

BACKGROUNDER

City of Toronto diversity survey on 2004 appointees to agencies, boards and commissions – Summary

Source

Increasing Diversity on City Agencies, Boards, Commissions and Corporations
Report on Initiatives to the Working Group on Immigration and Refugee Issues
(City of Toronto, Strategic & Corporate Policy, July 6, 2006)

City of Toronto Policy on Diversity in Appointments

“... that nominating bodies strive to achieve a balance of qualified applicants covering a range of qualifications for the board: experienced and new members; and representation of the diversity and demographics of the community, including age, gender, sexual orientation, geographic representation, race and disability.” (April 15-16, 2004)

“City Council recognizes that the city is best served by special purpose bodies that reflect the diversity of the community that they serve. Proactive strategies in achieving this result shall be followed.” (April 15-16, 2004)

City of Toronto Diversity Survey

- Purpose was to improve access to and equity in the appointments process for residents from diverse backgrounds by reporting on diversity performance as required by Toronto City Council, identifying gaps in the appointments process and developing baseline data.
- Conducted confidentially and completed by applicants to 15 of Toronto's agencies, boards, commissions and corporations in 2004 and 2005 on a voluntary basis.
- Achieved a 61 percent response rate.

2005 Diversity Analysis Results

- Current appointments process attracts and appoints some candidates from diverse backgrounds. However, notable under-represented segments include:

Group	Percentage of population	Percentage of applicants	Percentage of 2004 appointments
Women	52%	37%	33%
Youth (18-30 yrs)	24%	2%	4%
East Asian	12%	4%	0%
South-East Asian	5%	2%	0%

- Lack of representation from these segments risks exclusion of these perspectives and points of view in civic governance decision-making and participation.
- Need identified for outreach and other proactive measures to attract and nominate candidates from these designated groups.

- Surveys results for all researched segments :

Group	Percentage of population	Percentage of applicants	Percentage of 2004 appointments
Gender: Men	48%	63%	67%
Gender: Women	52%	37%	33%
Age: 18-30 yrs	24%	2%	4%
Age: 31-64 yrs	56%	70%	63%
Age: 65+ yrs	17%	24%	33%
Aboriginal origin	0.5%	0.5%	0%
Race: Black	8%	10%	10%
Race: East Asian	12%	4%	0%
Race: Latin American	2%	1%	0%
Race: South-East Asian	5%	2%	0%
Race: West Asian	2%	2%	4%
Race: Mixed heritage	1%	1%	2%
Overall racial minorities	43%	30%	22%
Other (not a racial minority)	57%	69.5%	78%
Disabilities	13.5%	10%	8.5%
Lesbian, Gay, Bisexual, Two-Spirited (LGBT)	10%	7%	12%

FOR MORE INFORMATION

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