



DIVERSITY, EQUITY AND INCLUSION PLAN 2021

Highlights

Over the past year, we've made a commitment to Diversity, Equity and Inclusion that will inform how we do business for the future. To develop our DEI plan, we consulted with experts, gathered employee input during fireside chats, conducted an anonymous employee engagement survey, and more. We're pleased to share the high-level outcome of this work with you here.

We make this commitment to DEI for the care of humanity and as a contribution to our collective vision for a just society.

WE ARE PART OF THE SOLUTION WE SEEK.

PILLAR	GOALS	OBJECTIVE	ACTIONS	OUTCOME
Talent & Staffing	Ensure our company reflects the diversity of our nation by building a diverse team at internally and ensuring our candidate pool and placements reflect the communities in which we live and work.	Identify, attract, recruit, present and champion candidates that are diverse, both for our internal team and for our client-employers seeking permanent and temporary staff (includes diverse Independent Contractors).	<ul style="list-style-type: none"> • Measure diversity • Enable targeted recruitment • Review policies and practices to remove systemic barriers • Measure our selection and presentation of diverse talent • Nurture inclusivity for our assigned employees and IC's • Build the knowledge and capabilities require to advocate for diversity internally and with our clients. 	 <p><i>Intentional talent management and advocacy</i></p>
Leadership & Belonging	Cultivate and support an inclusive culture by applying a diversity lens across the organization and taking accountability for diversity and inclusion in our actions.	<p>Foster a culture that encourages collaboration, fairness and allyship to enable employees to contribute to their full potential.</p> <p>Nurture diversity in thoughts and experiences that permeate the leadership team.</p>	<ul style="list-style-type: none"> • Provide inclusive leadership training and ensure understanding/learning occurred • Increase cultural competency • Equip leaders to manage diversity and be accountable for results • Be intentional about language and actions, and about hiring and promotion of diverse talent • Be precise about anti-Black racism 	 <p><i>Clarity of leadership thoughts and actions, higher team belonging</i></p>
Client & Community	<p>Make Altis Recruitment a diversity leader in support of its clients and for the broader communities we impact.</p> <p>Promote DEI commitment publicly, including social media posts, inclusion in learning and in the overall D&I experience</p>	<p>Build stronger connections with diverse communities beyond recruitment (procurement, philanthropy, promotion).</p> <p>Engage clients on our commitments to DEI, including our broader communities, to learn and grow together.</p> <p>Promote our DEI commitment publicly</p>	<ul style="list-style-type: none"> • Partnership and ally-ship across diverse communities • Focus on <i>Inclusion Accelerators</i> • Increase awareness across all levels of stakeholders and our global HR and social communities • Purchase from broader diverse supply chain • Financial giving and time allotment to diverse communities 	 <p><i>Public accountability for diversity and inclusion, an active voice</i></p>

WHERE DIVERSE TALENT MEETS OPPORTUNITY

Canadian staffing leaders since 1989, our talent is finding the best people to fuel your success. By connecting you to top talent - and setting each candidate up for success - we're building communities and careers worth celebrating.