



DIVERSITY DEVELOPMENT NETWORK OF CANADA CORP. (DDNC)

Marlene Conway Diels

February 2021

Confidential

In Fall 2019 discussions were held with several Canadian non-profit Diverse Organizations representing Youth and marginalized groups including, Women, Indigenous and Veterans, and other diverse and marginalized groups, and with Stakeholders including Industry, Industry Organizations, Academia, Other Diverse Groups, Government Agencies, Unions and others, in efforts to develop a national network concept to increase the Diverse Organizations success in achieving their organizational mandates, delivering their established programs, developing sustainable programs and sources of resources working collaboratively together within their Group's established programming and constituents; and with all Stakeholders.

The Diversity Development Network of Canada Corp. (DDNC) was incorporated in July 2020 under the Canada Not-for-profit Corporations Act.

DDNC CONCEPT



Vision:

Diversity actualized in the Canadian workforce

Mission:

To increase the reach and value for all DDNC Members through securing a continuity of projects, in collaboration with other Stakeholders, that leverage resources to directly increase diverse peoples' access, entry and advancement in Canadian Industries to fill current and future highly skilled employment gaps

DDNC VISION & MISSION

Confidential



There are several national, Provincial and Regional non profit organizations which directly support diverse groups such as youth, women, indigenous peoples and veterans across Canada.

These groups have different missions and value propositions.

The impact of these groups working collaboratively with each other, other organizations, industry, Industry organizations, Super Clusters, government, academia, unions and others will be greatly enhanced and multiplied through a collaborative network.

SCOPE

DDNC Membership is open to members of Diverse Groups, other organizations, Individuals and Stakeholders interested in furthering the purpose of DDNC and who support promotion of and increased employment opportunities of persons identified as disadvantaged in their career choices.

“Diverse Group(s)” means a non profit organization whose constituents represent many dimensions including culture, gender, physical abilities and age as examples.

“Stakeholder(s)” means other organizations including Industry, Industry Organization, Academia, Interest Group, Government Agencies and Non-Government Agencies, Unions as examples.

DDNC MEMBERSHIP



DDNC provides a reciprocal conduit for Members and others to network, share best practices, identify infrastructure & supports of direct tangible benefit to their constituents, collaboratively garner and leverage resources to develop and implement sustainable programs and supports accessible to all diverse peoples and across all sectors in Canada

For Diverse Groups: Connection, collaboration and access to future employers, educators, agencies and communities of their constituents

For Industry: Connection, collaboration and access to future diverse employees, educators, agencies and communities of their constituents. Tangible mechanism for organizational diversity development and demonstration

For Academia: Connection, collaboration and access to future and lifelong diverse learners, diverse groups, employers, agencies and communities of their constituents. Tangible mechanism for organizational diversity development and demonstration

DDNC VALUE PROPOSITION



For Individuals: Connection, collaboration and access opportunities to future employers, employment, educators, agencies and communities

For Government Agencies: Connection, collaboration and access to diverse peoples, diverse groups, future labour force, employers, educators, other agencies and communities of their constituents. Tangible mechanism for organizational diversity development and demonstration

For Non Government Agencies: Connection, collaboration and access to diverse peoples, diverse groups, future labour force, employers, educators, other agencies and communities of their constituents. Tangible mechanism for organizational diversity development and demonstration

For Unions: Connection, collaboration and access to future diverse employees, educators, agencies and communities of their constituents. Tangible mechanism for organizational diversity development and demonstration

DDNC VALUE PROPOSITION (CONTINUED)



Access, awareness, collaboration and attraction among diverse organizations and community

Infrastructure and supports

Dedicated Human Resources

Limited project resources and leverage affects sustainability and growth of programs

Success metrics defined, captured and disseminated

Direct access and collaboration opportunities among Member organizations including Industry, Industry Organizations Government, Academia, Unions and others across Canada in urban and rural geographies

ISSUES ADDRESSED

To leverage and accelerate existing capabilities and programs

To promote DDNC members and conduct outreach with each other, and other stakeholders

To enhance ongoing career advancement, mobility, retention and recognition of highly skilled workforce

To enhance ongoing Industry attraction, career advancement and mobility opportunities for DDNC Members' constituents

DDNC OBJECTIVES

Confidential



To work collaboratively with all stakeholders in both urban and rural populations directly supporting their mandates in all sectors

To collaborate with DDNC Members to define required projects resources to support and grow established programs and common infrastructure to assure sustainability

To secure DDNC funding resources working collaboratively with Government agencies, Super Clusters, Industry, Unions, ITB Obligors and others to obtain project network support resources

Ensure the engagement of equitable business partnerships with First Nations, Métis, Inuit and other Indigenous peoples

DDNC OBJECTIVES (CONTINUED)

Confidential



Build the DDNC Membership Community

Identify and prioritize projects with significant Member value

Select initial project(s) and garner Member participation & resources

Develop and submit collaborative funding proposal(s) based on funding sources, project congruence and timing

DDNC INITIAL ACTIVITIES

Direct Access to multiple national Canadian Diverse organizations including Women, Indigenous and Youth as examples

Direct ITB Offset opportunities with potential Offset leverages of 5:1 (Consortium), 7:1 (In Kind) and 9:1 (Investment Framework)

ITB Investment Framework, Value Proposition & Strategy content, project tracking and ongoing metrics progress reporting of DDNC outcomes

National and global demonstration and promotion of Prime's Equity, Diversity & Inclusion (EDI) participation

Outreach and access opportunities to support supply of human talent capital attraction and retention throughout supply chain

Participation and input in DDNC objectives, programs and metric establishment

DDNC CONCEPT ITB OFFSET OPPORTUNITIES

Confidential



Increased reach, effectiveness, impact and value for DDNC Members' constituents

Continuity of dedicated projects resources through development of sustainable programs

Directly increasing diverse and marginalized peoples' access, entry and advancement in Industry

Increased engagement and collaboration with other Stakeholders to fill current and future highly skilled staffing and skills gaps resulting in sustainable job creation, equity and advancement

Directly support and increase visibility of all Stakeholders' and Diverse groups and their mandates

Directly support all Stakeholders' diversity mandates

Successful outcomes support DDNC Members and Stakeholder strategic plans and goals with tangible metrics tracked and reported

Collaborate to deliver equitable business partnerships with First Nations, Métis and Inuit and other Indigenous peoples

Industrial Technological Benefits (ITBs) offset leverage opportunities

SHORT TERM BENEFITS



Infrastructure supports in place and current (such as relational database; Learning Management System (LMS))

Widening of collaborative relationships and leverage of resources among all Stakeholders

Higher attraction, retention and career mobility of marginalized groups in the Canadian labour market

Continuum of supply of human talent capital ensuring continued transformation to higher value-added supply chain product and service offerings, enhancing sustainability and global competitive advantages for Canada's Aerospace, Aviation, Defence, Space, Transportation and Advanced Manufacturing Sectors

Sustainability and long-term growth for DDNC Members

Industrial Technological Benefits (ITBs) offset leverage opportunities

MEDIUM TERM BENEFITS



For further information and to participate, please contact:

Marlene Conway Diels, President,

Diversity Development Network of Canada Corp. (DDNC)

E: marlene@ddnc.ca

C: 1 905 536 1371

CONTACT