

**City of Toronto
Public Appointments Process
2007-2009 Diversity Analysis**

Diversity Group	% of Population *	2004-2006 (61% response)		Acceptable Appointment Range	2007-2010 (95% response)		
		Applicants	Appointed		Applicants	Shortlisted	Appointed
Gender:							
Men	48%	63%	67%	43 - 53%	64%	59%	56%
Women	52%	37%	33%	47 - 57%	36%	41%	44%
Age:							
18-30	24%	6%	4%	19 - 29%	17%	9%	6%
31-64	59%	70%	63%	54 - 64%	74%	77%	78%
65 and over	17%	24%	33%	12 - 22%	9%	13%	16%
Aboriginal Origin:	0.5%	0.5%	0%	up to 5.5%	0.7%	0.3%	0.0%
Race:							
Black	8%	10%	10%	3 - 13%	7%	7%	7%
East Asian	12%	4%	0%	7 - 17%	6%	6%	4%
Latin American	2%	1%	0%	up to 7%	2%	2%	1%
Southeast Asian	5%	2%	0%	up to 10%	2%	1%	1%
South Asian	10%	10%	6%	5 - 15%	11%	10%	10%
West Asian	2%	2%	4%	up to 7%	2%	1%	2%
Other	1%	1%	2%	up to 6%	4%	3%	1%
Overall Racial Minorities	43%	30%	22%	38 - 48%	33%	31%	33%
White	57%	69.5%	78%	52 - 62%	67%	69%	67%
Disabilities:	13.5%	10.0%	9%	8.5 - 18.5%	6%	3%	3%
Lesbian, Gay, Bisexual, Transgendered, Two-Spirited (LGBTT):	10%	7%	12%	5 - 15%	6%	5%	5%
Actual Count		515	86		2210	397	173

Prepared by:
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* same census data for 2004 and 2007