

ONTARIO NORTHLAND TRANSPORTATION COMMISSION (ONTC)

BOARD DIVERSITY AND INCLUSION POLICY

INTRODUCTION

As a Crown agency, while appointments to the ONTC Board are at the sole discretion of the Minister, ONTC is committed to work with the Ontario government to further strengthen, embed and sustain diversity and inclusivity across the agency and to embrace the benefits of a diverse workforce, leadership team and Board.

The Board is supportive of using the Ontario government's public appointment process as a means to promote a diverse and inclusive board.

PURPOSE

This policy sets out the Board's position that prioritizing diversity and inclusivity is prudent for effective corporate governance and agency oversight.

SCOPE

This policy applies to the Board of Directors for ONTC and its subsidiary, Nipissing Central Railway Company. It does not apply to any employees of ONTC.

This policy fits together with ONTC's business objectives and the optimum skills and competency requirements for directors that have been identified by the Board.

For purposes of Board composition, diversity and inclusivity includes, but is not limited to, skills and experience, gender, race, ethnicity, sexual orientation, income, ability, age, language and geography.

POLICY

The Board values diversity and inclusivity as essential elements for Board effectiveness and seeks to maintain a Board comprised of talented and dedicated directors from diverse communities, backgrounds and identities.

The Board believes that the inclusion of diverse perspectives contributes to a high functioning Board, contributes valued perspectives and ideas, and ensures that the agency can benefit from all available talent.

The Board will periodically assess the extent to which the current composition of the Board solicits multiple perspectives and views, is representative of ONTC's service area and business lines and is free of conscious or unconscious bias and discrimination.

When recruiting and recommending suitable directors to the Minister of Transportation, the Board will consider candidates on merit against objective criteria, including the benefits of diversity and inclusivity.

Approved by the directors of the Corporation the 25 day of June, 2021.

Tom Laughren,
Chair

Donna Jaques,
Secretary