's a lie. And I don't have to do anything. –

Mayor:

But thank you. I very much appreciate your presentation. Counselors, any questions for Andrew at this time? All right. Thank you so much for coming

in. And I know you will remain active on this conversation. I'm happy to have you. –

Andrew:

Yeah, I'm not gonna get rid of that easy. –

Mayor:

Very good. Thank you. We will now move on to our next delegate. And I would like to invite up Linda LePel. Linda, thank you very much for joining us this evening. And you will have seven minutes to speak on Prime Minister's behalf. –

Delegate Linda Pell

Good evening. I'm Linda LePel, our local area resident farmer. I'm also newly on the board of the National Farmers Union of Ontario and the women's advisor of Ontario and on the women's committee nationwide. So, thank you for the opportunity to speak tonight and share my thoughts and suggestions regarding directions outlined in the agenda concerning the Prime Minister's path.

First, I want to talk about clarification. On the agenda on page 47, option two, it reads, "Township could use the Casmary funding "to hire a firm specializing in inclusive engagement." Now, internet research do not come up with anything for this acronym. It should read, "Casmary, CSMARI." And stands for Community Support Multiculturalism and Anti-Racist Initiative Program. Took me a while to find this.

The status and the idea of a path showcasing Prime Ministers of the past as a public education tool has become a bigger success than anybody imagined through its controversy. It put Wilmot in the spotlight all over the region and beyond. The controversy and debate made many more people think about their history than quietly accepted statues in a park. Therefore, my suggestion is to call this mission complete. But not quite yet.

Wilmot's history began with the good soil, plenty of water and climate for farming, which brought Mennonite settlers who cleared the land and this attracted supporting businesses to the area and we began growing ever since. In Mennonite culture, making statues or an image of man or God is a

big no-no. And so is worshipping or highlighting an individual human no matter how much they have achieved in their life.

**[Is there an inconsistency with Mennonite buildings have a large building “body” and the name of the person who donated the land or money to construct the edifice is engraved upon it? Is all that’s missing is a ‘face’?]**

Wilmot has made history and various issues in the past and decades, including the Prime Minister’s path controversy and is making history today. When in the 70s, Highway 7A to us widened significant archeological findings were made within Wilmot that proved the wide of Baden Hill area was not just a place to hunt and gather, but also a place of established longhouse villages and settlement. In the past, there were enough findings to prove this area was also used for sacred ceremonies and burials. But the findings disappeared in unknown office and some were simply reburied, unmarked.

Therefore, in today's culture of reconciliation and in consideration of our Mennonite heritage, I suggest that one of the man-made bronze statues be melted and the plaque created and mounted at the place where the statues stood that reads, “On Canada Day, 2024, as a symbolic sign and a true effort of reconciliation, statues of former Prime Ministers were transported up to Baden Hill and buried at an unmarked location in the fill that accumulated from prosperity and growth in those years at this sacred landscape of area native forefathers.”

Furthermore, I recommend you should **use the funds earmarked for a survey or even a referendum to gather information on the Prime Minister's path and include in the survey the issue at hand** and the majority present today.

There is only one farmer for every 20:150 eaters, depending on how you look at the export numbers. The First Peoples Group consulting company was already hired and paid to listen to the local community about issues relating to the statues. 475 people got engaged within six weeks. A petition on the land development issue on the other hand has seen over 4,000 signatures within a week, 5,000 tonight as I hear. I do feel you are on our side. Therefore, include the Prime Minister's path survey, the issue of land development, so fast it does not have room for any respectful historical or archeological assessments. It cannot be done by August. Then take these survey results, our voices, to those who silence you and silence other elected leaders.

To read the land acknowledgement before a public meeting and then committing yourself to actions in contradiction behind closed doors is like saying grace before a meal and then spitting on the food. The farm and food sector is the largest economy in Ontario. Canada-wide this industry accounts for three times the GDP than the automotive sector and over 90 billion in exports. Good soil is the base of the agriculture industry and farmers' fields are the factory floors.

There is no need for further development of this land. First settlers have done this development with their bare hands. What is proposed with this new development of land is nothing but destruction.

Mayor:

Linda, I'm sorry, I just want to keep you on track that we're speaking on this agenda item on the Prime Minister's path.

Delegate Linda:

Yes, please. I support art and culture and people having leisure time to walk on path with statues and other educational tools. But with more and more of the best farmland is straight, do not expect there will always be a farmer out there somewhere in the world to feed you. Thank you.

Mayor:

Thank you very much Linda for coming in. And councilors, any questions for Linda? Okay, seeing none, thank you very much Linda. Excuse me. Oh, I'm sorry councilor Martin.

Councilor Martin:

Through you Maricela (Mayor?) and I have a point of order. I realize that the land issue from a previous agenda item is very important, but people are pausing at this point for this topic of the Prime Minister's path on a different topic. I just can't accept it. And so, we're on the topic of the Prime Minister's path.

Mayor:

Thank you councilor. I would of course echo that and that's why I was trying to gently go, but I do appreciate you reiterating that. Thank you. We now have our next delegate, Mr. Barry Wolfe. Barry, thank you for joining us and you will also have seven minutes.

Delegate Barry:

Good evening, Mayor, councilors, staff, fellow citizens. You got my 16-page report. In the last 20 minutes I've decided to dump 98% of it. You're welcome.

On April 4th, 2016, a previous Wilmot Township Council unanimously passed the resolution which now we know as the Prime Minister's path or I am trying to change the name to be Wilmot's Walk-Through History. That resolution was passed.

In the absence of the educational component being implemented, it was natural that it become an easy target and circumstances of history used it as an easy target and it was subject to paint and demonstrations and things.

Council recognized that, there was a previous council that recognized, that there was an issue and they needed to transform the process of decision making. That's what we're here to discuss tonight. Options one, two, three and my option four for the process of decision making.

They recognized it was a need for transforming community engagement and consultation processes in Wilmot Township. There **needed to be greater openness, accountability and citizen participation in the decision making.** That's in the resolution standing on the table as you know.

Being the People's Representative as has been said is not easy and you're subject to a lot of criticism and sometimes you are the target of blame for which you are not responsible and not accountable. You heard from one earlier this evening the example of the silence being imposed on you about the expropriation of farms to create large parcel for development by no one knows who for no known purpose with no known implications. There seems to be a need. Okay, I accept your... (wrist slap)

There needs to be a process for dealing with these intensely emotional issues. This is not deciding to grade a gravel road. This is one of those very rare events that requires a special way of decision making and I would suggest to you that the First Peoples Report recommendation directs us in an appropriate process. It identifies that **we have to have a balanced representation of the individuals and communities** within one township. **It must be bottom up, not top down.** And I would suggest to you that option one is top down. That's sorry, option two is top down. **We have to have change**

from the bottom and the middle not from the top down. Otherwise, you're going to get a lot of **blighting**, which previous council did. That's why you're here because they got the boot.

It's recommended that we create a working group composed of those representative individuals and communities tasked with discussing and suggesting plans to council that are centered on community cohesion and healing and describe the next steps towards the goal, in this case the goal being solving the problem of the Wilmot's Walk-Through History, if you will.

The working group would submit a plan describing the steps of how to transform community engagement and consultation and how to encourage greater openness and accountability. The CAO's report submitted to council on February 26th. Excellent content. Thank you, Sharon. Congratulations. Excellent job.

Option one and two, I believe, together will do the job. Option one separately, it leaves out part. Option two leaves out part. If we combine option one and two together, you are going to be able to, from option one, creates a working group process to help determine a path forward for the prime minister's path. I call it Wilmot's Walkthrough History. Option two addresses the fundamental consultation problem, which was the cause of all of the bad decision-making, in my opinion, in the first place.

It addresses the consultation problem by including in its title, quoting you directly to CAO, "Explore alternative approaches for citizen engagement and decision-making." Both tasks must be addressed. **The public consultation and decision-making processes, as well as the prime minister's path project**. Not one, not the other, both. You have my recommendation, and the way I have put it together is by consolidating the title submitted by the CAO from both options to read, as you see on the screen.

*"To create a working group comprised of a balanced representation of the individuals and communities within Wilmot Township", from option one, "to explore alternative approaches for citizen engagement and decision-making", option two, title, and "...engage further on the prime minister's path project", again, from option two. It's a hybrid.*

It takes the best of both and puts them together. All it does is change the order so that you do the consultation process first, and as it evolves through

the working group, you end up solving the problem, **addressing the consultation problem of the prime minister's path using the strategy that you have created ahead of time.**

f you just move the screen up, please, you'll see that you've formed, the first step is you've formed a working group. The present recommendation of Timeline, I'm going to take a little bit of, I opened the questions and discussion of how this would work with the CAO. I believe that the first process should be, it would be the engaging of the firm to identify how you form your representative working group. Once you have the working group in consultation with the consultation staff, the working group is identified by bodies, advertising whatever you do the process. You construct your working group process first. Then the working group works in consultation with the hired firm, team, whatever it is, Nipissing University or wherever, and they then outline the process for changing the decision-making process.

And that includes, I respect the CAO's suggestion, you start with the visioning process. You've got to understand your fundamental beliefs and values and principles of what you're working before you work. Move forward. That's the visioning process. Working group, consultation, consultation.

Mayor:  
get to it

Delegate Barry:

We'll just take the heavy wrap up. I do believe there will be questions for clarity. Okay, we're in the timeline. I've added some stuff on the timeline and I would be open to questions on how this could be implemented as a hybrid. I think it's both together and it could help solve big problems too. Because anyway, I've got a, what do you do next after you've got your working group working and how do you consult? Please ask me questions. Thank you very much.

Mayor:

Barry. If you want to stay at the podium, I do believe that there are some questions. I could,

Councilor Wilkinson:

Through the chair. Thank you for attending this evening in your presentation. I also received your apparently needless 16-page report. I guess I could



dispose stuff. But I did take a really good read through it in some of your cover sheet or executive summary to it as well.

I did want to start though just by asking, your background, what is it?

Delegate Barry:

Oh, I'm a retired, I was a teacher for many years. I worked, I taught for ten years at, for example, in South Hampton School, which is 40% Indigenous. They came on the bus from the Saugeen Reserve across the river. That was a challenging ten years. I got to be a much better teacher at the end than it was when I started there.

Got to know the, I worked for the Union. I was a Union President for a number of years. I was a chief negotiator for the Union Group up there. I was represented there for the Union at Education Board meetings. Got to meet the Saugeen Bands representative on the board, who is now the chief of the Saugeen Band. Got to know him personally. He's a bright man.

I wrote curriculum. I was responsible for leading schools. I was a vice-principal and principal for a few years. Did, conducted the kind of thing that I'm hoping to get to in describing here as a part of my work.

This is not new, this process of leading information and consultation meetings. The process is not new. We've been doing this for over 50 years, as far as I know. I'm 75. It's been going on a long time.

It's not brain surgery, but it's dangerous to some people. If you've got a power structure that you want to maintain, it's risky. If you're used to doing things in a certain way, it's uncomfortable. Because what you're doing is you're having to acknowledge that you trust somebody else to be able to speak to you in a way that you will be able to listen, and you have to expect them to trust you that you will speak to them in a way that they will listen to you.

And I think that's part of your problem - with counsel - in my personal opinion. I think part of the problem the previous counsel had was - it was top-down. It was inviting input, but not listening. It was providing opportunities for people to speak, but weren't hearing. And when people were speaking, they were feeling pressured because they knew maybe that the system wasn't working well.

That's what I'm here to suggest. My option four is a hybrid. It allows bottom-up with trust, but influence. My wife and I, "See, you got this thing again." I always say, "There's a difference between control and influence." We are social creatures over time, and we are subject to infinite number of influences that we can't control. So, what we try to do is create social structures, including a process like this, so that we can be as predictable and as secure and as safe physically, socially, intellectually as possible.

Stop signs – we're talking physical. Gravel roads we're talking physical. Decision-making about the Wilmot's Walk potential project involves a lot of emotional, intellectual, deeply rooted, fundamental beliefs that are different. People have different experiences, and they come with really rigid kinds of approaches to things.

And what we have to do, I believe, is create a process which is structured, which can be monitored and controlled by council, who is responsible for supervising its staff, and the staff will then conduct whatever policy directions you give it.

So, this is option four, is what I'm inviting you to direct them to do. To, first of all, hire the firm, and I would suggest you don't need a Price-Waterhouse, with a big name firm.

I'm advocating personally against the People's Group, the First People's Group. They had their shot. I think they were learning and moving on from them. They'd done a great basis. It could be a place like Nipissing University. They're experts on this kind of stuff. They've got a variety of faculties, administration, business. They teach how to do this indigenous work. They teach teachers on how to implement and design curricula. It could be a resource. You might be biasing your thing in one direction, but I would suggest the council be open to a variety of firms.

Personally, I'm disappointed to hear that staff has already gone ahead and hired a consultation firm. But anyway, it is what it is.

Mayor:

Sorry, Barry, I just wanted to correct. No, staff have not gone ahead and hired any firm.

Barry:

I thought it was a firm. No. I apologize if I misheard.

Mayor:

No, there is not a firm that's been hired. That is to be discussed.

Barry:

I apologize. I misheard. Excellent clarification.

Mayor:

I would also just ask you to get on track. I believe the question was about your background experience.

Barry:

How it applies. This is what I've learned through my background experience. Can I carry on with that or am I done?

Mayor:

I think if we could just get focused again on the questions that council had. I know personally, you and I have gotten down the road and chats before. We're both very interested in the intellectual and sociological side. I don't want to force everybody else necessarily to have to indulge that. As I know, we have another.

Barry:

I'm prepared to carry on with the practical way of making this work. People are interested.

Mayor:

I know Councillor Cressman has a question, which I believe is focused towards that.

Councillor Cressman:

Yes, I think trying to get back to, I think we could call your option for a modified option one. You know, I think it's a matter of semantics in terms of what we do. I think the piece, as I understand the two pieces that are critical for a working group. And a consultant group that scares the working group and provides guidance and input. And I think if we look at it in those two ways, then I think we've got something that we can work with. And I think we get, if we get buried into semantics, you know, maybe we have to call it option one based on the previous council's motion. And then do a modification of

option one to provide the type of things that you've suggested that would be, I think we suggested option two the last time. I think we're looking at marrying the two and having the two elements that were talked about in both. That would be my quick and dirty on it.

Barry:

I take that as an opening, Councilor Cressman. Because the working group is something that is going to be doing the task that would be mandated or described by the consultant firm. And in consultation with probably CAO and staff, they would do that, that formation, how do you get a working group going. And then the working group, that's option one, right? And then the working group would be fulfilling the other part of the, pardon as I, and this is from the resolution on July 5th to transform community engagement and consultation processes in Wilmot Township to encourage greater openness and accountability.

So, the working group's task is to first of all do that. To come up with a process of how do you get information to people? How do you consult with people? So that's the working group's task. So, I don't think that forming the working group and tagging it with the task of addressing the prime minister, the Wilmot walk through history, process concern is going to be in contradiction or having to, in contradiction of the intent of the original motion from the working group.

I think, with all due respect, I'm suggesting that my hybrid number four completely fulfills the intent.

Mayor:

Thank you. We'll go to Councilor Sidhu.

Councilor Sidhu:

Barry, I saw in your report or your email that you sent, you were critical of the First Peoples Group's methods. Can you explain and elaborate how your suggestion would differ from what they were suggesting?

Barry:

The first people's groups process was constrained. We're all aware of the obvious constraints of COVID and so on. It's constrained, but I also think in my personal opinion that with my experience of how you do consultation, it differs from the First People's Group's process of consultation.

My understanding is the First Peoples Group asked a question, sort of a general kind of a nature, and they asked a lot of people to talk about it. And then they consulted with a group of people I would suggest, which was not statistically valid. I'm not talking about R-squares, and I'm not talking about chi-square analysis, and I'm not talking about P-factors.

It's just not representative. It was skewed. We had a couple of school classes. They don't even get to vote. I respect their opinions, but they don't get to vote. They don't even get held accountable for their behaviors.

So, the process was incomplete. I would suggest that the process that I'm suggesting in hybrid four, once you've got the working group created, once they have established the processes for consulting and getting input, and it comes back to council and that process is approved, and they then empower the working group and the consultant firm to go out and start doing that.

And that's where I get into the, where my experience has come. It's a train-the-trainer model. Councilor Cressman is nodding his head. You understand what I mean there? [inaudible] This is used for 50 years. It's old stuff.

Mayor:

Councilor Wilkinson.

Councilor Wilkinson:

Through the chair, that was something I was going to ask was if you can elaborate on that idea, the trainers, they picked up on a good chunk of it, but I'm curious to sort of hear the exact explanation.

Barry:

I'll give you an example. In education, there would be a mandate coming down from the province on a curriculum change, and superintendents would be trained on what the goals and outcomes were to be. Superintendents would then bring all the principles together, and they would be trained on how to implement the process. And then they would do it in their schools, and the teachers would use the kids.

The critical part of the train-the-trainer model is you... You know what you want to do in terms of a process, and that's what the working group and the consultation firm does. How do you run a meeting to provide information and

then provide opportunities to get feedback? And that's the model of the train-the-trainer. The working group, in my head, I see a group of, I don't know, three, five, if you don't want it too big, people who would be the core. And they would be in working with the consultation firm, the consultant firm, on how do we organize the logistics from picking the six community centers, the timing, all that other kind of stuff.

But the actual process is, what do you do when they come in the door? I'll give you an example of something we used to do as a principal teaching teachers. You would, as they came in the door, you'd give them a number. Because you knew how many groups you wanted. They come in the door, they get a number, one to ten, because you've got to have ten groups. And they go in, they don't have the numbers, before, they go in the group, they sit down, they're all sitting together. And then there is a presentation by the working group and the consultant, directed with the consultancy group and facilitators.

The working group has to train facilitators on how to run focus groups or break-up groups. You bring the mass into your community center, they have been given some information with the rules, the procedures, the expectations, and the task of the night. **Our task tonight is to make a decision, no, it is to get information about these things.** And here you're going to do these things. And **you've got the ten different groups, and they might all be doing the same thing. Or you might have five say, we're going to discuss how and why and how you're going to dispose of the statues. The other five might be saying, we're going to discuss why and how we're going to display the statues.** Like we're past the working group, we're in the process. And then they bring them all together.

Mayor:

Thank you, Barry. Councilor Martin

Councillor Martin:

I feel like I'm being a curmudgeon. Thank you through you, Mayor Salonen. I appreciate Barry Wolfe. No applause. I appreciate Barry Wolfe, your presentation, and you have a lot of good ideas. I'm just wondering how long we give to one person. And I realize my colleagues are asking questions, and I can appreciate that your interest in this input, but I'm also aware we have other delegations.

Mayor:

Councillor Martin, I feel like you're over here in my brain, because I actually have written that I'm ending the questions. I believe Council has many of you have spoken to Barry. I believe we've all read his email and understand his ideas. And thank you very much for coming forward, Barry. I appreciate it.

Barry:

So, I'm just wondering, **my recommendation is to fill in the blank with number four.**

Mayor:

Thank you, Barry. We will now move on to our next delegation, and that is Mary Pavey on behalf of the Wilma Ecumenical Working Group on Indigenous Settler Relations to address Council. Thank you, Mary, for joining us, and you will have seven minutes.

Delegate Mary:

Thank you. Good evening, Mayor Salonen and Wilmot councilors and staff and members of the public.

My name is Mary Pavey, and I am a member, as Mayor Salonen just said, of the Wilmot Ecumenical Working Group on Indigenous Settler Relationships. As you will recall from our previous delegation on February 26th, our group was established in 2017 to respond to the Truth and Reconciliation Commission's 94 calls to action, specifically the ones to the churches.

Tonight, I'm going to make a brief delegation in response to the outcome of the February 26th meeting and the additional reports submitted tonight, because I addressed you, Mayor Dorothy [?] and I addressed you the last time. We appreciated the discussion that was held on February 26th, as well as the work of the staff to provide further details for the councilors and the Mayor to consider.

We also appreciated tonight Linda LaPell and Andrew's different unique perspectives on eventual options, you know, to do with the past.

So, I thought there was some real creativity there to look at down the road. So, tonight before you, you have the new report, and our group feels that **both option one and two, as presented by staff this evening, involve**

community engagement with a process which aims to allow diverse representation, consensus building, and to promote unity.

It is vital that such a process provide meaningful and thoughtful, engaged discussion with a focus on truth and reconciliation, rather than an airing of grievances from the past. The spirit of reconciliation is about bringing people together, it's about relationships, it's about building relationships, and it's about listening to one another.

So, of course, it would be nice to have the issue of the Prime Minister's path settled quickly, but a positive outcome is most important and this cannot be rushed. **A thoughtful and measured approach to dealing with the Prime Minister's path must be undertaken to ensure results that will benefit our community.** In both options one and two, this is what staff is recommending and what our group wholeheartedly supports. Thank you for your time this evening.

Mayor:

Thank you very much Marie. Councilor's questions from Marie. Seeing none, thank you very much Marie and to your whole group, we know you guys will continue along in this conversation with us. Thank you very much for coming. I do believe we have one final delegate. Sorry, I'm just going to have the clerk just, I'm in on that.

Clerk Bunn:

Three minutes before the confusion, it was Glenn Mathers had submitted written correspondence that was added to the agenda so there is no delegations.

Mayor:

Okay, thank you very much. Sorry for the confusion on my end there. Well, Council I guess now it's up to us to discuss the options before us and I mean the one thing I would say is certainly based off the questions before and some of the other conversation that, as Council were able to dictate whatever the terms of reference would be, should there be a working group.

So, I will leave this to somebody if they'd like to open the conversation as to what's direction they're meeting. Wow, this is really robust conversation here. Councilor Wilkinson.



Councilor Wilkinson:

Through the chair, rather leading question there I suppose, but I'm going to avoid it. I will say that this is definitely an incredibly challenging topic and we've heard from a lot of folks not only delegated this evening or even submitted correspondence. And ultimately, I will say the overwhelming message I received was certainly they appreciate how challenging it is to sort of balance out all the interests and there's a couple things that come to mind with me sort of through what we've discussed this evening.

One, I think it's important that we sort of separate this issue from the strategic plan but really ensure that it is its own sort of path moving forward, no pun intended, but ultimately that it has nothing tied to it outside of just direction from Council in my opinion.

I do like the idea of sort of working towards a new decision-making framework and I was intrigued by Mr. Wolfe's presentation and his supporting material. I thought there was a lot of interesting points in there and pieces that I think will be beneficial to helping building community consensus and healing and ultimately education on the topic and I certainly would be in agreement with the best practice for is likely to **avoid that top-down dictated approach or rather have something that's driven from a community consensus and discussion.**

So those are my sort of opening thoughts. With that said I did have a question as well to CAO chambers regarding the Kazmari funding. Now is that directly tied to the First Peoples Group or will that be applicable to any consultant that does come forward?

CAO:

Through you Mayor, really it relates to diversity, equity and inclusion so it allows us to hire consultants **as long as we're doing an inclusive engagement I believe that that would fit within the funding stream.** I would also if through you Mayor if you don't mind just want to **provide some clarification for Council about exactly what the direction was from the Council of the day so that you can understand whether what you heard tonight from the delegates fits within that box and requires a change in direction because as I said if you're doing anything other than what was approved by the previous Council then that requires a reconsideration so I'm just going to read that motion for you and you can understand then if what you heard tonight around engagement, changing the**

*engagement processes, things that the working group could be tasked with doesn't fit within this window of current direction.*

So, if you'll indulge me Mayor. The motion said, and I'll go straight to the part related to this, *“that staff be directed to report back to Council with an implementation plan for the incorporation of **the remaining recommendations** from First Peoples Group including creating a working group comprised of a balanced representation of the individuals and communities within Wilmot Township to discuss, develop and suggest plans for the implementation of next steps centered in community cohesion and healing. Commitment to transforming community engagement and consultation processes in Wilmot Township in a way that encouraging greater openness, accountability and citizen participation in decision making.*

So that is the **current direction** of Council.

So, I would suggest that that is option one that is on the table which is continuing with the current direction of Council. You've heard some suggestions this evening of what could be incorporated into the work of the working group as well as what could form part of an RFP that would deliver on that.

So, I would suggest to you that a lot of what you heard tonight fits within that framework and doesn't require a change in direction.

**[What isn't said is that the last part of Barry's delegation there was mention of a working group community consultation session that included a set of groups answering the question, “Why and how do we dispose of the statues?” and another set of groups answering the question, “Why and how do we display the statues?” in an educational context.]**

**[The “current direction of council” does not include the display of statues in an educational context, only the ‘how do we dispose of them’ portion. This is in direct opposition to what voters told candidates during the election campaign, and what successful candidates now sitting on council committee to doing. Trustworthiness is an identified issue in Wilmot. Trust is proven by actions, not words and confusing processes run by consultants.]**

Councillor Cressman:

Through you Mayor to CAO Chambers, I guess I would like to have an explanation of **what balanced representation means** because it's kind of like a beautiful sunset. It could mean a lot of different things to different people.

CAO:

Through you Mayor, I think that's where we really want to look to the expertise of **a consultant who has led these types of engagements and really set forward the mandate, the terms of reference** and even bring forward best practices in how we select representation for these types of working groups. Because that's certainly not something that we've done before.

So, in my initial recommendation, we did set out that that would be part of the work of the consultant is to assist us through that process in developing how we actually go ahead and create this working group.

Mayor:

I suppose I have a question about the wording that currently stands for creating a working group. I, and I'm asking this not because I'm saying this is the approach I want, but I want the flexibility should somebody like a consultant come forward and suggest this. It says residents of Wilmot. I still very much do believe that it is a conversation of the residents of Wilmot. But when Mr. Kip was doing his presentation about the fact, yes, obviously this is a far larger conversation. I'm curious.

I know there are working groups that exist on different problems that might be of local focus but have greater larger implications where there are people who are experts who are put on a working group. Does that limit that possibility should a facilitator recommend that be best practice and that be the direction that council decides to go at that time. I'm just wondering if that completely removes that possibility should somebody suggested and that be a direction council would want to go. Not right now, but at a later date.

CAO:

Through you, Mayor. I believe **ultimately council will approve those terms of reference on how you create the working group and what the composition of the working group will be**. In terms of citizen engagement, it does talk about, you know, representation of communities within Wilmot. There may be situations where you would be **seeking some external expertise that may not exist within Wilmot. But, you know, ultimately,**

that would be the decision of council in terms of developing that mandate and composition of the working group.

And I would look to the consultant to give us advice in that regard of what is the best practice in establishing that.

**[Double-speak. Which is it? Council sets the terms in developing the mandate, or the consultant? Page 2, #2 gives that to the consultant and council can stay home.]**

Councilor Dunstall:

Thank you. Just a quick question. I just want to make sure I understand that option one does still include citizen engagement.

CAO:

Correct.

Dunstall:

There's the working group, but there will be citizen engagement because there's certainly many, many citizens that did not feel that they had their voices heard.

So, I appreciate a working group and I think that's great. But I just want to make sure that it goes out to everybody so that we have a variety of different viewpoints so that we can make sure that when we do get to a decision, it actually encompasses the entire township or as much of it as we can. Ev-er-y-body.

CAO:

Yes, and as we heard from, you know, many of the delegations tonight that part of that focus of the working group would really should be looking at how we develop those engagement plans with the community. And I think the consultant that we engage through this, it's going to be very important to get the right consultants that has a lot of knowledge and expertise in how to lead those conversations in the community.

Certainly, I've heard from members of council since I've been here about, you know, wanting to really have those, you know, smaller focus group type conversations with the community where people can feel safe in sharing diverse opinions. And I'm very pleased to say that Miss Kell and I with, with some of the conversations that we've been having over the past couple of

weeks with consultants who have experience in this space. There are some really great ideas there that that we can implement in terms of having that really meaningful community conversation where all perspectives are heard.

Councilor Martin:

Through you, Mayor Salonen. I'm just curious about the process. **If we carried on with the previous council's direction**, do we need a motion or are we simply by consensus saying we're carrying on which is I guess then going with option one.

Mayor:

I will turn to the clerk for procedure on that because we do technically have a motion on the floor.

Clerk:

Through you, Mayor. Yes. So, it is essentially a little redundant to have a second motion. But as the mayor has indicated, there is a motion on the floor. So, what I would recommend in that case is that **council's really reaffirming that direction and giving clear direction is that's how you'd like to see this proceed**. In that case, I would suggest option number one would be inserted in the light and that would give that direction.

Councilor Cressman:

Yes, I think through you, Mayor, I think the piece and I think very well identified it very clearly. **The long-term legacy of doing it right will be a process that involves everyone** and that makes we have then a recipe. Excuse me, or something in our toolbox that we can bring out of the toolbox to address issues that were confronted with or future councils are confronted with going down the road.

And I think that's the key is to get the process right. And then we can apply it to the question at hand and any other future questions because we've trained the trainer, so to speak, that we've got it in the ability to do it and we've learned to do by doing so.

So, I think that has to be a highlight of this, that we have to keep that as a, you know, the two step process I see it as, is learn the process, get it right, get this consultation process down and then apply it to the question at hand. And then we can, and then other questions will pop up that we can apply the process to that will benefit the Township Residents in the future.

So, you know, I think I can, I can therefore support the, the, the option, option one with that provides those as we look to the future.

Mayor:

So, option one, I suppose would be an amendment to the motion moved by Councilor Cressman.

I would need a seconder for option one, that seconded by Councilor Dunstall, specifically on the amendment, which will be inserting option one and the candor and a prize. I suppose that you mentioned Councilor Cressman. Any comments or questions on option one? We'll go to Councilor Wilkinson and then Councilor Martin.

Councilor Wilkinson:

Through the chair, question would be, CAO Chambers regarding timing in terms of what do you propose the timing is for this, how quickly we'll play out, and is that something that I guess as a group do we feel necessary to attach a time amendment to it?

CAO:

Through you Mayor, we would like to move quickly in developing the RFP, because we want to take advantage of that funding and get the process moving.

So, with Council's direction tonight, I think we have, you know, sufficient direction to proceed with developing an RFP and issue that. And really understanding based on the feedback and the discussion that we had tonight, what we're trying to achieve from a consultant in assisting in establishing the working group.

So, our goal would be to get that RFP out in April and get it awarded by the end of April so that we can start proceeding with that work with the consultant.

Councilor Martin:

Through you Mayor Salonen. So just could we have a clarification on the process? So, then the motion, could you maybe just repeat what is the motion on the floor and then what would be the amendment? And just to put my position out there, I agree with what Councilor Cressman is saying in

terms of that option one, but I just want to be clear then on how or what the motions are.

Clerk:

Yes, so the motion that currently stands is that report CAO 2024-04 regarding additional information relating to option two outlined in CAO report 2024-03 be received for information and further that Council direct staff to proceed with option fill in the blank is outlined in report CAO report 2024-03. The reason it needs to be an amendment, which is option one is because we had not yet decided and staff did not want to predetermine the outcome of our conversation this evening. So, it will be an amendment. The amendment will just be to add the number for the option. And then we would vote on that pending. However, that focus we either do motion as amended or not.

Mayor:

My question would be on the consulting. I know RFPs normally sit within your jurisdiction and domain in terms of both sending out and awarding. I'm curious. I know certainly I would be interested in because this is a very politicized topic. **Council having at least input on who would be the top candidates and who would be awarded to and even perhaps some of the wording in the RFP to ensure it encapsulates what we're envisioning them.** Curious on what that would look like without stepping on staff's toes.

CAO:

Yes, no, absolutely. **[Which – yes or no?]** I agree completely in this respect that Council will want input into this process. And so, I'm happy to bring back the provisions of the RFP for, for Council to, to look at. And I would also suggest that a member of Council be on the evaluation team as we're awarding this to ensure that it's, it's aligned with Council's vision on this.

**[This Report COR-2024-49 is the result of that RFP.]**

Mayor:

Very good. Would you want at a later date than that appointment? I'm assuming.

CAO:

Yes. You know, we, we wanted to confirm the direction first tonight and then I think we have enough information to put that next report together and come back to you. And then we would ask for an appointment to that evaluation team at that time.

Mayor:

Okay, very good. Any other questions on the amendment, which is for option number one? Okay, seeing none, I will call the vote on the amendment, which is to make the option item number one that would be **a working group with the understanding of continued engagement being under their tasks.**

So, all those in favor? That carries unanimously.

Now to the motion as amended. Any other final comments, questions from anyone? Seeing none, all those in favor? And that carries unanimously.”

-----  
Transition to “water break”.

Yes. We can do that. I would just need a mover and a seconder for a five-minute recess. Thank you. (door opens) (water splashing)

**[No kidding, the transcription program interpreted those sounds and described them. AI’s pretty smart!]**

DRAFT confidential