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).