



Establishment of the Frederick Langdon Hubbard Award for Leadership

Prepared by the Office of Councillor Jamaal Myers, TTC Chair

Summary:

In honour of Frederick Langdon Hubbard, the first Black Canadian appointed Chair of the Toronto Transit Commission (TTC) in 1930, the TTC established an annual internal award titled the “Frederick Langdon Award for Leadership” (hereafter “The Hubbard Award”).

The award will recognize and celebrate TTC employees who exemplify exceptional leadership, with significant and positive contributions to their colleagues, TTC customers, and the City of Toronto. This initiative is part of a broader commitment to equity, historical recognition, and inclusive excellence within the TTC, coinciding with the 100th anniversary of Hubbard’s groundbreaking appointment in 1930.

Frederick Langdon Hubbard: A Legacy of Firsts

Frederick Langdon Hubbard was a trailblazing civic leader and transportation executive. Born in Toronto in 1878, Hubbard achieved a number of historic milestones throughout his career. In 1930, he became the first Black Canadian appointed Chair of the TTC Board, a groundbreaking achievement not just for the transit system, but for the City of Toronto and Canada at large.

His career in transportation began in the early 1900s, and he became known for his deep understanding of public transit operations. By the time he was appointed Chair, he was the only member of the TTC Board with direct management experience in transportation. He served as Vice-Chair of the TTC Board in 1931 and as a Commissioner from 1932 to 1939.

Hubbard’s leadership was characterized by deep community engagement, and unwavering advocacy for the public good. He helped steer the TTC through a period of rapid modernization and service expansion. His commitment to public service earned him broad respect from both colleagues and the public.

Family Legacy of Civic Leadership

Frederick Langdon Hubbard was the son of William Peyton Hubbard, the first Black elected official in Toronto and one of the city’s most respected civic figures in the early 20th century. William Hubbard was an outspoken advocate for public ownership of utilities, including transit.

The Hubbard family’s legacy is a testament to civic responsibility, public service, and resilience in the face of systemic barriers. Recognizing Frederick Langdon Hubbard with a leadership award both honours his legacy and reflects the TTC’s ongoing commitment to diversity, equity, and inclusion.

Objectives of the Hubbard Award for Leadership

The primary objectives of the Hubbard Award are:

- To commemorate and celebrate the historic contributions of Frederick Langdon Hubbard.
- To promote and recognize outstanding leadership within the TTC.
- To reinforce the TTC's commitment to diversity, equity, inclusion, and excellence in public service.
- To inspire TTC employees to lead with integrity, vision, and commitment to community impact.

Award Criteria and Eligibility

The Frederick Langdon Hubbard Award for Leadership will be awarded annually to a current TTC employee who meets the following criteria:

Selection Criteria

Nominees will be evaluated based on the following leadership attributes:

Demonstrated Leadership Excellence

- Has demonstrated consistent ability to lead, mentor, and inspire others.
- Takes initiative and displays accountability and sound judgment.
- Exhibits resilience and composure under pressure or during organizational change.

Positive Organizational Impact

- Has made a significant contribution to operational efficiency, service delivery, customer experience, or employee morale.
- Leads or contributes to initiatives that improve the TTC's internal culture or external reputation.

Community Engagement and Inspiration

- Engages in activities that build bridges between the TTC and Toronto's communities.
- Serves as a role model, particularly in advancing equity, accessibility, or inclusion.

Alignment with TTC's Core Values

- Embodies the TTC's mission and values: Safety, Service, Integrity, Innovation, and Respect.
- Advances organizational goals in a way that fosters collaboration, equity, and long-term excellence.

Nomination Process

- Annual nomination period: January 1st – 31st.
- Nominations may be submitted by: TTC Unions, TTC Board Members, TTC employees and internal stakeholders.
- Nominations can be emailed to hubbardaward@ttc.ca using appropriate form including:
 - ◆ Summary of nominee's achievements.
 - ◆ Description of impact.
 - ◆ Supporting testimonials (from colleagues or supervisors).

Presentation

- The presentation will be made at the February TTC Board meeting, with media presence and internal communications.

Recognition

- Recipient will receive:
 - ◆ A commemorative plaque/ gift basket.
 - ◆ A personalized certificate signed by the TTC Chair.
 - ◆ A feature in TTC's internal newsletter and external communications.
 - ◆ Their name added to a permanent Hubbard Award Honour Board (to be displayed at TTC Head Office or designated leadership training centre).

Communications Plan

- A formal internal announcement from the TTC Chair and CEO.
- Media release to external outlets to share the story of Hubbard's legacy and the award's purpose.
- Creation of a dedicated page on the City of Toronto website with nomination information, past winners, and historical context.

Conclusion

The establishment of the Frederick Langdon Hubbard Award for Leadership represents a meaningful and lasting tribute to a man whose leadership continues to inspire generations. By recognizing outstanding TTC employees who embody his spirit, the award not only honours history but reinforces a vision for the TTC's future; one that is inclusive, excellent, and proudly rooted in community service.

Councillor Jamaal Myers, as TTC Chair, is proud to lead this initiative in collaboration with TTC staff and the Board. The award will stand as a symbol of leadership that transcends barriers and builds a better city for all.