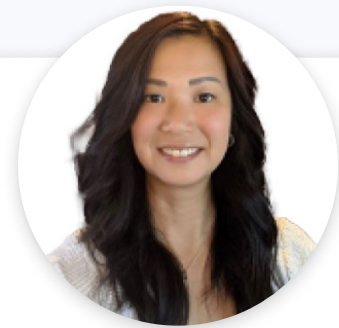


When it comes to candidate Diversity, what criteria are you looking for? **Do you have diversity goals for your company, and if so what are they?**



Jennifer Khan

VP, Inclusive Diversity - EllisDon

“ My goal is to ensure that succession candidates, by collecting information on individuals in underrepresented groups such as gender, sexual orientation, race, military experience (e.g., veterans), and disability, align with the diversity of Canada, guided by the Canadian Census.



Kathleen Larkin

HR Consultant: previously VP, HR - AT&T

“ When working with clients, the primary focus is on achieving demographic representation across the employee base and the customer/constituent base. This entails a concentration on talent development and talent acquisition strategies geared towards constructing a diverse pipeline, which, in turn, involves the integration of diversity principles into all areas of the business.



George Kralidis

Head of People & Culture - Toronto Lands

“ As demographics of the workforce change, succession planning can help us ensure that we have a diverse and representative leadership team that reflects the needs and perspectives of employees and our community. We currently don't have goals however that plan is that we will this year and that diverse candidates will be specifically identified in our planning process.



Jochen Mueller

VP, Human Resources - UPS International

“ When it comes to candidate diversity, our company has set specific goals. By 2025, we aim to achieve 30% female diversity within our workforce and 50% female diversity among the top 150 positions globally.