

**Regional Municipality of Waterloo
Council
Addendum Agenda**



Date: Wednesday, August 28, 2024
Regular Session: 7:00 p.m.
Location: Council Chambers

Should you require an alternative format please contact the Regional Clerk at Tel.: 519-575-4400,
TTY: 519-575-4605, or regionalclerk@regionofwaterloo.ca

Pages

1. **Call to Order**
2. **Land Acknowledgement**
3. **Declarations of Pecuniary Interest under the “Municipal Conflict of Interest Act”**
4. **Presentations**
5. **Petitions**
6. **Delegations**
 - *6.1 **Jessica Linthorne (Interim CEO of Nuclear Innovation Institute, Co-Chair of the Southwestern Ontario Isotope Coalition) Ian Boddy (Mayor of Owen Sound, Co-Chair of the Southwestern Ontario Isotope Coalition)**
Re: ~~An Overview of the Southwestern Ontario Isotope Coalition~~

Delegation Withdrawn
 - 6.2 **Terra-Lynn Weber, Kitchener**
Re: The 100 Vic Encampment and homelessness in Waterloo Region
 - 6.3 **Amy Haertel, Founder, River Access Point Safety Movement** 12
Re: River Safety Concerns in our Region (GRCA Watershed)
 - *6.4 **Artem Klymovych, Woolwich** 30
Re: Land Assembly in Wilmot and Land Usage by Residents
 - *6.5 **Fauzia Mazhar, Executive Director, Coalition of Muslim Women of KW** 33
Re: Presentation of "Snapshot of Hate in Waterloo Region"
 - *6.6 **Mark Reusser, Vice-President, Waterloo Federation of Agriculture**
Re: Item 12.2.2 Wilmot Land Assembly
 - *6.7 **Dalinda Reese, Waterloo**
Re: Perspective(s) vital to growth and future prosperity of Waterloo Region
 - *6.8 **Nina Deeb, Kitchener**

Re: Wilmot Land Assembly.

***6.9 Jennifer Pfenning, Wilmot**

Re: Agenda item: 12.2.2 Sustainability, Infrastructure, and Development
Committee Summary - August 13, 2024

7. Minutes of Previous Meetings

Recommended Motion:

That the following minutes be approved.

7.1 **Community and Health Services Committee - June 4, 2024 (Deferred to
June 19, 2024)**

7.2 **Closed Council - June 19, 2024**

7.3 **Council - June 19, 2024**

7.4 **All Councils - June 21, 2024**

7.5 **Special Council - June 24, 2024**

7.6 **Community and Health Services - August 13, 2024**

7.7 **Closed Committee - August 13, 2024**

7.8 **Sustainability, Infrastructure, and Development Committee - August 13,
2024**

7.9 **Audit Committee - August 14, 2024**

7.10 **Strategic Planning and Budget Sub-committee - August 14, 2024**

7.11 **Library Committee - August 14, 2024**

8. Communications

8.1 **Council Information Package - August 21, 2024 (Distributed to
Councillors Electronically)**

For Information.

8.2 **John Ariens, MCIP, RPP, New Hamburg**

97

Re: Wilmot Farmland Expropriation

8.3 **Corliss Olson, PhD, Kitchener**

100

Re: Land Acquisition in Wilmot Township

9. Motion to go into Closed Session

Recommended Motion:

That a closed meeting of Council be held on Wednesday, August 28, 2024
immediately following the motion in accordance with Section 239 of the
"Municipal Act, 2001", for the purposes of considering the following subject
matters:

1. A potential agreement for a proposed disposition and acquisition of
lands that is subject to solicitor-client privilege
2. Providing direction to staff with respect to ongoing litigation that is
subject to solicitor-client privilege

3. Providing direction regarding ongoing negotiations related to a current service
10. **Motion to Reconvene into Open Session**
Recommended Motion:
 That Council reconvene into Open Session.
 11. **Motion to Go Into Committee of the Whole to Consider Reports**
Recommended Motion:
 That Council go into Committee of the Whole to consider reports.
 12. **Reports**
 - 12.1 **Finance Reports**
Recommended Motion:
 That the Finance Reports items be received for information and approved.
 - 12.1.1 COR-CFN-24-012, Municipal Funding Agreement Canada Community Building Fund 102
Recommended Motion:
 That the Regional Municipality of Waterloo pass a By-law to authorize the Regional Chair and the Regional Clerk to execute the Municipal Funding Agreement for The Canada Community Building Fund (CCBF) between the Association of Municipalities of Ontario (AMO) and The Regional Municipality of Waterloo, with such Agreement to be to the satisfaction of the Regional Solicitor, as outlined in report COR-CFN-24-012 dated August 28, 2024.
 - 12.1.2 COR-TRY-24-032, T2024-157 589 Langs – 7 Storey Residential Development (Under PQ2023-06) 105
Recommended Motion:
 That the Regional Municipality of Waterloo accept the tender of Norlon Builders for the T2024-157 589 Langs – 7 Storey Residential Development (Under PQ2023-06) in the amount of \$52,064,640.17 plus all applicable taxes as set out in report COR-TRY-24-032 dated August 28, 2024.
 - 12.2 **Committee Reports**
 - 12.2.1 Community and Health Services Summary - August 13, 2024 112
Recommended Motion:
 That the following recommendations from the Community and Health Services Committee be approved:
 1. That staff move forward with the operating model as proposed in CSD-HOU-24-015, with a maximum of 66 residents serving single women and gender-diverse and non-binary adults (subject to normal extreme

weather protocols)

And further, before any steps are taken to serve additional people, or different groups of individuals, the Region of Waterloo will discuss the proposal with community partners including the host community (Kitchener, in this case), and a report with further recommendations will come to Regional Council before any changes are made.

2. That the Regional Municipality of Waterloo take the following action with respect to the Regionally-owned property located at 651 Concession Road, Cambridge (former Kinsmen Children’s Centre) as set out in report EES-FFM-24-005 dated August 13, 2024:
 - a. That Regional Council support the proposed use of the property for the development of a Paramedic Services station; and
 - b. Approve debenture authority for the project in the amount of \$12,600,000 for a term not to exceed 20 years.

12.2.2 Sustainability, Infrastructure, and Development Committee Summary - August 13, 2024

113

Recommended Motion:

That the following recommendations from the Sustainability, Infrastructure, and Development Committee be approved:

1. WHEREAS the Region of Waterloo is in the process of completing the purchase of a 160-acre farm in Wilmot Township (the Farm) as part of an industrial land strategy (the Land Assembly) and subject to the Region’s confidentiality obligations.

AND WHEREAS the Region of Waterloo recently plowed under the corn crop on the Farm, which was estimated to be 5 or 6 weeks away from harvest (the Event),

AND WHEREAS this Event appears to be in direct contradiction to the Region of Waterloo’s Strategic Plan 2023-2027 Growing with Care vision,

AND WHEREAS this Event appears to conflict with the goals in the Province’s Grow Ontario: a provincial agri-food strategy,

THEREFORE, BE IT RESOLVED that the Region of Waterloo commits to ensuring, with respect to crops on any further farms purchased through the Land Assembly, that the first consideration will be assessing whether the crop can be harvested, and a suitable use found for the yield, and that the outcome of such assessment will be provided to Regional Council before any action is taken;

BE IT FURTHER RESOLVED that Regional Council receives a report within 4 weeks of this motion outlining what occurred including what actions were taken to mitigate the loss of crops with respect to the Event, and that this report be made public and subject to the Region's confidentiality obligations.

BE IT FURTHER RESOLVED that, going forward, Regional Council will be provided with advance notice of any further work occurring on the lands purchased by the Region of Waterloo through this Land Assembly.

2. That the Regional Municipality of Waterloo approve the proposed changes on Benton Street (Regional Road #6) from Courtland Avenue (Regional Road # 53) to Charles Street (Regional Road # 64) and on Frederick Street (Regional Road #6) from Weber Street (Regional Road #8) to Lancaster Street (Regional Road #29) as outlined in Report TSD-TRP-24-009 dated August 13, 2024:

1. Repurpose the road space by reducing the travel lanes from four lanes to two lanes and add painted reserved single directional bicycle lanes.
2. Upon construction, amend the Traffic and Parking by-law 16-023;
 - Add to Schedule 22 - Reserved Lanes, Benton Street (Regional Road 6), from Courtland Avenue (Regional Road 53) to Charles Street (Regional Road 64), Both Sides, Anytime, Bicycles;
 - Add to Schedule 22 - Reserved Lanes, Benton Street (Regional Road 6), from Courtland Avenue (Regional Road 53) to Charles Street (Regional Road 64), Both Sides, Anytime, Bicycles;

- Add to Schedule 22 - Reserved Lanes, Benton Street (Regional Road 6), from Courtland Avenue (Regional Road 53) to Charles Street (Regional Road 64), Both Sides, Anytime, Bicycles;
- Add to Schedule 22 - Reserved Lanes, Benton Street (Regional Road 6), from Courtland Avenue (Regional Road 53) to Charles Street (Regional Road 64), Both Sides, Anytime, Bicycles;
- Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
- Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
- Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
- Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
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- Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
- Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
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- Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
- Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
- Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;

Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;

- Remove from Schedule 7 – No Stopping, Frederick Street (Regional Road 6), from 38.5m east of King Street to Duke Street (Regional Road 63), South Side, 4:30 p.m. to 5:30 p.m., Monday to Friday;
- Remove from Schedule 7 – No Stopping, Frederick Street (Regional Road 6), from 38.5m east of King Street to Duke Street (Regional Road 63), South Side, 4:30 p.m. to 5:30 p.m., Monday to Friday;
- Remove from Schedule 7 – No Stopping, Frederick Street (Regional Road 6), from 38.5m east of King Street to Duke Street (Regional Road 63), South Side, 4:30 p.m. to 5:30 p.m., Monday to Friday; and
- Remove from Schedule 7 – No Stopping, Frederick Street (Regional Road 6), from 38.5m east of King Street to Duke Street (Regional Road 63), South Side, 4:30 p.m. to 5:30 p.m., Monday to Friday.

3. That staff be directed to: Develop a long-term plan for separated cycling facilities along the Benton-Frederick corridor and for improved pedestrian and cycling access to the Frederick ION station, to be implemented as part of the future reconstruction of Benton Street and Frederick Street.

3. That the Regional Municipality of Waterloo amend the Traffic and Parking By-law 16-023, as amended, to add to Schedule 1 (No Parking), No Parking Anytime on both sides of Snyder's Road East (Regional Road 6) from 1.2 km east of Notre Dame Road (Regional Road 12) to 1.8 km west of Trussler Road, in the Township of Wilmot as outlined in Report TSD-TRP-24-011, dated August 13, 2024.

12.2.3 Audit Committee Summary - August 14, 2024

116

Recommended Motion:

That the following recommendations from the Audit Committee

be approved:

1. That the Regional Municipality of Waterloo accept the proposal of KPMG LLC for P2024-18 External Audit Services and appoint KPMG LLP as the Region's external auditor for a five (5) year term comprising of 2024, 2025, 2026, 2027 and 2028 fiscal years in the amount of \$944,790.00 (average annual cost of \$188,958.00) plus all applicable taxes as set out in report COR-TRY-24-031 dated August 14, 2024.

12.2.4 Library Committee Summary - August 14, 2024

117

Recommended Motion:

That the following recommendations from the Library Committee be approved:

1. That the Regional Municipality of Waterloo Library Committee approve the purchase of a microfilm reader for the Ayr Branch of the Region of Waterloo Library, using funds from the Regional of Waterloo Library Capital Reserve Fund;

And that Staff return to the Library Committee for review and consideration with a recommended service level for each Branch in the system which then informs the base of resources, materials, equipment, etc.;

And that Staff return to the Library Committee for review and adoption a Policy as to how funds from Trusts, Donations, Bequests, etc would be utilized to ensure consistency in approach, and, to ensure that the use of the funds adds value or enhancements to the Branch(es) above the normal service level.

2. That the Regional Municipality of Waterloo approve the revised Terms of Reference for the Library Committee as described and attached in Appendix A of Report PDL-CUL-24-015, dated August 14, 2024.

And that the Terms of Reference be amended to add Township specific language.

12.2.5 Licensing and Hearings Committee Summary - August 28,

2024

Licensing and Hearings Summary will be available at August 28th Council.

- 12.2.6 Sustainability, Infrastructure, and Development Committee Summary - August 28, 2024
Sustainability, Infrastructure, and Development Summary will be available at August 28th Council.
- 12.2.7 Administration and Finance Committee Summary - August 28, 2024
Administration and Finance Summary will be available at August 28th Council.
- 12.2.8 Closed Council Summary - August 28, 2024
Closed Council Summary will be available at August 28th Council.

13. Other Matters Under Committee Of The Whole

14. Motion for Committee of the Whole to Rise and Council Resume

Recommended Motion:

That Committee of the Whole rise and Council resume.

15. Motion To Adopt Proceedings of Committee of the Whole

Recommended Motion:

That Council adopt the proceedings of Committee of the Whole.

16. Motions where notice has been provided

16.1 Councillor C. Huinink

Recommended Motion:

Whereas A By-law to Licence, Regulate and Govern Brokers, Owners and Drivers of Taxi-Cabs within The Regional Municipality of Waterloo was passed in 2016; and

Whereas staff have indicated a need to conduct a review of the Taxi By-law; and

Whereas the City of Calgary's centralized Wheelchair Accessible Vehicle (WAV) dispatch creates an effective and excellent approach for providers and users of accessible transportation services

Therefore be it resolved:

That the Regional Municipality of Waterloo direct staff to review the WAV Calgary model to identify the benefits and challenges of implementing a similar system in Waterloo Region;

And That staff be directed to develop a plan to conduct a thorough review of the Taxi By-law for potential positive revisions, including enhancement of accessibility as it pertains to the Taxi By-law;

And That staff be directed to report back to the Licensing and Hearings Committee on the Calgary model and the overall plan for the by-law review by March 2025.

17. Notice of Motion

Motions listed will be considered at a future meeting or if notice is waived.

18. Unfinished Business

19. Other Business

20. Questions

21. Enactment of By-laws – First, Second & Third Readings

Recommended Motion:

That the following by-laws be approved.

21.1 By-law 24-026

Recommended Motion:

That a By-law to Amend By-law 01-059, A By-law to consolidate all By-laws with Respect to Roads Included in the Regional Road System, as amended (Fountain Street North (Regional Road 17)/Menno Street), be read a first, second and third time, finally passed and numbered 24-026, be signed by the Regional Chair and Regional Clerk and sealed with the Regional Seal.

21.2 By-law 24-027

Recommended Motion:

That a By-law to Amend By-Law 22-018, A By-law to Authorize and Govern the Delegation of Signing Authority on Behalf of The Regional Municipality of Waterloo and to Repeal By-law 18-036 (Schedule “A”), be read a first, second and third time, finally passed and numbered 24-027, be signed by the Regional Chair and Regional Clerk and sealed with the Regional Seal.

21.3 By-law 24-028

Recommended Motion:

That a By-Law to amend By-Law Number 23-062, A By-law to Establish Fees and Charges for the Regional Municipality of Waterloo and repeal By-law 23-009, as amended, be read a first, second and third time, finally passed and numbered 24-028, be signed by the Regional Chair and Regional Clerk and sealed with the Regional Seal.

21.4 By-law 24-029

Recommended Motion:

That a By-law to Authorize the Municipal Funding Agreement for the Transfer of Federal Canada Community-Building Fund Revenues between the Association of Municipalities of Ontario and the Region of Waterloo, be read a first, second and third time, finally passed and numbered 24-029, be signed by the Regional Chair and Regional Clerk and sealed with the Regional Seal.

21.5 By-Law 24-030

Recommended Motion:

That a By-law to appoint an Acting Treasurer and to Repeal By-law Number By-Law 24-018, be read a first, second and third time, finally passed and numbered 24-030, be signed by the Regional Chair and Regional Clerk and sealed with the Regional Seal.

21.6 By-law 24-031

Recommended Motion:

That a By-law to Confirm the Proceedings of the Council of the Regional Municipality of Waterloo at this Meeting Held on August 28, 2024, be read a first, second and third time, finally passed and numbered 24-031, be signed by the Regional Chair and Regional Clerk and sealed with the Regional Seal.

22. Adjourn

Recommended Motion:

That the meeting adjourn at x:xx x.m.

+ **River &
Access Point
Safety
Signage**

River Safety and Education for
Recreational Users of Local Waterways.





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01

Introduction

On Saturday, July 13, two women were enjoying a float down the Grand River in Kitchener, unaware that the water level and flow was ten times above normal. They were not following proper safety precautions and not using equipment that was fit for the river. They were also completely unaware of the potential dangers ahead. They were tragically unable to navigate a low-head dam and lost their lives.

Although multiple issues caused this tragic accident, many impossible to control, lack of adequate signage and information along the river and at launch sites contributed.

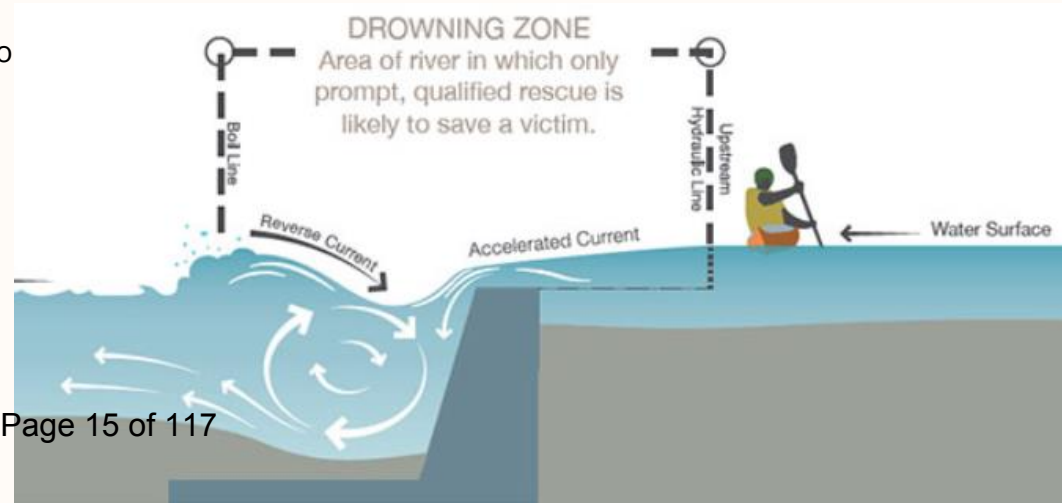


01

Low Head Dams and Weirs?

Low-head dams might not seem dangerous at first glance, but they can be very deceiving. Even a small drop can trap objects and claim lives. When viewed from upstream, a dam with a drop of several feet can be almost impossible to see. Because of this it's important to pay attention to warnings such as signs or buoys. A person may not know they are in danger until they are within a few feet of the dam and it may be too late to escape the current.

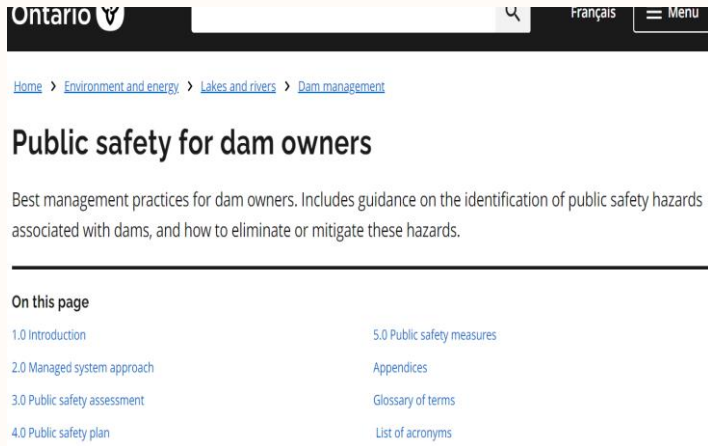
Low head dams and weirs are nicknamed “Drowning Machines.” It is the term used to describe the dangerous situation that is created when water flows over a low-head dam. As the stream of water flows over the dam it drops into the water below creating a backwash or a current. This recirculating current, which is also known as a “hydraulic,” can take an object (including a person) to the bottom of the stream. The current then brings the object back to the dam. Once at the face of the dam the object is forced back to the bottom from the water pouring down from above. This recirculation can hold in an object, even a boat, indefinitely and can be impossible to escape.





Background

The Ontario Ministry of Natural Resources provides recommendations and best practices for public safety around dams and weirs. The document describes signage and other safety strategies that should be implemented to keep public recreational users of waterways safe.

1.2: “Dam owners are responsible for the safe operation and maintenance of their dams. Part of safe operation and maintenance is a responsibility to implement appropriate public safety measures to address potential exposure to hazards created by the dam and its operation.”



Ontario  Français 

[Home](#) > [Environment and energy](#) > [Lakes and rivers](#) > [Dam management](#)

Public safety for dam owners

Best management practices for dam owners. Includes guidance on the identification of public safety hazards associated with dams, and how to eliminate or mitigate these hazards.

On this page

1.0 Introduction	5.0 Public safety measures
2.0 Managed system approach	Appendices
3.0 Public safety assessment	Glossary of terms
4.0 Public safety plan	List of acronyms

Document found by clicking link below:

[Ministry of Natural Resources Document](#)

Ministry of Natural Resources Guidelines Cont'

5.3.1 Signage

“Signage is a primary means of informing the public of hazards associated with dams. It is important that signs convey a message that is consistent with the degree of risk presented to the public. In general there should be two primary distinctions in signs used at a site to identify hazardous areas; those used to identify dangerous areas and those intended to identify warning areas.”



Current view of upcoming Hidden Valley Weir: no noticeable buoys or signage at Dam/weir site.

Note: the infinity pool effect and the noise from the hwy 8 bridge behind makes it impossible to hear the upcoming danger.



Sign 1000m away from Hidden Valley Weir: Currently blocked and broken



Very small portage sign obstructed by vegetation and almost unseeable from river view perspective

Ministry of Natural Resources Guidelines Cont'

"The elements of effective signs are:

1. The message is concise and easily understood;
2. Signs are consistent with respect to colour, size, format and messaging;
3. Signs are properly located and installed;
4. Signs are regularly inspected. Old, damaged and/or vandalized signs are replaced and new signs installed as needed; and
5. The message text on the sign is sized to the viewing distance."

Ministry of Natural Resources Guidelines Cont'



The only sign that is not damaged or covered is located just 100 m away from the dam/weir and is only readable from the left hand side of the river.

'Signs should be:

1. Positioned where they provide adequate time for viewer response, considering such factors as approach speed. In some cases, it may be appropriate to install a warning sign (Appendix C Figure C.8 or 9) a suitable distance before a danger sign;
2. Visible from a safe viewing distance along normal access routes to the dam from land and water. The overall dimension of the sign, as well as the text size should be such that the message can be clearly read from beyond the hazardous area and takes into account the speed at which the hazard is approached. See Appendix A Figure A.2 for determining the message text size for the viewing distance;...."



Providing the public that frequent waterways with information about water flow and routes can be helpful to prevent accidents and enhance safety for individuals engaging in water activities like floating, canoeing, kayaking and swimming. It can also give fishermen, walkers and hikers important information regarding conditions along the banks. As our communities are growing dramatically around local rivers; so is usage of these passageways; so are the number of drownings.

Educational campaigns and new signage provide a way to educate and communicate information to new and frequent waterway users.

Objectives

1

Buoys look
like this....



Booms look
like this....



DANGER DANGER DANGER DANGER DANGER

DANGER

Dam- No Trespassing

Shand Dam
In emergency, contact 9-1-1



PORTAGE



HERE

Address the urgent *and immediate* need for sign maintenance and regulation at the Hidden Valley Weir and in the Grand River Watershed.

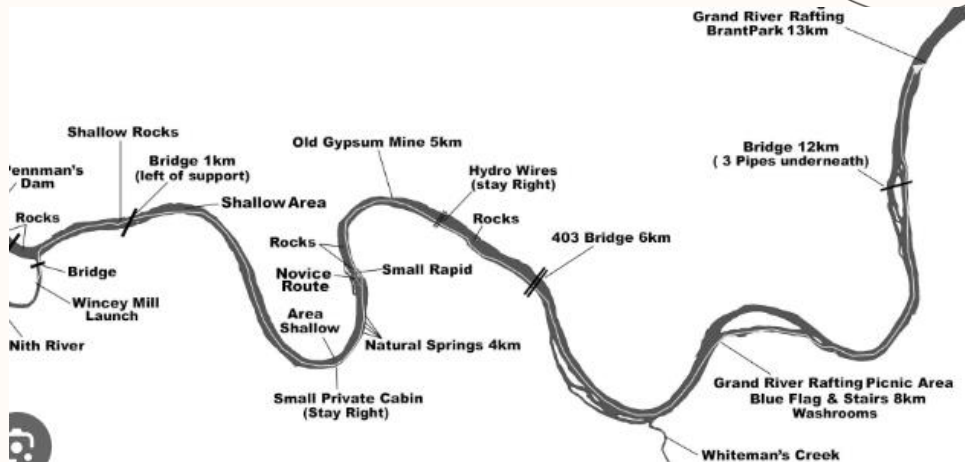
Many dangerous obstacles are inadequately marked for safety. One example is around the Hidden Valley Weir, but there are many more dangerous dams and known obstacles that lack safety signage and buoys. Many have no portage markers or have some that are not visible from the water point of view.

+ Objectives

2

The creation of a river map that could be posted at launch access points and online to familiarize users with the location of known obstacles, such as dams, weirs and rapids. The map could help recreational users plan their trip. These map could be similar to trail maps at trailheads.

03





03

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Objectives

3

Accompanying the map, a QR code that links to already established information provided by the GRCA on flow rate and the water level would be beneficial. This would help people learn before they launch.

***Note:** the site already exists, flow and level are updated hourly. Needs to be more user friendly and accessible.

+



03

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Objectives

+

4



Promote a culture
of river safety.

The creation of an educational campaign that municipalities, the Grand River Conservation Authority, cities, safety organizations and influencers could post on their socials. The objective would be to engage the community, have more conversations about rivers, safety, and awareness while promoting a culture of river safety in our communities.

*Note these already exist but are not shared widely with recreational users.

+



Immediate Goals

1. To enhance safety in the Hidden Valley Dam/weir location, requesting immediate action to update and maintain the current signage, as well as the addition of buoys and booms. Along with the installation of larger portage signage, can significantly improve the safety of recreational users in the vicinity of the dam.
2. We would like to know more details about the investigation and review of improvements around the weir. the region has stated the staff are reviewing safety at that weir but they did not give a timeline or mention who, when, and how they are collecting data and how and if that investigation information will be acted upon or delivered to the public. We are requesting transparency on the process and would like to see public safety assessments (past and current).
3. The public are asking for more of a sense of urgency around updating signage at the Hidden Valley Weir and others like it that are in our community. We need to ensure loss of life does not happen again at this site. The time to act is now.



Short Term Goals

1. **Upgraded safety measures at Dam and weir sites. Addition of buoys and booms (floats across the river) Additional signage along the river banks and bridges that direct recreational users to portages.**
2. **Installation of additional signage at launch access points that includes a river map highlighting known obstacles, as well as a QR code that links users to the established Flow and Level charts. This initiative would aims to provide users with essential information to navigate the waters safely and locate themselves in the river in correlation to dangers.**
3. **That signage could also be used to communicate the dangers of not using proper equipment and personal safety**
4. **Update the GRCA and Region of Waterloo web pages to include more user friendly content for the recreational user of local waterways. (currently the description on how to read the charts and graphs is confusing)**

Long Term Goals

1. Engaging and interactive social media campaigns. Region/municipalities/GRCA
2. Teach users how to use the maps and QR Codes at launch sites and while traveling on the water. Learn then launch and know the flow.
3. Educate the community about the extreme danger that low lead dams/weirs pose. (Known as drowning machines) Similar to this video:

GRCA Video



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Review

- Update current signage and buoys at dams and weirs
- Regulate signage in the GRCA Watershed
- Create access point signage
- Make informational webpages user friendly
- Promote a culture of river safety in our communities.



Thank you




Amy Haertel

haertelamy@gmail.com
519-496-7443

Representing local community
members concerned with
recreational use of waterways
in Waterloo Region.

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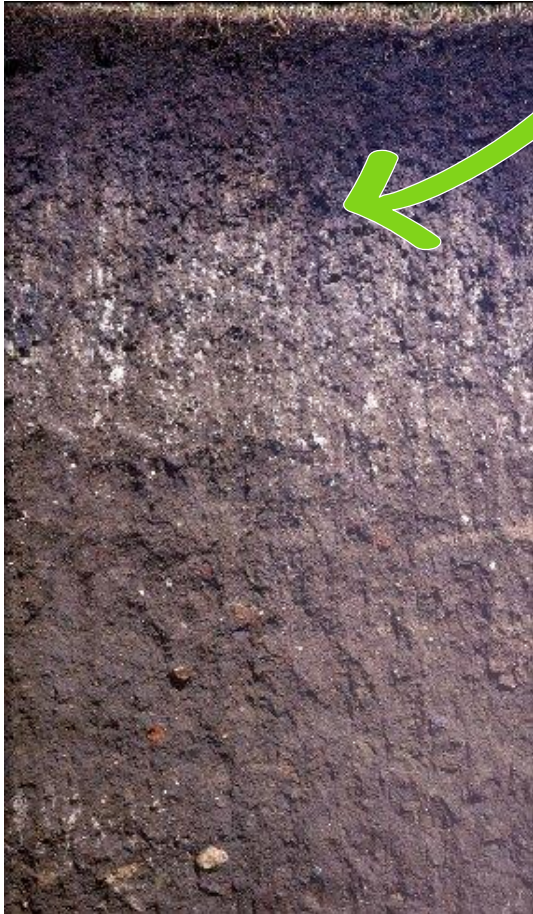
Waterloo County **was once one of the most densely wooded sections in North America.**

Oak trees three to four feet in diameter, maple, beech, elm, ash oak and great pines were common.

The county, located in the northerly edge of Attawandaron land, **was excellent for hunting and fishing.**



Soil: Farmland vs Backyard



Land: Abuse vs Use



THIRD ANNUAL

SNAPSHOT OF HATE IN WATERLOO REGION



WAYS TO REPORT HATE

-  reportinghate.ca
-  (519) 722-2449
-  report@cmw-kw.org



Coalition of
Muslim Women
Kitchener-Waterloo

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A REVIEW OF
2023

RESEARCH TEAM MEMBERS

Jennifer Gordon, MSW, Consultant (Pineapple Flags)
Principal Investigator

Fauzia Mazhar, MSW, Executive Director, CMW

Sarah Shafiq, Ph.D., Director of Advocacy and Research, CMW

Maryam Farooque, Anti-Hate Services Coordinator, CMW

SUGGESTED CITATION

Gordon, J., Mazhar, F., Shafiq, S., Farooque, M. (2024). Snapshot of Hate in Waterloo Region: A Review of 2023. Coalition of Muslim Women of Kitchener Waterloo (CMW).

ABOUT COALITION OF MUSLIM WOMEN OF KW

Founded by a handful of Muslim women from diverse backgrounds in 2010, Coalition of Muslim Women of KW (CMW) is a charitable organization empowering women and girls to be leaders and change makers. CMW provides opportunities for personal and professional growth, and leadership and skills development for women while addressing issues of gender-based violence, racism, discrimination and Islamophobia through innovative programming and services, partnerships and collaboration, and advocacy and outreach.

PROJECT FUNDERS



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Tutorial on How To Report



A service of



Service funder



SECTION 1

INTRODUCTION

INTRODUCTION

“I am very proud of my Palestinian background and I am also very active in my school community, and most of the time those two things cannot simultaneously exist.” - Reported through AHS

Global waves, local ripples. A fitting description that encapsulated 2023 in Waterloo Region. This year, a total of 115 cases of hate/discrimination were reported through the Coalition of Muslim Women of KW’s (CMW) Anti-Hate Services (AHS), with a drastic increase happening post October 7th, 2023. This year saw many incidents of hate that directly tie to the global war and violence between Israel and Gaza, and Muslim, Arab and Palestinian members of our community being targeted directly in escalated ways as a result. Locally, the overwhelming presence of Islamophobia, racism, anti-Palestine discrimination and hate and antisemitism reminds us again this year that intervening around hate through advocacy, being good bystanders and community reporting, are crucial commitments we must make to create safety in our community. Even more so when we acknowledge how global human rights crisis escalate the threat of hate that is pointed towards our neighbours and friends across Waterloo Region.

This report is part of our local way of commemorating the anniversary of the horrific June 6th, 2021 Islamophobic attack in London, Ontario. Its intention is to raise awareness and to act as a way to channel the pain caused by these experiences. It also acts as a strategy to counter Islamophobia, racism and xenophobia in Waterloo Region. On the first-year

anniversary of this attack, Coalition of Muslim Women of KW (CMW) published their first ‘Snapshot of Hate in Waterloo Region’ report that provided the community with an intentional and conclusive report on hate of this nature, and set the foundation for creating a strategy to counter hate in our community. This report is now in its third year and

continues to bring important experiences and stories to light and inspire community change.

“I’m glad we have this service available in our Region to report.
Thanks, from the Arab community”

- Reported through AHS

By making this report annual, CMW aims to keep this conversation at the front of community change efforts and to continue to remember and honour the lives lost to and impacted by hate, locally and nationally. Bringing this critical information to the community helps those experiencing hate in their efforts to seek support and to see themselves reflected in advocacy, education and prevention/change efforts in Waterloo Region. However, disclosing experiences of hate is not easy and riddled with many barriers, whether it be personal or systemic. Indications of these barriers and hesitancy are reflected throughout this report:

“It was very easy and straightforward. I made a report here because I don't trust that the police will keep the record...”

- Reported through AHS

Because we know that we don’t know the whole picture of how hate and discrimination manifests for individuals in Waterloo Region, it’s important to examine each report of hate documented, but to also be mindful that they are only a part of the full picture. The statistics in this report, brought from the obscure to the light, are extraordinary and important. They exemplify CMW’s work to be a safe point of contact and trusted support:

“

“I would like to thank Coalition of Muslim Women for their hate and discrimination services so people like me can benefit from it.”

- Reported through AHS

This report pays extra attention to the experience of youth under the age of 24 and females/female-identified people. We know through documented experiences that females and youth bear the brunt of the blowback of international events. It is important we learn from their experiences and take action as a community to ensure their safety.



Disclosing experiences of hate is not easy and riddled with many barriers, whether it be personal or systemic.

While reading this report, it's important to consider the voices that didn't come forward to formally report their experience this past year and to consider this report the beginning of an important conversation, not a reflection of the whole story.



SECTION 2

ANTI-HATE

SERVICES (AHS)



ANTI-HATE SERVICES (AHS)

Anti-Hate Services (AHS), is a program where community members are able to report hate that they have experienced themselves, witnessed, or even on behalf of someone else. Those who report are also able to ask for help, at which time CMW will reach out to discuss their situation further and work to fill their support needs. At the time of its launch, in April 2021, this reporting service was the first of its kind at the municipal level. Its success provided a framework to other organizations and municipalities across Ontario to join together to develop and take ownership over similar initiatives.

The AHS Program was very active this past year, participating in a variety of prevention and community engagement activities. These activities engaged over 2558 community members through 92 distinct outreach activities (including bridge-building meetings, visits, sessions, presentations, booths, and through being speakers/ panelists at community events) as well as twenty-three AHS presentations, workshops and education sessions.

92

Distinct outreach activities

2558

Community members engaged.

23

AHS Presentations



“The Anti-Hate Service session made a significant impact. It not only provided us with knowledge about identifying hate incidents but also offered guidance on cultivating a culture of acceptance. After the training, they reported two to three cases to me to underscore the importance and effectiveness of this vital initiative.”

- AHS partner

In addition to its community education and engagement activities, the program documented 136 cases of hate (with duplicated experiences eliminated, 115 were captured in this report). A total of 43 cases requested further support at the time of reporting, of which 34 progressed into receiving pointed and/or ongoing support. This support included both immediate activities like community referrals or resources as well as longer-term case support. It also included advocacy and system navigation that often weaved in entities like the school board, law enforcement, or legal supports. AHS supported victims through the following services:



Mental health supports/ counselling

Connected people to culturally relevant mental health supports offered through community partner agencies, with financial costs covered by CMW where needed.



Assistance in formal reporting/ filing

Support preparing and filing cases with authorities such as Ontario Human Rights Tribunal, local bylaw officers, hospital administrations and health services, public transit services, housing boards, the Landlord and Tenant Board, school administration, and post-secondary institutions.



System navigation

Assistance with service navigation to overcome systemic barriers when accessing services within systems. This included connecting with service providers, resource sharing, formal referrals, links to geographically specific resources, support understanding processes and ongoing email and phone conversations.



Legal support

Access to free legal advice, referrals, and finding appropriate legal representation for victims. Providing coordinating and case support throughout the experience.



Sulah Program

Restorative justice/mediation services offered in partnership with Community Justice Initiatives.

Supports offered in housing conflicts



Helping people to maintain their housing through support in mitigating conflicts, discriminatory behaviour, property damage and/or verbal abuse as well as support with the resulting trauma and harm from these incidents. In addition, supporting people who rent who decide to move due to ongoing experiences of hate.

Supports offered in schools



Advocating for individual and systems change for students and families who have faced race-based or cultural-based bullying/harassment/discrimination. Training and workshops as well as bridge building and education were some of the techniques used to support students and families. In addition, connecting with the school/school board as well as with post-secondary education was incredibly important this year as many cases reflected conflict with school administration that were the result of and/or led to experiences of hate. Further opportunities to do community engagement and prevention work also happened through participation in events like student orientation sessions.

Advocacy



Advocacy efforts for systems change focused on prevention through social change, as well as changes in the delivery/access to services in more equitable ways to prevent discrimination.

As with last year, people accessing CMW's various AHS supports continued to show their gratitude for the exceptional support they received. Among the high praise given was a sincere appreciation for being able to have access to reporting and coordinated support:

“I wanted to thank you for all the great support and advice you gave me. I really wish I had contacted you earlier. The services you provide in your organization, are so valuable for people like me, Insha Allah you be healthy and continue working like this for a long time.”

- Recipient of support from AHS

“Thank you so much for listening to me and providing help to me in my most difficult times. I am glad CMW is providing these services.”

- Recipient of support from AHS

More generally, just the opportunity to participate in community-based reporting was appreciated by those receiving support:

“I appreciate this site being available.”

- Recipient of support from AHS

“I appreciate your work and I am happy that you are providing this service. I hope we can make a difference.”

- Recipient of support from AHS



SECTION 3

DATA COLLECTION



DATA COLLECTION

The primary data that informs this report was received through the AHS program. Specifically, data was collected through anonymous and supported reporting of hate incidents. This service provides an opportunity for reporting hate online, in person, over the phone, through the use of WhatsApp, over email and by CMW staff directly and through their community connections. Cases analyzed for this report happened between January 1, 2023 and December 31, 2023.

All data collected through AHS is confidential. It is not shared with any other system, including police, unless explicitly asked/agreed upon by the person reporting and/or victim. Further, for this report, details from the data collected through AHS have been removed to protect the anonymity and ensure the safety of those who shared their experiences.

A secondary source of data informing this report was received from Waterloo Region Police Services (WRPS) and various community partners who submitted their observations from 2023.

Data sources for the 2023 Snapshot of Hate in Waterloo Region Report:



Statistics
Canada

Statistique
Canada





SECTION 4

DATA TRENDS



TRENDS IN REPORTING

Overview



In 2023, a total of 115 cases were collected through AHS. This marks a 26% increase in cases over the previous year. In the first half of the year (January 1-June 30), 41 cases were reported. In the latter half of the year (July 1-December 31), there was 74 cases reported, further 46% of the total cases for the year were reported between October and December 2023.

A total of 57 reports were submitted anonymously through the reporting hate website, a further 58 reports were submitted through contact with CMW staff. This marks a 14% increase in online reporting over the 2022 reporting year. Looking at the details of these reports, 39% were made by CMW staff with permission from the victim(s), witnesses/bystander or community partners, 24% of reports were made by victims themselves, 19% of reports were made on behalf of someone, 9% of reports were made by bystanders/witnesses, and 9% of reports were made from a member of the affected community. When it came to reports concerning youth in education settings, 66% of cases were supported in reporting by CMW staff directly through their community connections.

While increases were seen in the volume of reporting over the full 2023 year and particularly in the latter half of the year, there were also themes in the escalation of the classifications of hate, particularly those experienced among female/ female-identified victims. Between October- December 2023, 53% of cases were classified as hate incidents (up from 31% in the first half of the year) and only 21% of cases were classified as being discrimination (down from 41% in the first half of the year).

Key populations reflected in this report include female/female-identified and youth victims under the age of 24. A total of 74 cases (64%) had victims who were female/female-identified, and further 38 cases (41%) included victims who were youth under the age of 24, of which 71% were female/female-identified.

74

Total reports with victims who were female/female-identified

115

Total reports for 2023

38

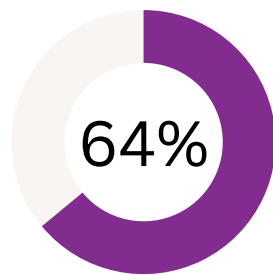
Total reports with victims who were youth under the age of 24



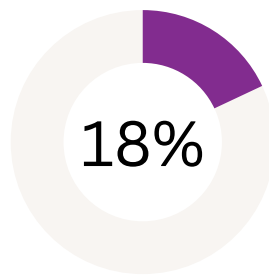
Demographics

Gender

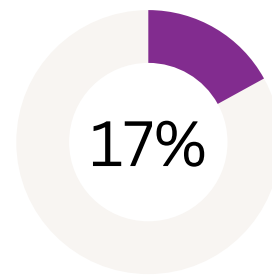
As part of the process of reporting incidents of hate, people were asked to provide the gender of the victim of the incident. From these responses, 74 cases (64%) included a female or female-identified victim, 21 cases (18%) included a male/ male-identified victim, 20 cases (17%) included groups/communities being targeted where gender did not apply, and one case preferred not to say.



Female/ female-identified



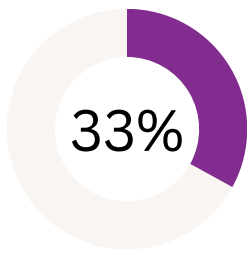
Male/ male-identified



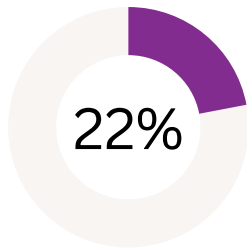
Groups/ communities

Age

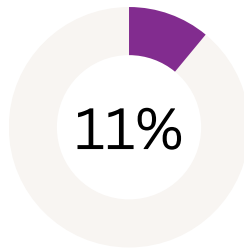
In addition to gender, those reporting hate were also asked about the age group of the victim. From these responses, the most prominent age group represented as victims were youth under the age of 24, accounting for 38 cases (33%). The next most prominent age group represented was ages 31-40 with 25 cases (22%). A total of 13 cases (11%) included victims between the ages of 25-30, eight cases (7%) included victims between the ages of 41-50, seven cases (6%) included victims between the ages of 51-60, one case included a victim age 60+ and 22 cases (19%) included a group or community that was targeted where age did not apply.



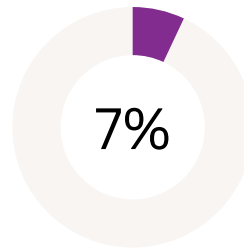
Youth under the age of 24



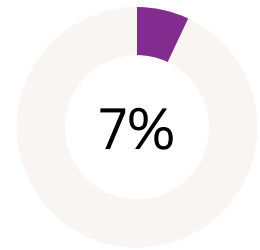
Age 31-40



Age 25-30



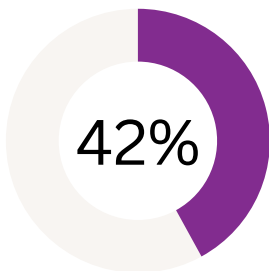
Age 41-50



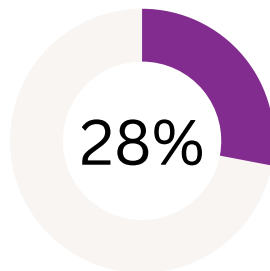
Age 51-60

Race/ Ethnicity of Victim

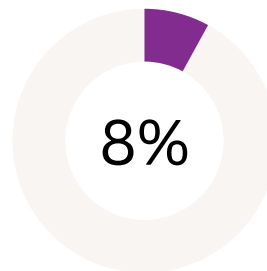
Those reporting hate were asked the race/ethnicity of the victim. Of the 74 cases that included female/ female-identified victims, 31 were Arab, 21 were South Asian, six were African, five were South-East Asian, four were West Asian, one was black, one was white and three preferred not to say.



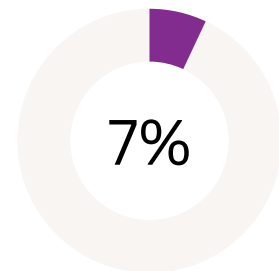
Arab



South Asian



African



West Asian

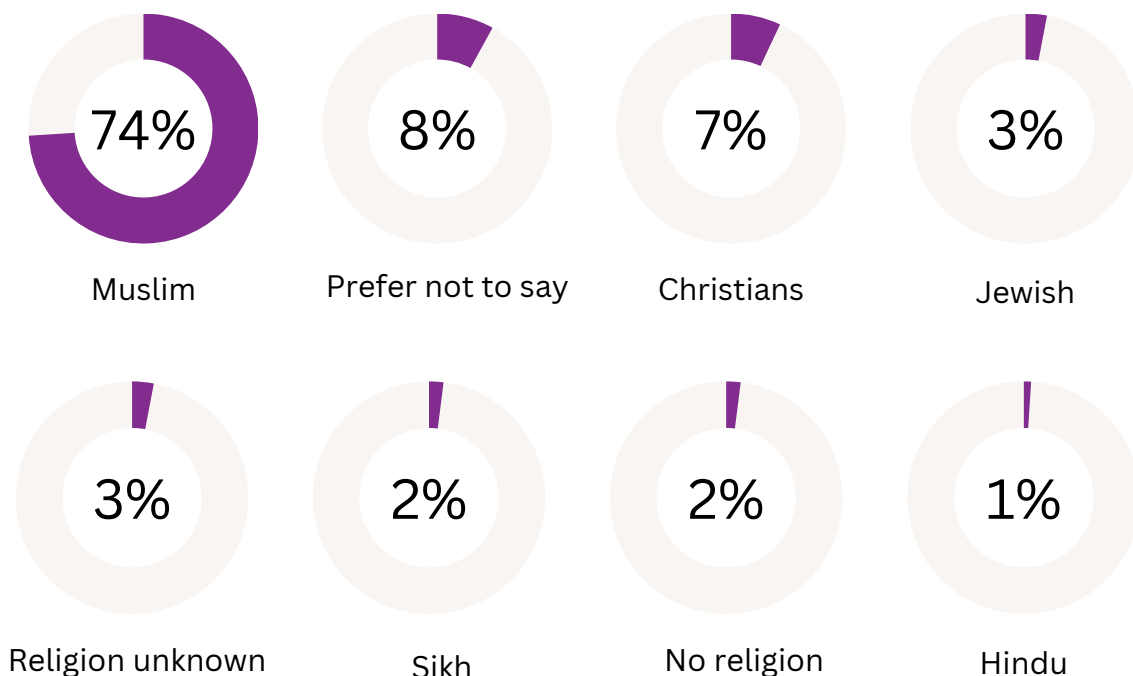
Of the 38 cases that included victims that were youth under the age of 24, 20 (53%) were Arab, seven (18%) were South Asian, three (8%) were West Asian, two (5%) were African, two (5%) were East or South-East Asian, one did not apply, and three were unknown/ prefer not to say.

When looking at the race/ethnicity of victims across all of the cases, 47 (41%) were Arab, 26 (22%) were South Asian, eight were African, seven were West Asian, five were East or South-East Asian, five were White, three were Black, one was Central American, in seven cases race/ethnicity did not apply, and lastly six cases were unknown/prefer not to say.

A total of 74 reports of hate (64%) happened in the last half of 2023 (July-December). Of those cases, 58% of victims were Arab and 18% were South Asian.

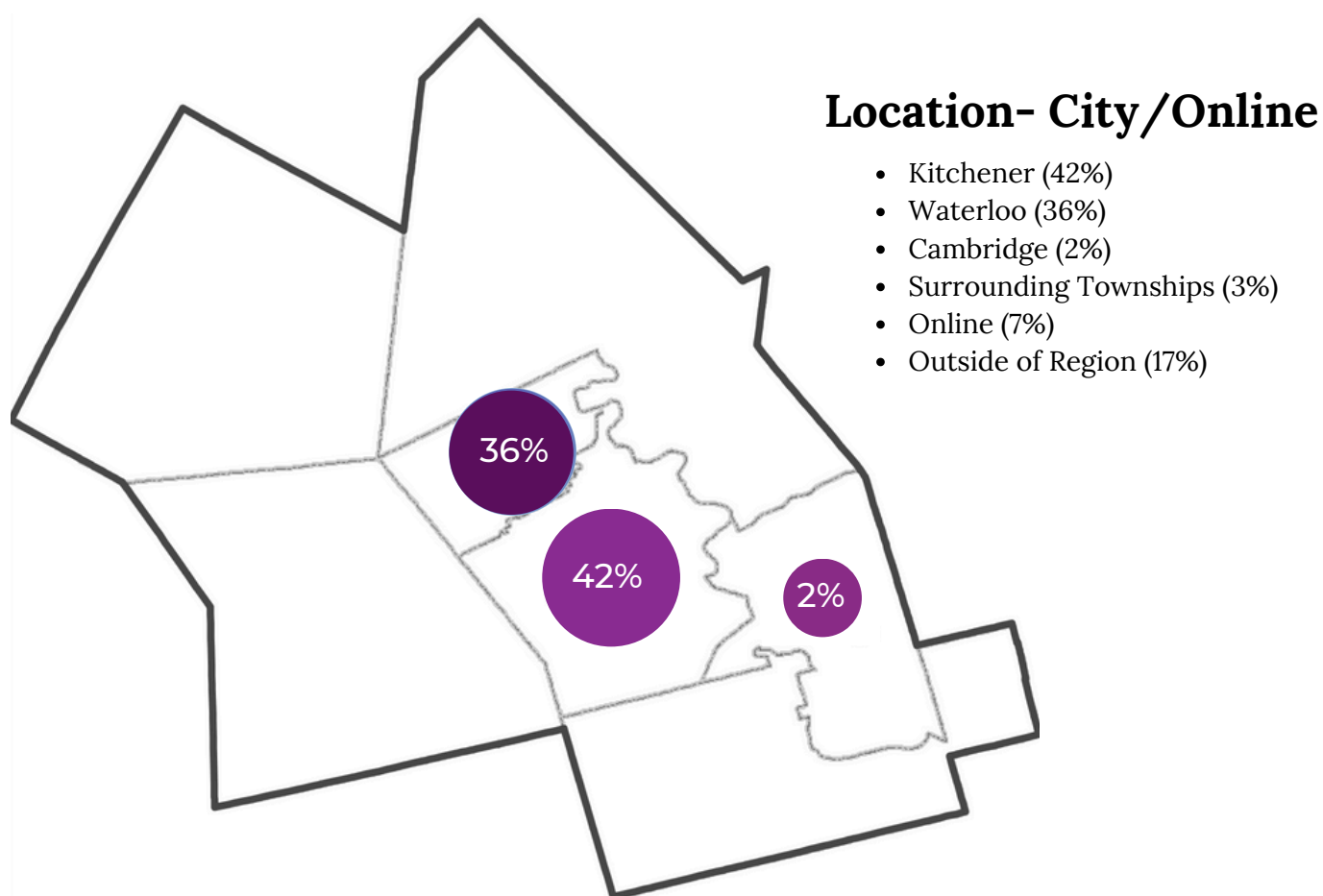
Religion of Victim

Those reporting hate were asked the religion of the victim. Of the total reports, 85 (74%) victims were identified as Muslim, nine (8%) responded as prefer not to say/doesn't apply, eight (7%) identified as Christian and in three cases (3%) religion was unknown. A further three cases (3%) included victims who are Jewish, two cases (2%) stated no religion, two cases (2%) were Sikh, and one was Hindu.



Geographic location of reported incidents

A total of 96 cases happened in spaces/places within the geographic boundaries of Waterloo Region, making up 83% of total cases. A further 19 cases (17%) were from outside of Waterloo Region, specifically 13 cases happened in the Greater Toronto Area. Waterloo Region's urban centres were more likely to be locations of reported hate or discrimination, Kitchener accounting for 49 cases (42%), Waterloo accounting for 42 cases (36%). Further, Cambridge accounted for two cases (2%), and the townships accounted for three cases (3%). Lastly, 16 cases (7%) were experienced in an online space by people living in the forementioned geographic communities.



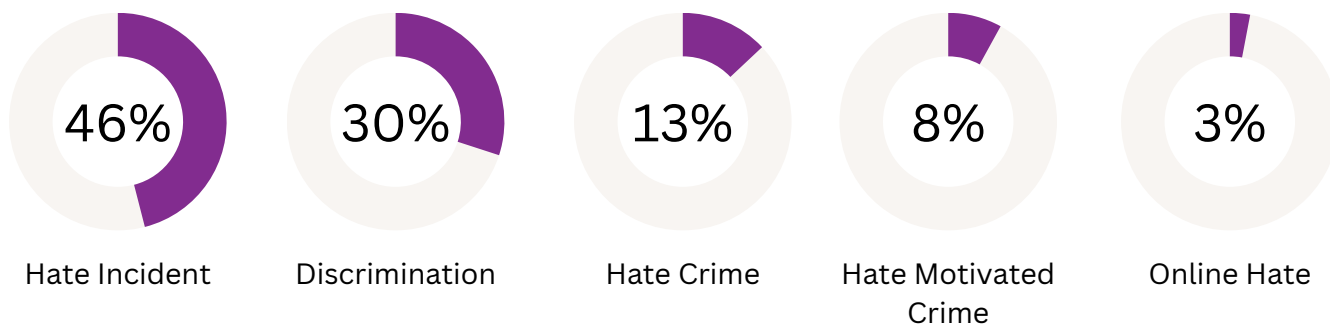


Types of hate experienced

Incidents reported through AHS are classified into the following categories based on the context and details provided:

- **Hate Crime-** Criminal offences (promoting genocide, public incitement, and hatred) against an identifiable minority group that are specified in the Criminal code of Canada.
- **Hate Motivated Crime-** Criminal acts with an element of hate, based in race, religion, ethnicity, gender, etc.
- **Hate Incident-** Non-criminal harmful actions against an identifiable minority group that are specified in the Charter or OHRC.
- **Discrimination-** Unequal treatment in employment, housing, contracts, etc., because of race, religion, gender, etc. (OHRC).
- **Online Hate-** Defined as any hateful posts to or about a person or group based on their race, religion, ethnicity, gender, etc.

Of the 74 cases that included female/ female-identified victims, 34 cases (46%) were classified as hate incidents, 22 cases (30%) were classified as discrimination, 10 cases (13%) were classified as hate crimes, six cases (8%) were classified as hate motivated crimes, and two cases (3%) were classified as online hate.



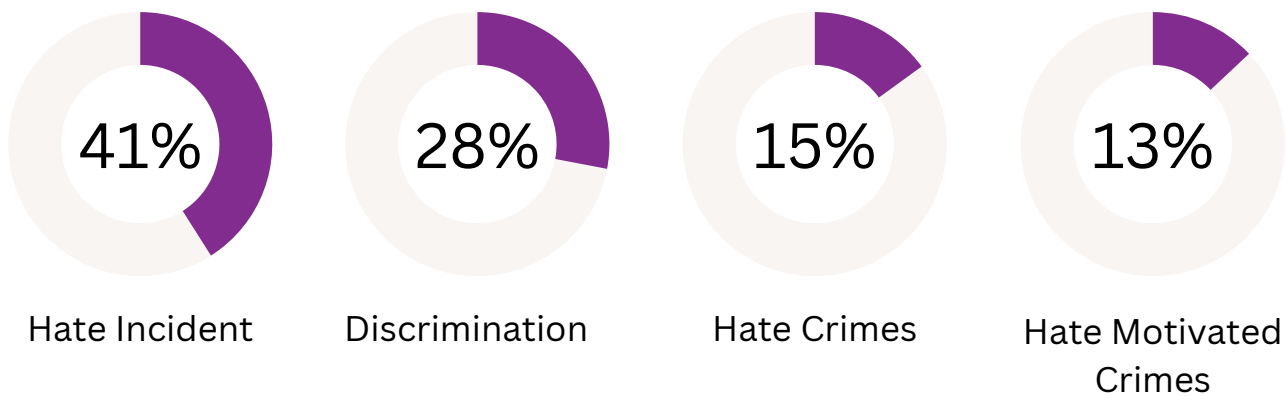
Signs of escalation in classification happened among experiences where victims were female/female-identified in the last quarter of 2023 (October- December), where 53% of cases were classified as hate incidents (up from 31% in the first half of the year) and only 21% of cases were classified as being discrimination (down from 41% in the first half of the year).

The acts that characterized cases that included female/female-identified victims were most often verbal hate/ harassment (28 cases/ 55%) and discrimination (21 cases/ 28%). Further, publicly spreading hate against a group was present in seven cases, bullying/intimidation was present in six cases, physical assault was present in six cases, and threats of violence were found in three cases.

Of the 38 cases that included youth under the age of 24 as victims, 15 cases (39%) were classified as discrimination and 12 cases (34%) were classified as hate incidents, six cases (16%) were classified as a hate motivated crimes, three cases (8%) were classified as hate crimes, and one case (3%) were classified as online hate. Much like the case with female/female-identified victims, there

was an escalation in reporting in the last part of the year that was matched with seeing more classifications of hate incidents and hate motivated crimes. The acts that characterized these cases were most often discrimination (39%) and verbal hate/ harassment (32%). In addition, three cases included threats of violence and three included physical assault.

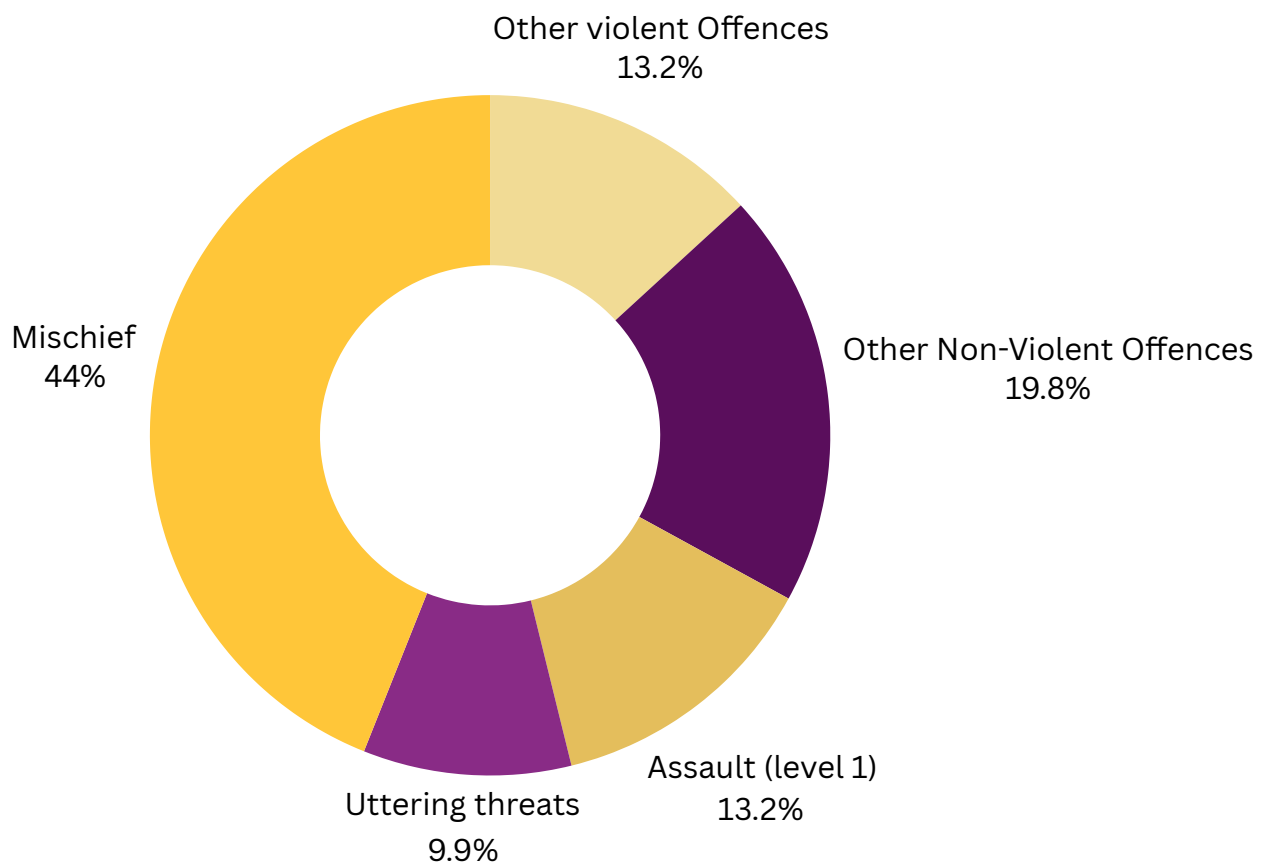
When considering the whole picture of all 115 reports, 47 cases (41%) were classified as hate incidents, 32 cases (28%) were classified as discrimination, 17 cases (15%) were classified as hate crimes, 15 cases (13%) were classified as hate motivated crimes, three cases (3%) were classified as online hate and one report was classified as “other”. Like seen in the data from female/female-identified victims and youth under the age of 24, there was an escalation in reporting with 41 cases happening in the first half of 2023 and 74 cases happening in the second half. The percentage of cases that were classified as hate crimes escalated 14% in the second half of the year and hate incidents escalated 11%.



The acts that characterized cases overall were most often verbal hate/ harassment (38 cases / 33%), discrimination (28 cases/ 24%) and publicly spreading hate against a group (14 cases/ 12%). Further, physical assault was present in seven cases, bullying/intimidation was present in eight cases, threats of violence was present in six cases, online abuse was present in six cases, vandalism was present in four cases, and displaying or spreading hateful symbols/ images/ posters/ literature was present in two cases.

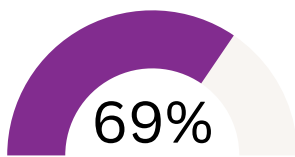
Data collected from Waterloo Region Police Services

According to a memo titled 'Community Safety & Wellbeing Combating Hate' authored by the WRPS Community Safety Partnerships, there were 369 hate-motivated crimes in 2023 across Waterloo Region, an increase of 94%. Of those, the majority were non-violent (58%) and further 40% were Mischief calls for things such as offensive graffiti. The next most common incident was level 1 assaults with 44 calls.

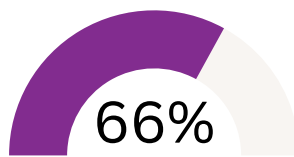


Reason for incident

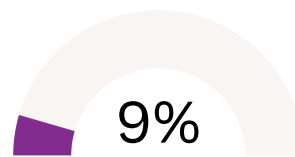
Those reporting hate were asked their insights on what the reason was for the incident. In the 74 cases where victims were female/ female-identifying, 51 cases (69%) included Islamophobia as a reason for the incident, 49 cases (66%) included racism as a reason, further seven cases included anti-immigrant hate (Xenophobia), six cases included anti-Asian racism, five cases were anti-Palestine hate, two included anti-black racism, two included antisemitism, two included sexism and one included homophobia.



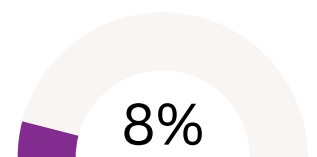
Islamophobia



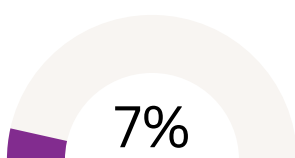
Racism



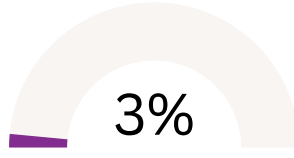
Xenophobia



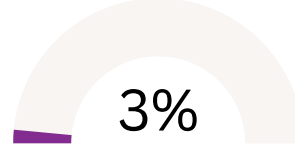
Anti-Asian Racism



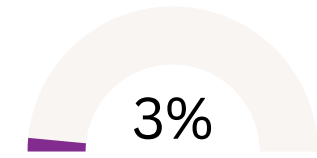
Anti-Palestine
Hate



Anti-Black
Racism



Antisemitism



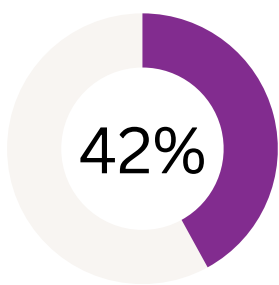
Sexism

When considering female/ female-identified victims and intersectionality, a total of 41 cases (55%) selected multiple reasons for the incident. A total of 31 cases (42%) included two reasons, in combinations such as: 'Anti-immigrant hate (xenophobia) and anti-Asian racism', 'Islamophobia and anti-Palestine', hate and anti-immigrant hate', and 'racism and Islamophobia'. Further, another 10 cases included three reasons, in combinations such as: 'Racism, Islamophobia and anti-immigrant hate (xenophobia)', and 'racism, Islamophobia and anti-Palestine hate'.

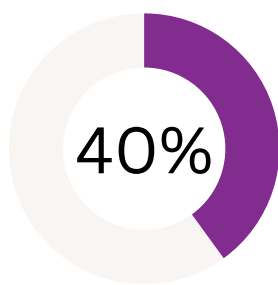


In the 38 cases where victims were identified as being youth under the age of 24, 27 cases (71%) included Islamophobia as a reason for the incident, 20 cases (52%) included racism as a reason, further five cases were anti-Palestine, three cases were anti-Asian racism, and there was one case each for anti-Arab hate, homophobia and anti-immigrant hate.

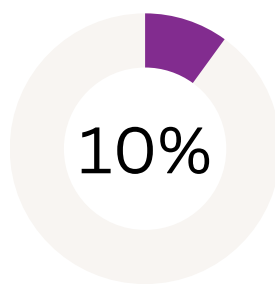
When considering the whole picture of all 115 reports, 48 cases (42%) gave racism as a reason for the incident, 46 cases (40%) gave Islamophobia as a reason, 12 cases (10%) gave anti-Palestine hate as a reason, seven cases (6%) gave anti-immigrant hate (xenophobia) as a reason, six cases (5%) gave anti-Asian racism as a reason and three cases (3%) gave antisemitism as a reason. Two cases each named sexism and anti-Arab as reasons for the incident and one case each named homophobia and anti-black racism as a reason.



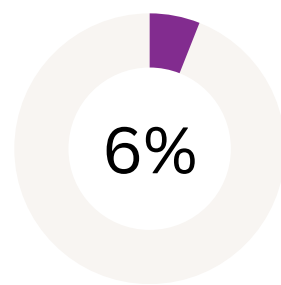
Racism



Islamophobia



Anti-Palestine Hate



Xenophobia

During an analysis of the data, a trend tying religious or culture specific clothing directly to the victims' experience of hate emerged. Often this clothing was mentioned directly in verbal hate/harassment cases. Of the 115 victims, 55 (48%) were wearing a hijab or niqab and in seven cases victims were wearing the keffiyeh. One person who reported shared:

“My friend and I (both residents of Waterloo) were walking in the street in Toronto. She was wearing a Palestinian keffiyeh (which she has worn everywhere for years), when this white man walking by shoved her in the shoulder quite hard (did not seem accidental). This seemed like anti-Palestinian racism and hate which is rampant in the current political climate.”

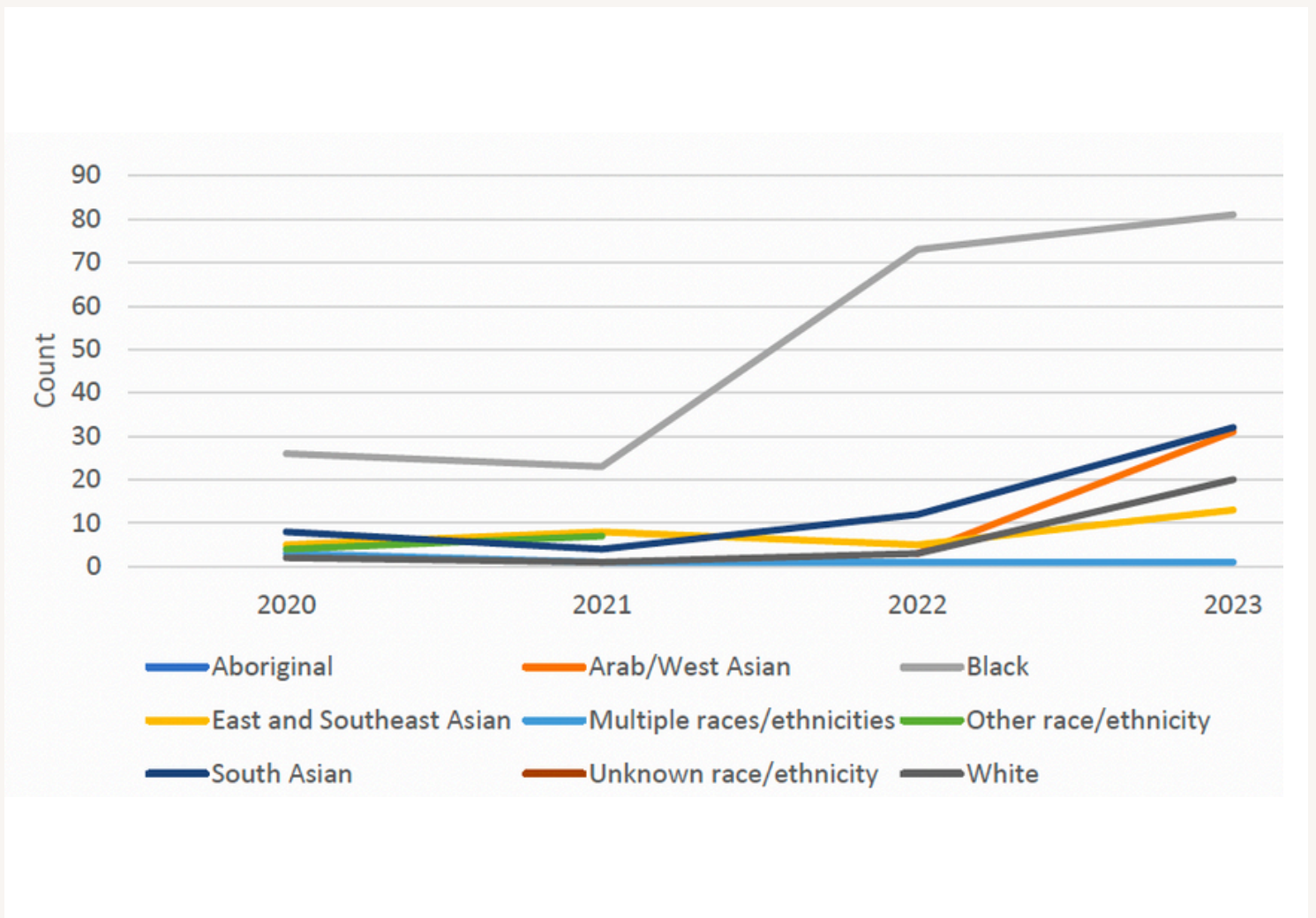
- Reported through AHS



Data collected from Waterloo Region Police Services

In 2023 in Waterloo Region there were 190 race based hate-motivated crimes. Hate-motivated crimes most often targeted Black individuals, however, there was a spike in hate-motivated crimes towards South Asian individuals. In the figure below, “other race/ethnicity” refers to incidents targeting specific nationalities, while “Unknown race/ethnicity” refers to incidents where hate-motivated crimes may have targeted a variety of race-groups (e.g., “White power” graffiti).

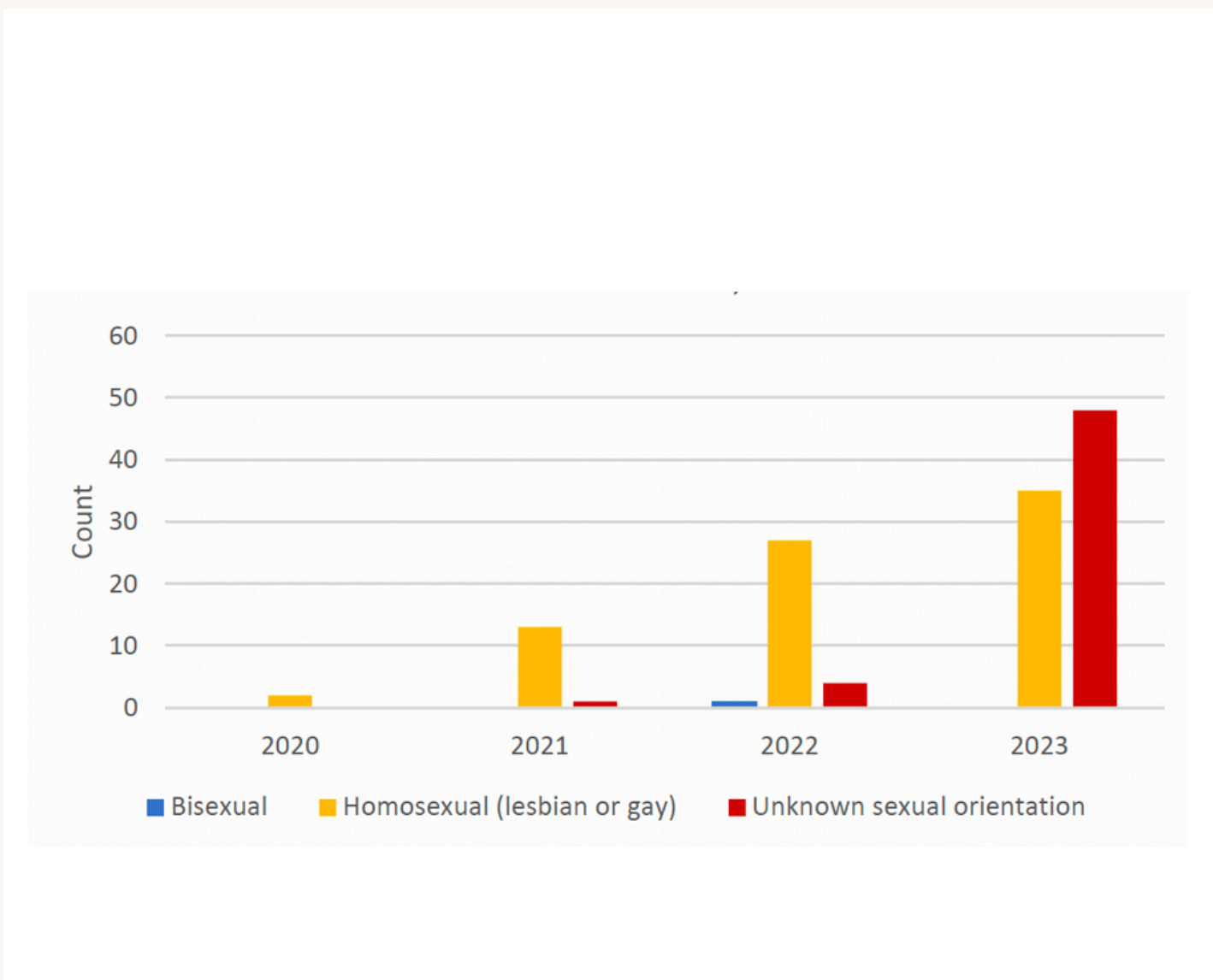
Frequency of Hate-Motivated Crimes on the Basis of Race 2020-2023



Data collected from Waterloo Region Police Services continued...

In 2023, there were 83 hate-motivated crimes targeting individuals based on their sexual orientation. The vast majority of police-reported hate-motivated crimes targeted ‘Unknown sexual orientation’, a label given by police to describe hate-motivated crimes targeting the 2SLGBTQ+ community generally.

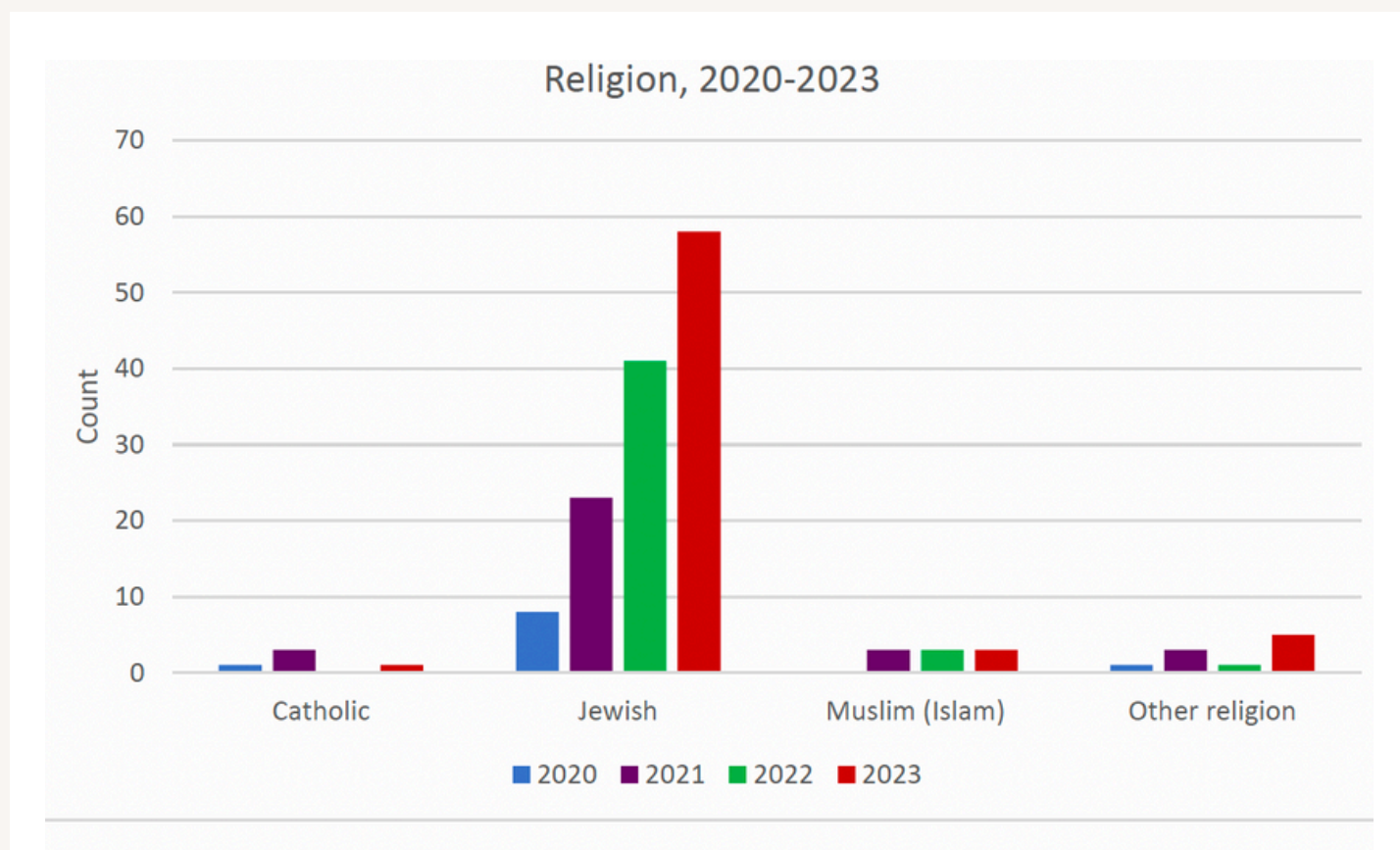
Frequency of Hate-Motivated Crimes on the Basis of Sexual Orientation 2020-2023



Data collected from Waterloo Region Police Services

In 2023, there were 67 hate-motivated crimes targeting religious groups. The vast majority of police-reported hate motivated crimes targeting religious groups affected Jewish individuals, specifically 87% of cases (total of 58 case).

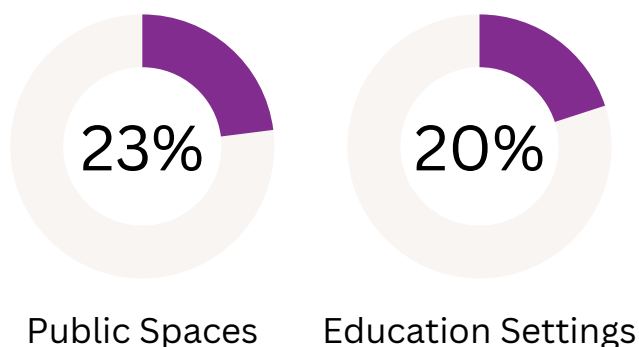
Frequency of Hate-Motivated Crimes on the Basis of Religion 2020-2023



CMW participated in conversations with members of the Jewish community regarding this report. It was felt that the data collected by WRPS accurately reflects the experience as shared among those in the Jewish community. The ongoing rise in targeted acts towards Jewish people and the Jewish community is indicative of the need to continue to build safety throughout Waterloo Region.

Spaces where reported incidents were experienced

Those reporting hate were asked to disclose more localizing details about the community space where the incident of hate/discrimination happened (both online and in-person). When analyzing this data through the lens of gendered Islamophobia the most prominent reported space for female/female-identified victims of hate was public spaces such as the park, street or parking lot, accounting for 17 cases (23%). Further, education settings (college/university and public school/private school) accounted for 15 cases (20%).



Looking at the location trends among youth under the age of 24, education settings (college/university and public school/private school) accounted for 21 cases (55%) and further public transit accounted for five cases (13%).

Across all 115 cases, the most reported incidents happened in public spaces, 30 cases (26%). A further 26 cases (23%) happened in education settings. Online spaces accounted for 16 cases (14%) and housing/neighbourhood spaces accounted for 11 cases (10%). Similarly, stores and private business accounted for 11 cases (10%). Workplaces accounted for eight cases (7%) and health care settings accounted for four cases (3%). Government offices accounted for three cases (3%) and the remaining four cases were split between religious property (one case), community centres (one case) and other/prefer not to say (two cases).

Public Spaces- (30 cases)

A total of 25 incidents happened in public spaces like parking lots, parks, and on the street. Of those incidents, 17 cases (68%) included victims that were female/female-identified. A further five incidents happened on public transit. In this setting, it was most common for hate incidents to be reported (12 cases), followed by hate motivated crimes (nine cases), hate crimes (seven cases) and discrimination (two cases).

A number of behaviours characterized experiences of hate reported in public spaces/settings, including: physical assault, threats of violence, vandalism, discrimination, verbal hate/harassment, publicly spreading hate against a group and bullying/intimidation. Among the most common experiences were verbal hate/harassment, threats of violence and physical assault. Instances of verbal hate/harassment were particularly common in public spaces and were also often tied to religious and cultural wear, including the hijab, niqab, kaffiyeh and other visual markers such as the Palestinian flag:

“My husband, and my children and I were walking back to our car after a pro Palestine protest and we had Palestine flags. There was a lady across the street who verbally attacked us and said some profanity. All because she could see the flag.”

- Reported through AHS

“In a car rally from Fairview to Conestoga Mall, A lady told me while coming out from the Zehrs store, ‘Don't bring war to our country’. I was wearing kaffiyeh.”

- Reported through AHS

“A women came out running from her home and started yelling at me and said this is Canada take off your niqab.”

- Reported through AHS

Physical assault was also the most likely to be reported as happening in public settings. One participant shared their experience:

“I was threatened while waiting by the bus stop and spit on.”

- Reported through AHS

Education Settings- (26 cases)

A total of 19 incidents happened in public school/private school spaces, with another seven incidents happening at college/universities. A total of 24 cases (92%) included youth under the age of 24 with another two cases (8%) that were groups or communities targeted so age wasn't recorded. In this setting, it was most common for discrimination to be reported, 12 cases (46%). A total of eight cases (31%) were classified as hate-incidents, two cases were hate crimes (8%), two cases were hate-motivated crimes (8%) and two cases were online hate (8%). Among the behaviours and actions reported included: Verbal hate/harassment, images/posters/literature, bullying/intimidation, discrimination, threats of violence, online abuse and publicly spreading hate against a group.

CMW staff reported that the final quarter of 2023 showed a trend where there was a heightened emphasis on advocating to school boards on behalf of students, particularly regarding navigating the educational system alongside addressing instances of anti-Palestine discrimination and hate. Through these relationships, CMW were able to include cases made to the school board by students in the AHS reporting system.

Administration, teachers and professors remained of central focus in cases centered around education settings. Those reporting hate shared some of their struggles:

“...Every attempt to raise awareness for how Palestinians are being affected is still very controlled, many people have to watch the language and terms they use in case the term 'antisemitic' is used against them when it doesn't actually apply. There was a vigil held, after a lot of discussion for the renowned scholar with ties to the University who was killed with his family in Gaza, eventually. Having more support and statements, as well as action, come from the University itself would be very helpful, rather than having the objections I've heard about so far.”

- Reported through AHS

“During my grade 10 history class as we were ending the unit about World War Two and the Holocaust. My History teacher makes a comment along the lines of, ‘ Jews fled to a land with no people’. As a Palestinian I was shocked by that statement as this’ land with no people’ was my homeland Palestine and my grandfather's home and family lived there for generations, my parents were forced to be refugees during that time. “

- Reported through AHS

Administration concerns also included feelings from students of being censored:

“We expressed that criticizing a government does not mean criticizing a community, that this school, its clubs, and students, have criticized many governments without being sent down to the office or being sent home. No matter what we said they insisted that I have to be sent home. Now, when I’m walking in the halls there are teachers who give me dirty looks and make me feel as if I as a person am wrong.”

- Reported through AHS

“Palestinian students are just trying to do what they can to stand up for people, and being humiliated, censored, and made to feel like they’re existence is controversial or wrong is physically and mentally exhausting. That we have to convince people of our pain, specifically teachers and administration, and that we deserve to have a voice and that we exist.”

- Reported through AHS

In addition to administrative struggles, there were also lots of experiences of peer related hate and harm that included mocking, derogatory statements, and the yelling and labelling of ‘Hamis’. There were numerous instances of rejecting all claims of pro-Palestine, anti-Palestine posters and the alienation of spaces on campus for Muslim, Arab, Palestinian and other affected students. These actions took physical form on campus as well as online. Several cases expressed feelings that there was a severe lack of action among school officials to help address what they were experiencing and help them stay safe. Tying these experiences together, students felt that they were being silenced, unsupported, not recognized and all around erased, all because of a perceived ‘political agenda’:

“I don’t feel comfortable or supported by my school’s administration or teachers. Again and again, I have to convince them that I am not a threat to other students and that any other student who criticizes a government is free to do so and encouraged to express their beliefs, until it comes down to Palestine and Israel.”

- Reported through AHS

Online Spaces- (16 cases)

A total of 16 incidents happened in online environments (either fully, or to a great degree), particularly through social media, private online groups, private messages and posts on websites, etc. A total of 38% of these cases included female/female-identified victims, a further 44% were groups/communities that were targeted. Most cases happening in online spaces happened in the latter half of 2023 and predominately the victims were Muslim. These cases reflected instances of anti-Islamophobia, South-Asian hate, anti-Palestinian discrimination and hate, and homophobia. In this setting, it was most common for hate crimes to be reported (nine cases), followed by hate-incidents (four cases) and online hate (three cases). Among the behaviours and actions reported included: bullying/intimidation, publicly spreading hate against a group and online abuse.



In some cases, hateful speech was more generally being shared and meant to target a community or group:

“There are two individuals that are promoting hateful speech online. It is extremely concerning that these accounts are allowed as they are promoting sexism and homophobia. They are extremely rude and hateful. They should be censored!!!”

- Reported through AHS

“Due to ongoing Palestine war crises, a normal post turns into hate and racism with racist comments.”

- Reported through AHS

But in other instances, private messages were used to personally target, attack and intimidate people:

“I have received WhatsApp messages from the number shown in the screenshot I attached, insulting me, Islam, and God, out of the blue and for no reason! He continued until I blocked their number.”

- Reported through AHS

Housing/Neighbourhood Spaces- (11 cases)

When breaking down the category of housing/neighbourhood spaces, the complexity and depth of persistent and recurring experiences of discrimination and hate quickly become evident. A total of five cases happening in these spaces were classified as hate incidents, four cases were classified as discrimination, and a further two were hate-motivated crimes. A total of eight reported instances were with landlords/ in the neighbourhood and lastly, private residences accounted for three cases.

Stories of excessive harassment were common, both for homeowners and for those renting. For a particular homeowner their house was not felt to be safe due to a neighbour threatening them, making racist comments, slashing their tires, threatening death, provoking them and attacking them in a relentless and ongoing way. In another situation, an Arab family with minors was verbally assaulted by a neighbour who accused them of ‘overpopulating’ their house. Further, they threatened to ‘call an organization to remove some family members from the house’. The outcome of this was their young child expressing that they were living in fear of being taken from their family.

Often in these cases, there was a need for organizing and/or exploring legal services, as well as the need for CMW support to be ongoing over the course of months. In one instance, it was a seven-month process to help a family facing rental discrimination move towards a resolution. The resolution ended up being that the family moved to another rental with support from CMW and away from discriminatory property managers:

“I am writing to you from my darkest thoughts. My husband and I are so stressed out about the issue that we are facing. Even my kids are having a breakdown, especially my little one because of the little space we are living in... So, we tried to upgrade from a 2 to a 3-bedroom unit. At first, they were responding to us, and it was not available, and we were told to come at the end of each month and see. But now they said they cannot rent to us anymore and there is a rule we must follow. We tried to phone and send emails to understand what the problem was and what the reasons are and to try to work it out, but no response from their end. I was told that nobody was going to respond to me or even talk to me and it was just the rules...I feel discriminated against and hated by them, and I don't know what to do at this point.”

- Reported through AHS

Anti-Hate Services

Hate & Discrimination reporting and victim support system

by the

Coalition of Muslim Women KW



Coalition of
Muslim Women
Kitchener - Waterloo



TOGETHER AGAINST ISLAMOPHOBIA
TOGETHER AGAINST ISLAMOPHOBIA



Stores and Private Business - (11 cases)

A total of seven incidents happened in shopping malls, grocery stores or retail shops and a further four were experienced in private businesses. In this setting, it was most common for hate incidents to be reported (six cases), followed by discrimination (three cases) and hate-motivated crimes (two cases). Among the behaviours and actions reported included: verbal hate/harassment, discrimination, vandalism and following/intimidation:

“... He then said in an intimidating tone, 'You people are all racist. But don't call the cops on me.' He then left. Some other men from the store approached her to check if she was ok.”

- Reported through AHS

Workplaces - (8 cases)

A total of eight incidents were documented that happened in workplaces. In this setting, it was most common for discrimination to be reported (four cases), followed by hate crimes (three cases) and hate-incidents (one case). Among the behaviours and actions reported include: Discrimination, bullying/intimidation, and publicly spreading hate against a group. Those reporting hate shared some of their struggles:

“Someone at my workplace asked me if Muslims give lashes for committing crimes in an accusatory and hateful way.”

- Reported through AHS

“My friend got told that Palestinians deserve to die.”

- Reported through AHS

“My colleague who is white and from Canada, made racist comments two times, against foreign (immigrant) people in Canada, and against Muslim people...The manager discriminated between myself and this colleague who was in the same position as me.”

- Reported through AHS

Government Offices- (3 cases)

A total of three incidents were documented as happening at government offices. In this setting, cases were classified as discrimination (one case), hate incident (one case) and hate motivated crime (one case). Among the behaviours and actions reported included: Discrimination, physical assault, and verbal hate/harassment. Two cases included incidents at a drive test centre in Kitchener. In one situation, the person reporting hate shared that their driving evaluator was being discriminatory. In another instance, a participant shared:

“I was waiting for my turn at the Drive Test Center in Kitchener (Ottawa St) when a white woman began shouting racial slurs and expletives against 'Brown people'... She denied allegations that she was saying racist things. She then grabbed my phone and hit me with it and fled. Initially the Drive Test staff discouraged me from calling the police, but then they called 911.”

- Reported through AHS

Understanding impact



The depth of impact and trauma experienced by incidents of hate/discrimination are profound. Numerous reports shared intimate details around this. Some reports talked about the negative physical and mental health impacts of these experiences:

“There was a white guy sitting in the car and while passing by he started swearing at me. Calling me names and he said ‘go back to your country’. I felt helpless and scared... It just took a toll on my mental health that I could not stop shaking. I forgot that I also got hit by a car just now and now this guy is swearing at me for no reason. I felt helpless and scared. This guy was horrible.”

- Reported through AHS

“White male... rolled his window down and yelled at my visibly Muslim mother (wearing a hijab) ‘go die, go back to your country and get out of Canada’. My mother was incredibly hurt and started crying. This deeply hurt our family.”

- Reported through AHS

While others talked about the ongoing fear they developed as a consequence of the hate they experienced. One report shared:

“Principal made announcements about not spreading hate. He especially told 2 students not to talk about Palestinian rights, my friend is scared of wearing her hijab in school, school should be a neutral place, and siding with one side is not nice.”

- Reported through AHS



Bystanders/witnesses

Bystanders/witnesses play an important role in helping to stop instances of hate but also in reporting. A total of 9% of reports were made by bystanders/witnesses, further another 19% were made on behalf of someone, an act of support and solidarity for victims who consent. When bystanders did intervene to reduce the harm being experienced, often they shared about directly checking in with victims as well as monitoring the situation to ensure the victim was safe, before continuing on their way:

“I saw a woman (hijabi) walking down the street and someone passing her said “scum” as she passed. I don't think she understood what he said but I watched her until she safely got inside her building after.”

- Reported through AHS

Another instance of bystander intervention that was captured by AHS was amplified by media coverage and a statement put out by CMW. This instance of hate happened at a drive test centre in Kitchener. A member of the CMW staff stepped into a bystander role to support someone who was at the receiving end

of racist slurs and threats. In this situation the bystander intervening was verbally and physically assaulted. The incident was recorded and led to an arrest and a request for participation in the Sulah Program.

CMW's statement:

The Coalition of Muslim Women (CMW) is hurt and shocked by the alleged hate-motivated crime Mifrah Abid, Together Against Islamophobia program coordinator, faced on Wednesday, May 17.

The entire organization stands with Mifrah as she takes action to report the alleged hate-motivated assault to the police. We are ready to support Mifrah with our counselling resources as well.

We call on the Waterloo Regional Police Service to take action immediately, to find the person that committed this ugly act and to hold them accountable for the pain they've brought on Mifrah.

As an organization that actively works to counter hate and Islamophobia in the community, we stand with anyone that faces hate. There is no place for such behaviour in any community. Hate doesn't hurt just the person that experiences it, but it also shakes the entire community that already feels marginalized.

While there were shared instances where bystanders intervened, there were also dire situations where that support was missing and led to uninterrupted experiences of escalating hate. One instance of a young Muslim woman on a bus exemplifies this:

“A man was intimidating a young woman wearing a hijab on the bus, invading her personal space, asking derogatory questions, racist Islamophobic comments, and got visibly upset when she wouldn’t engage with him. This caused the girl to get off at a different stop for her own safety and walk home in the rain. Unfortunately, bystanders didn’t intervene.”

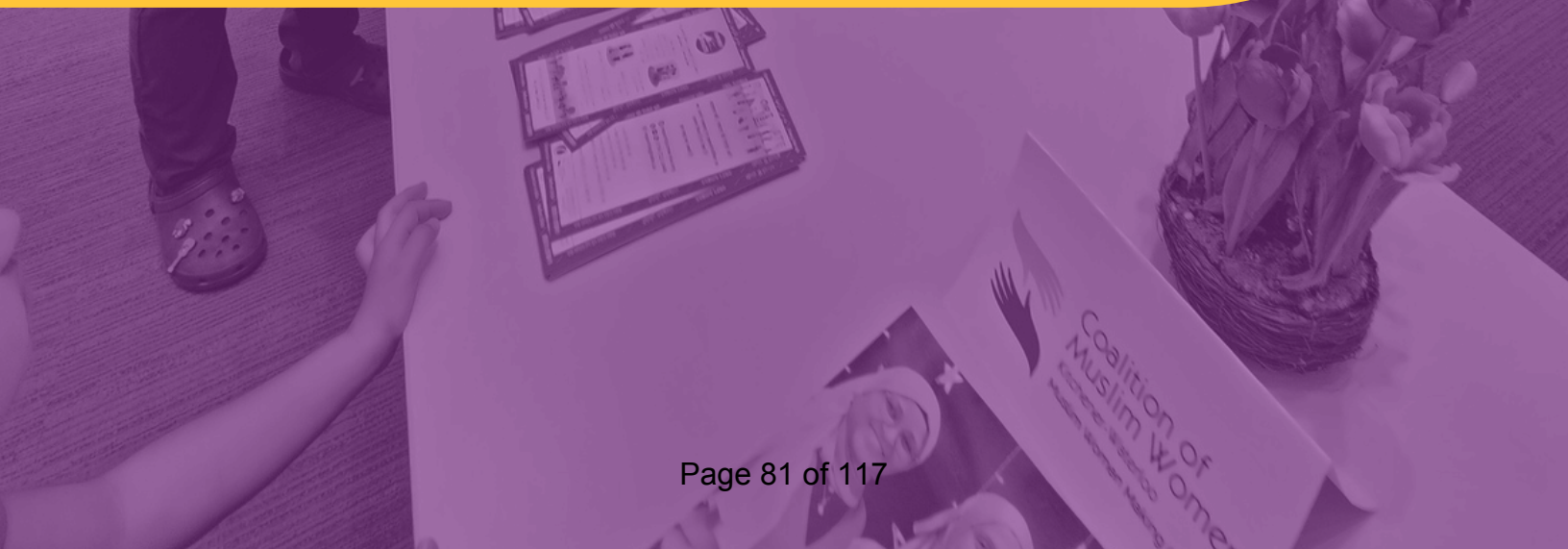
- Reported through AHS





SECTION 5

Community Partner Submissions





Waterloo Region Immigration Partnership

Hate and discrimination impact many groups in Waterloo Region. The Immigration Partnership is a collaboration of immigrant and community service, business, municipal, post-secondary and ethno-cultural organizations, and residents working together to create the conditions for immigrants to succeed and help build a welcoming, dynamic community. Being a welcoming community means being free from hate and discrimination. The Immigration Partnership regularly surveys immigrants to understand their experiences of living in Waterloo Region. One quarter (24%) of the nearly 1,700 participants in the 2023 Immigrant Survey had experienced discrimination in the past year. The level of discrimination reported in 2023 is unchanged from previous surveys in 2021 (24%) and 2019 (22%). The most frequently reported reasons for discrimination were race/skin colour (48%), ethnicity/culture (36%), accent (31%), language ability (27%) and immigration status (26%).

Reasons for discrimination	
Category	% of participants
Race or skin color	48%
Ethnicity or culture	36%
Accent	31%



Language ability	27%
Immigration status	26%
Religion	21%
Physical appearance (other than skin color)	15%
Income	9%
Gender	7%
Age	7%
Sexual orientation	3%
Disability (either a disability that people can see or one that is invisible)	2%
Other	7%

Source: 2023 Immigrant Survey

Immigrants were mostly likely to experience discrimination in work contexts – either when applying for a job (31%) or at work (31%). It also frequently occurred in stores, banks or restaurants (30%), or when looking for housing (22%) and interacting with neighbours (19%).

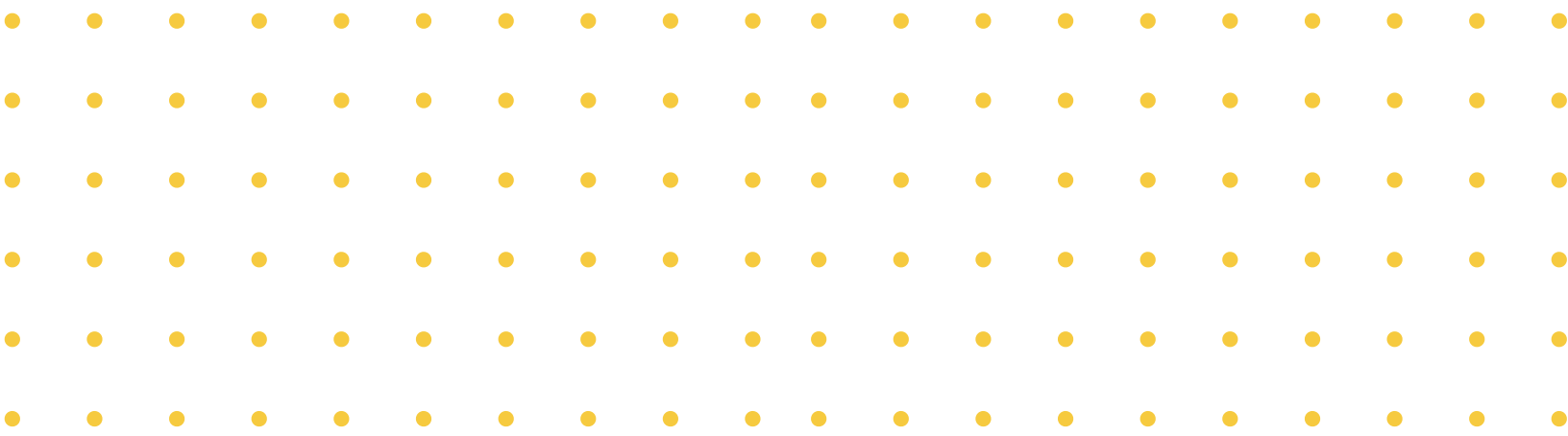
Reasons for discrimination	
Category	% of participants
When applying for a job or a promotion	31%
At my job – for example from supervisors, co-workers or clients	31%
In a store, bank or restaurant	30%
When looking for housing	22%
When interacting with my neighbors	19%
At school or university	16%
At community/public events	16%
While using public areas, such as parks or sidewalks	16%
While using buses, trains or taxis	16%
When seeing a doctor or in other health care settings	10%
When accessing other community services	10%
When interacting with the police	7%
While using libraries, community/recreational centers, arenas	6%
When crossing the border into Canada	5%
When interacting with the courts	3%

Source: 2023 Immigrant Survey



Immigrants who reported experiencing discrimination were less likely to feel Waterloo Region is a welcoming community. They were less likely to have positive wellbeing or feel safe in their community. They were more likely to have a weak sense of belonging and feel isolated. For more results from the 2023 Immigrant Survey see www.immigrationwaterlooregion.ca/ImmigrantSurvey.

Report made on behalf of Immigration Partnership, Waterloo Region





Caribbean Canadian Association of Waterloo Region

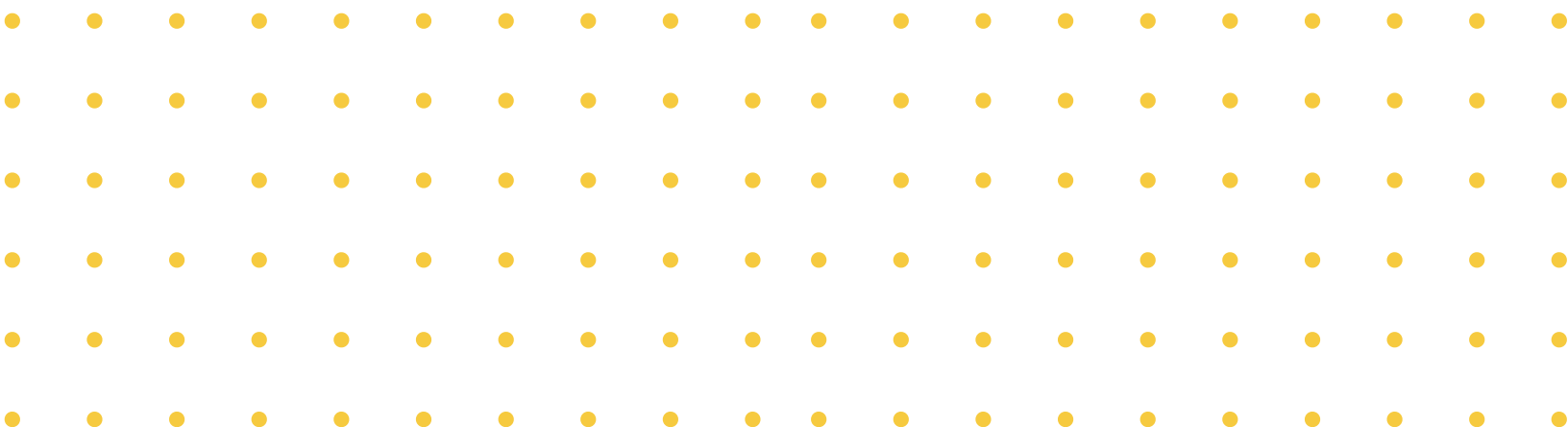
In the past year, we at the CCAWR have received fewer reports of racism and discrimination in the community. We should be clear that we do not believe that incidents of hate crimes, racism or discrimination have decreased, but rather that they are being communicated less frequently to us. While it is difficult to say why this is the case, we believe that perhaps the Waterloo Region community is returning to the “status quo” after the more visible BLM movement in 2020, and Caribbean individuals may feel less comfortable or safe in reporting such incidents. The two incidents that we are sharing today indicate an increase in the seriousness of hate crimes against the Caribbean community (primarily the Black Caribbean community and additionally to those of Indo-Caribbean or other mixed-ethnicities of Caribbean origins).

The first incident close to our community happened to a family member of one of our board members. The Caribbean individual, a Black male, with a larger physical stature, was standing outside of his family member’s home, peacefully enjoying some fresh air. He was approached by a White male (a neighbour) who began, without provocation, questioning him and spewing racial slurs at him. Our Caribbean member didn’t respond. The White male went back to his home, and

then returned with an axe, both threatening and intimidating our Caribbean member, who decided to call the police rather than engaging in a physical altercation (knowing that this would not end well for a robust Black male). The police arrived and apprehended the White male. We believe this is yet one clear example of how emboldened individuals are becoming in their power.

And, we could not write our contribution without paying tribute to Nicholas Nembhard, age 31, who was killed by police outside of his home in Kitchener, in February, 2024. Nicholas, a Black male of Jamaican descent was in a mental health crisis when his family called the police for assistance. While it is beyond the nature of our involvement at CCAWR to report on the altercation, we know that Nicholas and his family needed assistance. Black men are routinely neglected and excluded in the system of mental health care, and we reiterate that our region desperately needs a trauma-responsive and culturally-intentional crisis intervention team to respond to calls for mental health crisis and support. We honour Nicholas and his life and are deeply saddened by the loss of his life.

Report by Carla Beharry on behalf of Caribbean Canadian Association of Waterloo Region.





Crow Shield Lodge

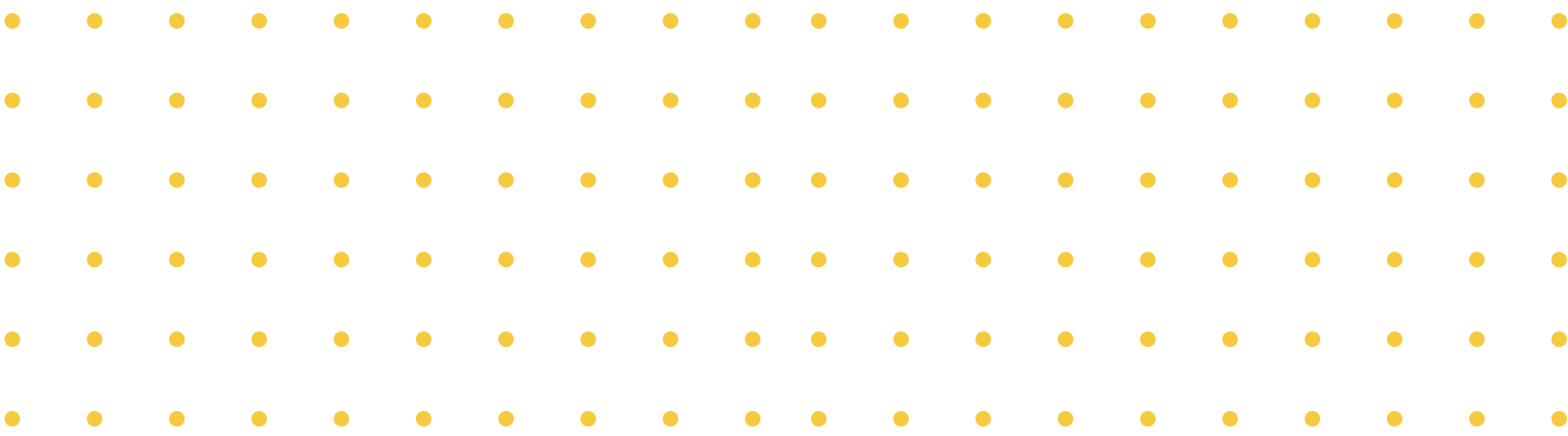
When considering the amount of hate-crimes, hate-speech, and discrimination that is reported by the urban Indigenous community, it is apparent that there is still a large distrust and disconnect between the community and policing services. We feel that this could be attributed to the fact that when the urban Indigenous community gathers to speak on a topic that is of importance to us, such as MMIWG2S or Orange Shirt Day, is when we experience the highest level of hate speech. In simple terms, it feels that when we use our voices, it brings out more hate.

Many community members have experienced harmful and violent language during times that are meant to be uplifting for the Indigenous community, but feel reporting these incidents will fall on deaf ears due to the long-standing history of Canada ignoring the voices of Indigenous peoples. Beyond that, many have expressed that the Waterloo region does not take the Indigenous

community seriously; an example of this can be seen with the Queen Victoria Statue located in Willow River Park which continues to stand, despite the community expressing how much emotional pain it causes.

Overall, until the urban Indigenous community truly feels heard within the region, it will be hard to gauge exactly how widespread an issue of hate crimes and speech are. With that being said, we can estimate that 1 in 3 urban Indigenous community members will experience hate speech while residing within the region based on what has been shared with us by community members.

Report from Clarence Cachagee on behalf of Crow Shield Lodge.





Waterloo Region District School Board

Hate activity at WRDSB sites or impacting WRDSB students represents some of the most destructive forms of human rights-based discrimination by promoting hatred against identifiable groups of people. Hate activity is a violation of Board Policy 1017 - Human Rights and can be reported directly to the WRDSB's Human Rights Branch. These incidents are often addressed directly at the school level by staff and administration using the DIRECT Tool. When additional support is required, the Human Rights Branch may be contacted using the Human Rights incident Reporting Form.

The Human Rights Branch has two procedures to respond to experiences of code-based harassment and/or discrimination affecting WRDSB members. Administrative Procedure 1210 - Code-Based Human Rights Complaint Resolution Process for Staff and Administrative Procedure 1215 - Code-Based Human Rights Complaint Resolution Process for Non-Staff. Staff, students and families most often contact the Human Rights Branch in response to incidents related to disability, gender identity/gender expression, race and creed;



concerns related to any of the 17 grounds protected by the code can be supported by the Human Rights Branch. The work of the WRDSB Human Rights Branch can be found in the 2022-23 Annual Report.

We continue to build a culture that centres human rights and creates a climate where students, staff and families can speak openly about their experiences as it relates to this.

The table below is from the Human Rights Branch Annual Report and illustrates the social areas and protected grounds that were identified through complaints. Please note that a single complainant may have multiple intersecting grounds of identity. Therefore, the number of social areas will not match the number of complaints.

Code-Protected Ground	Social Area	
	Employment	Services
Age	1	0
Ancestry, colour, race	7	4
Citizenship	0	0
Ethnic origin	4	0
Place of origin	1	0
Creed	1	1
Disability	11	10
Family Status	1	0
Marital status	1	0
Gender Identity	1	6
Gender Expression	1	6
Sex	1	1
Sexual Orientation	3	4
Record of Offences	0	Applies in employment only
Receipt of Public Assistance	Applies to housing only	

Report made on behalf of Waterloo Region District School Board



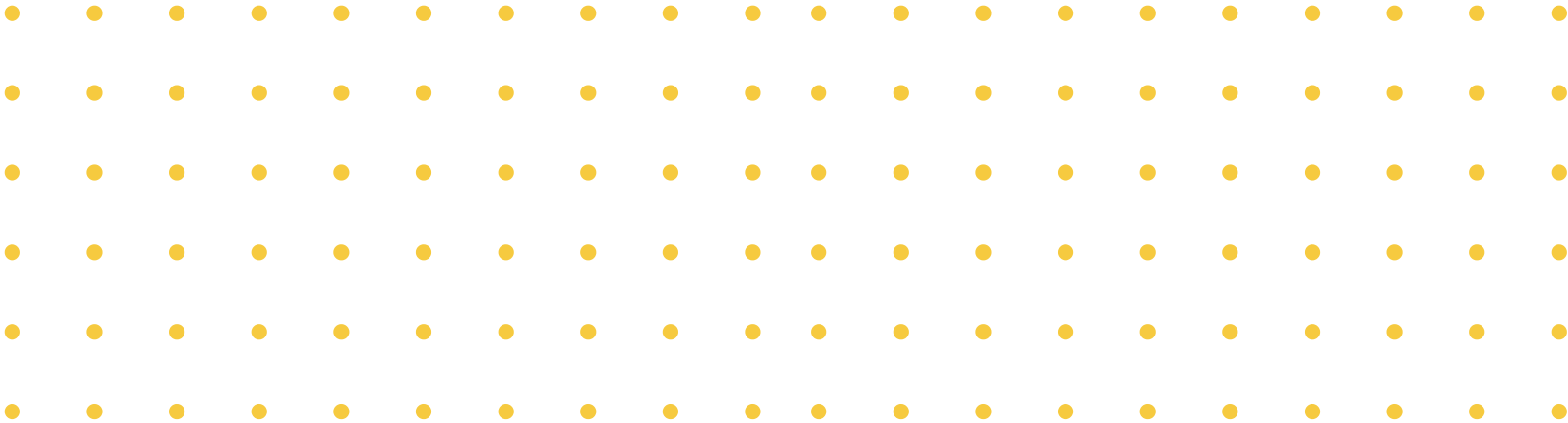


Nigerians in the Region of Waterloo

Members of our community have repeatedly reported instances where black boys, particularly those of Nigerian descent, are viewed with suspicion. This perception often leads to harassment and unwarranted stereotyping and profiling. This profiling not only undermines their sense of safety but also erodes their trust in the institutions meant to protect them. There have also been multiple cases where individuals from our community have faced eviction from their homes without receiving adequate support or intervention from the police. When reports of illegal evictions are made, the response from law enforcement is often slow or nonexistent, leaving vulnerable families without recourse. This lack of adequate response exacerbates the housing insecurity faced by many Nigerian Canadians, contributing to a cycle of instability and marginalization. Our children attending schools in the Waterloo region have experienced significant disparities in educational support and resources. Many of them report not receiving adequate information or guidance to prepare for university, placing them at a disadvantage compared to their peers.

Additionally, incidents involving Nigerian students, such as accidents or bullying, are often poorly handled by school authorities. There is a disturbing trend of these incidents not being properly investigated or documented, leaving affected students and their families without justice or reassurance. In some cases, Nigerian students have faced undeserved suspensions. These disciplinary actions are frequently carried out without thorough internal investigations, suggesting a bias against black students. Such measures not only disrupt the education of these students but also perpetuate a sense of alienation and unfair treatment within the school environment.

Report made on behalf of Nigerians in Waterloo Region.





Willow River Centre

Since the opening of Willow River Centre in downtown Kitchener, the only Two Spirit run organization has been the target of hate crimes, vandalism, theft of property and racial/homophobic harassment. The staff and community members who frequent Willow River Centre have been extra cautious in public spaces, rally events, vigils, and protests. There is a heightened awareness to never walk alone, accompany folks to their vehicles, keep recording devices close at hand, and document incidents as they occur. There is an increased need for additional security measures that grassroots organizations such as Willow River Centre can't financially afford.

The First Nations, Metis, and Inuit queer and trans community members in Waterloo Region should never have to fear being on our own lands, however we are often targeted due to rising homophobia, solidarity with other racialized groups, and our presence at social justice events.

Report from Amy Smoke on behalf of Willow River Centre



SECTION 6

Next Steps

NEXT STEPS

The voices who came forward to report their experiences of hate this year paint a vivid picture of the growing struggles facing Waterloo Region as we consider our local context within the bounds of global crisis and deep division. From youth who are struggling to reconcile their life at school with their social justice and heritage to women just existing in public spaces that are targeted with verbal hate and harassment because of the religious and cultural clothing they are wearing. From families who are standing up against discrimination and harassment in their housing, to people overrun with hate and death threats in online spaces.

With every report, we're reminded of the importance of showing up for each other and being supportive. For CMW it means working with the Region of Waterloo and the Upstream Fund to continue to secure the opportunity to provide leadership around community reporting. Community reporting is grassroots, community based, and provides an important alternative to mainstream reporting services that is critical for many community members. It also ensures that those who are seeking support to resolve, process and work past trauma are receiving that support they want unconditionally, as they define it, and in real time.

But for the greater community, let this report be a reminder of the need for all of us to step up and be supportive bystanders and to push back against hate rhetoric. By doing this together we can all contribute to keeping the community safe.

As the CMW continues to build momentum for this initiative year after year, through outreach, education, trust building and community partnerships we will see more reporting. When we see more reporting, we will learn more about the experiences and trends around hate in our community. And when we are

learning, as neighbours, community members, social services, decision makers, leaders and advocates we are more likely to influence change that will bring forward a better version of Waterloo Region.

And when we create change for the better that is upstream and preventative in nature it will lead to the safer community we need. It is then that we know that we have finally been accountable to the voices that gather in this reporting process. An admirable and achievable goal.

REPORT HATE & DISCRIMINATION

Report Hate or Discrimination

Have you faced or seen racism or Islamophobia?

We can help.

@ report@cmw-kw.org

519-722-2449

reportinghate.ca



- Report for yourself
- Report for someone else
- Report as a witness
- Report anonymously/privately
- Report in languages other than English

We can help you fight racism & Islamophobia

- Connect you with the right service providers, such as Ontario Human Rights Tribunal, housing, school, healthcare, police, etc.



- Join you for your case meetings
- Help you file complaints and write letters
- Provide culturally sensitive counselling
- Help with neighbourhood conflicts/problems related to racism, Islamophobia, and xenophobia

Chair Redman and Members of Regional Council

Aug.20,2024

Mayor Salonen and Members of Wilmot Council

RE: Wilmot Farmland Expropriation

Dear Chair, Mayor and Councilors:

I am submitting this letter to voice my extreme displeasure with the proposed expropriation and purchase of farmland in Wilmot Township. As a Registered Professional Planner, I can state that this “taking” contravenes almost every sound planning principle regarding the preservation of farmland and proper/orderly growth.

Almost 50 years ago, I began my planning career in the municipal sector including 4 years with the Region of Waterloo. At that time, we prepared the first ever Regional Official Plan (ROP) based on a policy approach to land use planning. Policies included the protection and preservation of prime farm lands and environmentally significant features together with strong urban boundaries as the focus of growth. This was the first Ontario ROP and it set the standard for all other Regions to follow. A very proud accomplishment for Waterloo Region.

These policies have been strengthened over the years and Waterloo Region remained on the leading edge of proper and orderly growth by limiting urban boundary expansions and intensifying along the new urban rail corridors. To now “leapfrog” industrial development almost in the middle of “nowhere” completely defies logic and proper planning.

Expropriations are typically undertaken for government or utility infrastructure projects. These are of course subject to the Environmental Assessment process which requires the consideration of alternatives including “do nothing” and this process includes extensive public engagement and involvement. This expropriation is being done “in camera” and without any public engagement whatsoever. Even the new MZO procedures recently released by the Province require public consultation prior to any MZO consideration.

This expropriation is not for an airport expansion, new transit station, new water or sewage plant but rather for “shovel ready industrial land”. This is not what the Expropriation Act intended – a future industrial park well removed from centers of population, servicing and lacking public transportation. These lands are not even contiguous to the current New Hamburg urban boundary and have no servicing infrastructure available: hence “leap frogging”.

Both Wilmot Township and the Region have significant employment lands available. The employment area along Highway 7 in New Hamburg is currently being serviced and will supply the

employment lands needs for many years to come. There is simply no justification to the proposed expropriation from a land needs perspective.

This expropriation and land taking does not comply with the Provincial Policy Statement, the Growth Plan for the Greater Golden Horseshoe, The Regional Official Plan or the Township Official Plan. As a Registered Professional Planner, I can see absolutely no planning merits to this undertaking as it defies all current planning objectives and goals.

As a private planning consultant I have been involved in numerous Official Plan amendments and urban boundary expansion requests. Let me give you a hypothetical but realistic scenario to help illustrate just how inappropriate this expropriation initiative really is.

Lets assume that I have a client that has assembled 700 acres of farm land in Woolwich Twp along Highway 85 halfway between Elmira and St Jacobs. This client wishes to develop “shovel ready” employment lands and to do so would require a ROP amendment and a local OP amendment together with a ZBA and a draft plan of subdivision. These are prime farmlands and are outside the current urban boundaries and are not serviced. Identical to the Wilmot lands.

The first requirement would be a formal pre consultation meeting with municipal and regional planners. They would voice their opposition to this proposal as it is completely contrary to current planning policies but since we have the right to make an application, they would identify the studies and reports needed for a “complete application”. These reports and studies would include a Transportation Impact Study, An Environmental Impact Study, an Agricultural Impact Study, detailed soils and ESA reports, Groundwater Recharge and Hydrogeological Studies, an Employment Land Needs Study, An Employment D-6 Sensitivity Study, A Public Consultation Strategy and all summarized in a Planning Justification Report providing the planning basis in support of this matter.

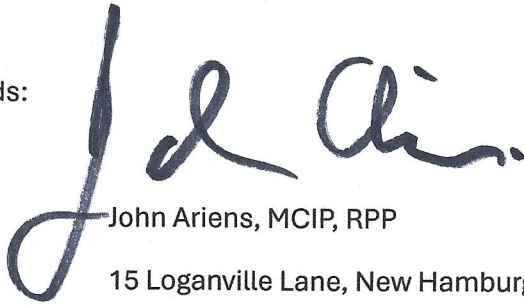
The above hypothetical application would undoubtedly be denied by both Regional and Township Councils. Yet it demonstrates what the private sector would need to do just to make the request. None of the above studies or reports or process were followed by the expropriation authority. We appear to have 2 sets of rules and procedures here—a very strict and rigorous process for the private sector and a “wide open doorway” for the public sector.

Jobs and economic growth are important however not to the detriment of existing communities and our precious prime farmlands. Just think what a new industrial park or facility on these lands will result in:

- No infrastructure and significant expense to extend servicing
- No rail or transit connections
- Not close to large population centers
- Highway improvements needed (significant increase in truck traffic alone)
- Negative Impact on existing communities (Baden and New Hamburg will be completely changed forever)
- Negative Impact on Natural Features and ground water quality

This "taking" is not in the PUBLIC INTEREST and I urge both Councils to abandon this initiative. Any future "shovel ready" employment lands should be contiguous to existing employment lands where infrastructure, transit, roads and workers are currently available.

Regards:

A handwritten signature in dark ink, appearing to read "John Ariens". The signature is written in a cursive style with a large initial "J".

John Ariens, MCIP, RPP

15 Loganville Lane, New Hamburg, N3A 0G3

Cc Mike Harris, MPP

Tim Louis MP

Corliss Olson
24 -74 Autumn Ridge Trail, Kitchener, ON, N2P 2M5

Council, Region of Waterloo
150 Fredrick St.
Kitchener, ON, N2G 4J3

July 30, 2024

Dear Regional Council,

I have been studying the proposed development for Wilmot Township requiring the acquisition of Number One Prime Farmland in Wilmot. Given the dearth of information coming from Council and/or the Provincial Government, and using a straightforward, common-sense approach, I must conclude that this venture is one of the most misguided, inadequately researched, and poorly presented proposals that I have ever seen.

I am strongly urging Council to back away from this idea before it is totally beyond redemption.

There are many reasons to reverse course on this proposed development.

First, Ontario does not have limitless arable land, much less Number One Prime Farmland. While we will need jobs, we will need farmland so that workers can be fed. It is more than a truism that farmland, once lost, cannot be recovered.

Second, the potential harm to the environment, including water tables, air quality, and green space, greatly exceeds the potential gains. This area is consistently described as “shovel ready.” It is not. There are no existing provisions for sewer, water, and infrastructure required by industry. And that should not be surprising: this is *farmland*, not an industrial space. The costs of providing sewer facilities and access to clean, potable water once this area is destroyed by industry will be astronomical. It is clear that these costs have not been factored into this scheme, and neither has the time required to build such infrastructure.

Third, there is substantial opposition to this scheme, both within the Wilmot community and beyond, and for good reason: there has been no proper public process, no transparency, no environmental impact assessment, and no consideration of viable alternatives, of which there are many. There are, indeed, no “willing participants.”

Fourth, as the Chair and various officials have stated, this project is purely speculative. What audacity to risk these critical resources: the land, the water, and the environment, for a speculative adventure to benefit unknown individuals and corporations with no guarantee of future benefits to citizens. And certainly no such benefits could outweigh the crushing loss of this farmland and risk to the water supply.

Fifth, the recent plowing under of a crop within weeks of harvest is a clear manifestation of poor planning, poor management, short-sightedness, and, quite probably, maliciousness in the single-minded pursuit of a wrong-headed idea. (I cannot use the word: “plan” as we have seen no such plan.) The sheer waste of this much needed and valuable crop is nothing short of negligence, squandering \$160,000 in revenue.

Sixth, I do not appreciate the stretching of the truth when told that “one third of the land has been acquired.” Calculations prove this statement inaccurate, and it is clearly designed to persuade people that opposition is futile. Please note that such exaggeration is an affront to public participation and, therefore, democracy, and has not gone unnoticed.

I trust that with this letter you are well-informed on my opposition to this project. I can assure you that almost everyone I have spoken to – and they are many - share my concerns. While I clearly have no power beyond that of an average citizen, I should think that these concerns might suggest to you that your political futures are at risk in continuing to ram through this project. We electors want people on Council who a) respect due process and community input; b) are capable of understanding long-range planning and implications of irreparable harm to the environment and endangerment of life-giving resources; and c) support a vision of our Region that sustains life through agriculture, safe water, and protection of our precious resources. We are not interested nor supportive of speculative ventures which threaten our food security and well-being.

Lastly, I would beg you to consider the perspective of the Indigenous elders and plan with consideration of the seventh generation. This wise principle alone shows the folly of the Wilmot land grab.

Thank you.

Yours sincerely,



Corliss Olson (Ph D)
cpolson11@gmail.com

Cc:

- Alfred Lowrick, Spokesperson for the Fight for Farmland Group
alowrick@gmail.com
- Waterloo Federation of Agriculture
200 Hanlon Creek Boulevard, Guelph, ON N1C 0A1
- Kevin Thomason, Vice Chair, Environmental Network, kevin@smartgrowthwaterloo.ca
- willmotlandowners@gmail.com

Region of Waterloo

Corporate Services

Corporate Finance

To: Regional Council

Meeting Date: August 28, 2024

Report Title: Municipal Funding Agreement Canada Community Building Fund

1. Recommendation

That the Regional Municipality of Waterloo pass a By-law to authorize the Regional Chair and the Regional Clerk to execute the Municipal Funding Agreement for The Canada Community Building Fund (CCBF) between the Association of Municipalities of Ontario (AMO) and The Regional Municipality of Waterloo, with such Agreement to be to the satisfaction of the Regional Solicitor, as outlined in report COR-CFN-24-012 dated August 28, 2024.

2. Purpose / Issue:

The Region is required to enter into an Agreement with AMO to receive Canada Community Building Fund (CCBF) funding. AMO requires a By-law be passed by the municipality to authorize the Agreement.

3. Strategic Plan:

The Canada Community Building Fund is designed to help municipalities make investments in infrastructure to support the growth of strong cities and communities and promote investments in productivity and economic growth and a clean environment. The funding is used by the Region for asset renewal which in turn, supports both the Climate Aligned Growth and Equitable Services and Opportunities Strategic Initiative objectives.

4. Report Highlights:

- The Region is required to enter into an Agreement with AMO to receive CCBF funding. AMO requires a By-law passed by the municipality to authorize the Agreement.
- The Canada Community Building Fund (CCBF) will provide \$18,460,538 in 2024 and \$96,917,826 in total for 2024-2028.
- This funding is utilized to rehabilitate eligible infrastructure primarily within the Transportation portfolio.

5. Background:

The 2005 Federal Budget announced revenue sharing arrangements for the federal gas tax revenues for investment in environmentally sustainable municipal infrastructure, known as “The New Deal for Cities and Communities.” In Ontario, this program was administered by the Association of Municipalities of Ontario (AMO) on behalf of the federal government for all municipalities in the province except Toronto. This program was in effect until March 31, 2010, at which time an amending agreement came into effect extending the transfer of gas tax funds to March 31, 2014.

The 2014 Federal Budget announced up to \$2 Billion annually for municipal, regional and First Nations infrastructure beginning April 1, 2014. On April 1, 2014, AMO signed the “Canada-Ontario-AMO-Toronto” agreement that contained the framework for the transfer of federal gas tax funds to Ontario municipalities to provide stable, reliable and predictable funding for municipal infrastructure purposes for the next 10 years until 2024.

The Federal Budget Implementation Act 2021, No.1 renamed the program to Canada Community Building Fund (CCBF).

Over the next five years the CCBF will invest over \$4.7 billion in the province of Ontario with \$895 million in 2024/2025.

The Region is required to enter into an Agreement with AMO to enable this transfer and AMO requires a By-law be passed by the municipality to authorize the Agreement.

6. Communication and Engagement with Area Municipalities and the Public

Not applicable.

7. Financial Implications:

The new CCBF agreement will provide guaranteed funding for ten years, starting with \$18,460,538 in 2024 and will increase as outlined below. In 2028 the program will be reviewed and a schedule of estimated payments from 2029-2033 be provided to the Region by AMO. The allocations for fiscal years 2024-25 through 2028-29 are based on 2021 Census data. Funding distribution is adjusted every five years when new census data is available. Allocations for fiscal years 2029-30 through 2033-34 will be based on 2026 Census data.

Year	Estimated Schedule of Fund Payments		
	Payment #1	Payment #2	Total
2024	\$9,230,269	\$9,230,269	\$18,460,538
2025	\$9,614,864	\$9,614,864	\$19,229,728
2026	\$9,614,864	\$9,614,864	\$19,229,728
2027	\$9,999,458	\$9,999,458	\$19,998,916
2028	\$9,999,458	\$9,999,458	\$19,998,916

8. Conclusion / Next Steps:

The following By-law must be enacted to complete this agreement with AMO:

By-law Number 24-029: A By-law to Authorize the Municipal Funding Agreement for the Transfer of Federal Canada Community Building Fund Revenues between the Association of Municipalities of Ontario and the Region of Waterloo.

Once the By-law is approved and the agreement has been signed, AMO will review and sign. Once this process is complete, the Region will receive the first payment for 2024.

9. Attachments:

N/A.

Prepared By: Erin Gray, Financial Analyst Transportation

Reviewed By: Shane Fedy, Manager Infrastructure Financing

Approved By: Cheryl Braan, Interim Commissioner, Corporate Services/Chief Financial Officer

Region of Waterloo

Corporate Services

Treasury Services

To: Regional Council

Meeting Date: August 28, 2024

Report Title: T2024-157 589 Langs – 7 Storey Residential Development (Under PQ2023-06)

1. Recommendation

That the Regional Municipality of Waterloo accept the tender of Norlon Builders for the T2024-157 589 Langs – 7 Storey Residential Development (Under PQ2023-06) in the amount of \$52,064,640.17 plus all applicable taxes as set out in report COR-TRY-24-032 dated August 28, 2024.

2. Purpose / Issue:

Purchasing By-law 22-034 Section 2 item 2c requires Council approval for tenders in excess of \$10,000,000.

3. Strategic Plan:

Award of this contract meets the 2023-2027 Corporate Strategic Plan priorities.

- **Homes for all**

This project directly aligns with the Region’s **Home’s for all** strategic priority by building 136 affordable units, accessible and equity housing units, which provides for an incremental 98 units for Building Better Futures. This re-development will increase equitable access to affordable homes that costs less than 30% of household income across the Region and includes 1 to 5 bedroom units.

- **Climate-aligned growth**

Additionally, this project directly aligns with the **Climate-aligned growth** strategic priority. The project will reduce the Region’s greenhouse gas emissions intensity of it’s housing portfolio since the new building will be net-zero carbon with no emissions and will also achieve LEED Silver Certification. Building heating and cooling will be provided by an open loop geothermal system, and a rooftop Solar PV array will generate renewable electricity to the grid. Furthermore, the re-development will foster car-alternative options through the use of a secured e-bike charging shelter on

the property by tenants. The re-development is also next to GRT bus stops which will further promote public transportation.

- **Equitable services and opportunities**

This project also supports the Region’s **Equitable services and opportunities** strategic priority. The building will include an improved space for the Langs Drive Youth Centre, a non-profit organization that operated on the property prior to the re-development. The space was designed in close collaboration with the Youth Centre team to meet their requirements while heavily incorporating accessibility needs throughout. The space will also be complete with smudging capabilities in their multi-purpose room to allow for indoor ceremonies. This provides services that are inclusive, accessible and culturally safe and appropriate, while also meeting the local community needs.

4. Report Highlights:

Tenders were called for T2024-157 589 Langs – 7 Storey Residential Development (Under PQ2023-06) and were advertised in on the Region’s website. Four (4) bids were received.

There are sufficient funds in the Region’s approved 2024-2033 Waterloo Region Housing Master Plan Capital Program to complete the work under this contract.

Subject to Council approval, the work of this contract will begin October 2024 with substantial completion expected by December 2026.

5. Background:

- Tenders were called for T2024-157 589 Langs – 7 Storey Residential Development (Under PQ2023-06) and were advertised on the Region’s website. There had been a pre-qualification completed for this project (PQ2023-06) and only bids received from the pre-qualified list were accepted.
- The following tenders were received:

Norlon Builders	London, ON	\$52,064,640.17
Melloul-Blamey Construction Inc.	Waterloo, ON	\$54,320,000.00
Traugott Building Contractors	Cambridge, ON	\$57,241,202.00
Maystar General Contractors Inc.	Vaughan, ON	\$61,417,025.00

- The final date of acceptance for this tender is November 6, 2024.

- This is the third project to proceed under the Council-approved Waterloo Region Housing (WRH) Master Plan. The work of this project includes construction of a new 7 storey residential building to provide 136 affordable housing units under the Waterloo Region Housing (WRH) portfolio, as well as a space for the Langs Youth and Teen Centre to provide further benefits to the local community.
- WRH Master Plan projects are focused on reducing energy consumption, utilizing a lower carbon footprint, and aiming for Net Zero Carbon design. The building will achieve LEED Silver Certification, and is designed to be net-zero carbon. The building incorporates an open-loop geothermal system to reduce mechanical heating and cooling loads, electrically operated mechanical equipment to eliminate fossil fuel consumption, a rooftop solar panel array to offset electricity costs, and an energy efficient building envelope to reduce heat loss/gain throughout the year. All of these components lead to a building that will be efficient, comfortable, and is not reliant on fossil fuels.
- Above ground parking will be provided to meet parking needs of future tenants of the site, and a parking ratio reduction was granted by the City of Cambridge in By-law 23-005 to reduce vehicular traffic, encourage public transportation usage, and optimize space on the site. There are multiple east- and west-bound GRT Langs/Walter bus stops in front of the property along Lang's Drive. The site is approximately a 35-minute walk to Cambridge Centre Station, and a 30-minute walk to the Pinebush Station.
- The Region's cost consultant has indicated that constructing a net-zero carbon building represents an approximately 10% cost premium over conventional construction; however, investing in energy performance at the time of construction results in a better-designed building and represents unquestionable savings over retrofitting a building for comparable carbon reduction in the future. Recent comparisons have been made with similar developments in Waterloo Region, and it has been noted that based on construction cost estimates, the WRHMP projects underway are in-line on a cost per square metre basis.

6. Communication and Engagement with Area Municipalities and the Public

Area Municipalities:

A Public Meeting was held on September 27, 2022, to present details of the proposed development details with members of the public and Cambridge Council in attendance.

A Council Meeting on was also held on February 7, 2023 where the City of Cambridge Council adopted the Official Plan Amendment and approved the Zoning By-law Amendment for the project.

Public:

The following public engagement activities were undertaken for the project:

- Four Tenant Relocation Meetings were held on November 15th and 17th, 2021. Regional staff walked residents through relocation options and supports, responded to questions and presented next steps and a timeline.
- During the Winter of 2021, WRH staff met with each household on the property to develop individual relocation plans.
- On June 1, 2022, a virtual Tenant Engagement session was held with tenants to showcase the project and receive feedback on the amenity and outdoor spaces for the new re-development.
- On July 20, 2022, Smart Waterloo Region Innovation Lab (SWIRL) hosted a Youth Input Consultation for the project. Children and Youth were given the opportunity to weigh in on the design of the playground and recreational area for the new re-development.
- On November 28th 2022, and February 26th, 2024, Cambridge Accessibility Advisory Committee (CAAC) meetings were held to present the project. In these meetings, accessibility design considerations were presented for feedback, and questions from CAAC members were responded to.
- On September 20, 2023, and November 7, 2023, design meetings were held with members from the Langs Youth and Teen Centre to review the project and select architectural finishes for their new space.
- A Public Art Advisory Committee (PAAC) meeting was held on Monday January 22, 2024 to present the project and the opportunity for public-facing art on the property in front of the building along Langs Drive.

7. Financial Implications:

There are sufficient funds in the Region's approved 2024-2033 Waterloo Region Housing Master Plan Capital Program to complete the work under this contract.

Detailed Financial Implications tables are included in Appendix A.

8. Conclusion / Next Steps:

Subject to Council approval, the work of this contract will begin October 2024, with substantial completion expected by December 2026.

9. Attachments:

Appendix A: Detailed Financial Implications

Prepared By: Tuna Yaylaci, Procurement Specialist

Reviewed By: Lisa Evans, Manager Procurement/Chief Purchasing Officer

Approved By: Cheryl Braan, Commissioner Corporate Services/Chief Financial Officer

Appendix A: Detailed Financial Implications

Region of Waterloo – T2024-157 589 Langs – 7 Storey Residential Development
(Under PQ2023-06)

T2024-157 (includes construction contingency cash allowance of \$9,225,000)	\$ 52,064,600
Project Contingency	9,372,500
Consulting Services, Permits and Approvals	8,867,600
Regional Engineering and Internal Fees	<u>1,918,200</u>
Sub-total	\$72,222,900
Plus: Applicable Net HST of 1.76%	<u>1,271,100</u>
Total	<u>\$ 73,494,000</u>

Note: All figures are rounded to the nearest \$100.

The following table outlines required capital expenditure and funding requirements compared to the approved 2024-2033 capital program as a result of this award:

Capital Budget Requirements (\$000s)	2023 LTD	2024	2025	2026	Total
Expenditure					
Approved project budget	\$2,281	\$10,000	\$39,000	\$36,543	\$87,824
Required project budget	\$2,281	\$6,310	\$33,507	\$31,396	\$73,494
Expenditure adjustment		\$3,690	\$5,493	\$5,147	\$14,330
Financing Required					
Housing General Res.	\$2,131	\$5,869	\$0	\$0	\$8,000
CMHC SEED Grant	150	0	0	0	150
Regional Debentures	0	441	33,507	31,396	65,344
Total Financing		\$6,310	\$33,507	\$31,396	\$73,494

The project budget for the Langs project is now estimated to be \$73,494,000 which is below the total approved capital budget of \$87,824,000 by \$14,330,000. Accordingly, debt financing needs are reduced to \$65,344,000 for this project and the 2025-2034

capital program will be drafted to reflect these reduced expenditure and funding/financing needs.

Construction prices have come down recently due to private projects being deferred as interest rates remain high, resulting in a more competitive marketplace. In addition, staff will continue to pursue any new grant funding opportunities should these become available.

Based on the estimated capital cost of \$73,494,000 as noted above, the net operating budget impact inclusive of debt servicing costs is estimated at \$4.3M for 2027 (twelve months). This estimate is based on occupancy commencing January 2027. The table below outlines projected operating budget revenue and expenditure impacts for 589 Langs Drive, Cambridge over the next few years:

ANNUAL OPERATING BUDGET Estimates (\$000s) Housing Services				
	2024	2025	2026	2027 annualized
Administration and Building Expenses:				
Facilities Management (on-demand maintenance)				\$30
Utilities, Property taxes, Security				\$410
Maintenance, service contracts (janitorial, waste, grounds, snow ploughing, etc.)				\$174
Debt Servicing costs (20 yr. @ 5%)	\$35	\$2,724	\$5,243	\$5,243
Lifecycle, insurance contributions				\$1,133
Total Expenses	\$35	\$2,724	\$5,243	\$6,990
Less Rent and other revenues	-	-	-	1,747
Net Levy Impact	\$35	\$2,724	\$5,243	\$5,243
Incremental Levy Increase	35	2,689	\$2,519	\$0

**The Regional Municipality of Waterloo
Community and Health Services Committee
Summary of Recommendations to Council**

That the following recommendations from the Community and Health Services Committee be approved:

1. That staff move forward with the operating model as proposed in CSD-HOU-24-015, with a maximum of 66 residents serving single women and gender-diverse and non-binary adults (subject to normal extreme weather protocols)

And further, before any steps are taken to serve additional people, or different groups of individuals, the Region of Waterloo will discuss the proposal with community partners including the host community (Kitchener, in this case), and a report with further recommendations will come to Regional Council before any changes are made.

2. That the Regional Municipality of Waterloo take the following action with respect to the Regionally-owned property located at 651 Concession Road, Cambridge (former Kinsmen Children's Centre) as set out in report EES-FFM-24-005 dated August 13, 2024:
 - a. That Regional Council support the proposed use of the property for the development of a Paramedic Services station; and
 - b. Approve debenture authority for the project in the amount of \$12,600,000 for a term not to exceed 20 years.

August 13, 2024

The Regional Municipality of Waterloo

Sustainability, Infrastructure, and Development Committee

Summary of Recommendations to Council

The Sustainability, Infrastructure, and Development Committee recommends as follows:

1. WHEREAS the Region of Waterloo is in the process of completing the purchase of a 160-acre farm in Wilmot Township (the Farm) as part of an industrial land strategy (the Land Assembly) and subject to the Region's confidentiality obligations.

AND WHEREAS the Region of Waterloo recently plowed under the corn crop on the Farm, which was estimated to be 5 or 6 weeks away from harvest (the Event),

AND WHEREAS this Event appears to be in direct contradiction to the Region of Waterloo's Strategic Plan 2023-2027 Growing with Care vision,

AND WHEREAS this Event appears to conflict with the goals in the Province's Grow Ontario: a provincial agri-food strategy,

THEREFORE, BE IT RESOLVED that the Region of Waterloo commits to ensuring, with respect to crops on any further farms purchased through the Land Assembly, that the first consideration will be assessing whether the crop can be harvested, and a suitable use found for the yield, and that the outcome of such assessment will be provided to Regional Council before any action is taken;

BE IT FURTHER RESOLVED that Regional Council receives a report within 4 weeks of this motion outlining what occurred including what actions were taken to mitigate the loss of crops with respect to the Event, and that this report be made public and subject to the Region's confidentiality obligations.

BE IT FURTHER RESOLVED that, going forward, Regional Council will be provided with advance notice of any further work occurring on the lands purchased by the Region of Waterloo through this Land Assembly.

2. That the Regional Municipality of Waterloo approve the proposed changes on Benton Street (Regional Road #6) from Courtland Avenue (Regional Road # 53) to Charles Street (Regional Road # 64) and on Frederick Street (Regional Road #6) from Weber Street (Regional Road #8) to Lancaster Street (Regional Road #29) as outlined in Report TSD-TRP-24-009 dated August 13, 2024:
 - a. Repurpose the road space by reducing the travel lanes from four lanes to two lanes and add painted reserved single directional bicycle lanes.
 - b. Upon construction, amend the Traffic and Parking by-law 16-023;
 - i. Add to Schedule 22 - Reserved Lanes, Benton Street (Regional Road 6), from Courtland Avenue (Regional Road 53) to Charles Street (Regional Road 64), Both Sides, Anytime, Bicycles;
 - ii. Add to Schedule 22 - Reserved Lanes, Benton Street (Regional Road 6), from Courtland Avenue (Regional Road 53) to Charles Street (Regional Road 64), Both Sides, Anytime, Bicycles;
 - iii. Add to Schedule 22 - Reserved Lanes, Benton Street (Regional Road 6), from Courtland Avenue (Regional Road 53) to Charles Street (Regional Road 64), Both Sides, Anytime, Bicycles;
 - iv. Add to Schedule 22 - Reserved Lanes, Benton Street (Regional Road 6), from Courtland Avenue (Regional Road 53) to Charles Street (Regional Road 64), Both Sides, Anytime, Bicycles;
 - v. Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
 - vi. Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
 - vii. Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
 - viii. Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
 - ix. Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
 - x. Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
 - xi. Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;

- xii. Remove from Schedule 1 – No Parking, Frederick Street (Regional Road 6), from King Street to Duke Street (Regional Road 63), North Side, Anytime;
- xiii. Remove from Schedule 7 – No Stopping, Frederick Street (Regional Road 6), from 38.5m east of King Street to Duke Street (Regional Road 63), South Side, 4:30 p.m. to 5:30 p.m., Monday to Friday;
- xiv. Remove from Schedule 7 – No Stopping, Frederick Street (Regional Road 6), from 38.5m east of King Street to Duke Street (Regional Road 63), South Side, 4:30 p.m. to 5:30 p.m., Monday to Friday;
- xv. Remove from Schedule 7 – No Stopping, Frederick Street (Regional Road 6), from 38.5m east of King Street to Duke Street (Regional Road 63), South Side, 4:30 p.m. to 5:30 p.m., Monday to Friday; and
- xvi. Remove from Schedule 7 – No Stopping, Frederick Street (Regional Road 6), from 38.5m east of King Street to Duke Street (Regional Road 63), South Side, 4:30 p.m. to 5:30 p.m., Monday to Friday.

That staff be directed to:

- c. Develop a long-term plan for separated cycling facilities along the Benton-Frederick corridor and for improved pedestrian and cycling access to the Frederick ION station, to be implemented as part of the future reconstruction of Benton Street and Frederick Street.
3. That the Regional Municipality of Waterloo amend the Traffic and Parking By-law 16-023, as amended, to add to Schedule 1 (No Parking), No Parking Anytime on both sides of Snyder's Road East (Regional Road 6) from 1.2 km east of Notre Dame Road (Regional Road 12) to 1.8 km west of Trussler Road, in the Township of Wilmot as outlined in Report TSD-TRP-24-011, dated August 13, 2024.

August 13, 2024

The Regional Municipality of Waterloo

Audit Committee

Summary of Recommendations to Council

That the following recommendations from the Audit Committee be approved:

That the Regional Municipality of Waterloo accept the proposal of KPMG LLC for P2024-18 External Audit Services and appoint KPMG LLP as the Region's external auditor for a five (5) year term comprising of 2024, 2025, 2026, 2027 and 2028 fiscal years in the amount of \$944,790.00 (average annual cost of \$188,958.00) plus all applicable taxes as set out in report COR-TRY-24-031 dated August 14, 2024.

August 14, 2024

The Regional Municipality of Waterloo

Library Committee

Summary of Recommendations to Council

That the following recommendations from the Library Committee be approved:

1. That the Regional Municipality of Waterloo Library Committee approve the purchase of a microfilm reader for the Ayr Branch of the Region of Waterloo Library, using funds from the Regional of Waterloo Library Capital Reserve Fund;

And that Staff return to the Library Committee for review and consideration with a recommended service level for each Branch in the system which then informs the base of resources, materials, equipment, etc.;

And that Staff return to the Library Committee for review and adoption a Policy as to how funds from Trusts, Donations, Bequests, etc would be utilized to ensure consistency in approach, and, to ensure that the use of the funds adds value or enhancements to the Branch(es) above the normal service level.

2. That the Regional Municipality of Waterloo approve the revised Terms of Reference for the Library Committee as described and attached in Appendix A of Report PDL-CUL-24-015, dated August 14, 2024.

And that the Terms of Reference be amended to add Township specific language.

August 14, 2024