



Marching today for a better tomorrow.

Across North America,
we're working toward a
more inclusive future for
our LGBTQ2+ community.

THE
READY
COMMITMENT





Marching forward with our lesbian, gay, bisexual, transgender, queer and two-spirit (LGBTQ2+) community

TD is a long-standing supporter of our LGBTQ2+ community. As a Platinum sponsor of WorldPride 2019 taking place in New York City, we're thrilled to support one of the largest LGBTQ2+ initiatives in the world.

In 2014, TD proudly sponsored the first WorldPride in Toronto. The passion and engagement of our colleagues across North America were a testament to TD's culture and commitment to diversity and inclusion.

As members of the LGBTQ2+ community, we're grateful to say that the unique, inclusive culture at TD has allowed us to grow as authentic leaders.

In this report, we're excited to share our ongoing journey to build an inclusive society for our LGBTQ2+ colleagues, customers and communities.

As we look back over the past 50 years, we need to take time to recognize the progress we've made—there's a lot to celebrate.

2019 marks two key milestones: the 50th anniversary of the Stonewall uprising in New York City and the 50th anniversary of the decriminalization of homosexuality in Canada.

At the same time, we also recognize that, while we've made progress as a society and at TD, the LGBTQ2+ community's journey to inclusion continues—we still have a lot of work to do.

OUR JOURNEY CONTINUES.

At TD, we've been on a journey of support for the LGBTQ2+ community for more than 25 years, taking principled and, at times, unpopular stands. We're proud of the progress that we've made together.

We were the first bank in Canada to introduce same-sex spousal employee benefits in 1994, and to offer gender affirmation surgery support to our employees and their families in 2008. Our commitment to the LGBTQ2+ community has strong support from our executive leadership and is embedded across our company. We have a LGBTQ2+ Executive Steering Committee with senior executive representatives from each business unit to guide TD's strategy and actions, and to help build an inclusive society for LGBTQ2+ colleagues, customers and communities. We support over 83 Pride festivals and 160 LGBTQ2+ community initiatives across North America.

In 2017, we launched Proud to Lead, our LGBTQ2+ talent development program. Throughout the year, we deliver opportunities for LGBTQ2+ colleagues to gain insights on career development and authentic leadership through initiatives such as internal and external LGBTQ2+ speaker series and mentoring programs.

To meet the unique needs of our LGBTQ2+ customers, we have dedicated LGBTQ2+ Business Development team members in key cities across Canada and in Metro New York.

In 2018, we evolved the abbreviation we use from LGBT to LGBTQ2+ in order to reflect the diverse gender and sexual identities of our community. We recognize that our LGBTQ2+ community is diverse, and experiences of all community members aren't the same, including for women; transgender and gender non-binary, bisexual, queer and two-spirit individuals; visible minorities; and members living outside of large urban markets.

As we continue on this journey together, we're committed to providing an inclusive environment for our LGBTQ2+ colleagues to grow and thrive. We want to ensure a welcoming environment for LGBTQ2+ customers where their needs are understood, and to help our LGBTQ2+ community feel more confident about their future through community investments and partnerships.

We're committed to marching forward with our LGBTQ2+ community.



Tim Thompson
Chair, LGBTQ2+ Executive Steering Committee, TD Bank Group
SVP Personal Banking Strategy and Transformation, TD Canada Trust

Tim identifies as a gay cisgender man and uses the pronouns he/him/his. He's been with TD for 29 years in a variety of roles. His best role in life is being dad to daughter Elliette and twin daughters Adelaide and Cordelia.



Tim Taylor
LGBTQ2+ Lead, Diversity and Inclusion Advice Council, TD Bank, America's Most Convenient Bank
Director of Operations, Retail Banking, Southern New England

Tim identifies as a gay cisgender man and as a member of the queer community. He uses the pronouns he/him/his. Tim has been with TD for 16 years, working in the Retail bank. At home, he's a proud uncle, partner of 12 years and pug dad.

HERE'S A LOOK AT SOME OF THE
PROGRESS MADE OVER THE LAST 50
YEARS IN THE U.S. AND IN CANADA.

U.S. HIGHLIGHTS

1969

Stonewall uprising in New York City, which many consider the beginning of the modern LGBTQ2+ human rights movement

1973

The American Psychiatric Association removed homosexuality from its list of mental disorders

2015

Laws were updated to allow same-sex couples the right to marry in all states

2017

District of Columbia residents became the first people in the U.S. who can choose a gender-neutral option on their driver's license

CANADIAN HIGHLIGHTS

1969

Criminal Code was amended to decriminalize homosexuality

1977

Quebec became the first province in Canada to include sexual orientation in its Human Rights Act

1996

Sexual orientation was added to the Canadian Human Rights Act as protected grounds against discrimination

2005

The federal law was updated to allow same-sex couples across Canada to marry

Helping build a more welcoming environment for our transgender and gender non-binary community

2008

First bank in Canada to provide gender affirmation surgery benefits to our colleagues and their families

2009

Added gender affirmation surgery benefits for our U.S. colleagues; launched TD workplace gender transition guidelines

2015

Supported The 519, a community organization, in development of Creating Authentic Spaces, a toolkit for organizations to build welcoming spaces for our transgender and gender non-binary community

2016

Signed Amicus Brief against North Carolina's HB2 law to ensure transgender individuals may use facilities that correspond to their gender identity; adopted all-gender restrooms as a building design standard for new and renovated retail locations across North America

2017

Gender identity and gender expression were added to the Canadian Human Rights Act

2017

Provided a donation of \$100,000 to Gender Creative Kids, a community organization based in Montreal that provides support for transgender and gender non-binary children and their families

2018

In collaboration with a LGBTQ2+ community organization in Montreal, piloted a transgender community internship program

2018

Supported protection for the transgender community against discrimination by signing on to Massachusetts Businesses for Freedom Pledge

2019

Enhanced gender affirmation benefits coverage for our transgender colleagues to include services such as breast augmentation, chest contouring/ masculinization, facial feminization, tracheal shave and voice training; TD is one of the first organizations in Canada to provide this level of holistic support for our transgender colleagues

2019

Supported the important work by LGBTQ2+ community organizations such as Destination Tomorrow in the Bronx, Transgender Resource Center of Long Island, Gender Creative Kids in Montreal, The 519 and Sherbourne Health in Toronto

TD is a long-standing supporter of our LGBTQ2+ community. As a Platinum sponsor of WorldPride 2019 taking place in New York City, we're thrilled to support one of the largest LGBTQ2+ initiatives in the world.



Colleagues

Building an inclusive environment for our LGBTQ2+ colleagues to grow and thrive

TD is committed to building an inclusive environment where every colleague is valued, respected and supported, and can be their authentic self. Our goal is to be the employer of choice for our LGBTQ2+ community.

Throughout the year, we share stories to increase understanding of our diverse LGBTQ2+ community. We profile the professional and personal journeys and learnings from TD's LGBTQ2+ executives, invite external LGBTQ2+ thought leaders, and organize mentoring initiatives in order to share career development insights and advice. To develop our LGBTQ2+ talent as leaders of tomorrow, we plan and participate in a number of internal and external LGBTQ2+ talent development programs.

Through our Forever Proud Employee Resource Group (ERG), employees connect with the LGBTQ2+ community to volunteer with local community organizations, meet others in the community at LGBTQ2+ social and networking events, and march together in support of local Pride initiatives. Today, more than 3,000 LGBTQ2+ employees and allies are part of Forever Proud ERGs across North America.



OUR ONGOING JOURNEY

1994

First bank in Canada to introduce same-sex spousal benefits for employees

2009

In the US, added sexual orientation, gender identity and gender expression to our TD equal employment opportunity policy

2013

Supported benefits parity for employees with same-sex domestic partners in the U.S. by offsetting the tax burden our LGBTQ2+ employees incur to pay for domestic partner benefits; TD was one of the first organizations in the U.S. to offer this support

2016

Created dedicated LGBTQ2+ talent recruiter role, the only position of its kind in the Canadian financial industry

2017

Adopted all-gender restrooms as a building design standard for new and renovated corporate office locations across North America

2019

Enhanced gender affirmation benefits coverage for our transgender colleagues in Canada to include services such as breast augmentation, chest contouring/ masculinization, facial feminization, tracheal shave and voice training; TD is one of the first organizations in Canada to provide this level of holistic support for our transgender colleagues

AWARDS

2014

Received the International Business Leadership Award from Philadelphia's Equality Forum for advancing LGBT rights

2018

Tim Thompson, SVP Personal Banking Strategy and Transformation and Chair of TD's LGBTQ2+ Executive Steering Committee, recognized as a Financial Times Top 100 LGBT+ Role Model; the award recognizes senior leaders from organizations around the world who are helping to make the workplace more welcoming

2018

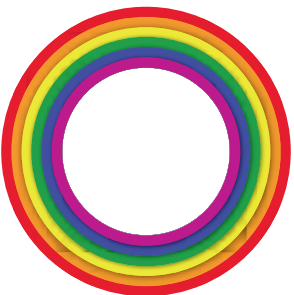
Recognized as one of 3 companies in Canada with Top Score by LGBT Corporate Canadian Index, which rates participating companies listed on S&P/TSX Composite Index with leading diversity and inclusion practices across colleague, customer and community dimensions

2018

Recognized as one of Canada's Best Diversity Employers by Mediacorp Canada Inc. for the 7th year

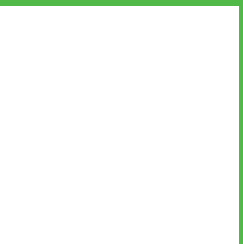
2019

Received Top Score from Human Rights Campaign's Corporate Equality Index for the 10th year in a row



Sophia Varghese
Senior Manager, Data, Analytics & Insights
TD Insurance
Montreal, Quebec

“ Having worked in different corporations across North America, I'm happy to be able to feel so comfortable being my authentic self here at TD. Whether it's sharing weekend adventures about my wife and our 4 year old son, connecting with my fellow LGBTQ2+ colleagues and allies at our local employee resource group events or participating in leadership development opportunities, I feel confident about my ability to continue to grow as a professional and to be a LGBTQ2+ role model for others inside and outside TD. ”



Koda Mehalba
Assistant Head Teller
TD Bank
Peabody, MA

“ No matter what challenges I face outside the doors of TD, I know that when I'm here, I get to be my whole self. When I came to TD, I hadn't legally changed my name, but I was amazed at how they accommodated and supported my true identity. I've never had an onboarding experience that not only accommodated my pronouns and name, but also supported and encouraged me to bring my whole identity to work every day. Every colleague at every level has been very supportive, and I am so grateful to not leave any part of myself behind. ”

Community

Building a more inclusive society for our LGBTQ2+ community

At TD, our purpose is to enrich the lives of our colleagues, customers and communities. The Ready Commitment—our multiyear global corporate citizenship platform that was launched in 2018—is committed to helping open doors to a more inclusive and sustainable future, where everyone has confidence in what tomorrow brings and feels connected to their community. As part of the initiative, TD will target CDN \$1 billion (U.S. \$775 million) in total by 2030 toward community giving in four areas critical to building an inclusive tomorrow: Financial Security, Vibrant Planet, Connected Communities and Better Health.

TD strives to ensure that everyone feels included and welcome, and that their voices are being heard. We leverage our platform to amplify the stories and important work of our LGBTQ2+ community partners through social media, external communications and community activations. Internally, our passionate colleagues volunteer their time in support of our local LGBTQ2+ community partners throughout the year. Our long-standing partnership with LGBTQ2+ community organizations embodies the mission of The Ready Commitment.

OUR ONGOING JOURNEY

2005

Became the first major bank in Canada to sponsor a Pride festival

2009

Sponsored NYC Pride, our first U.S. Pride festival

2012

Launched [Make It Better](#), a video to help prevent LGBTQ2+ youth bullying and suicide

2013

Began our partnership with True Colors Conference, the largest LGBTQ2+ youth gathering in the U.S.; in 2018, it hosted more than 3,000 young people as attendees

2014

Sponsored WorldPride in Toronto, the first time the global LGBTQ2+ initiative was held in North America, including supporting the Human Rights Conference

2015

One of the first banks in the U.S. to sign the Marriage Equality Amicus Business Brief

2015

Launched [Transitions](#), a video to help increase understanding of our transgender community

2016

Provided a leadership gift to Egale Canada Human Rights Trust to build Canada's first LGBTQ2+ homeless youth facility

2017

Sponsored Canada Pride in Montreal

2018

Supported protection for transgender community against discrimination by signing on to the Massachusetts Businesses for Freedom Pledge

2019

Supported WorldPride to commemorate the 50th anniversary of the Stonewall uprising

2019

Supported Equality Act, to provide non-discrimination protection for LGBTQ2+ people

2019

Supported 83 Pride festivals and over 160 LGBTQ2+ community initiatives across N.A.



Rainbow Railroad

A Toronto-based community organization, Rainbow Railroad helps LGBTQ2+ individuals escape from countries where they're open targets of violence. Since its founding in 2006, it has helped more than 500 individuals find a path to safety to start a new life, free from persecution.

In 2014, TD donated \$100,000 to support the development and growth of Rainbow Railroad.



Ali Forney Center

A long-standing community partner since 2012, Ali Forney Center provides crucial support to homeless LGBTQ2+ youth in the New York City area, including emergency housing, a drop-in center, health services, and job training and referrals. Today, AFC supports nearly 1,400 youths per year through a 24-hour Drop-In Center, provides over 70,000 meals annually and is the largest agency dedicated to LGBTQ2+ homeless youths in the U.S.



Kimahli Powell
Executive Director
Rainbow Railroad

“In too many countries around the world, persecuted LGBTQI people live in fear, experience violence, and even death. From the very beginning of our organization, TD helped us build our foundation, to be able to do the work and to continue to grow our services today, to ensure LGBTQI people from around the world can find refuge and safety.”



Carl Siciliano
Executive Director
Ali Forney Center

“According to the Williams Institute, 40% of homeless youth in the United States identify as LGBTQ+. Forty three percent of these young people were forced out of their homes by their own parents. According to The Family Project, LGBTQ+ youth rejected by their parents are more than eight times as likely to have attempted suicide. With the support of TD, we provide crucial services to support our LGBTQ2+ youth, to enable them to a successful future.”

Customers

Helping our LGBTQ2+ customers feel confident about their financial future

TD has a long history of supporting our LGBTQ2+ community. Our goal is to be the bank of choice for members of the LGBTQ2+ community, their families and friends, and their businesses.

We have a team of dedicated regional business development managers across key markets in Canada and in Metro New York to support the specific needs of our LGBTQ2+ customers and to connect them with banking solutions across TD. The team is unique among financial institutions in North America.

To serve our LGBTQ2+ community, we ensure that our customer policies and communications are inclusive, and that they represent the diversity of that community. And we continue to learn and grow in order to support the community's evolving needs. We demonstrate our commitment all year long through advertising and social media, and at our stores and branches across North America. We educate our colleagues about our LGBTQ2+ community, and help them provide welcoming and legendary experiences to all of our customers.



OUR ONGOING JOURNEY

2008

First bank in Canada to have LGBTQ2+ advertising in mainstream media

2010

Named one of the Most LGBT-Friendly Corporations in the World by the International Gay and Lesbian Chamber of Commerce; TD won the award 3 years in a row

2014

Created the first LGBTQ2+ regional business development manager position in Canada—unique among financial institutions

2014

Demonstrated our support of our LGBTQ2+ community by wrapping our stores in rainbow colors in key U.S. cities

2015

Featured a same-sex couple in our mass-market TV advertising for TD Bank in the U.S.

2016

Adopted all-gender restrooms as a building design standard for new and renovated retail locations across North America

2017

Named Corporation of the Year by the Canadian Gay and Lesbian Chamber of Commerce

2018

Added LGBTQ2+ business development manager role in Metro New York

2019

Named as a Best-of-the-Best corporation by the National LGBT Chamber of Commerce and the National Business Inclusion Consortium for diversity and inclusion for the 4th year in a row



Al Ramsay

National Manager,
LGBTQ2+ Business
Development,
TD Bank Group
Toronto, Ontario

“What differentiates TD’s approach is our authentic commitment, visible leadership and depth of support to our LGBTQ2+ community. Not only are we committed to our LGBTQ2+ colleagues and community, we proactively bring solutions from across TD to support the unique needs of our LGBTQ2+ customers.”

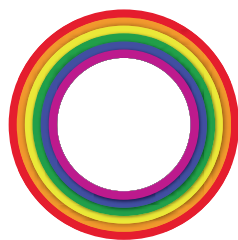


Steve Garibell

Vice President,
Business Development
Officer LGBTQ2+,
TD Bank, America’s
Most Convenient Bank
New York, NY

“We want to stand alongside our LGBTQ2+ community 365 days a year, not just during Pride month. Our long standing commitment helps our LGBTQ2+ customers feel confident that, not only will they receive legendary experiences, but that we are committed to authentically supporting the LGBTQ2+ community.”





Forever Proud

**THE
READY
COMMITMENT**

FOR ADDITIONAL INFORMATION

Colleagues

Careers:

U.S.

jobs.td.com

Canada

jobs.td.com/en-CA

LinkedIn:

North America

linkedin.com/company/td

Twitter:

North America

[@TD_Careers](https://twitter.com/TD_Careers)

LGBTQ2+ Talent Acquisition:

U.S.

frank.romano@td.com

ivo.futselaar@td.com

lisseth.jarquin@td.com

Canada

sharon.chung@td.com

Community

Corporate Citizenship:

U.S.

go.td.com/2Wu1Dv0

Canada

go.td.com/2usC6pr

Customers

Facebook:

U.S.

facebook.com/TDBank

Canada

facebook.com/TDBankGroup

Twitter:

U.S.

[@TDBank_US](https://twitter.com/TDBank_US)

Canada

[@TD_Canada](https://twitter.com/TD_Canada)

YouTube:

U.S.

[TDBankUS](https://www.youtube.com/TDBankUS)

Canada

[TDCanada](https://www.youtube.com/TDCanada)

LGBTQ2+ Business Development:

U.S.

Steven.Garibell@td.com

Canada

al.ramsay@td.com