

Diversity, Equity, Inclusion and Belonging Update

LSRCA Board of Directors

September 23, 2022

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Lake Simcoe Region
conservation authority



Member of Conservation Ontario

Presentation Outline

- What is Diversity, Equity, Inclusion and Belonging?
- History of Diversity, Equity, Inclusion and Belonging at the Conservation Authority
- Current Project
- Next Steps



What is Diversity, Equity, Inclusion and Belonging?

Diversity

Knowing, understanding, accepting and valuing the unique dimensions, qualities and characteristics we all possess.

Equity

Empowering people to be their best and ensuring everyone is treated fairly.

Inclusion

Creating an environment where everyone can develop to their full potential, participate freely, and live with respect, dignity and freedom from discrimination.

Belonging

A sense of fitting in or feeling like you are an important member of a group.

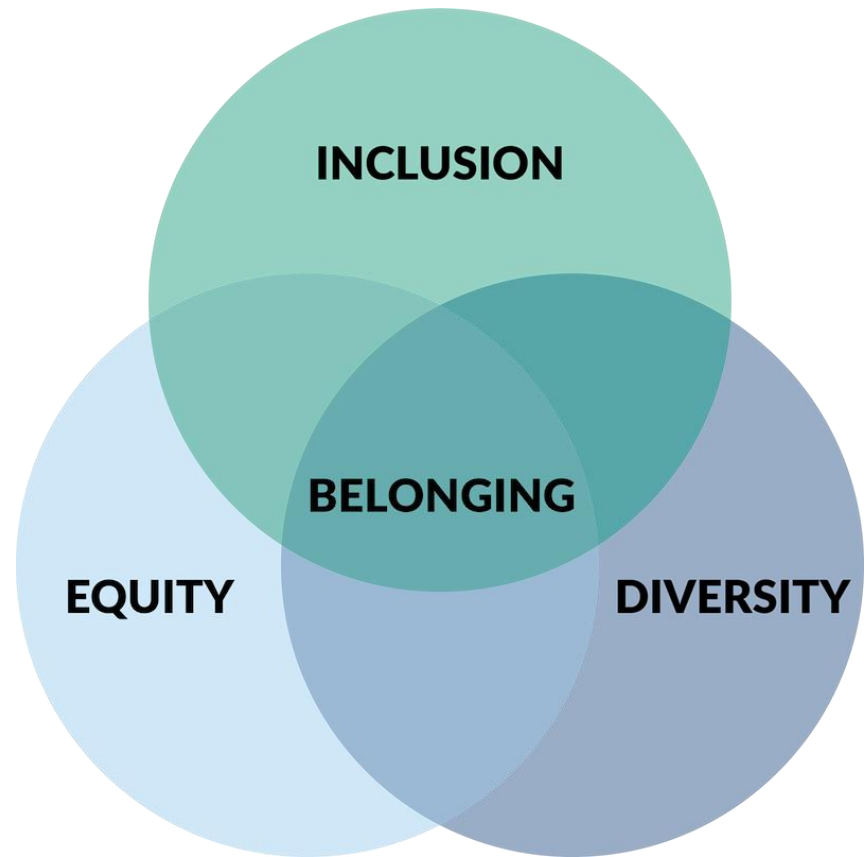
Diversity, Equity, Inclusion and Belonging at the Conservation Authority

- Inclusion Charter for York Region – endorsed by the Lake Simcoe Region Conservation Authority (2018)
- Our commitment to Diversity, Equity, Inclusion and Belonging
- Incorporated into Strategic Plan and Values
 - Strategic Direction 5: Nurture People and Talent
 - 5.2: Employees feel a sense of belonging and contribute to a safe and healthy culture where diversity, equity, inclusion and wellness are celebrated and promoted.
 - Inclusivity: We value and respect the importance of a diversity of perspectives, knowledge and experience.



Current Project

- Retained the consulting services of Taneja Consulting Inc. and S.M.D. Consulting Inc.
- Identify gaps and increase opportunities for Diversity, Equity, Inclusion and Belonging work
- Creation of a Diversity, Equity, Inclusion and Belonging Roadmap



Confidential Employee Survey

Themes

- Corporate Culture and a Sense of Belonging
- Demographics
- Workplace Practices

Responses

- 109 Staff – 87 responses received
- 83% response rate



Next Steps

- Series of Focus Group Sessions
 - Short-Term Volunteer Working Group
- Development of a Diversity, Equity, Inclusion and Belonging Roadmap for future programs
- The final report summarizing the survey and focus group analysis and roadmap recommendations will be brought forward to the Board in 2023.



Questions?



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