



Program Proposal

Inclusive Governance for the TTC Board 2025

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Course Proposal: Inclusive Governance for the TTC Board

In Canada's most diverse city, and one of the most diverse cities in the world, inclusive governance is a necessity. For the TTC Board, embracing inclusive governance means aligning Board practices with the [TTC Corporate Plan: 2024-2028 & Beyond](#). As per Strategic Direction #1.4, TTC intends to "Build an Inclusive Organization," reflective of the different backgrounds, cultures, identities and abilities that TTC serves. This alignment with the organization would include embedding TTC's principle #2: "Equity, Diversity, Inclusion, and Accessibility (EDIA) into everything the Board does." This alignment will bolster the Board's ability to support the CEO and hold them accountability to the Corporate Plan.

The TTC is on a journey toward creating a culture of belonging which will result in better outcomes for staff, customers, and the wider community.

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Objectives:

- **Empower TTC Board members** with the knowledge and tools to implement inclusive governance practices.
- **Align board governance practices** with the TTC's Corporate Plan and strategic goals.
- **Foster a deeper understanding** of the principles of inclusive governance and their relevance to public transit.
- **Develop practical strategies** for integrating inclusive practices into board decision-making.
- **Create an action plan** for ongoing implementation and continuous improvement.

Impact:

- **Enhanced Decision-Making:** Board decisions will be more informed, equitable, and reflective of the diverse needs of Toronto's communities.
- **Strengthened Public Trust:** A demonstrable commitment to inclusive governance will build public trust and confidence in the TTC Board.
- **Improved Organizational Performance:** Inclusive governance practices will contribute to a more effective and efficient TTC, better equipped to serve all riders.
- **A More Inclusive Transit System:** The TTC will be a leader in creating a transit system that is accessible, equitable, and welcoming to all.

Course Design

- **Pre-Session:** Self-assessment and board assessment of current governance challenges and opportunities.
- **Session 1: Foundations of Inclusive Governance (2 hours):**
 - Context for Governance of TTC
 - Introduction to inclusive governance principles and practices.
 - Aligning governance practices with the TTC's Corporate Plan.
 - The role of the board in achieving TTC's strategic goals through inclusive governance.
- **Optional Online Modules (Available between Sessions 1 & 2):** (Bias Consciousness, Perspective Taking and Fostering an Open Mindset, Change Management, Accessibility Essentials, Indigenous Peoples, Histories, and Cultures, Gender Awareness and Inclusion, Anti-Asian Racism, Anti-Black Racism, Anti-Islamophobia and Anti-Semitism).
- **Session 2: Building on Inclusive Governance Practices (2 hours):**
 - Reflections on governance practices since Session 1.
 - Developing accountability frameworks for inclusive governance.
 - Practical strategies for aligning board actions with organizational needs and TTC's strategic directions.
- **Post-Session:**
 - Board action plans for implementing inclusive governance practices.
 - Action plan check-ins at 3-month and 6-month intervals to assess progress and provide support.

Recommendations

It is recommended that the Human Resources Committee:

1. Endorse the Program Proposal for Inclusive Governance training for the TTC Board.