

## Triangle Badge Program Summary

The Badge Program helps organizations review and affirm practices related to equity, diversity, and inclusion, and receive recognition for this work. This external recognition is additional to anticipated internal gains such as:

- ✓ A healthy and inclusive workplace culture that has a direct impact on employee engagement, team productivity, and organizational profit.
- ✓ Meaningful compliance and proactive superseding of employment and human rights legislation.
- ✓ Talent management practices that reflect and respond to emerging social priorities and values.

There are six badges in the program:

<b>Leadership &amp; Capacity</b>	<b>Accessibility</b>
Recognizes that the organization is positively positioning itself with the leadership commitment, systems, budgets, and culture that enable equity, diversity, and inclusion.	Recognizes that the organization is positively positioning itself for people’s technology access and physical entry to, movement through, and functional use of, work and common areas.
<b>Staffing</b>	<b>Compensation</b>
Recognizes that the organization is positively positioning itself for fair and equitable methods of recruiting, selecting, and retaining staff, volunteers, board members, and contractors.	Recognizes that the organization is positively positioning itself for fair and equitable methods of paying, rewarding, recognizing employees for their contributions.
<b>Performance Excellence</b>	<b>Learning</b>
Recognizes that the organization is positively positioning itself for fair and equitable methods of assessing and providing feedback on employees’ performance and behaviours.	Recognizes that the organization is positively positioning itself for fair and equitable methods of increasing employees’ performance capacity and preparing them for long term success through learning activities.

Although there is no specified order for completing the badges, we recommend beginning with Equity, Diversity, and Inclusion Leadership and Capacity.

To achieve a badge, organizations simply review the provided indicators, write an explanation of how the indicators are satisfied in the organization, and hold a confirmatory meeting with a Triangle Consultant. A response template is provided for convenience.

Once the process is completed and confirmed by the Triangle Consultant, the organization receives physical and digital badge materials for internal display and external promotion.

Note: Triangle offers services and supports to help educate on and achieve each indicator, and to maintain the badge. Plus, Triangle supports more comprehensive actions for equity, diversity, and inclusion.

