

REPORT FOR ACTION



Diversity, Equity, and Inclusion Staff Committee - Framework

Date: October 1, 2020

To: Human Resources, Compensation and Labour Relations Committee of the Board of Directors of TO Live

From: President and Chief Executive Officer

SUMMARY

The purpose of this report is to provide the Board with the proposed framework for TO Live's Diversity, Equity, and Inclusion Internal Staff Committee.

RECOMMENDATIONS

The President and Chief Executive Officer recommends that the Board of Directors of TO Live receive this report for information.

FINANCIAL IMPACT

There is no financial impact other than what is listed in the report.

DECISION HISTORY

At the September 3, 2020 meeting, the Board received a report on TO Live's Plan for Equity Training-Background from the President & Chief Executive Officer
<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.CT14.2>

COMMENTS

At the September 3, 2020 Board meeting, the President and Chief Executive Officer, TO Live provided the Board with background and context information on equity training and policies work completed to date at TO Live in order to assist the Board in its equity review. Within that report, the President and Chief Executive Officer indicated that part of TO Live's ongoing work included the creation of a Diversity, Equity, and Inclusion (DEI) internal staff Committee which would report directly to the Human Resources, Employment and Labour Relations Committee of the Board.

An email was sent to TO Live staff on July 17, 2020 announcing the creation of the DEI Committee which would develop and champion the diversity, equity, and inclusion strategy, advocate for its mission, enhance training, and implement best practices. Staff were encouraged to apply, with a deadline of August 11, 2020. A total of 17 applications were received and reviewed. All applicants were accepted to the DEI Committee; some formed part of the committee and others part of a working group.

The first DEI Committee kick-off meeting took place on October 1, 2020 and we anticipate the working groups to commence in January 2021.

CONTACT

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SIGNATURE

Clyde Wagner
President and CEO

ATTACHMENTS

Attachment 1 - Diversity, Equity, and Inclusion Committee - Framework