

# Municipal Election 2014 – Cambridge

## Survey Results



### Cambridge

WRRC is a volunteer-based community organization that is committed to building a unified voice for gender and sexual diversity for people of all ages in Waterloo Region. We promote sustainable opportunities for advocacy, awareness, education and community-building that are respectful of the diverse interests within the Rainbow community. We work together with local allies to foster a strong and inclusive community.

This candidate survey speaks to the heart of WRRC's mission. The survey has provided us the opportunity to ensure candidates are aware of their constituents within the Rainbow community, prompts candidates to take steps to educate themselves about the concerns and needs of our community, and sets the foundation for eventually engaging our elected representatives in our community building efforts. In addition, by providing the results of the survey to the general public, we are providing an opportunity for members of our community to understand where candidates stand on these important issues – helping us build our unified voice by empowering all of us to make informed decisions.

We encourage you to review the candidate responses, reach out to further engage candidates on issues important to our community and, most importantly, get out to vote on **Monday, October 27<sup>th</sup>**!

Ontario residents are heading to the polls to vote for the:

- City/Township Mayors and Councillors
- Regional Chair and representatives at the Regional Council
- School Board Trustees

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This is your chance to exercise your right to have a say in how you think your municipality should be governed. You have the option to choose the candidate that you think best represents your interests, or to decline your ballot at the polls. Voting sends a powerful message to politicians about what is important to residents within the municipalities.

There are over 200 candidates running in the 2014 municipal election, but which of those candidates are most informed about the Rainbow community? Which candidates are best prepared to take action on issues which are of concern to the Rainbow community? We at Waterloo Region's Rainbow Coalition wanted to better understand what kind of involvement the candidates have with the Rainbow community, so we sent out an email survey asking 3 questions and gave them a 2 week timeframe to answer the questions. We also confirmed each response directly with the candidate to ensure accuracy. Each candidate from the Kitchener, Waterloo, Cambridge and surrounding Townships were asked the same questions:

1. Do you have any experience or previous involvement with LGBTQ community, or any other community that has been marginalized?
2. If elected, how might you promote inclusion and belonging for the LGBTQ community?
3. If elected, how might you address issues of concern to the LGBTQ community, such as the following: *Hate crimes and bullying - LGBTQ youth homelessness - Workplace and employment barriers - Barriers to adoption and assisted reproduction - Access to long-term care and retirement housing - Access to healthcare and social services overall*

We are pleased to report that almost half of all the candidates took the time to respond to our survey. Their responses are included here for you to read and consider when casting your vote on **Monday, October 27, 2014**.

To learn more about how to vote in the municipal election, visit the following pages:

**Kitchener** - [http://app.kitchener.ca/election/es\\_onvoterlist.aspx](http://app.kitchener.ca/election/es_onvoterlist.aspx)

**Cambridge** - <http://www.cambridge.ca/article.php?sid=269>

**Waterloo** - <http://www.waterloo.ca/elections>

**Wellesley** - <http://www.wellesley.ca/misc/elections/?q=misc%2Felections>

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**Woolwich** - <http://www.woolwich.ca/en/council/Municipal-Election.asp>

**Wilmot** - <http://www.wilmot.ca/departments-clerks-details.php?Election-10>

**North Dumfries** -

<http://www.northdumfries.ca/en/newslist/index.aspx?corpId=oFIdMqfyp7dgBaqqB0H38geQuAleQuAl&newsId=AVJ2G0m8Wxudf5lA5HbbeVxGSweQuAleQuAl>

For more information about the election survey or how to get involved with the Waterloo Region Rainbow Coalition, please contact us at [yourwrrc@gmail.com](mailto:yourwrrc@gmail.com).

Sincerest regards,

Jeremy Steffler,  
Chair, Waterloo Region Rainbow Coalition

Tanya Smith,  
Coordinator, WRRC Municipal Election Survey

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### REGIONAL CHAIR – WATERLOO REGIONAL COUNCIL

#### Ken Seiling

ken@kenseiling.com  
[www.kenseiling.com](http://www.kenseiling.com)

1. For many years I have attended events in the LGBTQ community, whether it be Pride festival openings, the centre opening and events, or events at the club in Cambridge. This year I authorized the flying of the rainbow flag at Regional Headquarters during the Pride week events. We also hosted a diversity workshop in the Regional Council chambers. Each year I also wear pink on the Day of Pink to show my support for the community.
2. The Region has an active program of promoting inclusion in all of its work and workplaces and supports the work of other groups advancing an inclusive Region.
3. Many of the areas addressed in your question are the work of other levels of government. However, our Regional Crime Prevention Council works in many areas, one of which is anti-bullying which incorporates the community. We work to ensure no barriers in employment based on gender. We have policies in place to recognize diversity and actively work to implement them. There are a number of initiatives under way with regard to homelessness, a complex issue at best, but one which affect many, especially younger people with LGBTQ issues.

#### Paul Myles

PaulAlexanderMyles@gmail.com  
<http://paulamyles4waterlooregionalchair.weebly.com/>

1. I used to work at Club Renaissance a LGBTQ Bar in downtown Kitchener.
2. By ensuring that funding and community supports are in place from the Region.
3. By ensuring that the WRPS understands that hate crimes are a serious matter and need to be handled properly. Creating an effective solution to youth homelessness in our Region. Putting in place appropriate policies that reflect that discrimination of any sort is uncalled for and will be prosecuted to the fullest extent of the law.

### MAYOR

#### Sandra Hill

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[www.sandrahillformayor.com](http://www.sandrahillformayor.com)

1. Yes, although I have not dealt directly with the LGBTQ community I have contributed in volunteering my time to Furnish the Future. Furnish the Future is a local program which collects unwanted lightly used household goods and redistributes these goods to families in need.

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2. If elected I will promote healthy coping mechanisms when dealing with prejudice and discrimination. I would also promote a better education toward the general public when faced with controversy. As well as create community events which will bring people together including, raising the flag!

3. Hate crimes and bullying should not and will not be tolerated on any level, education and consequences. Employers need to implement specific anti-discrimination policies as well as provide a LGBTQ friendly community. Homelessness, we need an adequate facility where LGBTQ youth can feel safe, where they have access to showers, where the staff is qualified to deal with the complex issues they are faced with. I would love to work with Rainbow to determine the exact needs our homeless LGBTQ youth.

### **Sardool Bhogal**

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[www.BhogalForMayor.ca](http://www.BhogalForMayor.ca)

1. No I have no working experience with described groups.

2. One way is to have your representative on Social services, and Community safety committees on the council under my term as Mayor of Cambridge.

3. A mandatory training, written policy and code of conduct will be instituted at all municipal offices under my term as Mayor of Cambridge.

### **Paul Tavares**

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<http://facebook.com/paultavaresforcambridgemayor>

1. n/a

2. I will promote inclusion and belonging to all residents on an equal basis. No bias or preferential treatment will be shown towards anyone.

3. Discrimination of any kind towards any person is wrong and will not be tolerated.

## **REGIONAL COUNCILLOR**

### **Helen Jowett**

[helen@helenjowett.ca](mailto:helen@helenjowett.ca)

1. Yes I live in a community where there are people of all races, religions, sex, culture, sexual preference etc. My experience is that it is demoralizing in a community to marginalize anyone. I know that studies have been conducted

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<http://www.helenjowett.ca>

and we must do a much better job of tolerating others in our community. I know that if we want to attract and retain people and business for general prosperity, we must teach people to love one another and learn from the differences instead of fearing them.

2. I want to obtain the intelligent community study that i read that has clear best practices on how to revitalize a community through shared experiences and learning. Our community will only sustain itself if we can promote peace and happiness for differences.

3. Promote education and awareness. Assist in any way to remove barriers for people who are not receiving services that they need and require in our community. It saddens me to think that people are suffering because of the very differences that make us learn from one another. I will look for ways to help remove barriers.

**Kurt Ditner**

[kditner@gmail.com](mailto:kditner@gmail.com)

<http://sites.google.com/site/teamkurtditner>

1. I have not been involved with the LGBTQ community or an “organized group “per se that has been marginalized, however, on an individual basis within various marginalized groups yes.

2. I would pursue/promote equality, in a sense that we have the same rights, resources, opportunities and protections. There remains much work to be done in the region.

3. In response to your question as it relates specifically to the LGBTQ community, if elected, I would meet with the community in order that I can educate myself and get a better understanding of the issues within the LGBTQ community. We can then work together to develop ideas, implement plans to tackle these issues and move forward instead of back.

**Ron Koenderink**

[cerberus1956@rogers.com](mailto:cerberus1956@rogers.com)

1. Not as an activist

2. I have no plans to actively promote any group or organization. If as an elected representative for Cambridge the opportunity to assist and advocate for people where my intervention would be helpful I would be more than happy to discuss my involvement with the respective groups or individuals.

<http://yourwrrc.ca>

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3. Having worked in the Justice field for 34 yrs and a Union member/supporter my entire life I have supported ending barriers in every aspect of our general society for all people. Young, old ,disabled for whatever reason, orientation, religion etc all deserve to participate in society fully and completely and it is up to gov`t of every level put in place the laws and infrastructure to make sure it happens. It is up to the people to show gov`t where they are lacking in order to redress the situation.

I want to promote a co-ordination of all our working groups be they professional or volunteer organizations so that anyone in our community in distress or abuse for any reason is quickly and with great sensitivity to their plight given the assistance they need without qualifiers or strings attached.

As to violent crime victims including bullied folks I have a special insight/ sensitivity into victims because I`ve spent many years dealing with the perpetrators of this heinous acts and seeing the results of their crimes. I absolutely support harsher punishments for these offenders, especially repeat offenders where education and counselling have had no effect. These people are not welcome and should not be welcome in our society unless and until they can keep their thoughts and their hands to themselves and that goes for anyone who shelters, condones, or encourages them. I would absolutely be willing to advocate to the Fed/Prov gov`ts on behalf of victims so that their attackers are outed and punished to ensure that those victims and possible future victims are made as safe as we can possibly ensure because nobody in our society or any society should have to live in fear.

### WARD 1

**Peter Crystal**

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[www.pcrystalward1.com](http://www.pcrystalward1.com)

1.Absolutely, my existing promotional advertising company - Specialties Plus Promotions has done work with the Canadian Aids Memorial Quilt program as well as Tri-Pride We are also doing work for some the social clubs that LGBTQ individuals like to frequent such as El Convento Rico in Toronto.

2. That as I am sure you are well aware of is a large mountain to climb. But I do believe over time with educating people about individuals who have varied sexual orientation may be possible to gain ground and acceptance by the community.

Our own Premier of Ontario has started to pave the path of acceptance for the LGBTQ.

3. I would definitely be willing to work with the organizations & people to help form a better understanding of LGBTQ

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needs and services.

### **Donna Reid**

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[www.votedonnareid.com](http://www.votedonnareid.com)

1. Yes, I have promoted inclusion as a teacher, a union member and on council. It was my initiative at the council level to hire wedding services at the city that would marry all couples who could legally obtain a marriage license. Previously, if same sex couples wished to be married at city hall, they were offered a substitute officiate as the main officiate wouldn't marry same sex couples. It was a difficult issue for some councillors to abide by the law and the vote for change was not unanimous. I support and attend the raising of the rainbow flag at city hall.

2. I encourage interested persons from the LGBTQ community to apply for committees at the city and to become an integral part of decision making. We need diversity at all levels and that includes all marginalized groups. I have asked our Human Resources Advisory Committee to research city committees/boards to ascertain if we are meeting our commitment for diversity.

3. The issues you raise are huge issues that go beyond the scope of a city councillor. However, we can and should respond even if our ability to promote change is limited. One of the ways to address these issues is by becoming an "Age Friendly City" under the World Health Organization. If we ensure fairness, safe cities, housing, transportation, respect and social inclusion for seniors, it helps everyone. If a city is good for an eight year old and an eighty year old, then it is good for everyone. There is a newly formed Council on Aging in Cambridge that will carry on the work already begun towards an age friendly city. I am willing to entertain taking action on the topics mentioned in order to bring about the desired results. All are worthy objectives.

## **WARD 2**

### **Barbara Bierman**

[barbara.bierman@sympatico.ca](mailto:barbara.bierman@sympatico.ca)

1. Yes.

2. All residents, regardless of gender, race, religion, ethnic background, age, have the right to participate in committees, projects and opportunities in the municipal landscape. I consistently promote strict adherence to the Ontario Human Rights code and have reported violations and participated in investigations of the Tribunal in the past in an effort to keep the values of inclusion, equality and acceptance in high profile.

3. The Ontario Human Rights Code is very clear on the rights of all people to have access to services and opportunities



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on equal footing. There are laws to protect all people and recourse for circumstances when people are not protected. Not enough people report violations of their own human rights and many do not have advocates to assist them in reporting those violations. The best way to address issues of concern is to champion human rights with bodies our province and country have designated for that. The Human Rights Tribunal has far-reaching authority to demand change and penalize those that violate these human rights.

### WARD 3

**Margaret Barr**

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<http://margaretbarr.com>

1. Not in an official capacity, but I have a long record of public and private support for the LGBTQ community.
2. The same as I always have; through public writing and communication.
3. Cambridge City Council does not have jurisdiction over some of the issues mentioned. However, I have and will continue to personally fight bullying, hate crimes, and homelessness for all. I will also continue my public efforts to champion adoption barriers, assisted reproduction and any other issues that adversely affect the LGBTQ community. I look forward to the day when the LGBTQ community is not considered "marginalized".

### WARD 4

**Shawn Newton**

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1. No I do not. With that being said even if I am not elected any help that I can provide I will.
2. First I would listen to what they want and need in the community. I have just come from an event (Spectrum's open house) where I have learned all about the programs that they offer and that currently Cambridge does not have any places like this centre. I feel that we need a place like this in Cambridge and I believe that the city needs to do its part to assist the LGBTQ community with projects like this.
3. In all honesty I don't know. I have limited knowledge with regarding to what the LGBTQ community has gone through and are still currently going through. I believe that the best people to champion these things are people from the community, as they have been doing for decades. With that being said I would be there to do anything that the community needs to have me do to ensure that every barrier is eliminated so that we can live in a community where everyone is equal. However I do feel that we need more resources like the centre I mentioned in the last question (Spectrum) that will be there to help.

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**Kristine Dearlove**

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<http://kristinedearlove.com>

1. Throughout the past 12 years I have worked within the housing stability sector - first with the Rent Bank and Eviction Prevention Program, Housing Counselling, and now with Habitat for Humanity Waterloo Region. I work with people struggling on a low income, with those that have challenges finding, and maintaining housing - I am sure that LGBTQ community is a part of those that I've connected with, those that I assist. I build community through a ground level understanding of the issues that affect all of us. I focus on strengths, and keep the conversation moving towards solutions.

2. Council needs to create meaningful partnerships with the LGBTQ community - to celebrate and work with these groups. It is time to create a permanent Advisory Committee with a wide mandate to ensure the City of Cambridge is a welcoming community that allows for meaningful engagement for everyone. It is essential to ensure that all city staff and representatives have the resources, and the training they need to have meaningful interaction with everyone within our community. Council needs to keep all of the citizens of Cambridge at the forefront of their decisions - and recognize the impact they have on everyone.

3. If elected I can ensure the creation of a permanent Advisory Committee which will help Council and staff address these issues. I can lead by example and not accept discrimination of any kind. I can take the lead and be welcoming, accepting, not standing by when I see wrong doing, and by educating others. These types of issues of concern are not acceptable.

### WARD 6

**Gary Price**

[gprice@golden.net](mailto:gprice@golden.net)

1. As a council we changed the holder of the contract to provide marriage services at City Hall to someone who would marry same sex couples

2. We will continue to treat any one from the LGBTQ community the same as any other member of the Cambridge community

3. Again we would do everything in our power to have them treated as any other member of our community. In the past we band of resident of the City from going to City Hall or the function around City Hall because they attacked a member of the LGBTQ community

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### Justin Edward

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<http://www.justedward.com>

1. None other than attending Pride events every year in Toronto.
2. I would like to grow an interactive presence with a reconstruction on Cambridge's site, a part of which would be an online forum, anyone from the LGBTQ community will have the chance like many other residents to voice their opinions on a variety of topics and reach directly out to their fellow citizens of Cambridge. I would be excited to participate in any LGBTQ community event.
3. Our City Council has been extremely disengaged. A part of my election promise is to be more engage in our community. If elected I would like to regularly speak at schools and have town hall meetings, I feel our local leaders should be able to talk freely about a variety of topics including bullying. Having experienced being bullied growing up in Cambridge it is something that I'm passionate about getting rid of in our community. Cambridge is a diverse city and everyone regardless of who you are should be welcomed. LGBTQ youth homelessness is something that I've seen happen to a close friend of mine. Waterloo Region's Affordable Housing Plan has over 3,100 people on its waiting list. The 350 approved rooms is a short reach from the community's goal. I would like to contribute more to the area of need. I believe it's extremely important to give our youth viable living options in case the need arises.

### Shannon Adshade

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<http://www.shannonadshade.com>

1. In my profession, as a Special Education teacher of Care, Custody Treatment and Alternative program students, also known as Section 23 schools, I have had an opportunity to work with many marginalized people and to work with in the LGBTQ community. Specifically, at Casatta Cambridge, I worked with Young Offenders. At Lutherwood, I worked with some of the most mentally challenging kids in Canada who suffer from anxiety, FAS and depression. Currently, in the Hatts Off program, I work with students who live in foster homes.

For many years, of my 25 years of teaching, I have taught a unit on Healthy Active Living Education, including a component of the LGBTQ community. A Public Health nurse or our Lutherwood nurse supported this unit in the classroom. Professionally, I have had OK2 BME training through the Public Health Department. There have been numerous classroom visits from representatives of OK2 BME to help break down barriers and to promote inclusion.

2. I think the key to having successful inclusion is to be aware of hidden barriers to belonging. I also believe the realities and needs of trans people specifically are erased when it is assumed they are the same as cisgendered.

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Speaking as an ally, promoting inclusion, for me, would include safe zone or friendly signs and treating everyone equally and to consistently use inclusive language.

3. There should be zero tolerance to any form of bullying, hate crimes, barriers or access to anything. Change is happening and I would always promote equality. This is an honest belief that I carry and I believe that is apparent in the work I do. As a society we have made some positive changes but we still have work to do.

### WARD 8

#### Mark Hovey

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www.makeyourmarkhovey.com

1. I was an open supporter of GLOW at the University of Waterloo while on the Federation of Student Executive Council.

2. I promote an OPEN door policy - It does not matter the color of the door (Rainbow or Otherwise).

3. None of these should be issues, but they are occurring in the real world. If we know that someone/anyone is being abused or is being barred from leading a full life due to their chosen lifestyle, we need to stop the actions from occurring. Action - Promoting activities/events that include everyone to celebrate humanity in all of its different "colours". It is amazing what children do or don't do every day in public school that is innocent and neutral that parents can take a lesson - no discrimination for anything.

#### Mohammad S. Darr

sellingcambridge@hotmail.com

1. Not with LGBTQ

2. I believe nobody should be discriminated. All human being have equal rights

3. I will work as a team with the council to assist all the citizens regardless of their race or preferences.

### WATERLOO REGION DISTRICT SCHOOL BOARD - CAMBRIDGE, NORTH DUMFRIES

#### Colin Carmichael

1. Not directly, no. I have always been supportive of efforts to be as inclusive as possible of any marginalized

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<http://cambridgetrustee.ca>

community.

2. The school board has an important role - along with the Ministry of Education - in setting the expectations for inclusion that individual schools must adhere to. Ensuring, for example, that LGBTQ teachers and students do not face any barriers to expressing their sexuality in the same ways that heterosexual teachers and students do.

3. The best way I can address issues of concern is first to be accessible to the public so that those concerns can be brought to me and second to bring those concerns to the Board as often as is necessary to address the concerns. I commit to both of those, should I be elected.

### WATERLOO DISTRICT CATHOLIC SCHOOL BOARD – CAMBRIDGE, NORTH DUMFRIES

**Wendy Price**  
wprice4catholicschooltrustee@g  
mail.com

1. Support groups in all 5 of our high schools, which I support.

2. As a board of trustees we need to make sure that the groups in the schools continue, grow and reach the LGBTQ students and expand in terms of educating the school communities on inclusion and acceptance.

3. Work with the Director of Education to ensure that the board policies on bullying and harassment are followed, reviewed and updated on a regular basis. Example: Social media and bullying- Kindness Matters and THINK campaign at St Mary's HS.

**Bill Conway**  
billconway@rogers.com

1. No

2. As a school board trustee, I will work to ensure that there is policy and procedures of the board are written for the inclusion of all our students and staff and that promotion is done to make all feel welcome and that there is a place for all within our schools.

3. As a school board trustee, I will work to ensure that there is policy and procedures of the board in place to allow students and staff to have the mechanism to express their concerns and issues freely and that they are dealt with in a timely manner.

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**Montse Sanzsole Vasquez**  
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<http://catholictrustee.com>

1. While I do not have previous involvement with the LGBTQ community, I do believe that our schools should be inclusive and supportive of its catholic community members.
2. The Catholic school system should provide an opportunity for its LGBTQ community to gather to discuss their concerns and issues by allowing student and staff groups/associations.
3. Continuing to work within the framework of the Catholic religion and the leadership of our Pope Francis, we should be inclusive and respectful of others, treating all with dignity. As such, anti-bullying campaigns should continue to be an important part of school life. A support mechanism should be in place within the board/schools to provide support for all students and staff of our catholic community including those for the LGBTQ community.

**Peter Reitmeier**  
pr4trustee@rogers.com

1. Yes. I am a sitting member of our boards SEAC (Special Education Advisory Committee), as well as participation and input in several debates and discussions at the Board table regarding our care of LGBTQ and the associated clubs operating in our high schools. I have also attended meetings of the St. Benedict's Accepting Differences Club, which invites LGBTQ and other victims of bullying together, to hear their concerns and bring them back to the Board table. I have also received and participated in In-Service and related seminars to better understand the needs of all children in our system.
2. Our ongoing support and commitment to our ends and policy statements that ensure inclusivity of all children in our board will continue to be monitored.
3. Many of these areas do not relate as school board issues, with the exception of our board's commitment to restorative justice, anti-bullying clubs, and clubs specifically for those in the LGBTQ community. (e.g. Prism, Accepting Differences and GSA clubs)

**Manuel da Silva**  
mdasilva@stainlessprocess.com

1. I have not had any direct experience and/or previous involvement with LGBTQ community. I do however, support and encourage programs/groups/supports in our school system to look after the needs of our LGBTQ community.
2. I am proud to have served as a Trustee since 2003 in a school system that continues to have conversation/discussions on what it means to be an Inclusive system. Waterloo Catholic District School

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Board/System continues to look/strive to ensure that we have programs and resources in place that best look after the needs of our staff, students and community, including LGBTQ.

3. I would continue to work with my fellow Trustees, Director of Education and Senior Administration to ensure that we not only have Policies and Procedures in place, to address the concerns with LGBTQ community, but that such Policies and/or Procedures were being followed across our system and community.