

# Diversity, Inclusion & Advancement Commitment



# Diversity, Inclusion & Advancement at Dream



As one of Canada's leading real estate companies, we always invest with purpose, embracing creativity and diversity, passion, and innovation, while positively impacting our communities and the world around us. We believe in building inclusive places for our employees to work, live and grow. In fact, we have created a dedicated trust that targets projects that create positive and lasting impacts on our communities and the environment.

Our culture is one of belonging and we celebrate those experiences so that our people may thrive in an environment where Diversity, Inclusion and Advancement is at the forefront in everything we do. A culture of inclusiveness and treating one another fairly are important tools in helping us to build better communities.

In 2020 we established Dream's Diversity, Inclusion & Advancement team which consists of board members and employees from of all levels, regions, and backgrounds throughout our organization. This team is passionate about elevating and building our expertise and responsibility to making a difference and having an impact for our people and our communities. To assist us in our journey we have partnered with different social causes and companies who provide us with their expertise and a solid foundation for our Diversity, Inclusion and Advancement program - and we don't plan on stopping there.

With our enhanced focus on impact investing, we are aligning our efforts around our core mission — building better communities for people to live, work, and play in. We are focusing our efforts and action around these key pillars: Education, Community, Recruitment, Advancement, and the DREAM Difference.

## Our Pillars

# Creating Opportunities for Growth & Advancement

### Education

We believe that education is a key factor for us to understand our differences and commonalities. It sparks conversations for people to be accepting of one another by taking time to share their experiences, stories, opportunities, and opinions to help foster an environment that is open, inclusive, and unbiased. We offer workshops and training for our employees to openly share and learn from each other.

### Advancement

Our positive culture challenges you to push your boundaries and grow your career in an organization that supports diversity among co-workers and leadership teams. Everyone is encouraged to connect and develop a meaningful career. With unprecedented access to our leadership team and subject matter experts on every project, we provide the ideal platform to advance your knowledge and learn from the best. Dream continues to prioritize our employee's career aspirations and advancements by offering full time employees financial support to grow and develop their skills through professional memberships, designations, and continuing education. We always look for ways to further enhance internal growth and opportunities for all employees.

### Recruitment

Together, with our people, we can create positive and lasting change. We offer rewarding careers founded on our mindset of innovation and equal opportunity. We thrive on collaboration, entrepreneurship, and transparency, uniting a diverse range of skill sets to create a flourishing work environment that values what you do and encourages you to shine. We embrace diverse backgrounds, experiences, talents, and perspectives and we believe that we are stronger because of this.

We are proud to support and mentor the next generation, which is why student employment opportunities form an integral part of our company. Through referral programs, our career and networking events, and secondary education partnerships, we look to cast wider nets to uncover diverse talent whilst maintaining accessibility to everyone.





## Our Pillars

# Giving Back & Creating Opportunities in our Communities



*Zibi – Ottawa, ON & Gatineau, QC*

## Community

We have bold ideas for better communities and are focused on creating communities that generate positive social outcomes for under-supported groups, taking action to provide equal access to homes and opportunities for people who have traditionally faced barriers to access. Our people create positive social and environmental change by fundraising, organizing campaigns, and volunteering in our communities. Regardless of your position, tenure, or title, we encourage every employee to do great things both inside and outside of the office. We recognize that some employees are active participants in their communities and want to be able to help them give back. We offer employees the opportunity to donate \$500 per calendar year to a charity or organization of their choice. In addition, our annual ETHOS awards peer nomination program awards 5 recipients \$1000 to contribute to a cause they believe in.

In addition, we continue to seek and support partnerships with underrepresented community groups and BIPOC organizations in the communities in which we operate. From pioneering healthcare initiatives, to career development programs, and indigenous daycare centres, we constantly seek innovative new ways to make our communities more integrated, inclusive, and collaborative.

## The Dream difference

The DREAM difference is a way to provide fair, merit-based opportunities to trades, contractors and service providers from underserved communities who traditionally haven't had a chance to work with Dream or Institutional Landlords. Dream wants to provide an opportunity for these providers to show their abilities, create a relationship and work together on a variety of successful projects for our buildings, our clients and our communities.

Building Better Communities starts with diversity, equity, inclusion and advancement and we will work tirelessly to maximize the ability we have to make an impact both internally and externally. Whatever we do, we work to create value and make what we do better— for our investors, for our tenants and for our community — at every stage of the real estate life cycle.

For more information contact our  
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