

Our Approach Customers Environment Employees Diversity Community Economy

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Areas of Focus

We are building diversity into all aspects of how we conduct our business. Here are our six areas of focus.

Area of Focus	2009–11 Objectives
Women in Leadership	<ul style="list-style-type: none"> • To remain one of the top three banks in Canada in the representation of women at the VP+ level by providing strong leadership opportunities for women. • To increase representation of women at pre-executive and executive levels.
Visible Minorities Leadership	<ul style="list-style-type: none"> • To increase representation of visible minorities at the VP+ level and middle management level by providing leadership opportunities and enhancing the employee experience for members of visible minority groups.
People With Disabilities	<ul style="list-style-type: none"> • To be the employer and bank of choice by implementing sustainable, continually improving accessibility programs that provide a positive experience for employees and customers.
Lesbian, Gay, Bisexual, Transgender & Allies (LGBTA)	<ul style="list-style-type: none"> • To become the financial sector employer of choice by providing a comfortable and respectful working environment for our LGBTA employees. • To become the bank of choice by recognizing and providing a comfortable banking experience for our LGBTA customers, as reflected in community and marketing activities.
Aboriginal Peoples in Canada	<ul style="list-style-type: none"> • To become the financial sector employer of choice by providing a comfortable and respectful working environment for Aboriginal employees. • To become the bank of choice by providing a comfortable banking experience for the segments of the Aboriginal community that we identify as appropriate target markets. • Continue our work with First Nations Bank. (In the early 1990s, the Saskatchewan Indian Equity Foundation Inc. had a dream of an Aboriginal owned and managed bank. This was seen as an important step toward further economic self-sufficiency for Canadian Aboriginal Peoples. TD was involved in setting up the new bank. First Nations Bank of Canada (FNBC) is a successful financial institution that's majority owned by Aboriginal communities from across the country.)
Serving Diverse Communities	<ul style="list-style-type: none"> • Continue with the initiatives that have demonstrated success and increase focus on opportunities that have the greatest impact on our chosen communities.

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