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**From:** Karen Brown [<mailto:kbrown@hipsaver.ca>]

**Sent:** Monday, September 5, 2022 4:35 PM

**To:** Mayor Finch <[gfinch@southhuron.ca](mailto:gfinch@southhuron.ca)>; Councillor Neeb <[aneeb@southhuron.ca](mailto:aneeb@southhuron.ca)>; Councillor Ferguson Willard <[bwillard@southhuron.ca](mailto:bwillard@southhuron.ca)>; Councillor Oke <[toke@southhuron.ca](mailto:toke@southhuron.ca)>; Councillor Vaughan <[mvaughan@southhuron.ca](mailto:mvaughan@southhuron.ca)>; Councillor Faubert <[dfaibert@southhuron.ca](mailto:dfaibert@southhuron.ca)>; Deputy Mayor Dietrich <[jdietrich@southhuron.ca](mailto:jdietrich@southhuron.ca)>

**Subject:** Procedural by-law review

To: Members of Council

Date: September 5, 2022

Subject: Procedural By-law Review - specifically the gender wording references

The general rules state that currently the wording is “Throughout this by-law, the words “he” and “his” shall, where appropriate; be deemed to read “she” and “her”.”

The proposed changes suggest the inclusion of “they” and “them” which is in keeping with modern gender-neutral references. In fact, I would ask that Council champion the adoption of language that is truly gender-neutral by using their/they/them instead of he/she or his/her.

As it is 2022 and South Huron Council has long had women in leadership roles as Mayor and members of Council and we can logically assume women will be in these rolls in the future, we should also assume that people who identify as gender-neutral

will occupy these rolls therefore it is appropriate to do more than deem to read the inclusion but to ingrain the inclusion in our language. Council might keep in mind that in their role as leaders in the community, the example set to their own municipal staff is one that may be emulated throughout the municipality by other organisations so the use of language is important.

In addition, there are spots where gender references are inclusive such as 4.8 vi which reads “Members shall advise the Mayor and Clerk, or designates, as soon as practicable and at least 24 hours prior to the scheduled meeting of his/her intent to participate electronically.” I would suggest that there should be an effort for municipal documents to be consistent throughout and also that Council adopt truly gender-neutral language.

There are several spots where the wording doesn't follow the proposed changes nor does the wording adhere to a consistent pattern and I would like to suggest that the gender-neutral changes be made before the document is approved by Council.

I note the following:

2.6 Acting/Mayor or Chairman is not gender neutral – suggest Chairman be changed to Chairperson

11.3 A Member shall not leave his seat – suggest changing his to the gender-neutral term their

11.5 “Shall the Member be ordered to leave his seat – suggest changing his to the gender-neutral term their

11.6 ... to leave his seat ... - suggest changing his to the gender-neutral term their

12.2 ... but if he wishes ... - suggest changing he to the gender-neutral term they

12.3 - ... shall sit in his place ... – suggest changing his to the gender-neutral term their

12.3 ... until he resumes the chair. - suggest changing he to the gender-neutral term they

12.4 ... he shall first ... - suggest changing he to the gender-neutral term they

12.6 ... he shall confine ... - suggest changing he to the gender-neutral term they

12.11 a ...that his rights, privileges ... - suggest changing his to the gender-neutral term their

12.11 a ... he shall ask leave ... - suggest changing he to the gender-neutral term they

12.11 a ...but he shall not be permitted ... - suggest changing he to the gender-neutral term they

12.11 c ... he shall ask leave - suggest changing he to the gender-neutral term they

12.11 c - ... he shall state ... suggest changing he to the gender-neutral term they

13.21 f ... if he declines ... - suggest changing he to the gender-neutral term they

There may be other instances throughout the document that also require changing to gender-neutral language and I would request that all such changes be made before approval by Council.

Regards,

Karen L Brown