

1. DIAAC supports the November 7, 2017 initiatives put forward by the City Manager and the City Clerk along with the recommendations suggested by the FCM Diverse Voices for Change in the August 29, 2017 report.
2. In support of the Governance Working Group's enhanced recruitment process, DIAAC recommends the implementation of year-round promotions for advisory committees, agencies, commissions and board positions.
 - 2.1) Similar to the City of Toronto, create posters for year round use at community and municipal partners like libraries and recreation centres.
(Toronto.ca/ServeYourCity) Attached.
 - 2.2) Establish a collaboration similar to the City of Toronto and the DiverseCity onBoard program to promote advisory committees, agencies, commissions and board opportunities in the City of London as the need arises.
 - 2.3) Insert a straight forward section/link for applying to advisory committees, agencies, commissions and boards within the 'Get Involved' section at the CofL website. This section would ideally indicate the number of vacancies for each committee, or board.
3. DIAAC supports the City Clerk's report, through the Governance Working Group, on the collection of voluntary demographic information from candidates applying to advisory committees, agencies, commissions and boards.
 - 3.1) DIAAC recommends implementing the current practice by to the City of Toronto, by similarly posting an aggregate of demographic stats of applicants, in relation to those appointed, in relation to London's demographic statistics.

*image attached.
4. DIAAC recommends the review of The London Community Grant Program requesting a section emphasizing a diversity, equity and inclusivity lens for organizations to state aligning initiatives and outreach, as well as policies and action plans to measure impact.

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Diversity in Public Appointments Dashboard

We ask all applicants for public appointment to complete a voluntary, confidential survey about themselves to help us measure diversity in public appointments. We publish the results here on a quarterly basis.

- This data reflects 5895 active applications received since the beginning of this term, December 1, 2014, and 312 current public appointments to 43 boards and committees as of October 4, 2017. A complete [list of the boards and committees included](#) is at the bottom of this page.
- Highlights since the last quarterly update in July 2017 include:
 - 436 new applications have been received.
 - Appointees who identify as East Asian has increased from 4.6% to 5.4%.

Gender

We asked applicants to disclose their gender as Male, Female, Transgender, or Other.

	Applicants	Appointees	City-wide
Female	40.6%	44.4%	52.0%
Male	59.1%	55.6%	48.0%
Transgender	0.1%	0.0%	not available *
Other	0.1%	0.0%	not available *

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Supplemental information

Societal trends reflect the collection of race based data to identify systematic barriers, to shape and reshape policy.

Ontario school to collect race-based data in effort to reduce educational disparities

September 7, 2017

<https://www.theglobeandmail.com/news/national/education/ontario-schools-to-collect-race-based-data-in-effort-to-reduce-educational-disparities/article36207570/>

Peel district school board to collect race-based data, expected to launch in 2018

August 24, 2017

<https://www.thestar.com/news/gta/2017/08/24/schools-must-collect-more-race-based-data-on-students-report-urges.html>

Ontario government to begin collecting data on students' race, ethnicity, hoping to boost achievement

September 7, 2017

<http://www.cbc.ca/news/canada/toronto/ontario-students-race-based-data-1.4278303>

Push to requiring public sector organizations to collect race-based data

Human Rights Commission – September 20, 2017

<http://www.ohrc.on.ca/en/re-requiring-public-sector-organizations-collect-race-based-data>

Ontario government releases anti-racism strategy; includes collecting race based data

March 7, 2017

<http://toronto.citynews.ca/2017/03/07/ontario-releases-anti-racism-strategy-includes-collecting-race-based-data/>