

REPORT FOR ACTION

TO Live

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

Date: November 22, 2023

To: Environmental, Social and Governance Committee and 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 an update on the activities of TO Live's 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

There is no financial impact.

DECISION HISTORY

This is a new initiative.

COMMENTS

Over the course of the year, the IDEA staff committee has been discussing ways to increase awareness around TO Live's values (Excellence, Innovation, Diversity and Inclusion, Adaptability, Accountability and Community-Mindedness), and recognize those employees who demonstrate them through their daily interactions at work. Through these discussions, the TO Live Employee Recognition Program was created.

The Employee Recognition Program will provide an avenue for employees to be recognized by their peers when demonstrating the key aspects of TO Live's values. The intent is to have these behaviours replicated throughout the workplace, thereby contributing to an improved employee and patron experience. It is also a great way for TO Live to express gratitude to its employees for the remarkable work they do every day to drive our organization forward. The anticipated outcomes for this recognition program include increased morale, service levels and engagement, improved retention, productivity, teamwork, and collaboration.

Two employees will be selected on a quarterly basis, with nominees receiving Certificates of Recognition and winners receiving gift cards.

CONTACT

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SIGNATURE

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