



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

CreateTO Board - Selection of Candidates for Interview

Date: January 7, 2020

To: Corporations Nominating Panel

From: City Clerk

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about identifiable individuals who are being considered for appointment to the CreateTO Board.

SUMMARY

The Corporations Nominating Panel must select candidates to interview for appointment to the CreateTO Board. Following the interviews, the Corporations Nominating Panel will recommend three candidates for appointment to City Council.

RECOMMENDATIONS

The City Clerk recommends that:

1. The Corporations Nominating Panel select 9 of the candidates listed on Table 1 of Confidential Attachment 1 for interview at its next meeting for appointment to the CreateTO Board.
2. The Corporations Nominating Panel direct that the confidential information contained in Confidential Attachments 1 and 2 remain confidential in its entirety as it relates to personal matters about identifiable individuals being considered for appointment to the CreateTO Board.

FINANCIAL IMPACT

There are no financial implications arising from this report.

DECISION HISTORY

At its meeting held November 7-9, 2017, City Council adopted CC34.2 - Toronto Realty Agency Board - Appointment of Public Members, and appointed 3 candidates to the Toronto Realty Agency Board (now CreateTO), at pleasure of Council, for a term of office commencing January 1, 2018 and ending on December 31, 2019, and until successors are appointed, and 3 candidates, at pleasure of Council, for a term of office commencing January 1, 2018 and ending on December 31, 2021, and until successors are appointed:

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.CC34.2>.

At its meeting held May 24 - 16, 2017, City Council adopted EX25.9 - City Wide Real Estate Transformation, which included the establishment of a new City agency to manage the City's real estate portfolio, develop City buildings and lands for municipal purposes and deliver client focused real estate solutions to City Divisions, Agencies and Corporations:

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.EX25.9>.

COMMENTS

Composition of the CreateTO Board

The board consists of 8 members composed of:

- 6 public members, one of whom will serve as Chair
- The Mayor or designate appointed by the Mayor
- 1 Member of Council

There are three positions under consideration

City Council appointed the first six public members to CreateTO board in November 2017. In keeping with the Public Appointments Policy, the member's terms were staggered in order to establish organizational continuity and memory. Three of the six appointees were initially appointed for two year terms rather than four year terms. These three positions are now under consideration.

The appointed members will serve four year terms

The term of office for public members of the CreateTO Board is four years. Members continue to serve until successors are appointed.

Public members should meet certain qualifications

In addition to the general eligibility requirements in the Public Appointments Policy, public members should collectively have the following skills, experience, and expertise:

- Executive level experience in a major public, private, or not-for-profit organization;
- Senior level experience and professional skills in real estate, property development, urban planning, facilities management, investment industry, infrastructure delivery, community development, economic development, brownfield remediation, or environmental sustainability;
- Experience in large-scale transformative change and implementing complex business strategies;
- Post-graduate degree preferred in any one of the following fields: finance, business, economics, risk management, accounting, public administration, urban planning, engineering, or law; and/or
- A certificate in board governance or training in a related field, such as director's education, is preferred.

Public appointments staff have consulted with CreateTO

Public Appointments staff consulted with the CEO of CreateTO in the fall of 2019 to explain the public appointments process and to learn more about CreateTO's strategic direction, emerging challenges and opportunities, and how this relates to the work of the board. Public Appointments staff also met with senior staff from Real Estate Services to get advice on outreach and recruitment.

In addition to the Council-approved qualifications, it was identified that the board would be supported by candidates who are city builders that can contribute strong strategic thinking and set priorities to help deliver CreateTO's mandate.

Public members receive remuneration

The board's Chair and public members will receive the following remuneration:

- Chair: An annual retainer of \$50,000 and \$500 per meeting, to a maximum of \$70,000 in total annual retainer.
- Public members: An annual retainer of \$10,000 and \$500 per meeting, to a maximum of \$20,000 in total annual retainer.

Outreach was conducted for these vacancies

The opportunity to join the CreateTO Board was promoted through an extensive targeted outreach campaign. News of the opportunity was shared with a number of professional and industry organizations with highly-skilled, diverse members including:

- Canadian Association of Urban Financial Professionals
- Canadian Board Diversity Council
- CivicAction
- Institute of Corporate Directors

- NAIOP (Commercial Real Estate Development Association, Toronto Chapter)
- Urban Land Institute
- Women in Capital Markets
- Women's Infrastructure Network

The opportunity was also shared with community networks and diverse professional organizations through staff from the Equity, Diversity, and Human Rights Office and the Confronting Anti-Black Racism Office. In addition, staff placed an ad in Novae Res Urbis, made direct contact with numerous highly-skilled candidates who had previously applied for other opportunities, and conducted outreach via the Public Appointments e-update list and the City Clerk's office Twitter account, @TorontoCouncil.

Next steps - Interviews

Once the Corporations Nominating Panel has selected candidates for interviews, the City Clerk's Office will contact the candidates to schedule them for 15 minute interviews. Nine interviews plus deliberations will take approximately 3 hours to complete.

CONTACT

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SIGNATURE

Ulli S. Watkiss
City Clerk

ATTACHMENTS

Confidential Attachment 1 – List of Candidates, Qualifications, Confidential Diversity Information Summary, and Applications for Appointment to the CreateTO Board
Confidential Attachment 2 - Diversity Information Summary for Current Public Members of the CreateTO Board