

A message from our Assistant Vice President

I would like to take this opportunity to share some information about the diversity efforts underway in Business Operations.

As you know, people are the most valuable resource in any organization. And, diversity is important because it is about people - valuing the contributions of each and every person and respecting the viewpoints and experiences each individual brings to the table. Diversity is woven into the fabric of an organization and it is proven that embracing diversity makes a difference in recruitment, retention and the effectiveness of an organization.

In an effort to more clearly structure initiatives geared to improving the workplace culture within Business Operations, I have created a Diversity Council with representation from each operating unit. The mission of this council is to "promote the benefits of a diverse workforce and cultivate an environment where the contributions of all individuals are valued and respected".

During May 2008, the Council distributed a survey to all staff members. This feedback has provided a base line of perceptions and will be used to further develop our diversity plan and measure progress in achieving our goals. Once the plan is finalized it will be shared with you.

Know that your thoughts and ideas to continuously improve our working environment are always welcome.

Helen DeSantis