

•

TO Live

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

Date: March 24, 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 progress of TO Live's Inclusion, Diversity, Equity, and Access Staff Committee which includes introducing two new platforms being offered to TO Live employees.

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

This is a new initiative.

COMMENTS

TO Live looks forward to continuing to partner with their employees on all things Inclusion, Diversity, Equity and Accessibility (IDEA), continue to support our belief in enriching and developing our employees through improved knowledge skills and abilities, and dive into ways to increase and deliver impact for our organization.

Launching April 2023, TO Live will introduce two new platforms: Learning and Development, and an Onboarding Program for new employees.

Learning and Development

We have chosen to use HR downloads as a platform to provide training to gain and retain talent, increase job satisfaction and morale, improve productivity and create a culture of awareness and empathy. During the last quarter, some of the working groups have spent time reviewing the training and platform to ensure we are encompassing many of the areas we address within IDEA. This platform will launch in April 2023, be available to all employees 24/7 online, and offer 3 types of training:

- compliance training
- career development
- cultural awareness as it relates to bias, allyship, accessibility, etc.

The Human Resources team will report on the completion of compliance courses, and monitor the types of courses employees are most interested in. Each course will include a feedback survey and continue to evolve with new offerings.

Onboarding Program

TO Live feels strongly about educating new employees about our rich history and culture within our buildings, as well as the diverse and inclusive employee resources, shows and programs available to them. As such, we will be launching an onboarding program in April 2023 for new employees, which will also capture employees hired in 2022 and any other employees interested in a refresher.

CONTACT

Michelle Carter
Vice President of Human Resources & Organizational Culture
T: 416-368-6161
Michelle.Carter@tolive.com

SIGNATURE

Clyde Wagner
President and Chief Executive Officer

ATTACHMENTS
