

Release of Council Resolution from the May 27, 2025, Closed Council Meeting

Extension of the Committee Meeting Attendance Governance Measure

1. On May 7, 2024, Council received Ministerial Advisor Henry Braun's report that outlined ongoing governance challenges Council was experiencing as a result of Mayor Hamer-Jackson's action, including Ministerial Advisor Henry Braun's findings that:
 - (a) "The Mayor has not exhibited a clear understanding of his role and its limitation – as evidence by interactions with Council, staff and the community."
(Top Challenge No. 11 – Misinterpretation of Roles, at page 10);
 - (b) "The Mayor's actions and statements suggest a significant underestimation of the implications of his behaviour, including potential legal and reputational damage to the council and the city."
(Top Challenge No. 5 – Lack of Awareness of Potential Consequences, at page 9);
 - (c) "The Mayor has made a number of public statements and allegations, particularly in media interviews, that could be harmful and potentially legally damaging to the City."
(Top Challenge No. 10 – Ignoring Confidentiality Protocols, at page 10);
 - (d) "The Mayor has admitted to sharing privileged information outside of Closed meetings, disregarding the confidentiality protocols and risking legal repercussions."
(Top Challenge No. 10 – Ignoring Confidentiality Protocols, at page 10);
2. As a result, Ministerial Advisor Henry Braun recommended, among other things, that Mayor Hamer-Jackson:
 - (a) "Dedicate sufficient time to comprehend written communications, report and official documents, which will allow well-informed decisions."
(Recommendation No. 2 to Mayor – Improve Understanding of Official Documents, at page 11);
 - (b) "Adhering strictly to confidentiality agreements and council protocols would prevent potential legal issues and protect the integrity of council proceedings."
(Recommendation No. 2 to Mayor – Respect Confidentiality and Protocols, at page 11);
 - (c) "Enroll in workshops or seminars focused on enhancing leadership, conflict resolution, and communication skills."
(Recommendation 6 to Council – Leadership and Communications Training, at page 13);
 - (d) "Seek out a consultant experienced in municipal governance or leadership who can provide guidance and mentoring advice and constructive feedback. Provide basic education and coaching for the mayor on their roles and responsibilities."
(Recommendation 7 to Council - Mentoring, at page 13); and

- (e) "Take courses in municipal governance, ethics, and public administration to deepen understanding of the responsibilities and challenges in public office."
- 3. On [May 28, 2024, Council resolved](#) that Mayor Hamer-Jackson be restricted from attending the Closed portions of any Select Committee meetings other than by invitation for a period of twelve (12) months or until Mayor Hamer-Jackson has complied with the recommendation of Ministerial Advisor Henry Braun by completing an educational course approved by Council that provides specific training in Mayor Hamer-Jackson's statutory and common law obligations to respect and protect confidentiality and privacy, whichever is earlier (the "Committee Meeting Attendance Governance Measure");
- 4. To date, Mayor Hamer-Jackson has not completed the educational course as directed by Council in its May 28, 2024 resolution;
- 5. The 12-month period of the Committee Meeting Attendance Governance Measure imposed by Council on May 28, 2024 will expire on May 28, 2025; and
- 6. Council has considered Mayor Hamer-Jackson's recent misconduct, including numerous privacy breaches, confidentiality breaches, and inappropriate treatment of City staff;

COUNCIL DIRECTS AS FOLLOWS:

- a) **The Committee Meeting Attendance Governance Measure is extended until the earlier of:**
 - i) **A period of twelve (12) months; or**
 - ii) **Until Mayor Hamer-Jackson has completed an educational course on his statutory and common law obligations to respect and protect confidentiality and privacy, which said course must be provided by a qualified professional acceptable to Council and with training materials in a form and with content acceptable to Council.**

CARRIED.