Diversity & Inclusion at TD: 10 years and counting

We've come a long way in 10 years of TD's Diversity Strategy. Today, there are more women and minorities in our leadership pipeline, employee diversity networks and online forums are engaged and active, and the vast majority of our workforce agrees that TD fosters an inclusive, supportive and diverse environment. This progress is due to a sustained approach. The diagram below illustrates our key milestones.

TD's CEO notices the low number of employees registering for same-sex couple benefits. Research highlights the importance of diversity in TD's primary markets and among employees, which results in Diversity and Inclusion (D&I) being added to the Leadership agenda.

Information gathering:

- Conducted an audit to understand how TD is portrayed
- Surveyed employees about diversity and inclusion
- Launched a diversity intranet page in Canada
- Mandated the "Embracing Diversity" training course for executives and people managers.

- Involved over 300 executives in promoting D&I
- Formed 13 Regional Diversity Leadership Councils
- Engaged over 6,000 employees in D&I resource groups

2012-2014 2004 2006-2007

> Phase 4 Phase 1 Phase 2 Phase 3

> > 2008 2009-2011

2005

TD forms a governance

structure through the

Diversity Leadership

Council. A diversity

TD's performance.

strategy is built – selecting

five areas of focus and

goals are set to advance

TD's CEO publicly

campaigns to support diversity at events across Canada

- Introduced gender-transition quidelines
- Second inclusiveness survey of employees - reflects progress
- Added "unique and inclusive" to TD's Mission statement
- Launched micro-inequity training in the U.S.
- Many workplace initiatives launched to promote inclusion

Phase 1 Laying the Foundation

Phase 2 **Building Awareness** Phase 3 **Fostering Engagement**

Gaining Momentum

Since the strategy began in 2005, we have seen significant increases in representation at vice president levels and above - 51.8% for women and 198.6% for visible minorities.