Summary of EDI Roadmap and Implementation Plan

► High level overview of the EDI Roadmap; inclusive of the recommended systemic initiatives and EDI cultural behaviours, and the implementation plan; inclusive of timelines and behavioural sprints

Summary of EDI Roadmap
Summary of systemic initiatives

Following data collection and analysis from multiple sources – EDI diagnostic survey, Leader Interviews, Focus Groups, and a Senior Leadership Team Workshop- the following **systemic initiatives** were recommended in the EDI Framework

1

Business Case

Create EDI business case to outline the benefits of EDI and how it impacts business performance and the City's overall objectives

Key Activities

- Assemble the EDI business case team
- Define the business case
- Implement business plans and set up review cycle
- Communicate business case

2

Communications Plan

Create a organization-wide communications plan that includes an EDI calendar, campaign and community events

Key Activities

- Broadcast Leadership's commitment to EDI
- Create EDI communications campaign strategy
- Create EDI communications calendar
- Spread awareness of EDI learning events

3

Structured Performance Management

Implement targeted approaches to help retain employees and progress all employees fairly

Key Activities

- Assemble performance management and career progression subcommittee
- Enhance performance appraisal process
- Create targeted talent development programs
- Enhance talent mapping and succession planning
- Measure impact

Summary of EDI Roadmap
Summary of EDI cultural behaviours

Following data collection and analysis from multiple sources – EDI diagnostic survey, Leader Interviews, Focus Groups, and a Senior Leadership Team Workshop- the following **EDI cultural behaviours** were recommended in the EDI Framework.

4

Leader Commitment

Improve Senior Leadership communication to better cascade priorities to various levels within the organization

Key Activities

- Engage team with EDI content
- Define behavioural sprint, implement, reflect and engage, report back and iterate

5

Inclusive Collaboration

Actively seek out opportunities to involve others and regularly seek feedback on how to team more inclusively

Key Activities

- Encourage Feedback
- Incorporate the use of inclusive language
- Break down silos
- Define behavioural sprint, implement, reflect and engage, report back and iterate

6

Better Recognize and Promote Employees

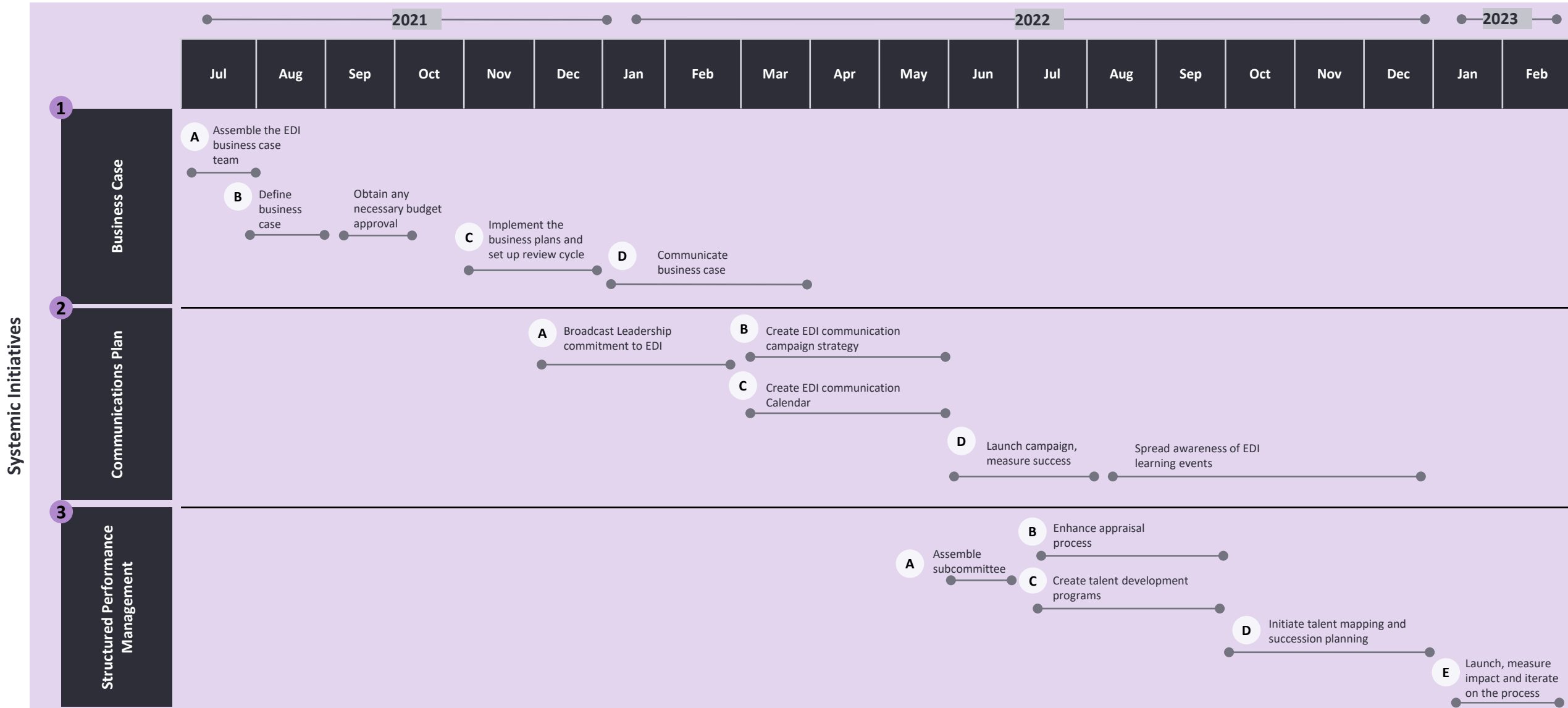Lead with an open-mind to drive more employee recognition

Key Activities

- Increase recognition
- Foster a work environment where varying opinions and ideas are welcome
- Define behavioural sprint, implement, reflect and engage, report back and iterate

Summary of Implementation Plan
Systemic Initiatives

This roadmap presents a time-based set of systemic initiatives to execute towards achieving a more equitable, diverse and inclusive organizational culture.

Systemic Initiatives

2021 — 2022 — 2023

| Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb |

1 — Business Case
- A: Assemble the EDI business case team
- B: Define business case
- Obtain any necessary budget approval
- C: Implement the business plans and set up review cycle
- D: Communicate business case

2 — Communications Plan
- A: Broadcast Leadership commitment to EDI
- B: Create EDI communication campaign strategy
- C: Create EDI communication Calendar
- D: Launch campaign, measure success
- Spread awareness of EDI learning events

3 — Structured Performance Management
- A: Assemble subcommittee
- B: Enhance appraisal process
- C: Create talent development programs
- D: Initiate talent mapping and succession planning
- E: Launch, measure impact and iterate on the process

Summary of Implementation Plan
EDI cultural behaviours

This roadmap presents a time-based set of EDI cultural behaviours to execute towards achieving a more equitable, diverse and inclusive organizational culture.