



Jonathan X. Côté
Mayor

February 23, 20201

Mayor and Council
City of Burnaby
4949 Canada Way
Burnaby, BC V5G 1M2

Dear Mayor Hurley and Council,

Re: Equity and Diversity on the E-Comm Board

The New Westminster Council has asked me to follow up with each of the members of our E-Comm syndicate following our meeting in the spring and subsequent resolutions regarding the E-Comm board elections (see the February 1, 2021 resolution in attachment 1). The E-Comm website indicates that our syndicate still has an unfilled seat on the E-Comm Board.

At our spring meeting, there was agreement that our nominations for the 2021-2022 board would be Joe Keithley – City of Burnaby and Nancy McCurrach - City of Port Coquitlam. New Westminster and Port Coquitlam followed up on this agreement and nominated these Councillors, but unfortunately previous resolutions were not changed leading to the situation now. The syndicate is still able to nominate Ms. McCurrach for the remained of the term as new members of the board can be elected at any meeting of the board. I would ask that we all support our agreement and nominate Ms. McCurrach.

New Westminster Council believes that this syndicate has the opportunity to show leadership and its support for diversity in public institutions by ensuring our nominations to the E-Comm Board are diverse. This diversity, particularly at this time when E-Comm is discussing governance, is even more critical. It has been shown by numerous studies that diversity and gender parity on boards leads to better run organizations and supports healthier societies as all members of the society see themselves in leadership roles. New Westminster is supportive of E-

Copy to:
City Manager
Dir. Corporate Services
Dir. Public Safety and Community Services

Office of the Mayor
Corporation of the City of New Westminster

511 Royal Avenue, New Westminster, BC • Canada V3L 1H9 T (604) 527 4522 F (604) 527 4594

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Comm's governance work and has sent letters to both E-Comm and LMLGA advocating for this work (Attachments 2 and 3).

It is my understanding that the following is the agreed-upon rotation for syndicate nominations to the E-Comm board:

- 2020 - 2022 Burnaby & Port Coquitlam (remainder of the 2018-2022 four-year term)
- 2022 - 2026 Burnaby & Port Moody
- 2026 - 2030 Coquitlam & New Westminster
- 2030 - 2034 Port Coquitlam & Burnaby

With this rotation and with the hopes of nominating a diverse pair of Councillors for 2021-2022, I would not expect our representation on the E-Comm board to change (except for the addition of Nancy McCurrach). For this reason New Westminster intends to nominate Joe Keithley – City of Burnaby and Nancy McCurrach - City of Port Coquitlam, if their respective cities let us know they are willing to serve. I encourage your Council to do the same.

If you have any questions about this or would like more information, please contact City Clerk Jacque Killawee at jkillawee@newwestcity.ca or 604-515-3764.

Yours truly,



Jonathan X. Cote
Mayor

Cc: Village of Belcarra
City of Coquitlam
City of Port Coquitlam
City of Port Moody
E-Comm

Attachment 1: New Westminster City Council Resolution dated February 1, 2021

Attachment 2: Letter to E-Comm regarding Equity and Diversity on the E-Comm Board of Directors

Attachment 3: Letter to LMLGA regarding Resolution – E-Comm Diversity and Governance Policy

New Westminster City Council
Regular Meeting February 1, 2021
Minutes Extract

THAT Council directs staff to send a letter to the City of Burnaby, the City of Coquitlam, The City of Port Coquitlam, the City of Port Moody and the Village of Belcarra:

- *Outlining the importance of balanced and equitable board representation to represent our communities and for the health of the organization;*
- *Requesting at least one woman from the group be appointed for the 2021-2022 term; and*
- *Including a list of rotating municipalities responsible for nomination in the letter.*



Jonathan X. Côté
Mayor

February 23, 2021

Sandra MacKay
Vice President, Legal & Governance (and Corporate Secretary)
E-Comm
3301 East Pender Street
Vancouver, BC V5K 5J3

Dear Ms. MacKay,

Re: Equity and Diversity on the E-Comm Board of Directors

As you know the City of New Westminster has been actively engaged in a conversation with the fellow members of our E-Comm syndicate concerning diversity on the board. The need for governance reform on the E-Comm board has been referenced in several letters sent not only by New Westminster but by other municipalities in our syndicate to E-Comm over the last two years. In a letter written to the City in response to a May 2019 resolution you wrote:

“We applaud the efforts of all municipalities and Member entities in championing diversity across Metro Vancouver and I speak with conviction when I say that both the E-Comm Board and its management share the same aspiration. By way of background, and as noted in our March 2019 canvas of shareholders regarding Board nominations for the 2019-2020 term, the E-Comm Board is focused on good governance for the benefit of all its Members.....

It may be of interest to know that E-Comm has recently released a new strategic plan, of which 10 strategic initiatives have been identified, one of which is Governance Evolution. It is through this initiative that aspects of our corporate governance will be examined, including Board composition. We have recently engaged a new Governance Officer and General Counsel as executive sponsor for this initiative, which will require far-reaching stakeholder consultation in contemplation of any changes.”

With these remarks in mind, at a meeting on February 1, 2021, New Westminster City Council passed the following resolution:

THAT Council directs staff to send a letter to the E-Comm board and Executive, requesting:

- *That E-Comm commits to resolving Board governance for membership to the Board and create policy that deals with issues of diversity and equity in board representation by 2022; and*
- *That the E-Comm Board provides to its member municipalities a reporting of the work related to board governance to date.*

The City would be grateful for an update on the work you committed to undertake in your strategic plan and in the letter to our syndicate in 2019 regarding governance reforms. We want to strongly support you in this work.

If you have any questions about this or would like more information, please contact City Clerk Jacque Killawee at jkillawee@newwestcity.ca or 604-515-3764.

Yours truly,



Jonathan X. Cote
Mayor

Cc: Joe Keithley, E-Comm board member and Councillor, City of Burnaby



NEW WESTMINSTER

February 23, 2021

Attention: Shannon Story
Lower Mainland Local Government Association

Via Email: sstory@lmlga.ca

Dear Shannon Story,

Re: Resolution – E-Comm Diversity Governance Policy

At a meeting on February 1, 2021, New Westminister City Council passed the following resolution:

THAT Council approve the following resolution for consideration at the Lower Mainland Local Government Association Convention and the Union of BC Municipalities Convention, in 2021:

WHEREAS the current board appointments to E-Comm clearly do not reflect the diversity of our region;

AND WHEREAS it is important to have a more representative community lens on, not only how we deliver emergency services, but how these services are received by the general public.

THEREFORE BE IT RESOLVED THAT the Lower Mainland Local Government Association and the Union of BC Municipalities asks the provincial Government to engage with E-Comm and Local governments to develop a governance policy which is reflective of the gender, ethnic, disability, and Indigenous diversity of our communities.

Please find attached to this letter a supporting memo.

If you have any questions or would like more information, please contact me at jkillawee@newwestcity.ca or 604-515-3764.

Yours truly,

Jacquie Killawee
City Clerk

Motion: E-Comm Diversity Governance Policy

THAT Council approve the following resolution for consideration at the Lower Mainland Local Government Association Convention and the Union of BC Municipalities Convention, in 2021:

WHEREAS the current board appointments to E-Comm clearly do not reflect the diversity of our region;

AND WHEREAS it is important to have a more representative community lens on, not only how we deliver emergency services, but how these services are received by the general public.

THEREFORE BE IT RESOLVED THAT the Lower Mainland Local Government Association and the Union of BC Municipalities asks the provincial Government to engage with E-Comm and Local governments to develop a governance policy which is reflective of the gender, ethnic, disability, and Indigenous diversity of our communities.

Background Information

It is widely reported that diversity and gender parity on organizational boards lead to better run organizations and supports healthier societies as all members of the society see themselves in leadership roles. Increasingly society is demanding this of its civil society organizations.

E-Comm, Emergency Communications for British Columbia Incorporated (E-Comm) provides emergency communication through the Lower Mainland and the wider Province. They serve a very diverse population. Representatives of municipalities, participating organizations, and independent directors appointed by E-Comm are elected annually to create the board of directors. The current board of directors is composed of thirteen men and seven women.

Via their appointments to the board, municipalities can influence diversity and gender balance. Of the 13 municipal syndicates that can nominate E-Comm directors, only three selected women in the most recent nomination period. The City of New Westminster has been actively promoting greater diversity through our E-Comm syndicate with very limited success over the last two years. We have been unsuccessful in our request to achieve greater diversity on the board. This has led the City to place a motion before the Lower Mainland Local Government Association Convention and the Union of BC Municipalities in the hope that these organizations will lobby the Province to influence E-Comm to make the governance changes required to develop a diverse board of directors.