

Municipal Diversity Plan for Appointments to the Toronto Police Service Board

Date: March 5, 2025
To: Executive Committee
From: City Clerk
Wards: All

SUMMARY

The purpose of this report is to recommend City Council adopt a diversity plan for appointments to the Toronto Police Service Board in accordance with the legislative requirement in section 28 of the Community Safety and Policing Act, 2019.

RECOMMENDATIONS

The City Clerk recommends that:

1. City Council adopt the Municipal Diversity Plan for appointments to the Toronto Police Service Board in Attachment 1.

FINANCIAL IMPACT

There are no financial implications.

DECISION HISTORY

This is a new issue. It reflects requirements in the Community Safety and Policing Act, 2019, which came into force on April 1, 2024.

<https://www.ontario.ca/laws/statute/19c01>

COMMENTS

Recent changes to Provincial law require Council to adopt a diversity plan for appointments to the Police Service Board.

The Community Safety and Policing Act, 2019 came into force on April 1, 2024. Section 28 of this Act requires every municipality that maintains a municipal board to prepare and, by resolution, approve a diversity plan to ensure that the members of the municipal board appointed by the municipality are representative of the diversity of the population in the municipality. City Council must approve its Municipal Diversity Plan for appointments to the Toronto Police Service Board by April 1, 2025. The plan must be published on the Internet in accordance with any regulations and revised at least once every four years.

Section 29 of the Act requires municipalities to promote vacancies on the Toronto Police Service Board, having regard to the need to ensure that police service boards are representative of the communities they serve.

The composition of the Toronto Police Service Board is being reviewed.

The current composition of the Toronto Police Service Board is 7 Members:

- The Mayor or designate appointed by Council
- 2 members of City Council
- 1 public member appointed by City Council
- 3 public members appointed by the Province of Ontario.

City Council appoints its public member in accordance with the City's Public Appointments Policy. City Council appoints the Members of Council upon recommendation of the Striking Committee.

Under the Community Safety and Policing Act, 2019, City Council has until the end of the 2022-2026 Council term to determine the size of the Toronto Police Service Board. Council can set its composition at 5, 7 or 9 members. Otherwise, the Board size will default to five members - a reduction by one member of City Council and one member appointed by the Province. City Staff will report on the composition of the Toronto Police Service Board by the end of 2025.

Diversity is already a guiding principle of the public appointments process.

The City's [Public Appointments Policy](#) lists equity as one of the values applied in the public appointments process to achieve participation that affirms the diversity of the City of Toronto.

The Public Appointments Policy also includes steps for advertising vacancies, including outreach to diverse communities in Toronto. This fulfills the requirement in Section 29 of the Act to promote availability of appointments and reflecting the diversity of Toronto.

Further opportunities to increase diversity in appointments will be reviewed as part of future updates to the Public Appointments Policy.

The City Clerk's Office is also working to increase representation and reduce barriers to appointment for specific groups in Toronto, in accordance with Council-approved actions in the City's Reconciliation Action Plan, the Action Plan to Confront Anti-Black Racism and the Access Plan for Two-Spirit, Trans & Non-Binary Youth.

Consideration will also be given to diversity for Council member appointments.

The requirement in the Community Safety and Policing Act, 2019 for a Municipal Diversity Plan applies to both public and Council members. Members of Council who are appointed to the Toronto Police Service Board are recommended by the Striking Committee. The Public Appointments Policy does not apply to Council Member appointments.

The Municipal Diversity Plan in Attachment 1 to this report includes a policy statement that City Council will consider the Plan when making all appointments to the Toronto Police Service Board. The City Clerk will circulate the Municipal Diversity Plan to the Striking Committee when it considers appointments to the police board.

CONTACT

Kelly McCarthy, Deputy City Clerk, Secretariat, City Clerk's Office
kelly.mccarthy@toronto.ca, 416-392-8676

SIGNATURE

John D. Elvidge
City Clerk

ATTACHMENTS

Attachment 1 - Municipal Diversity Plan for appointments to the Toronto Police Service Board

Attachment 1: Municipal Diversity Plan for appointments to the Toronto Police Service Board

Pursuant to the Community Safety and Policing Act, 2019.

This diversity plan aims to ensure that members of the Toronto Police Service Board that are appointed by City Council reflect the diversity of the population of the City of Toronto.

Application

This Plan applies to public appointees and Members of Council who are appointed to the Toronto Police Service Board.

Distribution

This plan will be distributed to Members of Council for consideration in any process to appoint or reappoint a Member of Council or public member to the Toronto Police Service Board. Further details are provided in the sections below.

The Municipal Diversity Plan will also be available on the City's [Public Appointments website](#), subject to any specific requirements provided by any regulations to the Community Safety and Policing Act, 2019.

Policy Statement

In accordance with the Community Safety and Policing Act, 2019, City Council will consider the following when making appointments or re-appointments to the Toronto Police Service Board:

- the need to ensure that the Toronto Police Service Board is representative of Toronto, having regard for the diversity of the population in the area; and
- this Municipal Diversity Plan.

Specific actions pertaining to the appointment of public members and Members of Council to the Toronto Police Service Board are outlined below.

Appointment of Public Members to the Toronto Police Service Board

The Civic Appointments Committee shortlists, interviews and recommends public members to City Council for appointment to the Toronto Police Service Board in accordance with the City's [Public Appointments Policy](#).

One of the guiding principles of the Public Appointments Policy is a commitment to recruiting and selecting members that reflect the diversity of the community. This includes efforts to remove barriers to the recruitment, selection and retention of members of systemically disadvantaged groups, including women, young adults (ages 18 to 30), Indigenous people, people with disabilities, racial minorities and people with

diverse sexual orientation. This also means fair representation of all geographic areas of Toronto.

The Public Appointments Secretariat in the City Clerk's Office coordinates the appointment process. Staff conduct widespread outreach to the public about vacancies on the Toronto Police Service Board, as well as targeted outreach to promote diversity in appointments.

The City Clerk's Office reports to the Civic Appointments Committee to support meetings to shortlist and interview and to recommend candidates to City Council for appointment. This plan will be attached to these reports and available to all Members of Council for their consideration.

In addition to the requirements in the Public Appointments Policy, the City Clerk's Office will continue to work on reducing barriers to appointment for underrepresented groups. This includes actions taken as part of the City's Reconciliation Action Plan, the Action Plan to Confront Anti-Black Racism and the Access Plan for Two-Spirit, Trans & Non-Binary Youth. City Council may amend the Public Appointments Policy or Action Plans or adopt new equity initiatives, which staff will apply to the appointments process.

Appointment of Members of Council to the Police Service Board

City Council appoints Members of Council to the Toronto Police Service Board on the recommendation of the Striking Committee. The City Clerk canvasses Members of Council for their interest in appointment and presents this canvas to the Striking Committee for its consideration.

A link to this Municipal Diversity Plan will be included in the canvas survey . Additionally, the City Clerk will attach the Plan to any reports to the Striking Committee regarding the appointment of Members of Council to the Toronto Police Service Board.

Plan Review and Reports

In accordance with the Community Safety and Policing Act, 2019, the City Clerk will publish reports on the implementation of this plan in accordance with any regulations.

This plan will be reviewed and if appropriate, revised once every four years (once per term of Council).