



Public Appointments Overview
Nominating Panel - Corporations
April 2019

Panel will screen, interview and recommend candidates for 5 bodies

Toronto
Community
Housing
Corporation

Waterfront
Toronto

Metro Toronto
Convention
Centre

Toronto Hydro

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Public Appointment Recruitment Strategy




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Public Appointment Evaluation Process



Consultation with Agencies and City staff



Confidential Voluntary Diversity Survey

City of Toronto Public Appointments

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Diversity in Public Appointments Dashboard

We ask all applicants for public appointment to complete a voluntary, confidential survey about themselves to help us measure diversity in public appointments. We publish the results here on a quarterly basis.

This data reflects 7,101 applications received since the beginning of this term, December 1, 2014, and 321 current public appointments to 47 boards, committees, and tribunals as of July 30, 2018. A complete list of the decision bodies included is at the bottom of this page.

Highlights since the last quarterly update in April 2018 include:

- 247 new applications have been received, compared to 136 during the previous four month period (January to April 2018).
- Council made appointments to the Compliance Audit Committee, Heritage Toronto, Leaside Memorial Community Gardens Arena, Toronto Atmospheric Fund, Toronto Community Housing Corporation, Toronto Licensing Tribunal, and the Toronto Public Library.
- The percentage of appointees who identify as LGBTTIQQ2S has increased from 9.2% to 10.6%

Gender

We asked applicants to disclose their gender as Male, Female, Transgender, or Other.

	Applicants	Appointees	City-wide
Female	41.3%	44.0%	52.0%

Related Links

- [Current Opportunities](#)
- [Agencies and Corporations](#)
- [Public Appointments Policy](#)

Gender Equity by 2020

- City Council adopted a motion in November 2016 to set a goal of gender equity by 2020
- Women currently make up 48.5% of appointees to City corporations

Corporations Nominating Panel Meetings

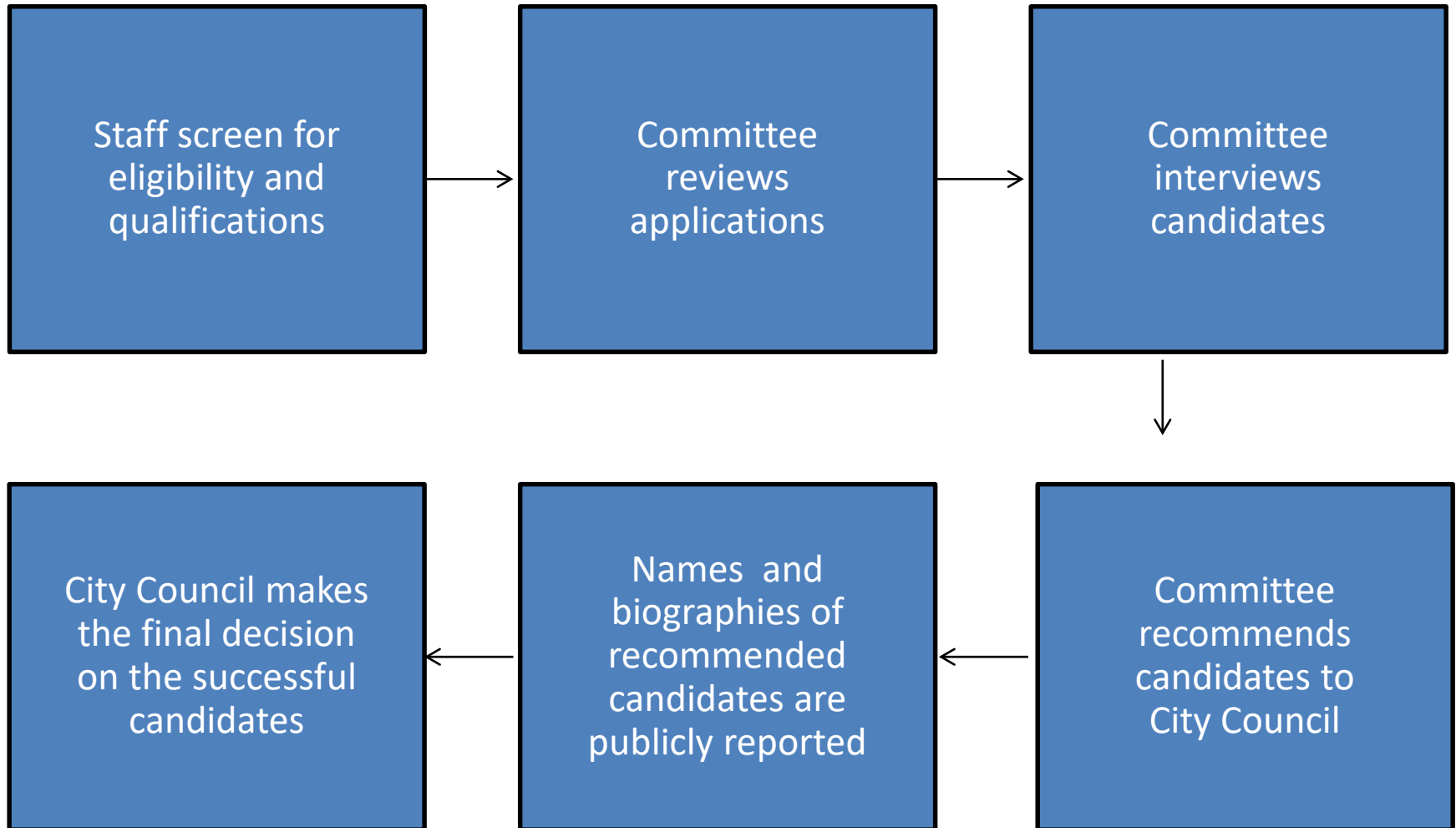
At each meeting, the Panel will:

- ✓ Select candidates
- ✓ Interview candidates
 - 15 min each
 - 2:1 ratio
 - Option for video conferencing
- ✓ City/Agency staff invited to attend to provide any relevant updates

What do Members receive for Panel meetings?

- ✓ Agenda
- ✓ Confidential Candidate List identifying highly qualified, qualified and not qualified candidates
- ✓ Binder with all applications
- ✓ Report of current board diversity
- ✓ Interview questions
- ✓ Any additional information

The selection process



Nominating Panel – Corporations Schedule*

May Council

- TCHC

June Council

- Metro Toronto Convention Centre
- Waterfront Toronto

January 2020

- Toronto Investment Board
- Toronto Hydro

* subject to change

Guidelines for Members providing references for candidates

- Members may only provide references for those they have an employment relationship with
- Members in a position to give a reference to a current applicant should declare this
- References include written, oral, or other such interventions on someone's behalf
- The Integrity Commissioner can provide advice on such matters

Questions?