

# Our Diversity Actions and Commitments in Indigenous Communities in Canada

At Sun Life, we believe in equity for all and condemn all forms of racism, bigotry and discrimination. We recognize that more work must be done to deliver meaningful progress for our colleagues, Clients and the communities where we operate. These are some of the actions we've taken and the commitments we've made to support our colleagues and Indigenous communities in Canada.

## Embedding our Inclusion Philosophy at Sun Life



### ● Sun Life Inclusion Networks

Sun Life's Inclusion Networks are employee-led communities which play an important role in fostering and embedding a culture of inclusion through awareness, education and engagement.

Sun Life's MOSAIC Network, in particular, holds events and raises awareness about Indigenous initiatives and issues, amongst others.



### ● Dean Connor Inclusion Scholarships for Black and Indigenous Students in Canada

Announced in Sept 2021, the Inclusion Scholarships will provide 100 scholarships over the next 5 years to Black and Indigenous university students in their last year of study. Selected students will be awarded a \$5,000 scholarship, a summer internship, professional coaching from a Sun Life mentor and possibility of a full-time opportunity at Sun Life after graduation.



### ● Internal Forums: Engaging Sun Life employees in a new way

Internal forums, led by Sun Life executives, have been held since Summer 2020. Some notable speakers that have joined the conversation include Indigenous Health and First Nations Expert, Dr. Lana Potts and Professor of Native Studies, Dr. Niigaan James Sinclair.

## Investing in Indigenous Communities

### ● Progressive Aboriginal Relations (PAR) Certification

In February 2021, we became a member of the [Canadian Council for Aboriginal Business](#), and began our PAR certification - becoming the first insurer to do so.

We formed a working group to create an intentional and progressive approach to impact four key performance areas: leadership, employment, business development, and community partnerships. Our future phases include setting Indigenous employee representation commitments and supplier diversity objectives.

\*Our representation in Canada, as of Sept 1st, 2021: Senior Leadership at 1.5%, Middle Management at 0.3%, and Staff at 1%.

### ● Indspire Bursary Program

We're proud to support [Indspire's](#) bursary and scholarship programs for Indigenous Peoples in Canada through an annual donation of \$25,000.

### ● Our Children's Medicine Sponsorship

We've partnered with [Our Children's Medicine](#) on a 2-year sponsorship focused on Indigenous community wellness, including a \$24,000 donation.

### ● University of Winnipeg: Diabetes Focus

We support the [University of Winnipeg's](#) Diabetes Awareness and Education Program, which provides youth in Manitoba hands-on education and prevention strategies.

### ● Right to Play: Promoting Life-Skills in Aboriginal Youth Program

We support the Health Pillar of [Right to Play's](#) Promoting Life-Skills in Aboriginal Youth (PLAY) program, which equips Indigenous children and youth with the knowledge, skills, and resources needed to make healthy lifestyle choices and protect against chronic disease.

### ● Spirit North

We donated \$400,000 to [Spirit North](#) to expand their sport and play programs. The programs will empower Indigenous youth with leadership skills while incorporating Indigenous cultural traditions, values, and beliefs.