

From: [Daniel Tate](#)
To: [Executive Committee](#)
Subject: [External Sender] My comments for 2025.EX21.7 on March 19, 2025 Executive Committee
Date: March 14, 2025 3:25:12 PM

****please publish my letter on the webpage***

To the City Clerk:

Please add my comments to the agenda for the March 19, 2025, Executive Committee meeting on item 2025.EX21.7, Municipal Diversity Plan for Appointments to the Toronto Police Service Board

I understand that my comments and the personal information in this email will form part of the public record and that my name will be listed as a correspondent on agendas and minutes of City Council or its committees. Also, I understand that agendas and minutes are posted online, and my name may be indexed by search engines like Google.

Comments:

Re: EX21.7 - Municipal Diversity Plan for Appointments to the Toronto Police Service Board

To Executive Committee,

Applying inclusion, equity, diversity, or any other form of identity-based policymaking is a dangerous and slippery slope. Applying it to essential, high-skill services like policing is even more risky. Now, city staff is pushing identity quotas onto the Toronto Police Services Board—the civilian oversight body responsible for governing the Toronto Police Service (TPS). Stacking this board based on race, gender, sexual orientation, or any other identity marker, rather than expertise, is deeply concerning.

To ensure a safe city, the police board must be composed of individuals with a deep understanding of policing, and community safety, with strong skill sets in listening and communications, negotiation, and the application of prudence to police matters. We cannot afford to nominate police board positions based on identity. Arbitrarily favouring women, young adults, Indigenous people, individuals with disabilities, non-binary individuals, and ‘racialized’ groups, or any other special interest group for critical board positions is the wrong approach.

Toronto must be a city that prioritizes skills and merit, especially for essential services where lives are on the line. Applying any form of ‘diversity’ quota on the police board dilutes its competency, weakens public trust in law enforcement, and undermines the board’s ability to provide effective oversight. A role as critical as the police board should be filled based on merit, experience, and a mature understanding of the complexities of law enforcement. As such I urge you to not send this to City Council and vote this proposal down.

Sincerely,

--Daniel Tate

IntegrityTO