



For Action with Confidential Attachment

Building on Inclusive Governance Practices

Date: February 3, 2026

To: TTC Board

Reason for Confidential Information

The TTC Board will receive education and training in accordance with Section 29(B) of the By-law to Govern Board Proceedings and Section 190 (3.1) of the City of Toronto Act

Recommendations

It is recommended that the TTC Board:

1. Authorize the public release of the Building on Inclusive Governance Practices Session training materials.

Summary

The TTC Board, in confidential session, will receive education and training on Building on Inclusive Governance Practices. This session will provide:

- 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.

Background and Analysis

At its meeting on April 11, 2024, the TTC Board [referred a motion](#) directing TTC staff to schedule mandatory annual training sessions starting in Q3 2024, including but not limited to the following topics to ensure that the TTC Board effectively serves diverse communities and fosters inclusivity and equity:

- Confronting Anti-Black Racism
- Indigenous Cultural Competency

to the Human Resources Committee for consideration. In November 2024, a proposal for Inclusive Governance training for the TTC Board was presented and approved by the Committee. The training proposal was received by the TTC Board in January 2025.

[TTC1.12 - Inclusive Governance for the TTC Board 2025](#)

At its meeting on October 6, 2025, the TTC Board received Foundations of Inclusive Governance, Session One training.

[TTC9.1 - Foundations of Inclusive Governance](#)

Corporate Plan Alignment

Inclusive governance in a diverse city is essential. For the TTC Board, this means ensuring that governance practices are aligned with the TTC Corporate Plan: 2024–2028 & Beyond. In particular, Strategic Direction 1.4 commits the TTC to *Build an Inclusive Organization* that reflects the varied backgrounds, cultures, identities, and abilities of the communities we serve. This work is also grounded in the Corporate Plan’s Key Principle of *Equity, Diversity, Inclusion, and Accessibility (EDIA)*.

The TTC is advancing a journey toward fostering a culture of belonging. This session is intended to enhance organizational performance and deliver better outcomes for our customers, staff, and the wider community that the TTC services.

Attachments

Confidential Attachment 1