



CHARTER - OUR COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION

This charter sets forth the Old Port of Montréal Corporation (OPMC)'s engagement towards social responsibility. It attests to our commitment to pursue our activities in such a way that is always increasingly equitable, inclusive, and mindful of diversity while striving to strike a balance between social impact, environmental stewardship, and financial resilience.

OUR APPROACH

Our commitment to social responsibility was subject to a strategic planning process which involved an organizational audit that allowed us to assess how environment, accessibility, heritage interpretation, and equity, diversity and inclusion are embedded in our management practices and organizational model and to identify the issues to be addressed to pursue progress and improve overall performance. A governance structure, that includes four specific action plan implementation committees, was also put in place to help steer and efficiently implement our strategy over the coming years.



The Old Port of Montréal manages and develops a lively cultural and urban recreational tourism site where activities and discoveries abound.

STRATEGIC STATEMENT

Through the strategic development of its programming and a sustained approach to its land site planning: offer Canadians an authentic site anchored in its community where each experience is made memorable; and take leadership in socially responsible practices.



The Montréal Science Centre provides each visitor with opportunities to learn how to use science and technology to build their future.

STRATEGIC STATEMENT

Through the development of bold and innovative programming, supported by a vast community in science and technology: awake Canadians to current and future issues; and take leadership in socially responsible practices.

OUR EQUITY, DIVERSITY, AND INCLUSION GOALS

In pursuit of our vision of equity, diversity, and inclusion, we have set out the following goals:

LEARNING AND GROWTH

- Achieve a better understanding of EDI and build awareness among Old Port of Montréal Corporation employees by bringing them along this ongoing learning process.

REPRESENTATION

- Ensure diverse representation at every level within the organization to ensure that all voices are heard, valued, and incorporated into decision-making.

CULTURE OF INCLUSION

- Foster an inclusive environment where all are welcome, can be themselves, and feel a sense of safety and belonging.

OUTREACH

- Increase our efforts to support and engage with Indigenous communities and underrepresented groups.

OUR VISION OF EQUITY, DIVERSITY, AND INCLUSIVITY FOR 2030

In 2030, consultation with our internal and external stakeholders is an integral part of our management approach. Both are consulted to help guide the Old Port's and the Science Centre's strategic or innovation decisions. The ongoing engagement of these stakeholders gives credence to the exemplariness that we strive for through our actions and choices.

Among our priorities are equity, diversity and inclusion. These are rooted in education, representation, awareness as well as a culture of diversity among all our employees. The multiplicity of the organization's EDI efforts allow us to remove barriers and reduce obstacles that diverse audiences may come up against and ensure an inclusive and equitable work environment for our employees.

Lastly, and jointly with our partners, we promote knowledge-sharing and education by offering our audiences programming, activities, and events that take on today's social and environmental issues. We are a source of inspiration for Canadian institutions.

SCOPE AND OBLIGATIONS

This charter applies to each and every employee and member of management of our organization. We will reinforce our organizational culture through the ongoing pursuit of betterment. We hereby commit to abide by all applicable legal obligations in the country where we pursue our activities. We will, from time to time, undertake to survey the issues relevant to our fields of activity or business sector, involve the necessary resources to enact change, and put efficient management methods in place.

