

Diversity, Equity & Inclusion Work Plan

Build and sustain an industry of workplaces where all employees are valued and embraced for who they are, allowing them to reach their full potential and enabling the industry to meet the housing , commercial and employment space needs of the GTA

BILD Statement
The Association's
Commitment to
Action

1

Leader's Pledge

Industry pledge on Diversity, Equity & Inclusion that frames our commitment to zero tolerance for discrimination and racism.

2

Awareness

Hold developer principals' forum to raise awareness of D, E & I and anti-racism programs and obtain leaders commitment to action.

Timing: *Mid September*

3

Baseline

Conduct a member survey to assess the status and breadth of D, E & I policies, programs and effectiveness across member companies.

Timing: *October*

4

Playbook

Develop D, E & I and anti-racism best practice guide for members to enable D, E & I program adoption across the BILD association and membership.

Timing: *Year-End*

5

Education

Support best practice adoption with tailored education sessions, videos and other educational/ sharing forums.

Timing: *Q1 → Q4*

6

Measurement

Measure industry adoption and benchmark with member survey

Timing: *Q4*

7

Code of Ethics

Enshrine D, E & I and zero tolerance in the BILD Code of Ethics

Timing: *TBD*

Now

Enabled via BILD People & Culture Committee

2022



Industry leaders are responsible for facilitating diversity, equity and inclusion (D, E & I) by demonstrating their clear commitment in their words and actions