

Appointment of a Toronto Integrity Commissioner

Date: October 2, 2024

To: City Council

From: Chair, Integrity Commissioner Selection Panel

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about an identifiable person.

SUMMARY

This report recommends the appointment of a candidate as the City of Toronto's Integrity Commissioner.

RECOMMENDATIONS

The Chair, Integrity Commissioner Selection Panel recommends that:

1. City Council appoint as Integrity Commissioner the candidate identified in Confidential Attachment 1 to this report, effective December 1, 2024, subject to and following written acceptance by the candidate of the prescribed Accountability Officer employment agreement offered by the City, for a 5-year non-renewable term ending on December 1, 2029, with all the powers and duties imposed upon the Integrity Commissioner by Chapter 3, Accountability Officers, of the City of Toronto Municipal Code. For the purposes of ensuring transition, the employment contract for the candidate would state an employment start date of November 25, 2024, and an appointment start date of December 1, 2024.

2. City Council authorize the public release of the Curriculum Vitae Summary in Confidential Attachment 1 to the report from the Chair, Integrity Commissioner Selection Panel, upon City Council's approval of the appointment.

FINANCIAL IMPACT

There are no financial implications resulting from the adoption of the recommendations in this report beyond what is included in the 2024 Operating Budget for the Toronto Integrity Commissioner.

The Chief Financial Officer and Treasurer has reviewed this report and agrees with the information as presented in the Financial Impact Section.

DECISION HISTORY

At its meeting on October 29 and 30, 2019, City Council appointed Jonathan Batty as Integrity Commissioner effective November 30, 2019, for a 5-year non-renewable term ending on November 30, 2024.

(<https://secure.toronto.ca/council/agenda-item.do?item=2019.CC11.1>)

COMMENTS

The Integrity Commissioner function is a requirement under the City of Toronto Act, 2006, and reports directly to City Council. The Integrity Commissioner is a neutral, independent officer who oversees the conduct of members of Council and most appointed officials at the City of Toronto. The Integrity Commissioner is appointed by City Council for a fixed, non-renewable five-year term and operates independently of City Council and City Administration.

A recruitment process was initiated in February 2024 to fill the position of Integrity Commissioner. Toronto Municipal Code Chapter 3, Accountability Officers, requires the selection process for accountability officers be conducted by an external recruitment firm and that the appointment be recommended to City Council by a Selection Panel, appointed by the Mayor and chaired by the Mayor or their designate.

A selection panel was appointed that included Mayor Chow (Chair), Deputy Mayor McKelvie, Deputy Mayor Malik and Councillor Perks. The Selection Panel was assisted by LHH Knightsbridge, an independent executive search firm engaged by the City to undertake the search and support the selection process. LHH Knightsbridge is an executive search and leadership advisory firm with over 20 years of experience in executive recruitment across all sectors, who conducted a comprehensive search to fill this position.

Search and Selection Process

The position was posted from May 8, 2024, until June 7, 2024. Prior to this, LHH Knightsbridge conducted select stakeholder consultations, including with the current Integrity Commissioner, and consulted with the Selection Panel for input on the position

profile and search process. Some of the key criteria outlined in the position profile included:

- Extensive experience in administrative law at a senior leadership level in the public service, or in a legal/judicial institution (investigation, adjudication), or in a regulatory environment of scope and scale with robust compliance and hearing processes;
- High ethical standards;
- Broad knowledge of municipal government structures and functions;
- Demonstrated excellence in verbal and written communication;
- Can provide sound advice in a timely manner;
- A strong commitment to quality in service delivery and application of administrative fairness, and;
- Ability to ensure a culture that champions equity, diversity and inclusive, respectful workplaces.

A key focus for the search and selection process was ensuring a diverse and inclusive candidate pool. To ensure a broad reach, the position was posted and/or shared with members of multiple organisations, including but not limited to LHHK Knightsbridge / LinkedIn, Canadian Association of Black Lawyers, the Indigenous Bar Association, the Women's Law Association of Ontario, Pride at Work Canada, The Innova Solution and the Indigenous Professional Association of Canada. Targeted efforts to build a diverse list of prospective candidates were also made through a voluntary, anonymous and confidential self-identification survey. In addition, during the screening and interviewing process, candidates were asked to share their commitment to, and experience with, principles of equity, diversity, inclusion and anti-racism, which also offered an opportunity to voluntarily self-identify.

During the process of proactively identifying and sourcing qualified candidates, LHH Knightsbridge conducted research, networking and direct recruitment with Integrity Commissioners and other accountability officers/commissioners in government (municipal, provincial, federal), provincial and federal tribunals, large professional practice regulators, industry regulators and designated administrative authorities. A long list of candidates was assessed further and presented to the Selection Panel for consideration. Following this evaluation, four (4) shortlisted candidates then participated in in-depth interviews with the Selection Panel. One round of interviews was conducted, and candidates were assessed against the criteria in the position profile. References for the successful candidate were conducted.

The selection process for the position of Toronto Integrity Commissioner has been thorough, comprehensive, open, fair and objective. A confidential summary of the curriculum vitae of the candidate is attached as Confidential Attachment 1.

The Selection Panel unanimously recommends to City Council the appointment of an Integrity Commissioner as identified in Confidential Attachment 1. The appointment would be effective December 1, 2024. For the purposes of ensuring transition, the candidate's employment contract would include a start date of November 25, 2024. The appointment of the Integrity Commissioner requires a 2/3 majority vote of City Council.

This report is submitted by the Chair on behalf of the Members of the Integrity Commissioner Selection Panel.

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SIGNATURE

Olivia Chow
Mayor
Chair, Integrity Commissioner Selection Panel

ATTACHMENTS

Confidential Attachment 1.