

October 11th, 2007

Executive Committee
100 Queen Street West
10th Floor West Tower
Toronto, ON
M5H 2N2

Extension of the Public Appointment Policy

Recommendations:

1. That the City Manager's office be directed to identify advisory bodies and committees that currently do not follow the City's Public Appointments policy, that have a City-wide mandate, that are supported by staff and that have citizen members appointed by Committee or City Council by February 2008.
2. That the City's Public Appointment Policy equity objectives and selection objectives be extended to include all of the City's advisory bodies and committees noted in recommendation 1 by February 2008.
3. That the recruitment process for citizen appointments to the advisory bodies/committees noted in recommendation 1 be guided by the same recruitment process for civic appointments to Agencies, Boards and Commissions by February 2008.
4. That the City Manager's office be directed to conduct a diversity analysis of all bodies identified in recommendation 1 at the end of the next appointments cycle, and report their findings to Executive Committee.

Summary:

Toronto has become one of the most diverse cities in the world, and has gained an international reputation for the success of its diversity.

The September 2006 City Manager staff report entitled "Policy and Processes for Public Appointments to City Agencies, Boards, Commissions and Corporations and Nominations to External Special Purpose Bodies" recommends that "having an explicit policy statement is important in demonstrating the City's commitment in making citizens appointments reflect the geographic and demographic diversity of Toronto. This policy guides all actions in the appointments process."

The City's Public Appointment Policy, approved by City Council in September 2006 states that its equity objective is to build capacity on City Boards to oversee services delivered within a diverse community which is addressed by:

- (a) establishing procedures and a monitoring mechanism to ensure board members reflect the diversity of the community with respect to gender, age, Aboriginal status, race, disability and sexual orientation;
- (b) ensuring that boards accommodate appointed members with disabilities or other barriers inhibiting full participation; and
- (c) providing direction and orientation for board members on the City's objectives of providing services that respect the needs and desires of diverse communities and ensuring access to services.

Furthermore, Section 7.9 of the Policy states that all selection bodies will strive to achieve a balance of:

- (1) qualified applicants covering the range of qualifications specified for the board;
- (2) experienced and new members;
- (3) geographic representation; and
- (4) representation of the diversity and demographics of the community including age, gender, sexual orientation, aboriginal status, race and disability.

There are several types of bodies that do not generally fall under the Public Appointments Policy, including some appointments to advisory bodies established by Committee or Council. As such, there is no standard monitoring process for ensuring diversity on these advisory bodies and/or committees.

Sincerely,



Gord Perks
City Councillor
Ward 14, Parkdale-High Park

