

SCHEDULE 1 CANADA'S BEST DIVERSITY EMPLOYERS

Canada's Best Diversity Employers. Now entering its ninth year, [Canada's Best Diversity Employers](#) recognizes employers across Canada that have exceptional workplace diversity and inclusiveness programs. The winning employers are announced each year in a special magazine published in The Globe and Mail and online on Eluta.ca. This competition examines a range of diversity initiatives, including programs for five major employee groups: (a) Women; (b) Members of visible minorities; (c) Persons with disabilities; (d) Aboriginal peoples; and (e) Lesbian, Gay, Bisexual and Transgendered/Transsexual (LGBT) peoples.

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Complete this page to be considered for the 2016 Canada's Best Diversity Employers competition:

- (a) Is your organization regulated under any of the following Employment Equity programs?
 - Yes, *Federal Contractors Program/FCP*
 - Yes, *Legislated Employment Equity Program/LEEP*
 - Yes, provincial employment equity legislation
 - Yes, other legislation: _____
 - No, we aren't regulated under any of the above
- (b) Does your organization offer programs designed to improve workplace diversity and inclusiveness?
 - Yes. *Check all applicable and explain below:*
 - Women
 - Persons with disabilities
 - Members of visible minorities
 - Aboriginal peoples
 - Lesbian, Gay, Bisexual & Transgendered
 - Other: _____ SEE ATTACHMENT
- (c) Has your CEO and/or leadership made a formal commitment to diversity and inclusiveness (e.g. vision statement) and communicated it throughout the organization?
 - Yes, *explain below and provide examples*
- (d) Does your organization have a clearly defined strategy and roadmap to achieve your diversity and inclusion goals? Yes, *explain below*
- (e) When was the last time your diversity and inclusion strategy was reviewed and updated?

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Explain below
- (f) Has your organization implemented initiatives related to (*check all applicable and explain below*):
 - recruitment and selection of diversity groups
 - retention and development of diversity groups
 - training and education in diversity
 - diversity employee resources/affinity groups
 - diversity leadership/management accountability
 - customer and market diversity
 - vendor and supplier diversity
 - community partnerships to support diversity
- (g) Are job opportunities posted on your website accessible to visually impaired applicants?
 - Yes
- (h) Do you track any of the following diversity measures?
 - Yes (*check all applicable and explain how tracked*)
 - number of employees from diversity groups
 - recruiting from diversity groups
 - employee perceptions of discrimination and harassment
 - management and leadership behaviour
 - benchmarking external best-practices
 - overall progress in creating an inclusive workplace
- (i) If you offer programs for LGBT employees, have you completed the free online [LGBT Workplace Inclusion Index](#) survey offered by Pride at Work Canada?
 - Yes, *our score from this survey is attached*
- (j) What specific actions has your organization taken in the past year to support your diversity and inclusion programs? *Explain below or attach sheet*

SEE ATTACHMENT

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Question b – Does your organization offer programs designed to improve workplace diversity and inclusiveness?

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Question c – Has your CEO and/or leadership made a formal commitment to diversity and inclusiveness?

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Question d – Does your organization have a clearly defined strategy and roadmap to achieve your diversity and inclusion goals?

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Question f – Has your organization implemented initiatives related to the following:

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Question k – What specific actions has your organization taken in the past 12 months to support your diversity and inclusion programs and to improve organizational processes?

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