

To Members of Council:

I am writing to support the request by the Markham Environmental Advisory Committee (MEAC) "that Markham Council consider allowing the Chair or Vice Chair of MEAC to be involved in the interview process and in the appointment of new members to MEAC."

Section 6.2 of the City of Markham's Board & Committee Appointment Policy states that "The current Chair or another Member of the Board or Committee may be invited to attend the Appointment Committee interviews." This discretionary invitation, however, has not been consistently extended to all advisory committee Chairs in all committee member recruitment cycles. Having the Chair - or Vice Chair, in case of the Chair's unavailability - of an advisory committee participate in interviewing short-listed candidates facilitates in depth interaction between prospective members and someone with deep knowledge of the Committee's work and direction; this helps new appointees to Committees be better prepared to fully participate in Committee work immediately on appointment. The results are more efficient meetings, stronger cohesion among members, and ultimately better support of Council's goals by the Committee.

As Chair of Markham's Race Relations Committee from October 2018 to April 2021, I appreciate the proactive solicitation by City staff for input into the selection criteria for new members at the launch of recruitment cycles during my tenure. Yet, some new members have informally expressed to me their belief that their learning curve would have been flatter and their first meetings less overwhelming, had they been given the opportunity to dialogue with the Chair during the recruitment process. The Chair's participation in candidate interviews, in other words, benefits both the Committee and the prospective members.

Therefore, I recommend that Council invite the Chair, or Vice Chair in case of the Chair's unavailability, to attend Appointment Committee interviews when candidates to the subject advisory committee are being considered.

Thank you.

Andrew Yu