

# UPDATE ON DIVERSE LEADERSHIP IN THE GREATER TORONTO AREA

## Year two findings

To update the findings from last year, 3,348 leadership positions in elected office, the public sector, the corporate sector, agencies, boards, and commissions, the voluntary sector, and the education sector were re-examined. The findings suggest that change in the region is slow, but moving in the right direction. It was revealed that just 469 (14%) of leaders are visible minorities, compared with 49.5% of the population in the area under study. This is marginally more than 2009 results which found 13.5% of the 3,256 leaders examined were visible minorities. This section describes the study's findings in each sector in more detail.

## Elected officials

### Methodology

This study analyzed the profile of elected officials in Toronto, Brampton, Mississauga, Richmond Hill and Markham, the municipalities with the highest proportion of visible minorities in the GTA. It focused on elected officials in school boards, city councils, provincial legislature and federal parliament.

### Findings

This year 15.4% of elected officials in the targeted municipalities are visible minorities, compared to 49.5% of the population in the communities selected or 40% across the GTA. Although there have been no general elections at the municipal, provincial or federal level, there was a slight decline from last year (16.1%) owing to the addition of four white city councillors and the departure of one who is a visible minority (see Table 4).

Of the 227 elected officials analyzed, 20.9% of school board trustees, 22.9% of MPPs, 14.3% of MPs and 8.9% of municipal councillors are visible minorities.



Table 4. Visible minorities in elected office

Elected office	2009 Total number	2010 Total number	2009 Analyzed	2010 Analyzed	2009 % Analyzed	2010 % Analyzed	2009 VM	2010 VM	2009 % VM	2010 % VM
School board trustees	67	67	67	67	100%	100%	14	14	20.9%	20.9%
Municipal council	87	90	87	90	100%	100%	9	8	10.3%	8.9%
Federal Members of Parliament	35	35	35	35	100%	100%	5	5	14.3%	14.3%
Members of Provincial Parliament	35	35	35	35	100%	100%	8	8	22.9%	22.9%
<b>Total elected officials</b>	<b>224</b>	<b>227</b>	<b>224</b>	<b>227</b>	<b>100%</b>	<b>100%</b>	<b>36</b>	<b>35</b>	<b>16.1%</b>	<b>15.4%</b>

Leadership in ACTION



Michael Chan

Member of Provincial Parliament (Markham-Unionville);  
Minister of Tourism and Culture

Michael Chan emigrated from Hong Kong 40 years ago and worked industriously to build his future. He opened his own business, an insurance brokerage, in 1995, growing the company to 30 employees and hundreds of agents. Minister Chan was also active in the community and a member of the Markham Board of Trade. In 2008 he began a new phase of his career when he was elected to the Ontario legislature and, soon after, joined the Ontario Cabinet as Minister of Revenue. He subsequently held the portfolio of Minister of Citizenship and Immigration and more recently became Minister of Tourism and Culture. Minister Chan’s record of leadership draws on his personal experience as an immigrant to Canada, as a business leader

and as a Minister. Understanding the importance of supporting the integration of new Canadians, he significantly expanded the Province’s bridge training programs that assist newcomers with economic integration to maximize the benefits of immigration. As a political leader who is also a visible minority, Minister Chan is an obvious role model.

*“As a visible minority, I have the added benefit of seeing the world through the eyes of individuals from all walks of life, from various countries, speaking many languages. This is a definite strength in public life where day-to-day decisions we make affect all Ontarians.”*