

2021 Equity, Diversity & Inclusion Initiatives

Date: May 26, 2022

To: Toronto Zoo Board of Management

From: Director, Human Resources

Wards: All

SUMMARY

Your Toronto Zoo is committed to expanding the voices and representation in our workplace. Our Equity, Diversity & Inclusion (EDI) efforts are shaping our policies, procedures, and initiatives to demonstrate your Zoo's commitment to EDI principles. The team have embraced the spirit of Equity, Diversity & Inclusion, with staff and volunteers across your Zoo participating in initiatives. The following report outlines the Initiatives the Toronto Zoo EDI Steering Committee has implemented in 2021.

RECOMMENDATIONS

The Director, Human Resources recommends that:

1. The Board of Management of the Toronto Zoo receive this report for information.

FINANCIAL IMPACT

There is no financial impact resulting from the adoption of the recommendations in this report.

DECISION HISTORY

There is no decision history available for this item.

COMMENTS

We continue to review and enhance our EDI Framework, which can be seen in Attachment 1. Staff from across our Zoo have volunteered their time and established the EDI Steering Committee with 3 EDI Sub-Committees including:

- Staff & Volunteers: To explore how to ensure staff and volunteers feel a sense of belonging and that EDI is reflected in all that we do

- Community & Community Partnerships: To consider how we partner with the diversity within our communities to raise awareness of the benefits of being a part of our Zoo family
- Zoo Spaces: To discuss how to enhance Zoo Spaces to recognize and celebrate diversity

EDI initiatives and programs are making positive and meaningful impacts across our Zoo and for our community. Examples include:

Events:

- EDI Monthly Calendar implementation
- Hosted a Pow Wow for Native Child and Family Services of Toronto
- Hosted events to commemorate Canada's first National Day for Truth and Reconciliation on September 30, 2021
- Hosted programming on December 21, 2021 in the Special Events Centre and February 18, 2022 in Tundra with Native Child and Family Services of Toronto to highlight Indigenous teachings. Monthly programming planned for 2022 highlighting different Indigenous learnings and teachings

Spaces:

- Established the Zoo's first Multi-Faith/Prayer Space onsite for staff, volunteers, and guests;
- Activated the Peacock Café with artwork donated by local community artists which celebrate cultural diversity;
- Supported Blinc Inc, who are responsible for the mural art installations in our animal exhibits, which celebrate Indigenous knowledge and connecting people with animals and the environment;
- Your Toronto Zoo was chosen as one of only 10 cultural hotspot signature projects in the City of Toronto which brought In our Nature, a signature art installation at our front entrance, in the summer of 2021. Joint Mural Routes, E.W.O.C Project, the Community Arts Guild, and your Toronto Zoo hosted a reveal ceremony to reveal the final artwork of the City of Toronto Cultural Hotspot signature project, 'In Our Nature'. A community-minded multidisciplinary public art project celebrates Women of Colour in the Scarborough community through five mural panel installations.

Education & Information Sessions: Conduct monthly training and information sessions on a variety of EDI topics

- Canadian Centre for Diversity & Inclusion (CCDI) Zoo EDI Certifications was established and staff have taken the courses to achieve EDI Zoo Certification, we are now developing a level 2;
- We are in the process of the recruitment of Director, Indigenous Relations with a Recruitment Firm;
- We have reviewed the majority of our policies and updated them through an EDI lens;
- Implemented the Land Acknowledgement;

- Developed and implemented the Respect Loop;
- Offering Staff the opportunity to complete certification in Indigenous Canada Courses.
- Implementation of voluntary new nametags which include pronouns.

Surveys:

- Administered the Diversio Survey to identify the cultural composition of the Zoo team and continue to work with teams on the data we received to help them in areas of improvement.

Community Partnerships & Internships:

- Climate Action Learning & Leadership Program;
- Scarborough Storefront – Workforce Planning Initiatives.

Targeted recruitment based on new provision in Collective Agreement

- Nutrition Sciences Coordinator will be posted. This is our first full-time Union position which is being posted under the new EDI provision in the CUPE Collective Agreement;

CONTACT

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SIGNATURE

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ATTACHMENTS

Attachment 1 - Toronto Zoo EDI Framework