



# INCLUSIVE *Diversity*

EllisDon's commitment to Inclusive Diversity is to work together to create an inclusive environment where all of our employees can reach their full potential and individual differences are valued and respected. This is a commitment that is made by all employees when they join EllisDon. **We welcome people of any age, culture, subculture, gender identity or expression, sexual orientation, nationality, ethnicity, race, size, mental or physical status, veteran status, religion, language, political opinion, working-style preference, family status, education, and socio-economic status.**

[Click here to read our full commitment statement.](#)

We will do all that we can to create an environment where everyone feels safe to be themselves, and you can do the same. We will only be able to eliminate racism and intolerance if we work together. We're happy to share what we've developed at EllisDon in hopes that you might find them useful. Together, we must continue the conversations, and efforts to create inclusive workplaces for everyone.

## ID *Training*

**Inclusive Diversity training is completely online and can be accessed 24/7 from any location.** It consists of **7 videos** that will introduce you to Inclusive Diversity, and provide you with front row seats as we discuss our commitment to Inclusive Diversity, the concept of identity, perspective, language and creating inclusive environments. It features a video with Geoff Smith, CEO and President of EllisDon as he answers employee questions about diversity and inclusion. A **guided worksheet** that will encourage you to reflect on the videos, and some **curated resources that will further your learning** are also included.

[Click here to register for the training access to these tools today.](#)

In July 2020, EllisDon started sharing monthly toolbox talks around a topic related to Inclusive Diversity. **The toolbox talks are shared at the site level by our Health Safety and Environment team.** They are also available to all of our employees on the EllisDon internal portal.

[Click here for access to our Inclusive Diversity toolbox talks.](#)

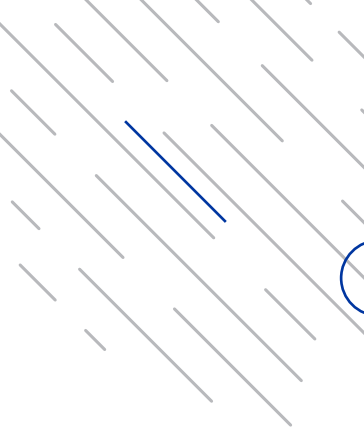
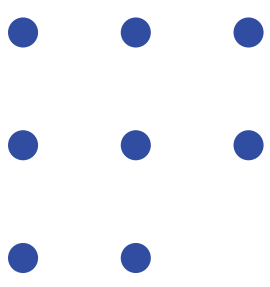
## TOOLBOX *Talks*



## ANTI RACISM *Resources*

In an effort to **encourage learning** at EllisDon, our team has put together a number of resources to help employees engage with different aspects of **Anti-Racism**. Our goal is to continue to raise awareness and education on racism so that people can better understand the individual actions that they can take to be effective allies and actively anti-racist. We believe that **individuals must commit to lifelong learning, curiosity and openness as we collectively take steps to disrupt and dismantle systemic racism.**

[Click here for access to our Anti Racism Resources.](#)



Implementing formal workplace policies centred around "**Respect in the Workplace**" and "**Violence in the Workplace**" is a necessary step to create a workplace environment that fosters respect and inclusion of others. Not only is it the right thing to do, but it provides employees with a framework that helps everyone understand our expectations and our **zero tolerance policy** for all forms of harassment and discrimination.

[Click here for access to EllisDon's Respect in the Workplace Policy.](#)  
[Click here for access to EllisDon's Violence in the Workplace Policy.](#)

## WORKPLACE *Policies*

## CODE OF CONDUCT *Provisions*

**Workplace Policies related to Inclusive Diversity must extend to every worker on a job site.** By adding Inclusive Diversity provisions to our contracts with subcontractors, it helps us to further educate the industry, and send a very clear message to everyone that works with us that we value Inclusive Diversity, and we expect the same of them.

[Click here to view our Code of Conduct Provisions.](#)

Samuel Ajobo, Chair of the Alliance of Black Employee Experience and Leadership (ABEEL) has put together a list of "**Super 8**" steps to aid preparedness against systemic racism in construction.

These 8 steps, curated by Samuel, are a **call to action for our construction industry.** Our hope in sharing these with other organizations is to give everyone the opportunity to **reflect** on the list so that you can translate the different steps to **tangible items for your organization.**

[Click here for access to the "Super 8 steps to Aid Preparedness against Systemic Racism in Construction".](#)  
[Click Here for the French version.](#)

## SUPER *Eight*

## OGCA *EllisDon*

Ontario General Contractors Association (OGCA) hosted a webinar with our CEO Geoff Smith, Jennifer Khan, Head of Inclusive Diversity, and Samuel Ajobo, Estimator and Chair of EllisDon's Alliance of Black Employee Experience & Leadership (ABEEL).

The webinar focused on events at Michael Garron Hospital over summer 2020, racism in the construction industry and how EllisDon intends to affect change in any way that it can.

[Click here to watch the recorded webinar.](#)