

BACKGROUND

Canada Life's progress on Winnipeg's Indigenous Accord

Second year (2018/19) progress includes:

- **Employee & Diversity groups:**
 - Supported our Diversity Leadership Council and Employee Resource Group (ERG). Both are helping build and bridge cultural understanding and awareness through events, activities such as a KAIROS blanket exercise, and communications that increase visibility of Indigenous contributions, experiences, culture, languages and/or teachings.
- **Unconscious bias training:**
 - Continued to offer training to leaders to increase awareness of biases and to foster a more inclusive workplace culture. The training will be offered to all employees in 2019.
- **Workforce development:**
 - Continued developing relationships that advance building a workforce that reflects the diversity of the communities we live and operate in. This includes increasing the representation, support and advancement of Indigenous employees.
- **Career development:**
 - Continued to support career development for all employees, including Indigenous people. This includes offering financial support of an employee's continuing education in a relevant field.
- **Metrics and reporting**
 - Collected data through employee engagement and voluntary demographic self-identification surveys to start measuring diversity and inclusion impacts.
- **Land acknowledgement**
 - Recognized land acknowledgement at two national events in June 2018, including National Indigenous Peoples Day. Research continues to formalize these activities in our major centres in 2019.