



REPORT FOR ACTION

Inclusion, Diversity, Equity, and Access Staff Committee Update

Date: August 23, 2021

To: Environmental, Social and Governance Committee of the Board of Directors of TO Live

From: President and CEO

SUMMARY

The purpose of this report is to provide the Board with an update on the progress of TO Live's Inclusion, Diversity, Equity, and Access 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.

DECISION HISTORY

None.

COMMENTS

The fifth IDEA Committee meeting will be held on August 26, 2021 whilst the IDEA Committee's working groups continue to meet separately and work regularly.

The Education working group, in collaboration with the Communications working group, sent out the summer edition of their free Education Resource Guide to staff along with a Progressive Style Guide to identify inclusive language.

The IDEA Committee, its working group members, the TO Live Senior Executive staff, Directors and Managers participated in Foundations in Equity training on July 14, 2021 with Kike Ojo-Thompson where societal issues presenting equity were covered.

The Talent Management working group has completed their review and update of TO Live Employment Equity Policy #213. It is now with City legal for review and will go to the TO Live Board for approval in December.

Members of the Communications working group and Human Resources met with the provider selected for staff surveying, Work Tango, to discuss TO Live's goals and vision for conducting staff surveys. More information will follow as the work of set-up and launching is determined.

An Asian Employee Resource Group (ERG) was formed, and two meetings have been held in April and May for interested staff members. The TO Live Asian ERG welcomes all employees from Asia, Asian ancestry and for those who are interested in Asian culture. In May, in honour of Asian Heritage Month, the Asian ERG sent out three emails to staff. Some of the themes included bringing attention to the history, contributions and achievements of Canadians that make up the Asian diaspora and a look back at some of the Asian performances and events at TO Live.

TO Live engaged Mary Neilans of Aim for Inclusion for accessibility consultation regarding accessibility gap analysis involving TO Live-specific accessibility information, AODA compliance, policies, plans, and procedures creation.

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SIGNATURE

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