

Selection of Candidates for Interview for the Toronto Zoo Board

Date: May 28, 2025

To: Civic Appointments Committee

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 Toronto Zoo Board.

SUMMARY

The Civic Appointments Committee must select candidates to interview for appointment to the Toronto Zoo Board. Following the interviews, the Civic Appointments Committee will recommend one candidate for appointment to City Council.

RECOMMENDATIONS

The City Clerk recommends that:

1. The Civic Appointments Committee select 5 of the candidates listed in Confidential Attachment 1 for interview at its next meeting for appointment to the Toronto Zoo Board.
2. The Civic Appointments Committee direct that Confidential Attachments 1a, 1b, and 2 remain confidential in their entirety as they relate to personal matters about identifiable individuals being considered for appointment to the Toronto Zoo Board.

FINANCIAL IMPACT

There are no financial implications arising from this report.

DECISION HISTORY

At its meeting held October 11 and 12, 2023, City Council appointed three public members to the Toronto Zoo Board, at pleasure of Council, for a term of office ending on July 21, 2027, and until successors are appointed:

<https://secure.toronto.ca/council/agenda-item.do?item=2023.CA8.4>

At its meeting on December 14 and 15, 2022, City Council appointed Councillor Paul Ainslie as Chair of the Board of Management of the Toronto Zoo for a term of office until December 31, 2024 and until a successor is appointed:

<https://secure.toronto.ca/council/agenda-item.do?item=2023.CC2.4>

At its meeting on November 23 and 24, 2022, City Council appointed three Members of Council to the Board of Management of the Toronto Zoo for a term of office until December 31, 2024 and until successors are appointed:

<https://secure.toronto.ca/council/agenda-item.do?item=2023.ST1.1>

At its meeting held November 9, 10 and 12, 2021, City Council appointed five public members to the Board of Management of the Toronto Zoo, at pleasure of Council, for a term of office ending on November 10, 2025, and until successors are appointed:

<https://secure.toronto.ca/council/agenda-item.do?item=2021.CA24.1>

COMMENTS

Composition of the Toronto Zoo Board

The Toronto Zoo Board consists of 11 members composed of:

- the Mayor or designate
- 2 Members of Council
- 8 public members

City Council appoints the board's Chair, and the board elects a Vice Chair from amongst its members.

Committee members must be eligible and meet certain qualifications

In addition to the general eligibility requirements set out in the Public Appointments Policy, public members of the board should collectively demonstrate a range of qualifications including:

- financial management
- tourism/attractions marketing
- knowledge of zoos and the role they play in wildlife conservation and education

- largescale fundraising or public-private partnerships, leadership, and partnership development
- general public sector board experience
- a youthful perspective, defined as an individual in the 18-30 age range, is a desired qualification for at least one public member.

We have consulted with Toronto Zoo staff

The Public Appointments Secretariat consulted with the Toronto Zoo CEO in March 2025 to discuss the Toronto Zoo's strategic plan and current board needs. In addition to the qualifications identified, it was suggested that the following areas of expertise, experience, and/or skills would be assets:

- Fundraising skills
- Indigenous community members
- Finance and governance experience

There is currently one position under consideration

There is currently one position under consideration due to the resignation of Jonathan Tsao on March 3, 2025.

Term of Office

The term of office for public members is four years. The member appointed through this process will serve a term of office ending July 21, 2027, and until a successor is appointed.

Outreach was conducted for these vacancies

The opportunity to apply to the Toronto Zoo Board was included in a city-wide outreach campaign launched in March 2025. This recruitment includes was shared externally through LinkedIn, X, and the Public Appointments e-subscribers list. Outreach was also conducted to Chartered Professional Accountants of Ontario Employment Referral Service and the Association of Fundraising Professionals.

The opportunity was also shared with internal City partners including the Indigenous Affairs Office, Confronting Anti-Black Racism Unit, People and Equity, and Economic Development and Culture, to promote broadly through their networks.

Next steps - Interviews

Once the Civic Appointments Committee has selected candidates for interviews, the City Clerk's Office will contact the candidates to schedule them for 15 minute interviews. Four interviews plus deliberations will take approximately 1.5 hours to complete.

CONTACT

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SIGNATURE

John D. Elvidge
City Clerk

ATTACHMENTS

Confidential Attachment 1a – List of Candidates, Qualifications, Confidential Diversity Information Summary, and Applications for Appointment to the Toronto Zoo Board

Confidential Attachment 1b - List of Ineligible Candidates, Qualifications, Confidential Diversity Information, and Applications for Appointment to the Toronto Zoo

Confidential Attachment 2 – Confidential Diversity Information Summary for Current Members of the Toronto Zoo Board