



# STAFF REPORT INFORMATION ONLY

## Diversity in November Public Appointments

<b>Date:</b>	November 23, 2011
<b>To:</b>	City Council
<b>From:</b>	City Manager
<b>Wards:</b>	All
<b>Reference Number:</b>	

### SUMMARY

The purpose of this report is to provide information on the diversity composition and geographic dispersion of the November public appointment recommendations of the Civic Appointments Committee as requested by Council.

#### Financial Impact

This report has no financial implications.

### COMMENTS

Attachment 1 to this report is a chart detailing the diversity exhibited by nominations before Council in November in terms of gender, age, racial diversity, LGBT status, and self-declared disability status compared to the previous term of Council. Attachment 2 combines September, October and November information for a cumulative view of diversity in recommended public appointments to date.

Applications received from Toronto residents were distributed across the City's Community Council areas as follows:

Community Council	All Boards	November Appointments	
	All Applications Received	Applications Received	Recommended Appointees
Etobicoke – York	17.7%	13.7%	0.0%
Toronto and East York	43.1%	43.4%	66.7%
North York	27.8%	26.3%	16.7%
Scarborough	11.4%	16.6%	16.7%

Diversity information by board is not generally disclosed because it is personal information under MFIPPA and individuals may be easily identified given the small number of appointees for each board.

**CONTACT**

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**SIGNATURE**

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Joseph P. Pennachetti, City Manager

**ATTACHMENT**

Attachment 1: Diversity Summary: November 2011 Public Appointments  
Attachment 2: Diversity Summary: Cumulative 2011 Public Appointments

**Diversity Summary:  
November 2011 Public Appointments**

Diversity Group	% of Population	2007-2010 (95% response)		Acceptable Appointment Range**	2011 -2014 (91% response)		
		Applicants	Appointed		Applicants for all boards	Applicants for Boards for appointment November 2011	Recommended by CAC for Appointment November 2011
<b>Gender:</b>							
Men	48%	61%	53%	43 - 53%	65%	42%	36%
Women	52%	39%	47%	47 - 57%	35%	58%	64%
<b>Age:</b>							
18-30	23%	18%	7%	18 - 28%	18%	31%	30%
31-64	59%	73%	72%	54 - 64%	71%	59%	60%
65 and over	18%	10%	20%	13 - 23%	11%	11%	10%
<b>Aboriginal Origin:</b>	0.5%	0.7%	0%	up to 5.5%	0.8%	0.5%	<b>0%</b>
<b>Race:</b>							
Black	8%	7%	7%	3 - 13%	6%	10%	0%
East Asian	13%	6%	5%	8 - 18%	6%	8%	0%
Latin American	3%	2%	1%	up to 8%	2%	3%	0%
Southeast Asian	6%	2%	1%	up to 11%	2%	2%	0%
South Asian	12%	11%	9%	7 - 17%	13%	16%	45%
West Asian	5%	1%	2%	up to 10%	2%	1%	0%
Other	2%	4%	2%	up to 7%	4%	6%	0%
Overall Racial Minorities	49%	33%	30%	44 - 54%	36%	46%	45%
White	53%	67%	70%	48 - 58%	64%	54%	55%
<b>Disabilities:</b>	19%	5%	3%	14 - 24%	6%	8%	0%
<b>Lesbian, Gay, Bisexual, Transgendered, Two-Spirited (LGBTT):</b>	10%*	6%	6%	5 - 15%	5%	9%	0%
Actual Count		1316	125		1773	211	12
*Estimated							
**Target is +/- 5% of percentage of population							

**Diversity Summary:  
Cumulative 2011 Public Appointments**

Diversity Group	% of Population	2007-2010 (95% response)		Acceptable Appointment Range**	2011 - 2014 (91% response)		
		Applicants	Appointed		Applicants for all boards	Applicants for Boards for appointment Sept., Oct. & Nov. 2011	Recommended by CAC for Appointment Sept., Oct. & Nov. 2011
<b>Gender:</b>							
Men	48%	61%	53%	43 - 53%	65%	63%	69%
Women	52%	39%	47%	47 - 57%	35%	37%	31%
<b>Age:</b>							
18-30	23%	18%	7%	18 - 28%	18%	21%	12%
31-64	59%	73%	72%	54 - 64%	71%	69%	73%
65 and over	18%	10%	20%	13 - 23%	11%	11%	14%
<b>Aboriginal Origin:</b>	0.5%	0.7%	0%	up to 5.5%	0.8%	1.0%	0%
<b>Race:</b>							
Black	8%	7%	7%	3 - 13%	6%	6%	3%
East Asian	13%	6%	5%	8 - 18%	6%	7%	6%
Latin American	3%	2%	1%	up to 8%	2%	2%	0%
Southeast Asian	6%	2%	1%	up to 11%	2%	2%	1%
South Asian	12%	11%	9%	7 - 17%	13%	13%	12%
West Asian	5%	1%	2%	up to 10%	2%	3%	2%
Other	2%	4%	2%	up to 7%	4%	5%	6%
Overall Racial Minorities	49%	33%	30%	44 - 54%	36%	37%	29%
White	53%	67%	70%	48 - 58%	64%	63%	71%
<b>Disabilities:</b>	19%	5%	3%	14 - 24%	6%	6%	1%
<b>Lesbian, Gay, Bisexual, Transgendered, Two-Spirited (LGBTT):</b>	10%*	6%	6%	5 - 15%	5%	6%	6%
Actual Count		1316	125		1773	1400	154
*Estimated							
**Target is +/- 5% of percentage of population							