Celebrating CCDI's 10th Anniversary

The Journey to Inclusive Workplaces Matters More Than the Destination

Creating a truly inclusive workplace is an ongoing journey that requires constant effort and commitment. A comprehensive IDEA strategy is essential.

Ongoing commitment, investment, and action

As we push the horizon further, we must be willing to confront uncomfortable truths and biases. This means listening to the voices and experiences of those who have been marginalized and included in the past to create a more equitable and inclusive environment.

It’s also important to recognize that workplace IDEA are not just about meeting legal requirements or avoiding negative publicity. Rather, they’re about creating a workplace culture where everyone feels valued and empowered to contribute their best work.

This requires ongoing education, training, and open communication.

In conclusion, we must think of the journey toward workplace IDEA as a horizon that we continuously strive toward. We should celebrate our progress while acknowledging that there’s always more work to be done. By pushing the horizon further and committing to ongoing improvement, we can create workplaces that are truly inclusive and welcoming to all.

THE CCDI FAMILY / LA FAMILLE CCDI

A SPECIAL INTEREST SECTION BY MEDIAPLANET

Please join our movement and let us know your strategy is essential. Requires continuous effort and commitment. A comprehensive IDEA creating a truly inclusive workplace is an ongoing journey that's never truly done, but each step forward addresses areas for improvement. The work never truly done, but each step forward expands our understanding and moves us closer to our goal.

The road hasn't always been easy, but we have been firm in our mission of promoting an inclusive society. Free of prejudice and discrimination, fostering dialogue and action, and helping people to recognize diversity as an asset and not an obstacle.

In these 10 years, we have been thankful and proud to count on the support of our Employer Partners and Individual Practitioners, which have been crucial in contributing to reaching our vision of a society where each individual is accepted, valued, and celebrated for all their diversity dimensions.

With this campaign, we wanted to offer a space to celebrate our Partners’ projects, plans, and achievements in IDEA.

Their valuable work should serve as an example of what an organization can attain when building a diverse and inclusive workplace, and also, as an inspiration to follow their steps in creating entities where people have a sense of belonging.

We will continue working hard to support communities and to reach our mission of building an inclusive Canada, by bringing together and supporting people to become change agents through thoughtful leadership, research, education, and action.

We continue to work to support communities and realize our mission, which is to bring a Canada inclusive, in emphasizing and in strengthening the principles and providing them with the tools and resources necessary for everyone to thrive.

It’s important to view the journey toward workplace IDEA as a horizon that we continuously strive toward. We should celebrate our progress while acknowledging that there’s always more work to be done. By pushing the horizon further and committing to ongoing improvement, we can create workplaces that are truly inclusive and welcoming to all.

The Canadian Centre for Diversity and Inclusion (CCDI) is a non-profit organization that helps organizations effectively address the full picture of diversity, equity, and inclusion (DEI) within the workplace.

The real mission hasn’t always been easy, but we have been firm in our mission of promoting an inclusive society. Free of prejudice and discrimination, fostering dialogue and action, and helping people to recognize diversity as an asset and not an obstacle.

In these 10 years, we have been thankful and proud to count on the support of our Employer Partners and Individual Practitioners, which have been crucial in contributing to reaching our vision of a society where each individual is accepted, valued, and celebrated for all their diversity dimensions.

With this campaign, we wanted to offer a space to celebrate our Partners’ projects, plans, and achievements in IDEA.

Their valuable work should serve as an example of what an organization can attain when building a diverse and inclusive workplace, and also, as an inspiration to follow their steps in creating entities where people have a sense of belonging.

We will continue working hard to support communities and to reach our mission of building an inclusive Canada, by bringing together and supporting people to become change agents through thoughtful leadership, research, education, and action.

We continue to work to support communities and realize our mission, which is to bring a Canada inclusive, in emphasizing and in strengthening the principles and providing them with the tools and resources necessary for everyone to thrive.

It’s important to view the journey toward workplace IDEA as a horizon that we continuously strive toward. We should celebrate our progress while acknowledging that there’s always more work to be done. By pushing the horizon further and committing to ongoing improvement, we can create workplaces that are truly inclusive and welcoming to all.

THE CCDI FAMILY / LA FAMILLE CCDI

A SPECIAL INTEREST SECTION BY MEDIAPLANET

Please join our movement and let us know your strategy is essential. Requires continuous effort and commitment. A comprehensive IDEA creating a truly inclusive workplace is an ongoing journey that's never truly done, but each step forward addresses areas for improvement. The work never truly done, but each step forward expands our understanding and moves us closer to our goal.

The road hasn't always been easy, but we have been firm in our mission of promoting an inclusive society. Free of prejudice and discrimination, fostering dialogue and action, and helping people to recognize diversity as an asset and not an obstacle.

In these 10 years, we have been thankful and proud to count on the support of our Employer Partners and Individual Practitioners, which have been crucial in contributing to reaching our vision of a society where each individual is accepted, valued, and celebrated for all their diversity dimensions.

With this campaign, we wanted to offer a space to celebrate our Partners’ projects, plans, and achievements in IDEA.

Their valuable work should serve as an example of what an organization can attain when building a diverse and inclusive workplace, and also, as an inspiration to follow their steps in creating entities where people have a sense of belonging.

We will continue working hard to support communities and to reach our mission of building an inclusive Canada, by bringing together and supporting people to become change agents through thoughtful leadership, research, education, and action.

We continue to work to support communities and realize our mission, which is to bring a Canada inclusive, in emphasizing and in strengthening the principles and providing them with the tools and resources necessary for everyone to thrive.

It’s important to view the journey toward workplace IDEA as a horizon that we continuously strive toward. We should celebrate our progress while acknowledging that there’s always more work to be done. By pushing the horizon further and committing to ongoing improvement, we can create workplaces that are truly inclusive and welcoming to all.

THE CCDI FAMILY / LA FAMILLE CCDI

A SPECIAL INTEREST SECTION BY MEDIAPLANET

Please join our movement and let us know your strategy is essential. Requires continuous effort and commitment. A comprehensive IDEA creating a truly inclusive workplace is an ongoing journey that's never truly done, but each step forward addresses areas for improvement. The work never truly done, but each step forward expands our understanding and moves us closer to our goal.

The road hasn't always been easy, but we have been firm in our mission of promoting an inclusive society. Free of prejudice and discrimination, fostering dialogue and action, and helping people to recognize diversity as an asset and not an obstacle.

In these 10 years, we have been thankful and proud to count on the support of our Employer Partners and Individual Practitioners, which have been crucial in contributing to reaching our vision of a society where each individual is accepted, valued, and celebrated for all their diversity dimensions.

With this campaign, we wanted to offer a space to celebrate our Partners’ projects, plans, and achievements in IDEA.

Their valuable work should serve as an example of what an organization can attain when building a diverse and inclusive workplace, and also, as an inspiration to follow their steps in creating entities where people have a sense of belonging.

We will continue working hard to support communities and to reach our mission of building an inclusive Canada, by bringing together and supporting people to become change agents through thoughtful leadership, research, education, and action.

We continue to work to support communities and realize our mission, which is to bring a Canada inclusive, in emphasizing and in strengthening the principles and providing them with the tools and resources necessary for everyone to thrive.

It’s important to view the journey toward workplace IDEA as a horizon that we continuously strive toward. We should celebrate our progress while acknowledging that there’s always more work to be done. By pushing the horizon further and committing to ongoing improvement, we can create workplaces that are truly inclusive and welcoming to all.

THE CCDI FAMILY / LA FAMILLE CCDI

A SPECIAL INTEREST SECTION BY MEDIAPLANET

Please join our movement and let us know your strategy is essential. Requires continuous effort and commitment. A comprehensive IDEA creating a truly inclusive workplace is an ongoing journey that's never truly done, but each step forward addresses areas for improvement. The work never truly done, but each step forward expands our understanding and moves us closer to our goal.

The road hasn't always been easy, but we have been firm in our mission of promoting an inclusive society. Free of prejudice and discrimination, fostering dialogue and action, and helping people to recognize diversity as an asset and not an obstacle.

In these 10 years, we have been thankful and proud to count on the support of our Employer Partners and Individual Practitioners, which have been crucial in contributing to reaching our vision of a society where each individual is accepted, valued, and celebrated for all their diversity dimensions.

With this campaign, we wanted to offer a space to celebrate our Partners’ projects, plans, and achievements in IDEA.

Their valuable work should serve as an example of what an organization can attain when building a diverse and inclusive workplace, and also, as an inspiration to follow their steps in creating entities where people have a sense of belonging.

We will continue working hard to support communities and to reach our mission of building an inclusive Canada, by bringing together and supporting people to become change agents through thoughtful leadership, research, education, and action.

We continue to work to support communities and realize our mission, which is to bring a Canada inclusive, in emphasizing and in strengthening the principles and providing them with the tools and resources necessary for everyone to thrive.

It’s important to view the journey toward workplace IDEA as a horizon that we continuously strive toward. We should celebrate our progress while acknowledging that there’s always more work to be done. By pushing the horizon further and committing to ongoing improvement, we can create workplaces that are truly inclusive and welcoming to all.

THE CCDI FAMILY / LA FAMILLE CCDI

A SPECIAL INTEREST SECTION BY MEDIAPLANET

Please join our movement and let us know your strategy is essential. Requires continuous effort and commitment. A comprehensive IDEA creating a truly inclusive workplace is an ongoing journey that's never truly done, but each step forward addresses areas for improvement. The work never truly done, but each step forward expands our understanding and moves us closer to our goal.

The road hasn't always been easy, but we have been firm in our mission of promoting an inclusive society. Free of prejudice and discrimination, fostering dialogue and action, and helping people to recognize diversity as an asset and not an obstacle.

In these 10 years, we have been thankful and proud to count on the support of our Employer Partners and Individual Practitioners, which have been crucial in contributing to reaching our vision of a society where each individual is accepted, valued, and celebrated for all their diversity dimensions.

With this campaign, we wanted to offer a space to celebrate our Partners’ projects, plans, and achievements in IDEA.

Their valuable work should serve as an example of what an organization can attain when building a diverse and inclusive workplace, and also, as an inspiration to follow their steps in creating entities where people have a sense of belonging.

We will continue working hard to support communities and to reach our mission of building an inclusive Canada, by bringing together and supporting people to become change agents through thoughtful leadership, research, education, and action.

We continue to work to support communities and realize our mission, which is to bring a Canada inclusive, in emphasizing and in strengthening the principles and providing them with the tools and resources necessary for everyone to thrive.

It’s important to view the journey toward workplace IDEA as a horizon that we continuously strive toward. We should celebrate our progress while acknowledging that there’s always more work to be done. By pushing the horizon further and committing to ongoing improvement, we can create workplaces that are truly inclusive and welcoming to all.
Actuaries are experts in assessing risk, and we work within an ethical framework to evaluate and address potential bias in many areas of business.

Addressing bias in business decisions

As business processes become more automated, improper data collection and risk modelling can introduce bias into decision-making and create outcomes that are unfair for certain groups of people. For example, bias in insurance models can mean some groups are charged unjustifiably higher or lower premiums, leading to improper outcomes. The solution to this is to use data and models that are free of bias, which is why actuaries are experts in assessing risk.

In Canada, the actuarial profession is self-regulated through a code of conduct based on the principles of integrity, objectivity, and professional competence. Actuaries are experts in assessing risk, and we work within an ethical framework to evaluate and address potential bias in many areas of business.

Actuaries are experts in assessing risk, and we work within an ethical framework to evaluate and address potential bias in many areas of business. An approach that includes identifying vulnerable groups and any potential harm to them, considering the data and measurement assumptions being used, and reviewing the assumptions and models being applied.

B

In North York, General Champions Equity in Health Care

North York General prioritizes equity, diversity, and inclusion across health care services, fostering a diverse and inclusive environment for all.

North York General Hospital

How North York General Champions Equity in Health Care

North York General prioritizes equity, diversity, and inclusion across health care services, fostering a diverse and inclusive environment for all.

North York General Hospital

Katherine Capellacci, Manager of EDI, Toronto Zoo

Toronto Zoo Knows It’s Better for Our Planet When Everyone Works Together

The Toronto Zoo is committed to uplifting their employees and the communities they serve, through the efforts of the Education Program Design. The program is increasing opportunities that lead to employment in these sectors, including the Eleanore Oakes Award for Conservation Science and the Toronto Zoo Education Program Design. The zoo often provides opportunities for students to learn about the importance of conservation science to fight extinction, providing annual Zoo Camp and Zoo School programs.

In 2021, they started the action-based Learning and Leadership program, which is their desire to connect people, animals, and conservation science with traditional knowledge and contemporary issues.

Another major way in which the Toronto Zoo has proven its’ leaders in EDI, they’re working alongside local community partners to discuss longer-term goals for Scarborough’s workplace development and how to remove barriers to employment opportunities. The Zoo offers professional development opportunities with advanced job postings, career presentations, on-site visits, and more.

The Toronto Zoo believes everyone plays a part in their conservation mission. Through these partnerships, they will build on their way to achieving their long-term goal of establishing a space where everyone feels valued and welcomed.
What Does Inclusion Look Like? York Region Is Paving the Way

Through its Inclusion Charter, York Region has become a trailblazer in equity and diversity practices for its employees and communities alike.

Katherine Cappellacci

le Regional Municipality of York (York Region) is an award-winning organization that’s dedicated to providing its residents with a welcoming, inclusive, and safe place to work, live, and do business. From north of Toronto to Lake Simcoe, the Region is made up of nine cities and towns and provides 41 core services and programs to more than 1.2 million residents. Inspired by values that include integrity, commitment, respect, accountability, and excellence, York Region proudly works to build strong, caring, safe communities. Home to one of the most diverse and fastest growing populations in Canada, York Region strives to build a workforce that represents the diverse communities it serves.

Creating equitable spaces

In a country as socially and culturally diverse as Canada, the importance of building an inclusive workplace cannot be overstated. It takes policies, integrated practices and continuous learning and collaboration to create a lasting systemic change. But this simple statement means nothing if it isn’t put into practice. York Region believes that continuous learning, where commitments and changes are sustainable and will stick over time.

Gathering valuable insights

In the last two years, InterRent has invested in listening to the voices of our diverse teams by launching two surveys specifically focused on diversity, equity, and inclusion. These surveys gathered valuable insights, suggestions, and perspectives, and helped spark meaningful conversations within the organization.

“Not only did it help our teams, but we also took action,” says Will. “We asked key positions and implemented initiatives that have made a difference. I remember a situation where a team member experienced a personal challenge that impacted their work. We provided the required time off, health resources, and a collaborative work reconfiguration plan, and gradually helped them get back on track.”

Expanding mindsets and viewpoints

Cat recalls specific moments when colleagues weren’t afraid to challenge and encourage their peers to expand their mindset and viewpoints. “I may have said a few times at meetings the hurt and victims shared, and I learned so much through each conversation alike.”

As InterRent continues its journey to awareness, we invite others to join in to celebrate vulnerabilities and imperfections, build bridges, and empower team members in acknowledging our awaremess — one heartfelt conversation at a time.

Municipal Diversity and Inclusion Group which includes 20 organizations that serve people who live, work, and visit here. This community collaboration brings together municipalities, police services, hospitals, school boards, conservation authorities, and agencies with a common commitment to welcoming and inclusive communities alike.

There are many collective actions resulting from the Inclusion Charter for York Region such as an online diversity calendar, Inclusive Language Guide and the #EndHateYR campaign aimed at raising awareness about hate motivated crimes and incidents. The community’s shared responsibility to eliminate hate and support those impacted. The Inclusion Charter has gained recognition from the National Institute for Training and Research (UNITAR) as a leading practice model to create inclusive communities.

InterRent’s Journey to Awareness — one heartfelt conversation at a time. She says. "We added key positions and implemented initiatives that have made a tangible difference. I remember a situation where a team member experienced a personal challenge that impacted their work. We provided the required time off, health resources, and a collaborative work reconfiguration plan, and gradually helped them get back on track.”

Creating equitable spaces

In a country as socially and culturally diverse as Canada, the importance of building an inclusive workplace cannot be overstated. It takes policies, integrated practices and continuous learning and collaboration to create a lasting systemic change. But this simple statement means nothing if it isn’t put into practice. York Region believes that continuous learning, where commitments and changes are sustainable and will stick over time.

Gathering valuable insights

In the last two years, InterRent has invested in listening to the voices of our diverse teams by launching two surveys specifically focused on diversity, equity, and inclusion. These surveys gathered valuable insights, suggestions, and perspectives, and helped spark meaningful conversations within the organization.

“Not only did it help our teams, but we also took action,” says Will. “We asked key positions and implemented initiatives that have made a difference. I remember a situation where a team member experienced a personal challenge that impacted their work. We provided the required time off, health resources, and a collaborative work reconfiguration plan, and gradually helped them get back on track.”

Expanding mindsets and viewpoints

Cat recalls specific moments when colleagues weren’t afraid to challenge and encourage their peers to expand their mindset and viewpoints. “I may have said a few times at meetings the hurt and victims shared, and I learned so much through each conversation alike.”

As InterRent continues its journey to awareness, we invite others to join in to celebrate vulnerabilities and imperfections, build bridges, and empower team members in acknowledging our unawareness — one heartfelt conversation at a time.

Ontario's Energy Future
Will Benefit from a Diverse Workforce

Ontario’s IESO is preparing for a decarbonized energy future, prioritizing diversity, equity, and inclusion to become a more sustainable and affordable supply.

At the IESO, we’re channelling these changes into rich and varied individual opportunities for our team members — whether it’s working on innovative projects, honing our skill sets and expertise, or exploring diverse career paths. "One of the pillars of our corporate strategy is driving change in Indigenous communities of belonging, a diversity and inclusion staff committee and an anti-racism advisory group. We’re working alongside industry partners to improve the participation of women, Indigenous and other under-represented groups in the electricity sector. We’re working toward a common good in essential. It promises to change the production, transmission, and consumption of electricity to support the decarbonization of Ontario’s economy. From its vantage point at the heart of the sector, Ontario’s Independent Electricity System Operator (IESO) is working with partners across the electricity system — and beyond — to drive and guide these changes. It’s a view to ensure Ontario continues to receive a reliable, affordable and sustainable electricity supply.

Building a more inclusive culture

At the IESO, we’re working toward a common goal that redefines what work means. Whether it’s exploring diverse career paths, working toward a common good in essential. It promises to change the production, transmission, and consumption of electricity to support the decarbonization of Ontario’s economy. From its vantage point at the heart of the sector, Ontario’s Independent Electricity System Operator (IESO) is working with partners across the electricity system — and beyond — to drive and guide these changes. It’s a view to ensure Ontario continues to receive a reliable, affordable and sustainable electricity supply.

Building a more inclusive culture

At the IESO, we’re working toward a common goal that redefines what work means. Whether it’s exploring diverse career paths, working toward a common good in essential. It promises to change the production, transmission, and consumption of electricity to support the decarbonization of Ontario’s economy. From its vantage point at the heart of the sector, Ontario’s Independent Electricity System Operator (IESO) is working with partners across the electricity system — and beyond — to drive and guide these changes. It’s a view to ensure Ontario continues to receive a reliable, affordable and sustainable electricity supply.

Building a more inclusive culture

At the IESO, we’re working toward a common goal that redefines what work means. Whether it’s exploring diverse career paths, working toward a common good in essential. It promises to change the production, transmission, and consumption of electricity to support the decarbonization of Ontario’s economy. From its vantage point at the heart of the sector, Ontario’s Independent Electricity System Operator (IESO) is working with partners across the electricity system — and beyond — to drive and guide these changes. It’s a view to ensure Ontario continues to receive a reliable, affordable and sustainable electricity supply.

Building a more inclusive culture

At the IESO, we’re working toward a common goal that redefines what work means. Whether it’s exploring diverse career paths, working toward a common good in essential. It promises to change the production, transmission, and consumption of electricity to support the decarbonization of Ontario’s economy. From its vantage point at the heart of the sector, Ontario’s Independent Electricity System Operator (IESO) is working with partners across the electricity system — and beyond — to drive and guide these changes. It’s a view to ensure Ontario continues to receive a reliable, affordable and sustainable electricity supply.
Belonging begins at Staples: Our commitment to diversity, equity, and inclusion

Staples Canada fosters a culture of belonging through DEI initiatives, celebrating diversity, and giving back to communities.

Wanda Walkden, Chief Human Resources & Communications Officer, Staples

As the working and learning environment becomes more connected, it is crucial to create a sense of belonging for all who are a part of our community. This includes our associates, our customers, our vendor partners, and the communities we serve. Belonging is where we begin.

At Staples Canada, we know that our focus on diversity, equity, and inclusion (DEI) is not just the right thing to do, but it is key to our success. We are working towards an equitable future by creating a culture where everyone is comfortable being their authentic selves.

Understanding the sense of belonging for our associates is an integral part of ensuring that culture of acceptance, inclusion, and understanding. With the launch of our new Diversity, Equity, and Inclusion (DEI) plan, we created an opportunity for our associates to share their beliefs on what belonging means to them in their own words, as we strive for continued commitment.

“Belonging is a very personal feeling that each individual experiences in their own unique ways,” Wanda Walkden, Chief Human Resources and Communications Officer, “We saw an opportunity to engage each of our associates in a deeper way, and bring them along the journey, creating individual commitments to DEI.”

With 43 per cent of our directors and above identifying as women, and 44 per cent of our associates from those who chose to identify in our Associate Engagement Survey (identifying as BIPOC), we are proud of the diversity of our population, and the representation of the communities we serve.

“We want everyone who steps through the door at Staples to feel safe, accepted and respected. To achieve this, we need engagement from our associates at all levels in the organization, across all roles, in all areas of the business.”

Engaging our associates

Staples Canada’s Business Resource Groups (BRGs) are run by our associates and for our associates, leading with our authentic voices where we continue to build inclusion and belonging by storytelling.

Our associates are the heart of creating our inclusive culture.

“Our actions that foster a welcoming and inclusive culture include:

- Launching the First Capital’s Employee Spotlight program across all of our properties.
- Launching our “Everyone is Welcome” campaign in our stores to celebrate the differences that represent our people
- Introducing our Employee Spotlight series to provide a safe space for our people to openly share their personal stories, learn from one another, and dialogue.
- Launching our Employee cookbook that’s filled with recipes from various cultures that represent our people.
- Introducing mandatory Pride at Work and 4 seasons of Anti-Racism training for all staff.
- Building on inclusion:
  - Launching our “Everyone is Welcome” campaign across all of our properties.
- Sharing and learning together:
  - Providing opportunities for sharing experiences through panel discussions on important topics such as Indigenous cultures, Pride at work and allyship, invisible and visible disabilities, learning and unlearning conscious and unconscious bias, women in leadership, and mental health.
- Introducing our “Employee Spotlight” series to provide a safe place for our people to openly share their personal stories, learn from one another, and dialogue.

Despite these efforts, we still have work to do, and we are excited about the opportunities in front of us.”

First Capital’s EDI Council drives meaningful change, creating an empowering work environment for all employees.

First Capital

In 2020, we launched our employee-led equity, diversity, and inclusion (EDI) Council to create meaningful actions that foster awareness and advocacy for all employees. In its inception, our Council established a three-year action plan, partnered with various EDI-related organizations, and created four pillars of action (foundation, education, awareness, and community outreach) that would ultimately guide us on this journey.

Over the last three years, we’re proud to say that we’ve achieved a great deal in the EDI space and most importantly, First Capital is creating a culture where employees have an equal opportunity to thrive, love what they do, and grow their careers. Through our actions, we create a safe and respectful work environment that embraces different perspectives and lived experiences, and we strive to inspire everyone to become better at who we are and what we do.

Our actions that foster a welcoming and inclusive culture include:

- Launching an anonymous employee self-identification survey to better understand the diversity of our workforce so we can better support the needs of our team.
- Focusing on mental wellness:
  - Offering a mental health benefit of up to $2,000 of yearly coverage for mental wellness, including counseling.

Building on inclusion:

- Launching our “Everyone is Welcome” campaign across all of our properties.
- Sharing and learning together:
  - Providing opportunities for sharing experiences through panel discussions on important topics such as Indigenous cultures, Pride at work and allyship, invisible and visible disabilities, learning and unlearning conscious and unconscious bias, women in leadership, and mental health.
- Introducing our “Employee Spotlight” series to provide a safe space for our people to openly share their personal stories, learn from one another, and dialogue.
- Launching our employee cookbook that’s filled with recipes from various culures that represent our people.
- Introducing mandatory Pride at Work and 4 seasons of Anti-Racism training for all staff.
- Sharing and learning together:
  - Providing opportunities for sharing experiences through panel discussions on important topics such as Indigenous cultures, Pride at work and allyship, invisible and visible disabilities, learning and unlearning conscious and unconscious bias, women in leadership, and mental health.
- Introducing our “Employee Spotlight” series to provide a safe space for our people to openly share their personal stories, learn from one another, and dialogue.
- Launching our employee cookbook that’s filled with recipes from various cultures that represent our people.
- Introducing mandatory Pride at Work and 4 seasons of Anti-Racism training for all staff.

Now that we’ve conducted essential, meaningful, and impactful work within, we can expand to our communities around us. We’re especially looking forward to growing our yearly Pride and mental health week activities, publishing more Employee Spotlights that touch on holiday, cultural events, and religious celebrations that are important to our staff, contractors, suppliers, and vendors on EDI metrics, values, and policies to ensure we’re working with the right companies whose values align with ours, and building our 2024-2026 EDI Action Plan, which will ultimately guide us in our future endeavours and initiatives.

Our Co-Chairs, Samantha Ross and Carolyn Kolodny, are the engine that drive these initiatives forward. Our EDI Council Co-Chairs change leadership every two years to provide a fresh and innovative perspective and to ensure we’re taking the necessary steps forward.

To learn more, please visit staples.ca/a/PAID ADVERTISEMENT

PAID ADVERTISEMENT