

# Our Journey To Becoming A Top Diverse and Inclusive Employer

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**Karen Ritchie**

**Director, Recruitment & Diversity**

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# The Home Depot Values Wheel



**Our Strength is in Our Diversity**



# Five Year Roadmap

**2007:** Internal Diversity Assessment  
Senior Leadership Buy-In



**2008:** Business Case and Vision Statement  
Communication to all employees



# Five Year Roadmap

## 2009: Workforce Census



### Goals of the census:

- Gather baseline demographic data on the social identity characteristics of our employees
- Support the development of the five-year Diversity & Inclusion roadmap
- Demonstrate a leadership position to our employees and within the retail sector that we are committed to Diversity & Inclusion

## STAND UP AND BE COUNTED

### Make a Difference

Complete your workforce census and you'll be taking a step towards a more inclusive workplace for the benefit of our valued associates.

**The workforce census is available for two weeks, beginning January 19, 2009.**

For more information, please contact your Human Resources Manager.

### The Home Depot is Listening



# Understanding Who Our Employees Are

- Over 27,000 employees
- 84% participation rate!
- We compared favorably to census Canada stats



# Five year Roadmap

## 2010:

- Diversity & Inclusion Awareness training for all leaders & employees
  - Focus groups with female leaders
  - Women in Leadership series
  - Diversity Scorecard
  - Recruitment Strategy
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- In 2010 we were recognized for the first time as one of Canada's Best Diversity Employers



Canada's Best  
Diversity  
Employers **2010**

PRESENTED BY  
BMO  Financial Group





# Five year Roadmap

## 2011 and Beyond:

- Employee Resource Groups
- Mentorship program for diverse associates
- Increase in diverse representation at leadership levels
- External benchmark for other organizations

# Moving Forward

- Recognize and Celebrate Achievements
- Sustain Momentum
- Be Realistic



# Questions?

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