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Sent: January 11, 2021 1:02 PM
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Cc: Chair Dhaliwal <chair@metrovanancouver.org>; Linda Buchanan <lbuchanan@cnv.org>; 'gvrdeu@telus.net' <gvrdeu@telus.net>; Karlene Bateman <kbateman@teamsters31.ca>
Subject: Diversity and Inclusion – Next Steps

Dear Staff,

In previous emails to staff I have written about my goal to build on our work to date around supporting Diversity and Inclusion at Metro Vancouver. And, I have communicated that we will soon be embarking on the development of a corporate Diversity & Inclusion Action Plan to formalize our approach. At this time, I am very pleased to share what we anticipate this looking like over the next couple of months.

As you are aware, we took a very important step at the beginning of December when we launched the **Employee Experience & Diversity Survey** in partnership with BC Stats. I am gratified by staff engagement in the survey with an overall response rate of 78% (with several departments over 90%). Surveying staff was a critical first step however we fully recognize there is much more to do. Later this month, we will receive aggregate data from BC Stats and this information will support and inform the work we do going forward to ensure an inclusive environment where everyone can thrive.

As a next step, Metro Vancouver will be developing and implementing a Diversity & Inclusion Strategy and Action plan centered on four (4 key areas): 1) Talent Acquisition, 2) Talent Development, 3) Workplace Experience, and 4) Metrics and Data (embedded in each of the three streams). **We will be inviting staff from all areas of our organization to be key participants in this work, including research, perspective-sharing, and action.** We are working to finalize the terms of reference for this work and anticipate sharing additional information at regular intervals as we go.

Below is a timeline with our priorities (to date) so you know what to expect (at a high level) – it is also important to note that as we work through this, we expect this to evolve with the input and knowledge we gain along the way. At any time, please feel free to connect with our Organization Development team in the HR department via the [Diversity & Inclusion](#) email inbox. Please also keep an eye out for further information and a landing page on the intranet where we will share information as we go.

Timelines & Priorities:

Timeframe	Priority
January, 2021	Establish the Diversity & Inclusion Executive Sponsors and Steering Committee
January, 2021	Send invitation to all staff to submit an Expression of Interest to participate in a research group for the D&I Action Plan: Talent Acquisition, Talent Development or Workplace Experience.
February, 2021	Confirm participants for the respective research groups
February, 2021	Communicate survey results
February - March, 2021	Establish draft corporate definitions for Diversity & Inclusion as well as a draft Vision, Mission & Values for our work in this realm

April – June, 2021 (and beyond)	Initiate work to determine short and long terms goals for the 4 key areas of our action plan
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I am tremendously excited about this work and will be actively engaged along with the rest of the executive team. It is my expectation that staff who want to participate, and it is operationally practical, will have the support from their leadership teams to do so. It is also my hope that we have input and volunteers from all areas of the organization.

Happy New Year everyone. More to come soon.

Jerry

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Commissioner/Chief Administrative Officer

