



January 24, 2022

Equity, Diversity and Inclusion Policy

We believe equity, diversity and inclusion is about creating an organizational culture within Halifax Harbour Bridges (HHB) that embraces the uniqueness of individuals and is representative of the communities we serve

Equity means that people of all identities are treated fairly. Their individual rights, responsibilities and opportunities are not dependent upon identity.

Diversity consists of the conditions, expressions, and experiences of different individuals. It encompasses the unique qualities and characteristics that we all possess.

Inclusion is the cultivation of an environment in which all people are respected, where their differences are embraced, and where they all have access to the same opportunities.

We value equity, diversity, and inclusion because every person has a right to equitable treatment, and we are strengthened by diverse backgrounds, perspectives, and experiences.

Building an equitable, diverse, and inclusive workforce is collaborative and requires those in positions of privilege to be allies to those who are marginalized.

Our goals are to foster a diverse and inclusive environment by continuous and active engagement of all HHB employees at all levels, to remove barriers faced by equity-seeking groups.

We will create, support and maintain a work environment that is free from discriminatory and intimidating behaviour.

We will continuously address issues related to equity-seeking groups that include, but are not limited to, those represented by race, creed, color, sex, age, physical disabilities, sexual orientation, gender identity, etc.

We will actively work to recognize, develop and promote initiatives towards equity, diversity, and inclusion in HHB's hiring, retention and promotion policies, and organized events.

These efforts will be data driven and guided by evidence of successful approaches that act to remove barriers to inclusion.

We will provide leadership, mentorship, and sponsorship to ensure that all employees of the Halifax Harbour Bridges are treated in a fair and ethical manner and are supported in their path to success.

We act by supporting and encouraging an Equity, Diversity and Inclusion (EDI) Committee that not only includes members of equity seeking groups, but also their allies.

The composition of the Equity, Diversity and Inclusion Committee should be as follows:

Representatives from employees from the four Employment Equity Target Groups; an aboriginal, a racially visible person, a disabled person and a woman in a non-traditional role.

The employee representatives will be from as many as HHB's organizational departments as possible to get full representation of HHB's organization.

There will be an EDI Champion from Senior Management/Board to be able to bring issues forward as and when required as an ex-official member of the committee.

There will be a representative from Human Resources as an ex-official member of the committee to provide advice & guidance as and when required.

The committee will select two co-chairs to chair the meetings of the EDI committee. Their duties would consist of setting up the meeting, informing members of when the meetings are being held plus the location of meetings and then chairing the meetings

The committee will select a scribe to take minutes/notes of the meeting so that issues are captured and recorded as the committee deals with issues regarding EDI. Also so that the minutes can be sent to Senior Management and the Board so that action can be taken whenever required.

The EDI Committee will meet on a regular basis, and probably more frequently in the beginning to get up and running. Once the committee is established and is effectively operating the EDI committee could reduce the meeting to once a month.