

The Presidents Group is a network of B.C. business leaders who are championing improved employment outcomes for people with disabilities in B.C.

Jim Lightbody

CEO, British Columbia Lottery Corporation



WHO WE ARE

BCLC conducts and manages lottery, casino and eGaming on behalf of the province. For 32 years, we have offered gambling in a socially responsible manner for the benefit of all British Columbians.

WHY WE'RE INVOLVED

We are committed to making diversity and inclusion a priority and see great benefit in working with other business leaders in our province on this important initiative. We recognize that the thinking, ideas, insights and perspectives of a diverse group of employees are a key element to our ongoing success.

DISTINCTION AND AWARDS

- 2017: Keeping People First: CEO Award, Chartered Professionals in Human Resources, BC & Yukon
- Top 50 BC Employer for nine consecutive years

NUMBER OF EMPLOYEES:

900

ACCESSIBILITY INITIATIVES

- Board and Executive team have created the organization's diversity and inclusion commitment statement, which encompasses four pillars: Inclusive Leadership, Employee Value Proposition, Bias-Free Processes and Community Engagement.
- Conducted a 2016 survey to assess employees' understanding on diversity and inclusion.
- Beginning unconscious bias training for senior leadership team.
- Removing unconscious bias from organizational systems and processes
- Building in diversity and inclusion measures as part of our RFP process.

- Reviewing our recruitment, hiring, and succession planning practices for unconscious bias.
- Ensuring job applicant's needs are accommodated during our interview process.
- Posting career opportunities with BC Partners in Workplace Innovation – a program that ensures job opportunities are widely accessible to disability service organizations.
- Conducted a physical workplace assessment on our two office locations and a casino facility

HIGHLIGHTS

- ✓ Board has committed to being world leaders in diversity and inclusion by 2022.
- ✓ 87% overall engagement in our annual 2017 Employee Engagement survey; 81% of employees felt that BCLC is a diverse organization based upon a 2016 Perspective survey.
- ✓ Each member of our Executive team is supporting one of our diversity and inclusion pillars.