

**Visible Minorities and Women in Senior Leadership Positions:
London, Hamilton and Ottawa
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APPENDIX – LIST OF ORGANIZATIONS INCLUDED IN THE ANALYSES

Note that information for other individuals and organizations was sought but not available.

Municipal Public Sector Leaders

Municipal executives were selected according to the municipality's own definition of its most senior public service members. This list was complemented with other top paying city positions according to Ontario's 2014 Public Sector Salary Disclosure.

London

1. City Manager
2. Managing Director, Corporate Services and City Solicitor
3. Managing Director and City Engineer, CAO, Regional Water Supply, Environmental and Engineering Services and City Engineer
4. Managing Director, Parks and Recreation
5. Managing Director, Housing, Social Services and Dearness Home
6. Managing Director, Planning and City Planner
7. Managing Director, Corporate Services, City Treasurer and Chief Financial Officer
8. Managing Director, Development and Compliance Services and Chief Building Official
9. Managing Director, Neighbourhood, Children and Fire Services
10. Managing Director, Corporate Services and Chief Human Resources Officer
11. – 19. Other top paying positions according to Ontario's Public Sector Salary Disclosure – Ministry of Finance

Hamilton

1. City Manager
2. City Solicitor
3. Executive Director, Human Resources & Organizational Development
4. Director, Audit Services
5. Director, Corporate Initiatives
6. Director, Communications and Intergovernmental Affairs
7. City Clerk
8. – 14. Other top paying positions according to Ontario's Public Sector Salary Disclosure - Ministry of Finance

Ottawa

1. City Manager
2. Director of Corporate Programs and Business Services
3. Director of Economic Development & Innovation
4. City Treasurer
5. Chief Corporate Communications
6. City Clerk and Solicitor
7. – 17. Other top paying positions according to Ontario's Public Sector Salary Disclosure - Ministry of Finance

Voluntary Sector Leaders

Charitable organizations and foundations were selected based on revenue reported to the Canada Revenue Agency. Charities which were ethno-cultural were excluded as were religious organizations, hospitals, universities and other publicly funded institutions. Leaders included members of the senior management and of the board of directors of each eligible organization.

London

1. The Children's Aid Society of London and Middlesex
2. YMCA of Western Ontario
3. London Health Sciences Foundation
4. Thames Valley Children's Centre
5. Community Services Coordination Network (Ontario)
6. Community Living London
7. Goodwill Industries, Ontario Great Lakes
8. St Joseph's Health Care Foundation of London
9. Ways Mental Health Support
10. McCormick Care Group

Hamilton

1. YMCA of Hamilton/Burlington/Brantford
2. Hamilton Health Sciences Foundation
3. Hamilton Community Foundation
4. Rygiel Supports for Community Living
5. Idlewyld Manor
6. Community Living Hamilton
7. Indwell Community Homes
8. Today's Family – Caring for Your Child
9. The Hamilton Young Women's Christian Association
10. St. Joseph's Healthcare Foundation, Hamilton
11. North Hamilton Community Health Centre
12. Shalom Village Nursing Home
13. United Way of Burlington & Greater Hamilton

Ottawa

1. Bruyere Continuing Care Inc.
2. United Way/Centraide Ottawa
3. The Ottawa Hospital Foundation
4. Ottawa Young Men's and Young Women's Christian Association
5. The Community Foundation of Ottawa
6. Children's Hospital Foundation
7. The Ottawa Food Bank
8. Youth Services Bureau of Ottawa
9. Ottawa Bluesfest
10. Pinecrest Queensway Community Health Centre
11. Canadian Mental Health Association, Ottawa Branch
12. Western Ottawa CRC/CRC d'Ottawa Ouest
13. Centre-town CHC/CSC Centre-Ville
14. Ottawa Humane Society

Education Sector Leaders

The focus is on the board members and executives (Presidents, Vice Presidents, Provosts, and Vice Provosts) of London, Hamilton and Ottawa based colleges and universities.

London

1. The University of Western Ontario
2. Brescia University College
3. Huron College
4. King's University College at the University of Western Ontario
5. Fanshawe College of Applied Arts & Technology

Hamilton

1. McMaster University
2. Mohawk College

Ottawa

1. University of Ottawa
2. Carlton University
3. Algonquin College
4. La Cite Collegiale
5. Saint Paul University

Municipal Agencies, Boards and Commissions

The list of municipal agencies, boards, and commissions (ABCs) was obtained from each city's official website. Leaders included members of the senior management and the board of directors.

London

1. Covent Garden Market Corporation
2. London Convention Centre Corporation
3. London Downtown Business Association
4. London Economic Development Corporation
5. London Hydro Inc.
6. London Middlesex Housing Corporation
7. London Public Library Board
8. London Transit Commission
9. Middlesex-London Health Unit
10. Museum London
11. Tourism London
12. Western Fair Association

Hamilton

1. Art Gallery of Hamilton
2. City Housing Hamilton Corporation
3. Dundas Centre for the Arts Board Management
4. Dundas Community Services
5. Hamilton Arts Council (Formerly Arts Hamilton)
6. Hamilton Centre for Civic Inclusion
7. Hamilton Chamber for Commerce Light Rail Transit Task Force
8. Hamilton Conservation Authority
9. Hamilton Farmers' Market Board
10. Hamilton Library Board
11. Hamilton Police Services Board
12. Hamilton Port Authority
13. Hamilton Renewable Power Inc. Board of Directors
14. Hamilton Utilities Corporation (HUC)

Ottawa

1. Ottawa Police Services Board
2. Ottawa Public Library Board
3. Ottawa Municipal Campsite Authority
4. Pineview Municipal Golf Club Board of Management
5. Nepean Museum Board
6. Crime Prevention Ottawa
7. Property Standards Committee
8. Ottawa Community Housing Corporation

Ontario's Provincial Agencies, Boards and Commissions

For the list of Ontario ABCs, we started with the list used by the Diversity Institute at Ryerson University in their investigation of leadership diversity in the Greater Toronto Area in 2009 (Cukier & Yap, 2009). This list was supplemented with 53 more Ontario ABCs. Leaders included members of the senior management and the board of directors.

1. Ontario Pension Board
2. Ontario Lottery and Gaming Corp. (OLG)
3. Ontario Power Generation Inc
4. Hydro One
5. Liquor Control Board of Ontario
6. Ontario Electricity Financial Corporation
7. Toronto Central Local Health Integration Network
8. The Workplace Safety and Insurance Board
9. Hamilton Niagara Haldimand Brant Local Health Integration Network
10. Central Local Health Integration Network
11. Mississauga Halton Local Health Integration Network
12. Cancer Care Ontario
13. Legal Aid Ontario
14. GoTransit
15. The Public Guardian and Trustee
16. EHealth Ontario
17. Ontario Infrastructure Projects Corporation (Infrastructure Ontario)
18. Ontario Northland Transportation Commission
19. Independent Electricity System Operator (IESO)
20. ORNGE
21. Ontario Clean Water Agency
22. Ontario Mortgage and Housing Corporation
23. Ontario Trillium Foundation
24. Ontario Securities Commission
25. Ontario Tourism Marketing Partnership
26. The Niagara Parks Commission
27. Toronto Waterfront Revitalization Corporation
28. Financial Services Commission of Ontario
29. Northern Ontario Heritage Fund
30. Royal Ontario Museum
31. The Ontario Educational Communications Authority
32. Ontario Infrastructure Projects Corporation
33. Ontario Power Authority

34. Metropolitan Toronto Convention Center Corporation
35. Ontario Energy Board
36. Education Quality and Accountability Office
37. Deposit Insurance Corporation of Ontario
38. Certified General Accountants Association of Ontario
39. Certified Management Accountants of Ontario
40. Child and Family Services Review Board (Social Justice Tribunals Ontario)
41. College of Trades Appointments Council
42. Community Advisory Board – Elgin – Middlesex Detention Centre
43. Community Advisory Board – Hamilton Wentworth Detention Centre
44. Community Advisory Board – Ottawa – Carleton Detention Centre
45. Council of Association of Professional Engineers of Ontario
46. Council of the Association of Professional Geoscientists of Ontario
47. Council of the Canadian Centre for Occupational Health and Safety
48. Council of the College of Audiologists and Speech-Language Pathologists of Ontario
49. Council of the College of Chiropodists of Ontario
50. Council of the College of Chiropractors of Ontario
51. Council of the College of Dental Hygienists of Ontario
52. Council of the College of Dental Technologists of Ontario
53. Council of the College of Denturists of Ontario
54. Council of the College of the Dietitians of Ontario
55. Council of the College of Early Childhood Educators
56. Council of the College of Homeopaths of Ontario
57. Council of the College of Kinesiologists of Ontario
58. Council of the College of Massage Therapists of Ontario
59. Council of the College of Medical Laboratory Technologists of Ontario
60. Council of the College of Medical Radiation Technologists of Ontario
61. Council of the College of Midwives of Ontario
62. Council of the College of Naturopaths of Ontario
63. Council of the College of Nurses of Ontario
64. Council of the College of Occupational Therapists of Ontario
65. Council of the College of Opticians of Ontario
66. Council of the College of Optometrists of Ontario
67. Council of the College of Physicians and Surgeons of Ontario
68. Council of the College of Physiotherapists of Ontario
69. Council of the College of Psychologists of Ontario
70. Council of the College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario
71. Council of the College of Respiratory Therapists of Ontario

72. Council of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario
73. Council of the College of Veterinarians of Ontario
74. Council of the Institute of Chartered Accountants of Ontario
75. Council of the Ontario Association of Architects
76. Council of the Ontario College of Pharmacists
77. Council of the Ontario College of Social Workers and Social Service Workers
78. Council of the Ontario College of Teachers
79. Council of the Ontario Professional Foresters Association
80. Council of the Registered Insurance Brokers of Ontario
81. Council of the Royal College of Dental Surgeons of Ontario
82. Grant Review Team – Essex, Kent, and Lambton – Ontario Trillium Foundation
83. Grant Review Team – Hamilton – Ontario Trillium Foundation
84. Grant Review Team – Quinte, Kingston, Rideau – Ontario Trillium Foundation
85. Health Unit Board – Brant County
86. Health Unit Board – Eastern Ontario
87. Health Unit Board – Middlesex-London District
88. Local Health Integration Network – Champlain Local Health Integration Network
89. Local Health Integration Network – Hamilton Niagara Haldimand Brant Local Health Integration Network
90. Local Health Integration Network – South West Local Health Integration Network