

From: [Andreas Kalogiannides](#)
To: [Executive Committee](#)
Subject: [External Sender] My comments for 2025.EX21.7 on March 19, 2025 Executive Committee
Date: March 17, 2025 5:13:57 PM

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.

Please make my comments visible online and accessible on the item.

Comments:

I am shocked and dismayed that the Exec Committee is considering diversity appointments for the TPS board. Diversity appointments do not belong anywhere in society. They do not belong especially on a civic board that deals with the management and stewardship of Toronto police services.

Safety and policing are non-partisan issues. It must be kept that way. The moment you introduce some sort of explicit bias based on some immutable identity characteristic, you open the door for other silly, pernicious ideas that may find footing, e.g. Perhaps we should have a police unit of black people and who respond only to black citizens? etc. Once you start pushing progressive identity politics within the context of crucial City services such as police, fire and medical, you create the opportunity for these ideas to be further entrenched and taken to potentially ridiculous and illiberal conclusions.

Appointments to boards, committees and employment opportunities ought to be based exclusively on merit. The extent to which this is plainly obvious cannot be disputed, no matter the context; I would think this idea is taken as a given and not controversial...but alas, here we are. The most qualified person for the job/role gets the role. Period. Regardless of whatever else and whatever other "identity" characteristics might exist. This is even more critical for a police services board.

Having a diversity appointment for the TPS board, as it is in most other instances, is yet another example of the progressive left's soft bigotry of low expectations; specifically,

the low expectations they seem to have of whatever 'group' is supposedly due "representation". It is effectively sending the message that X group could never have the opportunity to be considered for a position on the board because - and solely or mostly because - of their membership in an identity group, e.g. being native, gay, etc. And this messaging is 100% wrong - why couldn't a native or gay person, say, have the skills, ideas and character for the role, aside and separate from their membership in the group of "native" or "gay"? That doesn't make sense. It is also corrosive to the self-actualization and core identity of the person in that group because it encourages the person to think of themselves as a victim and creates a narrative of internalized victimhood, i.e. because I'm native I could never have been reasonably considered for this position, therefore I need special accommodation . Of course, this isn't true - there is nothing about being native that inherently disqualifies a person from applying to and being selected for this opportunity - or whatever opportunity. Further, and relatedly, this narrative has another side: it invites society to view this person as being a "diversity hire", i.e. in a given position solely or mostly because of their membership in an identity group, and that this person has little substance to offer beyond their "identity". This, over time, breeds resentment as we see someone being appointed not because of their ideas, skills, experience, temperament or interest, but only or mostly because of X identifiable characteristic; it sets up a scenario whereby there is a shadow cast over this person and, by extension, others in their same "group". This is the soft bigotry of low expectations: because you're a member of this identity group, you couldn't possibly achieve X on your own, and we don't expect much from you because of X identity, so the state/this group/we need to help you. This idea is fundamentally illiberal and bigoted, and irredeemably so.

It is an unfortunate hallmark of recent times that politics is marred by an overly-zealous emphasis on identity and other immutable characteristics as the basis for competency, opportunity or representation. Council should resist any opportunity to advocate for a police services board that is anything but one whose membership is based on merit, ideas, experience and character.

Andreas