



DiverseCity

THE GREATER TORONTO  
LEADERSHIP PROJECT

A partnership of Maytree and the  
Greater Toronto CivicAction Alliance



## DiverseCity Counts

Features research that measures the GTA's  
progress to diversify its leadership

[www.diversecitytoronto.ca/counts](http://www.diversecitytoronto.ca/counts)

# THE DIVERSITY GAP: THE ELECTORAL UNDER-REPRESENTATION OF VISIBLE MINORITIES

Research by Professor Myer Siemiatycki

in brief ④ November 2011

# Why Diversity in Leadership Matters

Leaders shape our society and the institutions that will guide us into the future. They make decisions which affect a significant number of people. Leaders also symbolize who belongs and who doesn't. With an inclusive society where everyone has the opportunity to lead, we can truly realize our full potential.

Ratna Omidvar and John Tory  
Co-Chairs, DiverseCity:  
The Greater Toronto Leadership Project

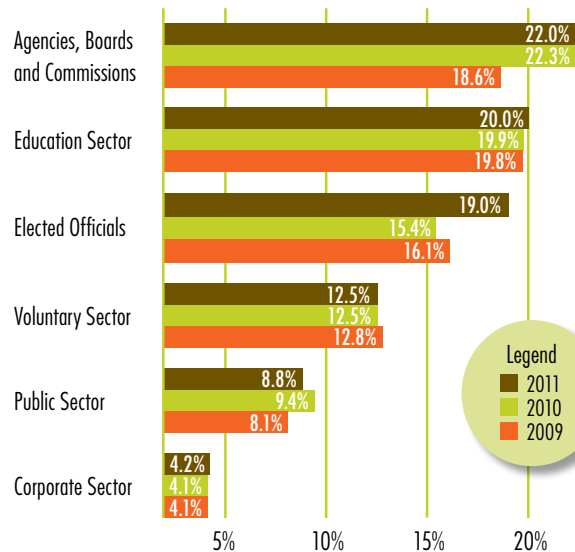


## Past DiverseCity Counts Research

# A Snapshot of Diverse Leadership

This multi-year research project, undertaken by the Diversity Institute for DiverseCity Counts in 2009, 2010 and 2011, studies visible minority representation in leadership in the Greater Toronto Area in elected office, education, and in the public, corporate and voluntary sectors. In the spring of 2011, the research examined 3,330 leaders in Toronto, Mississauga, Brampton, Markham and Richmond Hill and found that 14.5% were visible minorities, compared with 49.5% of the population in the area studied.

## Visible Minority Representation Over Three Years By Sector



*This research was prepared by Wendy Cukier, Margaret Yap, Kristen Aspevig and Lennie Lejasisaks at the Diversity Institute at Ryerson University.*



## The Business Case

### Diverse leadership results in:

- Links to new global and domestic markets
- Increased innovation and creativity
- Better access to talent here and abroad
- Strengthened cohesion and social capital

Source: Conference Board of Canada,  
*The Value of Diverse Leadership*, 2008.

## Why Diversity in Elected Office Matters

- Brings more perspectives to decision-making
- Increases trust in government institutions
- Shows voters that all citizens have access to power

# DiverseCity Counts Featured Report

## THE DIVERSITY GAP: THE ELECTORAL UNDER-REPRESENTATION OF VISIBLE MINORITIES

This research, conducted by Professor Myer Siemiatycki at Ryerson University, examines the diversity of those who ran as candidates and those elected in recent federal, provincial and municipal elections. It includes a special focus on the Greater Toronto Area (GTA).

The research finds that visible minorities continue to be under-represented as political candidates and elected officials at all three levels of government relative to their share of the population. Visible minorities comprise 40% of the population across the GTA. But they account for only 26% of Members of Provincial Parliament and just 17% of federal Members of Parliament. Meanwhile, only 7% of all municipal council members in the GTA are visible minorities.

Geographically, visible minorities fare better as candidates and elected officials in the 905 suburbs than in the City of Toronto. And within Toronto, they fare better in the three older suburbs of Etobicoke, North York and Scarborough than in the central city.

The research further reveals significant differences within the visible minority category. While all are under-represented relative to their population share, South Asians have the best record of electoral success federally and provincially. At the municipal level, the most elected visible minority group is Chinese.

### Candidate Diversity in the October 2011 Provincial Election

In the most recent provincial election, there were 57 visible minority candidates. They comprised 18% of all candidates, while accounting for 23% of total provincial population.

While the provincial New Democratic Party, Progressive Conservatives and Liberals had similar numbers of diverse candidates, together they would have had to run another 17 visible minority candidates to mirror the diversity of the Ontario population.

Out of 107 ridings, a full 70 had only white candidates from each of the three main parties. Another seven ridings had all visible minority candidates.

### Discussion and Recommendations

Increasing the diversity of candidates who run in elections would likely increase the proportion of those elected, especially in winnable ridings without an incumbent. Parties can take concrete action to improve results, including:

- Setting goals for diverse candidate representation;
- Revising candidate nomination procedures to support under-represented groups; and
- Devoting renewed commitment to diverse candidate mentoring and development.

At the municipal level, the absence of political parties and the power of incumbency make diverse representation more challenging to achieve. Municipalities themselves need to be more proactive in promoting civic engagement across their diverse communities.

Representation by Level of Government Across the Entire GTA, 2010 Municipal, 2011 Federal & Provincial Elections

	Visible minority* candidates	% of all candidates	Visible minority elected	Total elected	% of elected members
Federal	15	11%	8	47	17%
Provincial	48	34%	12	47	26%
Municipal	n/a		18	253	7%
<b>Total</b>			<b>38</b>	<b>347</b>	<b>11%</b>

\* Visible minorities comprise 40% of the GTA's population. The GTA includes 47 provincial and federal, and 253 municipal council constituencies.

Representation by Select Municipality at All Three Levels of Government, 2011

Municipality (% visible minority population)	Visible minority elected	Total elected	% of elected members
Toronto (47%)	14	91	15%
Mississauga (49%)	4	22	15%
Brampton (57%)	5	17	29%
Markham (65.4%)	5	19	26%
Richmond Hill (46%)	3	11	21%
<b>Total (49.5%)</b>	<b>31</b>	<b>160</b>	<b>19%</b>

# DiverseCity: The Greater Toronto Leadership Project

The Greater Toronto Area is the most ethnically and racially diverse region in Canada yet there is a striking lack of diversity at the top of our corporate, public and nonprofit organizations.

This is a missed opportunity.

DiverseCity is building a more prosperous region by changing the face of leadership through nine practical and measurable initiatives.

## We will:

### STRENGTHEN OUR INSTITUTIONS

**DiverseCity onBoard** connects highly qualified candidates from visible minority and under-represented immigrant communities with governance positions in agencies, boards, commissions and nonprofit organizations across the GTA.

**DiverseCity in Civic Leadership** offers training and mentoring programs that include a civic literacy primer and equip leaders to run for elected office or manage campaigns.

**DiverseCity Voices** is an online database of qualified, diverse speakers available to the media that is enriching the content of our newspapers, magazines, radio and television. More than 300 leaders are ready to speak to GTA media.

**DiverseCity Conference Connector** is an online database for event organizers looking for diverse spokespeople and presenters.

### EXPAND OUR NETWORKS

**DiverseCity Nexus**, a salon-style speaker series, created connections among more than 600 senior and rising leaders from companies, nonprofit organizations and public institutions.

**DiverseCity Fellows** readies the next generation of city builders through seminars, networking and action-based projects.

### ADVANCE OUR KNOWLEDGE

**DiverseCity Advantage** builds the body of knowledge on the economic and social benefits of diversity in leadership.

**DiverseCity Perspectives** promotes dialogue on leadership and diversity to catalyze shifts in how leaders are chosen, shaped, and imagined.

### TRACK OUR PROGRESS

**DiverseCity Counts** is a research initiative that highlights the GTA's progress toward building a more diverse leadership.

For more on  
DiverseCity:  
The Greater Toronto  
Leadership Project go to:  
[diversecitytoronto.ca](http://diversecitytoronto.ca)

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IS A PARTNERSHIP OF MAYTREE AND THE GREATER TORONTO CIVIC ACTION ALLIANCE



Maytree promotes equity and prosperity through leadership building.



Catalyzing collective leadership on tough issues and big opportunities facing the Greater Toronto region.



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