



## **STAFF REPORT INFORMATION ONLY**

### **Award Presentation: Best Diversity Program National Award by HR Canadian Reporter and Thompson Reuters Canada Limited**

<b>Date:</b>	November 30, 2016
<b>To:</b>	TTC Board
<b>From:</b>	Chief Executive Officer

### **Summary**

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The purpose of this report is to inform the TTC Board that TTC's Diversity and Inclusion Program was awarded "Best Diversity Program", by Canadian HR Reporter and Thompson Reuters Canada Limited. This is a national award for outstanding achievement in diversity. TTC's Diversity Program was developed and launched by TTC's Diversity and Human Rights Department.

### **Financial Summary**

There are no financial impacts associated with this report.

### **Accessibility/Equity Matters**

The purpose of TTC's Diversity and Inclusion Program is to make TTC's policies, programs and services more accessible and equitable for all. This award recognizes TTC's Diversity and Inclusion program, and the potential positive impacts the program will have on TTC's employees and customers.

### **Decision History**

TTC's Diversity and Inclusion Program was developed and launched by TTC's Diversity and Human Rights Department, which has now been recognized with this national award for its outstanding achievement in diversity. The TTC was named winner, Best Diversity Program (National HR Awards), by Canadian HR Reporter and Thompson Reuters Canada Limited.

### **Issue Background**

Since 1987, Canadian HR Reporter has served as Canada's guide to human resources management. Published 21 times a year, this human resources journal provides news,

latest trends and practices, insights from human resources practitioners, research, and resources from Canada and around the world.

The National HR Awards honours human resources departments from across Canada under 12 special award categories, including Best Diversity Program. Nominees for the Best Diversity Program are judged based on criteria including: the purpose and key aspects of the program, the impact of the program, how the program's success is measured, how managers are held accountable for the program's goals, training and policies for barrier removal and bias-free hiring.

## **Comments**

The TTC is proud to announce that its Diversity and Inclusion Program was recently named "Best Diversity Program" by Canadian HR Reporter magazine. The TTC recently renewed its commitment to diversity and inclusion by centralizing and expanding the mandate of its Human Rights Department to include diversity, and define TTC's strategy to achieve diversity and inclusion goals across the organization. Accordingly, it launched a 2 year plan to raise awareness, build a foundation of knowledge, and develop initiatives to support all diverse groups.

The TTC's Diversity and Inclusion Program includes:

- A new Diversity and Inclusion corporate policy.
- A new Diversity and Inclusion Training Program, including in-class training sessions for managers that address inclusive leadership skills, unconscious bias and cultural competency.
- A Diversity and Inclusion Lens to assist employees apply a special filter to their work to see things from perspectives different than their own. The TTC is one of the first transportation agencies to develop a Lens for the workplace.
- A 35-page Diversity and Inclusion Toolkit, which complements the Lens by including a set of questions to prompt employees to think about diversity and inclusion in their daily work, and to help employees work together more inclusively.
- Mentoring and professional development training programs.

The program, which aligns with TTC's People Objective in its Fiver Year Corporate Plan, also involved a reworking of human resource policies to align with the needs of a diverse workforce of more than 14,000 employees.

TTC is honored to be recognized as having the Best Diversity Program in all of Canada. You may watch the video to find out more about the program and this prestigious award:

<http://www.hrreporter.com/article/28545-ttc-reaches-out-to-diverse-community-national-hr-awards/>

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