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## **SUBJECT**

### **DIVERSE WORKING ENVIRONMENT AT CMHC**

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## **ISSUE**

What employment equity and diversity measures and initiatives does CMHC have in place to ensure an equitable and diverse working environment?

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## **KEY FACTS**

- **CMHC is consistently recognized as one of “Canada’s Best Diversity Employers” by Canada’s Top 100 Employers and the Globe and Mail.**
  - **On June 12, 2020, CMHC published its commitments to implementing additional measures to fight against racism and ensure adequate support for its racialized employees.**
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## **RESPONSE**

- **CMHC is committed to creating and sustaining an inclusive workplace culture.**
- **CMHC supports a diverse and high-performing work environment and strives to foster inclusiveness.**
- **CMHC is committed to address racism against Black people as well as discrimination against Indigenous persons, people of colour, women, LGBTQ2+ and other groups.**
- **While CMHC is recognized as one of Canada’s Top Diversity Employers, it acknowledges that it has not done nearly enough and has recently shifted its focus to address this challenge head-on.**
- **CMHC is committed to making transformative changes and has made the fight against racism a priority by implementing a series of measures that make it clear it is rejecting racism and white supremacy.**

## Background

On June 12, 2020, CMHC committed to the following measures to fight against racism.

- Working with CEE Centre for Young Black Professionals and similar organizations elsewhere in Canada to secure stronger support for our Black colleagues.
- Working with Monumental, a new initiative to promote fairness, justice and an equitable recovery, in supporting our commitment to a continuing conversation.
- CMHC already measures and publishes targets for representation of Indigenous persons and people of colour; it will add targets for Black and racialized people among its people leaders and senior management.
- CMHC will ensure the enforcement of the anti-racism standards in its Code of Conduct.
- It will reinforce support for the unique mental health of Black and racialized colleagues — ensuring that they receive counselling from people who are similarly affected.
- CMHC will involve people with lived experience of racism in a re-assessment of both recruiting, evaluation and promotion processes and in Diversity and Inclusion efforts to eliminate barriers to Black and racialized colleagues.
- CMHC will (a) offer leadership training and professional development to support the progress of Black and racialized employees at CMHC and (b) provide mandatory anti-racism training for all staff;
- CMHC rejects racism, white supremacy and wishes to atone for its past racism and insensitivity, including its role in funding the forced resettlement of Black people, most notably from Halifax's historic Africville and Hogan's Alley in Vancouver.