

# Diversity and Inclusion in the Workplace

# Why is Diversity Important @ Baffinland....

- ✚ Brings different ideas, perspectives and expertise
- ✚ Brings innovative thinking (not the usual “run-of the mill” or traditional approaches)
- ✚ Promotes training and education
- ✚ Demands companies to become leaders of change management
- ✚ Removes barriers of “status-quo” allows different thinking and methods
- ✚ Opens opportunities to minorities who may not have the same access levels in an organization due to education
- ✚ Reduces stereotyping
- ✚ Forces organizations to create inclusive structures policies and procedures to support diversity

# How to....

- ‡ Commitment from the leadership in an organization
- ‡ Deliberate recruitment and retention strategies
- ‡ Systems, processes and policies to support and align the direction set by leadership.
- ‡ Symbols that support diversity and inclusion e.g. Cultural advisors and promotions of individuals based on merit
- ‡ Provision of coaches, elders, mentors and Inuit HR Advisors who can support and offer advice for development and serve as counsellors.
- ‡ Clear lines of progression policies and career pathing supported by education, training and mentorship.

# What we are doing @ Baffinland....

- ‡ Leadership is committed to diversity and inclusion at Baffinland and this is reflected in their support and sign off, of the actions below:
  - Roll out of Respectful workplace policy and training
  - Inuit Engagement training – focused on “walking a day in my kamiks” – training to understand the history, traditions and present day Inuit, to understand the experiences, beliefs and values of Inuit in the workplace and strategies to promote engagement.
  - As part of the IIBA – the development of an Inuit Action plan with QIA,
    - that looks at identifying barriers to employment for women through conducting focus groups at the mine site and the community level
    - Roundtable discussions with key stakeholders
    - This information will inform the action plan which is the first step to supporting attraction and retention of women in the workplace.
  - Cultural activities at site – as part of the IIBA there is a plan to introduce more cultural activities at site which will include Ulu-making, carving and sewing to mention a few.
  - Symbolically Baffinland and QIA through the IIBA have also created the roles of Inuit HR Advisors, Cultural advisors and Inuit engagement Coordinator to reinforce the support for Inuit employees on site.
  - Further initiatives that are underway is the use of Inuktitut Trainers for community programs like work readiness, and site orientation. In the longer term we want to offer more training in Inuktitut as these will be identified as we go forward.

Questions?

