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<b>TO:</b>	<b>CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE MEETING ON AUGUST 26, 2014</b>
<b>FROM:</b>	<b>CATHY SAUNDERS CITY CLERK</b>
<b>SUBJECT:</b>	<b>DIVERSECITY ONBOARD PROGRAM</b>

<b>RECOMMENDATION</b>
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That, on the recommendation of the City Clerk, the City Clerk BE DIRECTED to investigate and report back on the possible enhancement of the City of London’s recruitment process for appointments to Advisory Committees by providing for voluntary disclosure of diversity at the time of application submission.

<b>PREVIOUS REPORTS PERTINENT TO THIS MATTER</b>
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None.

<b>BACKGROUND</b>
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The Civic Administration is in receipt of the attached letter, dated August 11, 2014, from Pillar Nonprofit Network (Appendix “A”) requesting that the City of London consider participating in the “DiverseCity onBoard” program by incorporating into the application form for appointments to the City of London Advisory Committees, a confidential voluntary diversity information section.

The purpose of the “DiverseCity onBoard” program is to work with public institutions and voluntary organizations to promote diversity in the recruitment and appointment process.

The City of Toronto is a participant in the “DiverseCity onBoard” program and through its recruitment process for appointment to City Committees, requests applicants to voluntarily disclose their diversity.

The following is an excerpt from the City of Toronto voluntary diversity questionnaire:

“City Council recognizes that the citizens of the City of Toronto are best served by boards which generally reflect the diversity of our community.

A voluntary and confidential diversity questionnaire has been included in the application form. The information gathered in this survey will be used for the purpose of enabling the City to achieve its objectives for access, equity and diversity.

All applicants are encouraged to self-identify. The information provided will not be released for any other purpose without the permission of the person from whom the information is collected.

Self-identified diversity data may be reported on in summary form, but the identities of specific candidate will be kept confidential. This monitoring is to assess how well Council’s diversity objectives have been met and decide with improvements could be made, such as targeted outreach or removing barriers to participation.”

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The purpose of the voluntary disclosure is to provide the City with an ability to measure its success in attracting applicants from our diverse community.

Pillar Nonprofit Network, in discussions with the City of London's Manager Employment & Strategic Initiatives is looking at the role and opportunities for the City as the DiverseCity onBoard program is rolled out.

Pillar Nonprofit Network has obtained a grant through the Ontario Trillium Foundation to assist with working with London, Ottawa and Hamilton to participate in the Diverse City On Board initiative.

Pillar Nonprofit Network is offering promote the City's appointment processes in newsletters, social media and website. As well, the DiverseCity onBoard program will be made available to the City to provide support for the recruitment of visible minorities and underrepresented immigrant groups.

<b>RECOMMENDED BY:</b>
<b>CATHY SAUNDERS CITY CLERK</b>