

## **Selection of Candidates for Interview for the Toronto Zoo Board**

**Date:** February 18, 2026  
**To:** Civic Appointments Committee  
**From:** City Clerk  
**Wards:** All

### **REASON FOR CONFIDENTIAL INFORMATION**

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This report deals with personal matters about identifiable individuals who are being considered for appointment to the Toronto Zoo Board.

### **SUMMARY**

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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 four candidates for appointment to City Council.

### **RECOMMENDATIONS**

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The City Clerk recommends that:

1. The Civic Appointments Committee select 8 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**

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There are no financial implications arising from this report.

## DECISION HISTORY

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At its meeting held July 23 and 24, 2025, City Council appointed two 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=2025.CA28.2>

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>

## COMMENTS

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### 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.

### There are currently four positions under consideration

There are currently four positions under consideration due to the terms of the following members coming to an end on November 10, 2025 and until successors are appointed:

- Claudia Brabazon
- Cynthia Holmes
- Ivan Hon
- Matthew Lombardi

### Public members serve four-year terms

The term of office for public members is four years. The successful candidates in this process will be appointed for a term of office ending April 25, 2030, and until a successor is appointed.

### 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.

## **Public members are volunteers**

No remuneration is paid to public members appointed to the Toronto Zoo Board.

## **We have consulted with Toronto Zoo staff**

In preparation for this recruitment process, Public Appointments staff consulted with the CEO of the Toronto Zoo to discuss the Zoo's strategic plan and current board needs. In addition to the Council approved qualifications, it was suggested that experience in fundraising, finance and governance, and an understanding of zoos and the role they play in wildlife conservation, would be an asset to the board.

## **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 December 2025. This recruitment 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, Association of Fundraising Professionals and the conservation labs of York University and the University of Toronto.

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. Eight interviews plus deliberations will take approximately 3 hours to complete.

## **CONTACT**

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## **SIGNATURE**

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John D. Elvidge  
City Clerk

## **ATTACHMENTS**

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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