

Employee Resource Groups; recruitment and leadership succession planning process reviews; and development of EDI toolkits for staff on anti-racism and discrimination, and Truth and Reconciliation. This commitment and the organizational values are the cornerstones in the foundation of the City's work culture.

The City has made a commitment to employee health and wellness. By investing in employee health, the City benefits from reduced absenteeism, increased productivity and greater employee satisfaction. Staff benefit by developing healthier lifestyles and access to appropriate health care when necessary.

Mississauga's employees are dedicated, professional, and have proven time and again that they can adapt to change quickly. Change can be spurred by adjustments to industry standards (e.g., technology upgrades), market variables that drive up costs (e.g., diesel fuel and asphalt), or legislation passed by other levels of government. Whatever the source, staff are equipped to respond to change and have built resilience into City business practices.