

# CLBC Equity, Diversity and Inclusion Strategy for the Workforce



## Our Commitment Statement

CLBC is dedicated to fostering belonging and connection for individuals and the communities we serve. We are guided in this work by our values of cultural safety, respect, kindness, accountability, and helpfulness. We recognize that equity, diversity and inclusion (EDI) are essential to upholding these values and aligning with our commitments to truth and reconciliation.

By prioritizing EDI within our workforce, the foundation of our organization, we aim to strengthen belonging and connection internally, enabling us to better serve our communities. We are committed to developing and implementing an EDI strategy that supports our team and our work.

## Guiding Principles

|                |                           |              |                             |                             |                          |
|----------------|---------------------------|--------------|-----------------------------|-----------------------------|--------------------------|
| Trust & Safety | Collective Responsibility | Transparency | Nothing about us without us | Data-driven decision-making | Trauma-informed practice |
|----------------|---------------------------|--------------|-----------------------------|-----------------------------|--------------------------|

## Goals

|   |  |   |
|---|--|---|
| Accessible and Inclusive Workplace<br> | Diverse Workforce<br> | Informed and Supported Employees<br> |
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## Objectives

|   |  |   |
|---|--|---|
| <ul style="list-style-type: none"><li>Enhance Workplace Accessibility</li><li>Foster an Engaged and Inclusive Culture</li></ul> | <ul style="list-style-type: none"><li>Measure and enhance diversity across all organizational levels</li><li>Support a diverse workforce</li></ul> | <ul style="list-style-type: none"><li>Establish equitable development practices and opportunities</li><li>Develop EDI and accessibility learning pathways</li></ul> |
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## Measures

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| <ul style="list-style-type: none"><li>Tracking utilization &amp; satisfaction with accommodation process</li><li>Employee engagement scores related to inclusion</li></ul> | <ul style="list-style-type: none"><li>Diversity of CLBC employees reflects BC population</li><li>Employee engagement scores related to inclusion</li></ul> | <ul style="list-style-type: none"><li>Increase in utilization of career development opportunities</li><li>Increase in Employee &amp; Leadership training participation rates</li></ul> |
|--|--|--|

## Leads

|   |   |   |
|---|---|---|
| <ul style="list-style-type: none"><li>All Leaders</li><li>People &amp; Culture</li><li>Communications</li></ul> | <ul style="list-style-type: none"><li>All Leaders</li><li>People &amp; Culture</li><li>Partner with all Divisions</li></ul> | <ul style="list-style-type: none"><li>All Leaders</li><li>People &amp; Culture</li><li>Communications</li></ul> |
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