

From: ["van Dyk, Donny"](#)

To: ["Direct to Mayor and Council - DL"](#)

Date: 10/28/2025 8:41:11 AM

Subject: Appointment of new Integrity Commissioner (October 29, 2025) - CONFIDENTIAL THROUGH WEDNESDAY, OCTOBER 29

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Dear Mayor and Council,

Further to my brief communication from last Thursday, I'd like to officially share the appointment Tracey Lorenson as the City's new Integrity Commissioner, effective November 1, 2025.

Tracey is a governance and leadership consultant who has worked with hundreds of local governments across Canada to strengthen leadership, accountability and public trust. Known for her candour, she brings a rare blend of legal training, organizational experience and practical insight to her work with councils, boards and senior administrative teams.

She began her legal career in labour and employment law, serving local government clients before moving into senior leadership. As Executive Vice-President at E-Comm 911, she gained direct experience in governance, oversight, and intergovernmental collaboration. As Principal of CivicExcellence, she helps elected officials and Chief Administrative Officers navigate governance challenges, improve decision-making, and resolve conflict with professionalism and respect.

These diverse experiences will inform her approach to the Integrity Commissioner role and reflect national best practices: clear separation of advisory and investigative functions, strong complaint screening, and an emphasis on education and prevention.

Tracey holds a Law degree from UBC, a Corporate Governance designation from McMaster's DeGroote School of Business, and has held credentials as both a Certified Human Resource Professional and Certified Corporate Coach. She is a recipient of the LGMA Distinguished Partner Award for her contribution to local government leadership in BC.

We will announce Tracey's appointment via a news release at 9:30 am tomorrow, October 29. Please keep this information embargoed until the news release is live.

Please join me in welcome Tracey to her new role with the City.

Thanks,
Donny

Donny van Dyk (he/him)
City Manager
City of Vancouver



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the x̱m̱ ḵ y̱ m̱ (Musqueam), S̱ wxwú7mesh (Squamish), and s̱ lilw̱ ta̱ (Tsleil-Wautu̱) Nations.