



DiverseCity

THE GREATER TORONTO LEADERSHIP PROJECT

Fact Sheet

The Context

- The GTA is one of the most diverse regions in the world – 44% of the GTA is foreign-born and 40% are visible minorities (compared with only 19.8% nationally who are foreign-born, and 16% who are visible minorities).
- More than 60% of immigrants to the GTA arrive through the federal economic immigration program as, for example, skilled workers or entrepreneurs.
- City of Toronto residents speak more than 100 languages.

The Leadership Gap

- Visible minorities are under-represented in leadership roles in the GTA.
- Toronto, Mississauga, Brampton, Markham and Richmond Hill account for just under 4 million people or 72.5% of the GTA's population, of which 49.5% are visible minorities. But only 13% of 3,257 of its leaders are visible minorities.
- The education sector is the most diverse in the GTA, with 20% of leaders who are visible minorities.
- The business sector trailed other sectors at the board and executive levels (3% and 5% respectively);
- Only 10% of councillors are visible minorities in the five municipalities studied, compared with 23% of MPPs.
- City of Toronto Agencies, Boards and Commission have the most diverse leadership because they have made diversity a priority and have tracked their progress.

Information compiled by Ryerson University's Diversity Institute in DiverseCity Counts
(www.diversecitytoronto.ca/diversecity-counts)

The Benefits of Diverse Leadership

- Increased financial performance.
- Greater employee productivity and organizational performance.
- Greater ability to attract and retain talent.
- Enhanced creativity and innovation.
- Increased civic engagement.

From the Conference Board of Canada report, "The Value of Diverse Leadership" (2008)
(www.diversecitytoronto/advantage)

The Solution

- DiverseCity has developed an eight-point action plan to accelerate prosperity by transforming the leadership landscape.
- At the end of three years, 1,000 new diverse leaders will be identified and introduced to positions of power and influence; new role models will be recognized and a new generation of diverse leaders will emerge.

The Eight DiverseCity Initiatives

1. DiverseCity onBoard matches diverse candidates with volunteer positions on the boards of nonprofit and public agencies.
2. DiverseCity in Civic Leadership equips diverse leaders to manage election campaigns and run for office.
3. DiverseCity Nexus connects existing and emerging diverse leaders through a salon-style speaker's series.
4. DiverseCity Fellows identifies and grooms the next generation of city builders.
5. DiverseCity Voices matches diverse spokespeople across a range of subject areas with members of the media looking to expand their pool of sources.
6. DiverseCity Advantage builds the body of knowledge on the role and benefits of diverse leadership.
7. DiverseCity Perspectives explores systemic barriers and opportunities to diversity in leadership.
8. DiverseCity Counts tracks the progress of the GTA in diversifying its leadership landscape.

For more information go to: www.diversecitytoronto.ca.

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