

**Presentation for  
Joint Darlington and Pickering NGS  
Community Advisory Council**

**December 7, 2021**

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**ONTARIOPOWER**  
GENERATION



**Equity,  
Diversity &  
Inclusion  
Strategy**

**2020 – 2030**

# Agenda

- Setting the Stage
- OPG's ED&I Strategy
- Q&A



# OPG's ED&I Promise

**To accelerate equity, celebrate diversity, and foster a culture of inclusion.**

- **Equity** - Ensure our workforce is reflective of the communities we serve
- **Diversity** - Attract, retain and celebrate employees with unique backgrounds, skills and characteristics
- **Inclusion** - Create an inclusive culture where everyone can connect, belong and grow



# Looking back

## Looking back at the last 5 years

- Undertaking within various levels/teams
- Changes in external environment
- Increased appetite for ED&I work
- Formalization of commitment



# Speed Bumps

## Shift to address systemic issues

- Unpacking ED&I
- Values and beliefs
- Trust and ownership



# Green Lights

## System level advancements

- Data collection
- Partnerships
- Community investments
- Resources and engagement



# Road Map to ED&I Excellence

## OPG's ED&I Strategy

- Purpose
- Development process
- External benchmarks
- 4 Areas of Focus / 15 Priorities / 75+ Initiatives
- Internal launch November 2021
- External launch January 2022



# Where are we going?

## Short & Long-Term Benchmarks

To drive accountability and measure progress, OPG is targeting two external benchmarks:

- **Canada's Best Diversity Employers** - Globe and Mail
- **Global Leader in ED&I Best Practices** - Global Diversity, Equity and Inclusion Benchmarks (GDEIB)



# 4 Areas of Focus / 15 Priorities / 75+ Initiatives

## OPG's ED&I Strategy

Building on the key business areas identified in the GDEIB, OPG's ED&I strategy is organized into **four areas of focus** and **15 priorities** that will guide our strategic work:

<b>Foundation</b> Drive the Strategy	<b>People</b> Attract and retain	<b>Connection</b> Align and connect	<b>Community</b> Listen to and serve society
<p><b>Priority 1: Vision</b> Embed ED&amp;I Promise and vision in organizational culture</p> <p><b>Priority 2: Leadership</b> Drive leadership accountability for setting goals and achieving results</p> <p><b>Priority 3: Structure</b> Provide dedicated support and structure to implement Strategy</p>	<p><b>Priority 4: Recruitment</b> Ensure ED&amp;I is a core component of recruitment processes</p> <p><b>Priority 5: Advancement</b> Ensure ED&amp;I is integrated in advancement processes</p> <p><b>Priority 6: Benefits &amp; flexibility</b> Review and revise policies to reflect changing conditions around benefits and flexibility</p> <p><b>Priority 7: Compensation</b> Evaluate job design, classification, and compensation for bias and inequity</p>	<p><b>Priority 8: Assessment</b> Monitor and assess organizational progress of ED&amp;I Strategy</p> <p><b>Priority 9: Communications</b> Enhance internal communication to connect and report on ED&amp;I</p> <p><b>Priority 10: Learning</b> Provide impactful education and learning opportunities on ED&amp;I</p> <p><b>Priority 11: Sustainability</b> Ensure sustainability through alignment with OPG plans and objectives</p>	<p><b>Priority 12: Community</b> Increase public support of and advocacy for ED&amp;I in community</p> <p><b>Priority 13: Service &amp; products</b> Develop and deliver services that meet community needs</p> <p><b>Priority 14: Marketing</b> Align external communications and marketing with ED&amp;I values</p> <p><b>Priority 15: Responsible sourcing</b> Engage in responsible sourcing, suppliers demonstrate ED&amp;I values</p>

# Foundation

## Drive the Strategy



### Priorities:

1. **Vision:** Embed ED&I Promise and vision in organizational culture
2. **Leadership:** Drive leadership accountability for setting goals and achieving results
3. **Structure:** Provide dedicated support and structure to implement Strategy

# People

## Attract and retain



### Priorities:

- 4. Recruitment:** Ensure ED&I is core component of recruitment processes
- 5. Advancement:** Ensure ED&I is integrated in advancement processes
- 6. Benefits & flexibility:** Review and revise policies to reflect changing conditions around benefits and flexibility
- 7. Compensation:** Evaluate job design, classification, compensation for bias, inequity

# Connection

Align and connect



## Priorities:

- 8. Assessment:** Monitor and assess organizational progress of ED&I Strategy
- 9. Communications:** Enhance internal communication to connect and report on ED&I
- 10. Learning:** Provide impactful education and learning opportunities on ED&I
- 11. Sustainability:** Ensure sustainability through alignment with OPG plans, objectives

# Community

Listen to and serve society



## Priorities:

- 12. Community:** Increase public support of and advocacy for ED&I in community
- 13. Service & products:** Develop and deliver services that meet community needs
- 14. Marketing:** Align external communications and marketing with ED&I values
- 15. Responsible sourcing:** Engage in responsible sourcing, suppliers demonstrate ED&I values



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