



# A New Era of Impact: CivicAction: The Next Three Years

**Building Better, More Inclusive Cities**

Summer 2021

**CIVIC  
ACTION**



## About CivicAction

CivicAction is a catalyst for positive change, turning collaboration into action to build better, more inclusive cities.

We are a highly respected, results-driven civic engagement organization with a history of bold action and impactful change.

There is nothing more important to our future than leadership, which is why we prepare, connect, and empower the leaders of tomorrow.

As CivicAction convenes, collaborates, and co-creates new solutions for our region, we call on leaders from all sectors and backgrounds to join us.

**Be part of innovative and meaningful change.**

**Be part of CivicAction.**



# The CivicAction Story: The Next Chapter

Since our founding as the Toronto City Summit Alliance in 2002, CivicAction has provided a non-partisan platform for collaboration and leadership focused on improving our region's social, economic, and environmental future.

The last year and a half has brought about waves of change and laid truth at our feet that we can no longer ignore. Now more than ever, people want to feel heard and seen, get involved in causes they care about, and create inclusive change.

At CivicAction, we're listening.

We're strengthening our focus on what we do best as we enter a new era of impact.

We are harnessing our diverse network, leveraging our strengths as a convener, and sharpening our focus to empower rising leaders and create an equitable economy as we build a better, more inclusive future – for everyone who calls the Greater Toronto and Hamilton Area home.

**“Being part of the ELN has really helped me to stay motivated and inspired this past year. With more and more challenges being exposed and exacerbated as the year goes on, the ELN’s diverse and incredibly talented network of rising city builders gives me hope for our region’s future.”**

2020-2021 ELN Executive  
Committee Member

# Now Is the Time for Intervention

Now is the time to address systemic barriers faced by equity deserving communities especially Indigenous, Black, and racialized people. These rising leaders face the lack of:

- Representation in key positions of influence and power,
- Inclusion of diverse perspectives in civic engagement conversation, and
- Equitable access to civic leadership and board opportunities.

85%<sup>1</sup>

of all job positions are filled through networking & relationships, yet Black Canadians are **30% less likely** to be in the candidate pool.

52%<sup>2</sup>

of the population identifies as non-white, yet Black & racialized people only represent **15.5% of Boards across Toronto**.

38.9%<sup>2</sup>

of members on Boards of Directors across all sectors in Toronto are women.

62%<sup>2</sup>

of Boards of Directors & senior management teams have **less than 20% of racialized & Black leaders**.

Diversity of thought, talent, and lived experience at the decision-making table has a direct ROI. **A 1% increase in workforce diversity can yield an average revenue growth of 2.4%<sup>3</sup>.**

## A Sharpened Focus

**Shared Purpose:** To boost civic engagement and build better, more inclusive cities.

### Our key priorities:

Deepen inclusion for Indigenous, Black, and racialized rising leaders.

Push for an economic recovery that includes equity deserving communities.

Convene, collaborate, and co-create for impact.

#### References:

<sup>1</sup> [RBC Future Launch](#), n.d.

<sup>2</sup> [Ryerson University: Diversity Institute](#), 2020

<sup>3</sup> [Centre for International Governance Innovation](#), 2017



“CivicMatch is opening the gates that have long been closed to those outside the network. By providing an opportunity to learn from those high in the sky, CivicAction is keeping their promise of ensuring that everyone deserves a seat at the table.”

CivicMatch Participant

## Our Impact

### Inclusive Leadership

To build better, more inclusive cities, we must ensure diverse lived experiences are represented in key positions of influence and in civic engagement.

#### DiverseCity Fellows

**300+**

alumni members from different backgrounds, sectors, ideologies, and lived experiences determined to create bold solutions that benefit everyone in our region.

#### Emerging Leaders Network

**3000+**

rising leaders from across the GTHA who collaborate to solve our region’s most pressing civic issues.

#### CivicMatch

**100+**

Rising Leaders participated in our CivicMatch discussions.

**30+**

Established Leaders participated in our CivicMatch discussions

**100%**

satisfaction rate among all participants.

Over the next three years, we will continue to amplify the voices of diverse rising leaders – ensuring lived experiences are represented and included at more decision-making tables. We will **create a board matching initiative** to prepare and connect Indigenous, Black, and racialized change makers to opportunities on Boards, Agencies, and Commissions in the region. We will also **scale the CivicMatch program** to connect even more racialized rising leaders with C-Suite-level executives.

# Inclusive Economy

As we work to rebuild our economy, we cannot afford to leave anyone behind.

## HireNext

**700+**

users from employers of all sizes & industries have accessed our free HireNext assessment & over 1,000 recommendations have been provided to make workplaces more inclusive for young, diverse talent.

## YouthConnect

**5200+**

young people have received online branding digital skills-building to help them find a job.

Over the next three years, we will continue to champion the need for equity-deserving communities to benefit from investments made in our economic recovery. We will **scale HireNext to include an AI tool** to systematically breakdown bias in the hiring process. We will also support our partners in launching a **new resource hub with tools to end systemic racism in the workplace**.

"I truly enjoyed connecting with the participants, I found them inspiring, accomplished, and ready to make change. I learned as much from them, as perhaps they may have learned from me. Great experience!"

C-Suite Level Executive



## Co-Creation

To solve the big urban challenges we face today, we need all levels of government, different sectors, and every generation working together to develop new approaches.

Over the next three years, we will expand and share our suite of initiatives and tools to build better, more inclusive cities. We will **boost the CivicDish program**, bringing small groups of people together – including business owners and community advocates – to catalyze solutions for the region’s most pressing problems.



“The DiverseCity Fellows program provided me with a mentor who helped elevate my thinking, build my confidence, and see the big picture in a way I would not have been able to otherwise.”

2018 DiverseCity Fellow



# Opportunity Meets Action: The Way Forward

Over the next three years, we're committed to connecting and collaborating with government officials, industry leaders, community advocates, academics, innovators, and residents to mobilize for inclusion in leadership and economic recovery.

We will bring together the networks devoted to civic engagement by convening sometimes unlikely leaders – creating the space for us to listen to each other, learn from one another, and work together to create solutions to our shared urban challenges.

**We will not succeed alone. Our partners, sponsors, champions, alumni, and many more are the foundation of our shared success.**



## Connect with Us

Twitter:

[@CivicActionGTHA](https://twitter.com/CivicActionGTHA)

Facebook:

[/CivicActionGTHA](https://www.facebook.com/CivicActionGTHA)

Instagram:

[@CivicActionGTHA](https://www.instagram.com/CivicActionGTHA)

LinkedIn:

[/CivicAction](https://www.linkedin.com/company/CivicAction)

Visit our websites:

[CivicAction](https://www.civicaction.org)

[CivicAction Leadership Foundation](https://www.civicactionleadershipfoundation.org)