



## REPORT FOR ACTION

### Inclusion, Diversity, Equity, and Access Staff Committee Update - Action Plan

**Date:** April 15, 2021

**To:** Board of Directors of TO Live

**From:** President and Chief Executive Officer

#### SUMMARY

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The purpose of this report is to provide the Board with TO Live's Inclusion, Diversity, Equity, and Access (IDEA) Action Plan which has been developed by a staff-led IDEA Committee (*formerly named Diversity, Equity and Inclusion (DEI) staff committee*).

#### RECOMMENDATIONS

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

#### FINANCIAL IMPACT

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

#### DECISION HISTORY

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At its January 29, 2021 meeting, the Board received a progress report from TO Live's Diversity, Equity, and Inclusion Internal Staff Committee

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2021.CT20.4>

At its November 13, 2020 meeting, the Board received a report on the proposed framework for TO Live's Diversity, Equity, and Inclusion Internal Staff Committee <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.CT18.2>

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

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On October 1, 2020, the Inclusion, Diversity, Equity and Access (IDEA) Committee held their first meeting and began to develop a formal strategy to build on the work done by the organization post-amalgamation.

The IDEA Committee is an employee-led initiative designed to provide an ongoing platform for employee voices and to support the integration of inclusion, diversity, equity and access into all aspects of our workplace.

The Committee's mission is to unite us - employees, theatre patrons, and performers - in pursuit of common goals:

- To build an inclusive, safe culture where everyone feels a true sense of belonging and respect.
- To advocate for the advancement, retention and recruitment of diverse voices, experiences and perspectives at all levels of the organization to better represent and serve the communities in which we work.
- To support the ongoing education and practices of inclusion, anti-racism and anti-oppression and ensure they are integrated and reflected in our culture and how we operate internally and externally.

The Committee, made up of staff representing every department at TO Live, has developed an IDEA Action Plan that outlines goals, objectives and specific actions for the organization to accomplish from now until 2023. The goals of the IDEA Action Plan are as follows:

- Identify and address systemic barriers affecting full participation at TO Live
- Ensure our policies and procedures meet our employees' needs and that employees feel safe and a sense of belonging.
- Build a more diverse organization through recruitment, retention and advancement initiatives.

In addition, the Committee has established four Working Groups to tackle each part of the Action Plan including an Education Working Group, a Respectful Workplace-Safe and Belonging Best Practices Working Group, a Communication and Employee Engagement Working Group, and a Talent Management, Mentorship and Sponsorship Working Group.

In March, the Action Plan was shared with staff and presented at a Town Hall and is now publicly available on the TO Live website at [www.tolive.com](http://www.tolive.com).

Next steps include developing KPIs to support TO Live's IDEA goals. This will be a focus of the strategic planning process which is already underway. Additionally, TO Live has included IDEA as part of its annual goals and objectives for the year, which have been approved by the Board of Directors.

## **CONTACT**

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## **SIGNATURE**

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Clyde Wagner  
President and CEO

## **ATTACHMENTS**

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Attachment 1 - IDEA Committee Action Plan