



Inclusion, Diversity, Equity and Anti-Racism (IDEA) Project Champion Team

Project Overview

The IDEA project champion team will work with DiversiPro to:

1. Develop a clear understanding of the organisational composition with respect to diversity;
2. Solicit employee feedback and input regarding their experiences around inclusion as well as learning and development needs;
3. Identify potential areas of organisational policy and practice gaps and risk with respect to IDEA (Inclusion, Diversity, Equity and Anti-Racism) centering the experiences of BIPOC employees and communities;
4. Develop an IDEA (Inclusion, Diversity, Equity and Anti-Racism) strategy accompanied by its implementation structure and process

Committee Structure

The committee will be comprised of the following individuals from across the organisation:

1. Vito Montesano, Senior Manager, Human Resources (Project Lead)
2. Kanta Kapoor, Manager, Support Services
3. Ashley Directo, Manager, Marketing and Communications
4. Emily Thompson, Community-Led Librarian
5. Maria Ahmed, Customer Service Associate
6. Gayatri Padmanabhan, Page
7. Emma Maxwell, Support Services Associate
8. Daniel Opaluwa IT Technician

Role of the Committee

The IDEA project team will act as the champions throughout the development of MPL's IDEA strategy and meet on a regular basis throughout the project.

The role of each member will be:

1. Act as an advocate and advisor for the project
2. Attend and participate in regular meetings to discuss:
 - a. Project status
 - b. Challenges
 - c. Success
 - d. Promotion and communication
3. Work on work plan items, as assigned

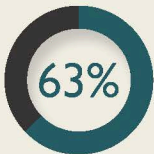
Our EDI Survey Results



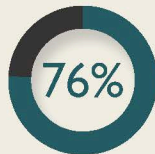
What is the purpose of the survey?

MPL is engaging with DiversiPro, a Canadian Black-owned and led consulting firm specialising in diversity, equity, inclusion and anti-racism to build a strong foundation that will guide and sustain meaningful action as we work to address key issues impacting our stakeholder communities. The first stage in this process was the rollout of the EDI Survey to all staff at MPL which will help us collect human rights based data about people's experiences with equity, inclusion and belonging, providing a foundation for the achievement of the project goals. The information will help uncover organisational gaps and barriers with respect to diversity, equity and inclusion, identify organisational learning and development needs, and point to action areas.

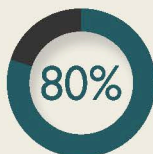
MPL has a fairly homogeneous workforce



born in Canada



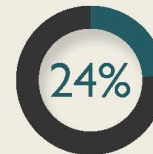
report English as the mother tongue



are women



identify as a member of the LGBTQ2+ community



are racialized



Average age is 44 years old

Employees feel diversity is valued and that they are provided opportunities to learn about diversity and inclusion. 73% of employees say their team actively promotes a culture of inclusion and belonging.



55% of employees speak languages other than English or French, which include:



Welsh



Hindi



Urdu



Italian



Vietnamese

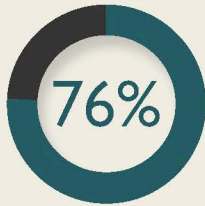
Throughout the survey, there are large minorities of employees who are neutral in many areas. This may indicate that they are not sure of where the organisation stands on issues and provides an opportunity for MPL to clarify its position.

Overall, employees see MPL as inclusive, most notably for demonstrating awareness of the different religious/ethno cultural traditions and customs of the local community.

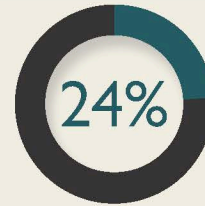
Respect is a valuable asset at MPL

84% of employees feel respected and valued by their peers/colleagues. **82%** feel respected and valued by those they report to.

Employees are comfortable talking about their race, identity and cultural experiences with colleagues.



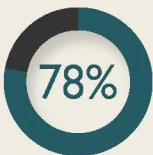
of respondents stated that they have NOT witnessed or experienced homophobia or transphobia at work.



of respondents stated that they HAVE witnessed or experienced sexism, racism and/or ableism at work.



of employees strongly agree/agree that MPL clearly communicates Policies and Procedures regarding discrimination and harassment.



strongly agree/agree that there will be consequences for the racist, sexist, homophobic and other discriminatory behavior.



The top three ways to promote an inclusive workplace are:

1. Communicate more about what the organisation is doing to promote inclusion.
2. Organise events/internal gatherings that allow employees to connect with each other.
3. Provide regular competency training on topics of Inclusion, Diversity, Equity and Anti-racism.

