



Update on Inclusion, Diversity, Equity, and Access Staff Committee

Date: November 8, 2021

To: Environmental, Social and Governance Committee

From: President and Chief Executive Officer

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 (IDEA) staff committee.

RECOMMENDATIONS

The President and Chief Executive Officer recommends that the Board of Directors of TO Live:

1. Receive this report for information.

FINANCIAL IMPACT

None.

DECISION HISTORY

At its September 24, 2021, meeting, the Board received an update on the progress of TO Live's IDEA Staff Committee.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2021.CT27.9>

COMMENTS

The Inclusion, Diversity, Equity, and Access (IDEA) Committee reprioritized its goals for 2022-2023 to ensure what could realistically be undertaken due to reduced members, job commitments and understaffing within departments. The Committee also welcomed 4 new members as some members were lost due to attrition).

The IDEA Committee conducted a review of its working groups, and as not much work was required of the Respectful Workplace working group, it was collapsed with the resolve to partner to create solutions if/when items arise.

The remaining working groups are as follows:

- Education - review and develop internal education material for staff
- Communication/Employee Engagement - internal events/calendar/internal communication
- Talent Management - mentorship/sponsorship

Working Group Updates:

Education

Two book club meetings have taken place with limited participation. Ongoing discussions continue to determine other ways to re-engage employees around inclusion and diversity. This group has also identified several proposed training sessions for 2023 to continue employee education; the team is still confirming vendors for these courses. The review of the training programs developed by Human Resources will also be required over the next couple of weeks in preparation of Executive team review and approval.

Communications/Employee Engagement

Communications were produced for the National Day for Truth and Reconciliation (September 30) where TO Live contributions were identified, and additional information about the culture and wellness support was provided. This working group will also begin preparation for our next engagement score in early 2023.

Talent and Management

Reviewing new staff onboarding process for Executive approval. This new process is meant to better educate new employees about who we are as an organization and provide them with a better understanding of policies, processes and benefits available to them.

Now that we are past the initial rush of the fall season, and with reinstitution of the IDEA Committee, we expect better attendance and more activity. We will have more to report at the next ESG Committee meeting.

CONTACT

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SIGNATURE

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