

# OLD PORT

OF MONTRÉAL CORPORATION

## SOCIAL RESPONSIBILITY REPORT FOR 2024-2025



ENVIRONMENT



ACCESSIBILITY



EQUITY, DIVERSITY AND  
INCLUSION



HERITAGE



INDIGENOUS PEOPLES  
COLLABORATION

A DIVISION OF  
UNE DIVISION DE



Canada Lands Company  
Société immobilière du Canada



# MESSAGE FROM MANAGEMENT



The Old Port of Montréal Corporation (OPMC) is committed in carrying out its activities in a socially responsible manner, striking a careful balance between social impact, environmental preservation, and financial resilience.

The OPMC is very proud to share with you this report on our social responsibility program for 2024–2025, a significant year in our journey toward a sustainable tomorrow. Our establishment of a new pillar on Indigenous Peoples Collaboration helps us lay the foundations for respectful and authentic exchanges. We are indeed immensely proud to showcase a number of collaborative co-creation initiatives and projects in this report which bear witness to this commitment.

We are pleased to find that a growing number of social responsibility initiatives are now folded into our operations across different sectors. This transversal approach reflects our interest to embed these priorities deep within our decision-making and operational activities. It also helps underscore to the authenticity of our approach.

Still, we are mindful of the challenges we are up against, notably in terms of collecting reliable data and implementing performance indicators. Quantifying our objectives, measuring the impact of our initiatives, and improving our performance all rely on the soundness of our indicators and our data.

Additionally, the complex nature of our operations and the unique nature of our site have made it challenging to achieve the goals tied the management of residual materials and our fleet of vehicles. To do so, we must rethink our methods and continue to involve and raise awareness among our business partners as well as the six million visitors that come to our site every year. We must redouble our efforts to meet our goals. Yet, despite these challenges, our commitment remains strong. We firmly believe that by mobilizing our teams, our internal and external partners, and all those that make up our business ecosystem we have the power to convert our ambitions into concrete actions.

We are rallying our energies around a shared vision fuelled by a desire to move forward, and we remain engaged in the pursuit of our mission: to make the Old Port of Montréal Corporation an exemplary social responsibility leader!

Enjoy the report!

**ISABEL DANSEREAU**

COO, Attractions (Québec) and Executive Director  
Old Port of Montréal Corporation

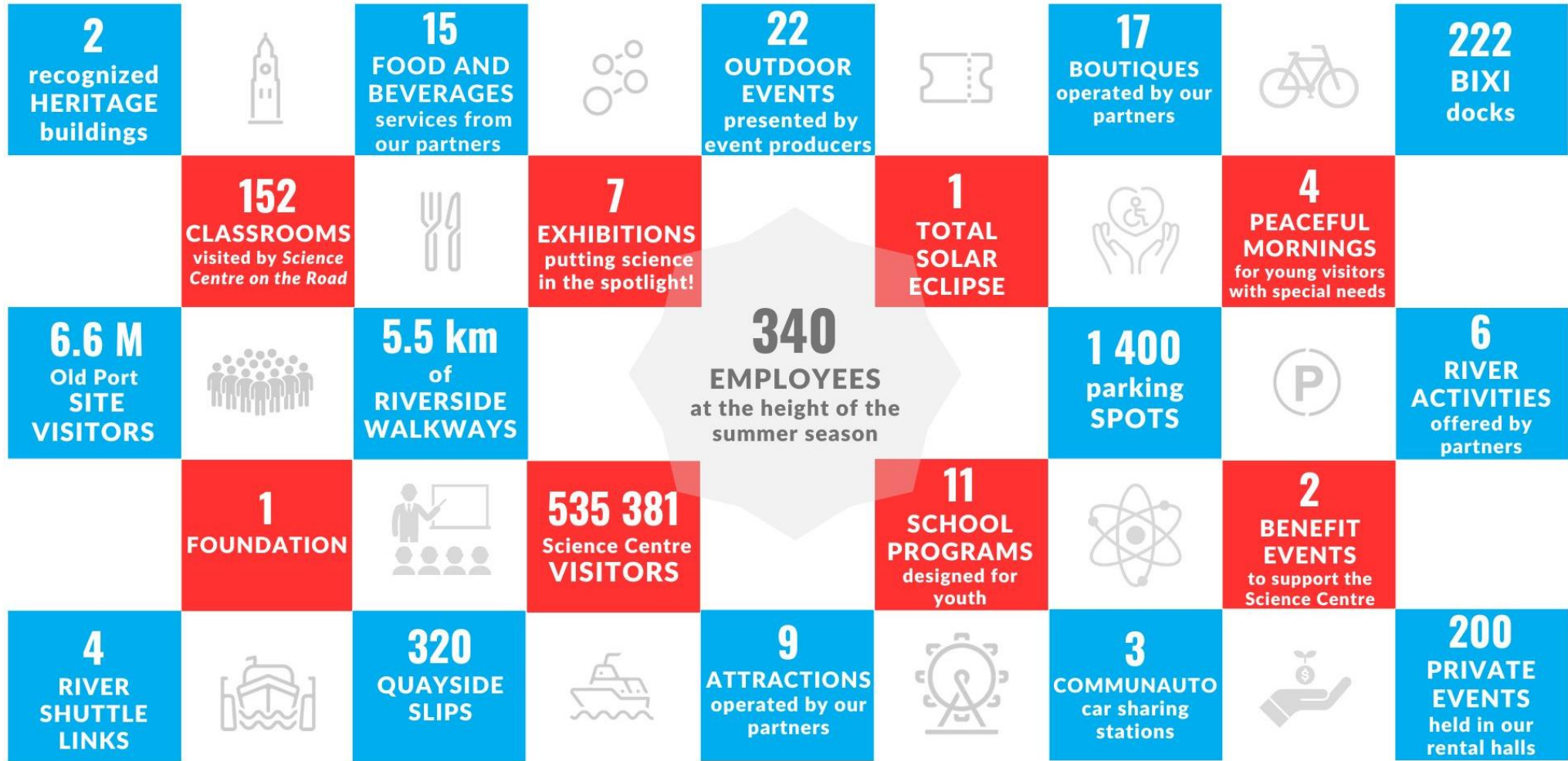
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# OLD PORT OF MONTRÉAL CORPORATION 2024-2025



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# INDIGENOUS PEOPLES COLLABORATION



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## MISSION

*Demonstrate a sincere commitment to collaborating with Indigenous Peoples by establishing authentic relationships in the course of pursuing our projects.*

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## A NEW PILAR

### □ Defining our overall direction, our strategic objectives, and a plan of action

#### ■ New Committee

This year marks the establishment of a new pillar: Indigenous Peoples Collaboration. Its goal is to build ties and establish sustainable relationships through collaborative initiatives aligned with the reconciliation process. The establishment of this new committee was announced to Old Port of Montréal Corporation (OPMC) employees on the National Day for Truth and Reconciliation. This commemorative day was also an opportunity to showcase a preliminary set of initiatives designed for staff and the general public:

- A special edition of *Shhh! It's Story Time*, an educational program based on an Indigenous tale, was presented to families visiting the Science Centre;
- As part of the associated Orange Shirt Day initiative, staff wore orange shirts distributed to them to help mark this national commemorative day;
- The Science Centre was illuminated in orange to showcase its support to Indigenous communities.

#### ■ Collaborative Effort

**La Boîte Rouge VIF** is an Indigenous non-profit organization with a mission to preserve, transmit, and showcase the value of community-based cultural heritage through joint initiatives and co-creation. The contributions of this organization helped the committee in its work and its decision-making and helped lay the groundwork for the development of an Indigenous Peoples Collaboration charter that outlines the scope of its actions, its strategic goals, and a three-year action plan. This work was also led in collaboration with people with Indigenous backgrounds from the organizations **Indigenous Tourism Quebec**, the **Wolastoqiyik Wampanoag First Nation**, and **UQAM's** First Nations relations office.

As part of the initiatives tied to this new pillar, committee members also had the opportunity to acquire new knowledge during a workshop about harmonizing relations with First Nations. The workshop was delivered as a five-part overview and featured concrete situation-based activities and tool-sharing.



## INDIGENOUS CONTENT IN THE SPOTLIGHT

### □ Integrating Indigenous content in site programming

#### ■ Exploring the Great Canadian North and Inuit Legends

An all-new permanent exhibition was launched by the Science Centre, entitled *Nanualuk – Northern Expedition*. This unique new quest-based exhibition led the team to work with numerous individuals and organizations from the Inuit community. The storyline was written by Inuk author **Jamesie Fournier**, and illustrations were created by artist **Iima Arngaq**. The exhibition features characters inspired by real Inuit individuals and all Inuit artisanal objects were produced by Inuit artists including **Saali Kuata**, **Okpik Designs**, and **Annie Hickey**.

Additionally, the inclusion of Inuktitut in the exhibition helps showcase the richness of this Indigenous language which helps stir a sense of pride among the exhibition's Inuit collaborators and Indigenous visitors. The work of the firm **Apatakaa Translations** helped the Science Centre discover this language.

#### True to Life Characters



Willia, Hunter/Fisherman



Selfportrait of illustrator Iima Arngaq



## INDIGENOUS CONTENT IN THE SPOTLIGHT

### □ Integrating Indigenous content in our programming

#### ■ Indigenous Knowledge in the Science Centre's Feature Exhibition

Focusing on the art of dining and techniques of French cuisine, the feature exhibition *Banquet* was an opportunity to showcase the talent and know-how of local chefs from Montréal's culinary scene and to feature, of course, Indigenous cuisine. Exhibition visitors were offered a chance to discover the signature dish of **Chef Cézin Nottaway**, born in Lac-Rapide in Outaouais and of the Algonquin Anishinaabe Nation: Moose stew deglazed with black tea.

The inclusion of a sensory discovery activity at the exhibition's Indigenous cooking station allowed visitors to explore ingredients typically used in Canadian First Nations communities.



## INDIGENOUS CONTENT IN THE SPOTLIGHT

### Authentic Collaboration

#### Co-Creation Process

A committee composed of four members of the Inuit community was established as soon as the Science Centre's exhibition team began work on the *Nanualuk* exhibition. The team worked closely with committee members throughout the process and sought their guidance in making choices that would ensure the exhibition reflects current-day Inuit culture. **La Boîte Rouge VIF** also played an important role in advising the work of the team.

Travelling to Montréal from all corners of Intuit Nunangat (a collective name for the Inuit homeland in Canada), members of the committee came to the exhibition's launch to participate in this meaningful occasion.

The *Nanualuk* exhibition's launch was also an opportunity for the Science Centre to organize an exclusive sneak preview event for families and friends of the Greater Montréal area's Inuit communities. Montréal-based Inuit associations and organizations also helped disseminate the invitation across their networks.



## INDIGENOUS CONTENT IN THE SPOTLIGHT

### □ Sharing and reaching as many people as possible

#### The Indigenous Ingenuity Adventure Continues

Created in 2017, the Indigenous Ingenuity exhibition was developed through an unprecedented collaborative process led at the Science Centre. Indigenous specialists worked closely with the exhibition team at every stage of the exhibition's development process. This collaboration, facilitated by **La Boîte Rouge VIF**, paved the way for contributions from more than a hundred collaborators, including a great number of Indigenous individuals from more than a dozen Nations across Canada. Originally launched in Montréal in 2017, and presented again in 2018, and later at seven science museums centres across Canada, the exhibition helped the reconciliation and collaboration process forward with local Indigenous communities.

In 2022, the Ontario-based science museum **Science North** was granted a licence to develop a scaled down version of the exhibition that travelled to approximately twenty Indigenous communities across northern Ontario.

Following the exhibition's fame and recognition, the **Arizona Science Centre** has chosen it as a starting point for its own permanent exhibition to be developed through an unprecedented reconciliation and collaboration effort in partnership with the 22 Indigenous Nations with lands in the State of Arizona. The Montréal Science Centre is proud that the sale of the exhibition and the licence for its original concept will allow this pioneering venture to enjoy continued success and renewed visibility among new audiences.

#### Engagement Inside Indigenous Communities

Two trips were organized as part of the *Science Centre on the Road* program which allowed its team to engage with students from remote regions outside of Montréal as well as Indigenous communities. With an activity program in hand based on the learning approach known as tinkering, the *On the Road* team took a first trip to Manawan, an Atikamekw community, where 246 students across 13 classrooms engaged in activities led by the program's educators. The second trip was to the Pekuakamiulnuatsh First Nation, in the community of Mashteuiatsh in Lac-St-Jean, where 330 students took part in one of the program's tinkering challenges.



# ENVIRONMENT



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## MISSION

*Use a scientific approach to guide our actions in implementing best practices as they relate to sustainable development.*

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## GOVERNANCE

### □ Operationalize the Old Port of Montréal Corporation’s environmental aspirations through effective governance, an effective management system, and effective processes

#### ■ Environmental Data Management

Implementing an environmental data management system will allow the OPMC’s performance, as well as the impacts of its initiatives, to be measured. Next steps include efforts to ensure that data collected are precise enough to develop and roll out performance indicators.

### □ An environmentally responsible purchase and acquisition framework

#### ■ Social Responsibility Clause

Social responsibility criteria were added to all calls for tender geared toward product and service providers. Acting as a prompt to adopt best practices, this clause also gives visibility to the OPMC’s social responsibility efforts, specifically those tied to environmental sustainability.

### □ Raising awareness and engaging stakeholders in the Old Port of Montréal Corporation’s commitment to the environment

#### ■ Provincial Sustainable Tourism Symposium

The OPMC hosted the 2024 sustainable tourism symposium where the province’s tourism leaders met to discuss the industry’s transition toward sustainability. The event was an opportunity for the OPMC to showcase its initiatives and reaffirm its commitment to sustainable tourism in the presence of industry players.



## GOVERNANCE

### □ Raising awareness and engaging stakeholders in the Old Port of Montréal Corporation's commitment to the environment

#### Engagement of Commercial Tenants

- The first step was to assess the level of environmental knowledge held by internal partners and look at their sustainability initiatives. This effort will help better support them and offer them customized training and awareness opportunities;
- The internal partners newsletter allowed for information sharing about changes to the site's recycling and waste collection service and awareness raising about potential actions to adopt.

#### Engaging OPMC Partners

The OPMC's environmental efforts necessarily involve the engagement of internal and external partners. A report was drafted to give their actions visibility and then shared as part of a best practices knowledge exchange effort. The report featured actions such as:

- Le **Petit Navire**'s two entirely electric-powered boats allowing visitors to enjoy an ecofriendly cruise showcasing local heritage;
- Four of the river shuttle's links helping to eliminate approximately 200,000 vehicles from local roads;
- A 66% increase in the number of bike rides from the site's **BIXI** bike-sharing stations;
- Quality local products from 12 merchants offered to the public and local residents at **Marché des Éclusiers** farmer's market;
- Various sustainable events organized and held on site;
- Ongoing efforts to support the use of reusable containers;
- Various measures implemented to improve residual material management and sorting.



## GOVERNANCE

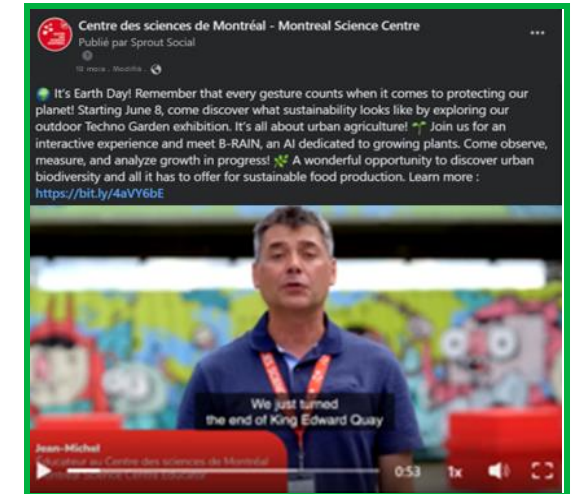
### □ Reducing the environmental impact of Old Port of Montréal Corporation activities

#### Required Reporting Clause

A new clause was added to new site programming and activation agreements, now requiring partners to disclose their social responsibility initiatives. This information will help identify areas for improvement as well as initiatives to deploy in an effort to reduce the site's overall environmental impact.

#### Other Initiatives

- Five-gallon plastic bottles for water dispensers inside the OPMC's headquarters were replaced by filtered, refrigerated water fountains equipped with a refillable bottle-filling feature;
- Employee showers were installed to the OPMC's headquarters in response to a suggestion from employees who use active transportation and engage in physical activity;
- The Science Centre hosted an awareness-raising activity centred around a special zero-waste refrigerator (*TOUSKI, le frigo anti-gaspi*). More than 5,000 people engaged with this food waste reduction initiative, after which 286 of them expressed their intention to take action in their everyday lives;
- The reboot of the EConnected contest invited the public to engage in six new challenges and learn about simple actions to support environmental sustainability. A total of 871 people expressed their intention to take action in their everyday lives;
- The *Techno Garden* initiative welcomed 6,000 visitors as part of its guided tours and educational activities designed for visitor groups and families. Over 200 kg of fruits and vegetables were harvested from the garden and donated to the local shelter **Accueil Bonneau**;
- A training session focused on embedding environmentally sustainable practices in exhibition design was offered to two members of the Science Centre's exhibition team. The session helped raise awareness and offered the participants tools to help reduce the environmental footprint of exhibitions.



## MANAGEMENT OF RESIDUAL MATERIALS

### □ Reduce the Old Port of Montréal Corporation’s subsurface containment of residual materials by 75% by 2030

#### Organic Waste Collection

Three organic waste collection stations were added to the OPMC site to align the needs and operations of restaurant concessions with the site collection schedule. Despite efforts made, the 2024-25 target to reduce subsurface organic waste containment by 20% was not reached. The efforts involved in managing waste across the outdoor quarters of a recreational tourism site welcoming more than 6 million visitors a year is a substantial challenge. Discussions are underway to find solutions to reduce contamination of collected residual materials.

#### Collection of Refundable Containers

As part of the modernization of the province’s consignment system, an agreement was signed with **GoConsigne** to collect refundable containers from the OPMC site, including the Science Centre, corporate events, and concessions of participating internal partners. Proceeds generated from this initiative will be donated to the Science Centre Foundation.

#### Recycling System Reforms

Efforts are underway to revise the signage on recycling stations on the OPMC site and at the Science Centre to reflect the province’s reform of its recycled material collection system. New signage will also help site visitors and employees become aware of the new system and understand how it now works.



## GREENHOUSE GAS AND ENERGY OPTIMIZATION

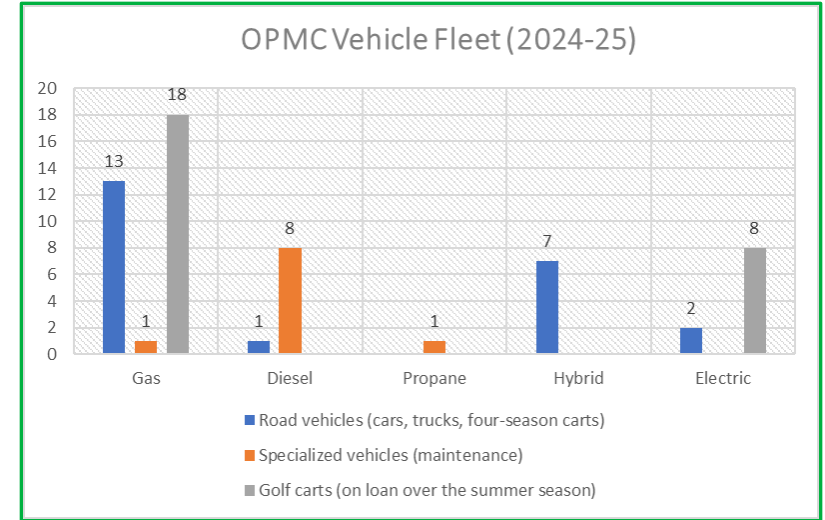
### □ Reduce the Old Port of Montréal Corporation’s greenhouse gas emissions by 40% by 2030

#### ■ Vehicle Fleet Greenhouse Gas Emission Reduction Target

The OPMC owns a fleet of 59 vehicles that support the site’s operations and many activities. A fleet management strategy was introduced to reduce its total number and to speed up the transition to electric vehicles. During 2024-25, two four-season electric vehicles were acquired to perform site and operations compatibility tests. The goal is to replace a portion of gas-fuelled vehicles with these new electric ones.

The impacts of this transition will only be felt over the next year at which time a number of changes to the OPMC’s practices will be in place. For instance, in planning for the 2025 summer season, four fewer golf carts will be available for rent, going from an old fleet of 26 vehicles to a new fleet of 22 electric vehicles. This initiative alone will allow the OPMC’s overall vehicle fleet to have 56% fewer gas-fuelled vehicles.

Despite efforts made and the targeted 16% reduction in emissions, very little CO<sup>2</sup> emission reductions were achieved during 2024-25. Still, the changes ahead stirs confidence that the OPMC will achieve its vehicle fleet reduction targets in 2025-26.



## GREENHOUSE GAS AND ENERGY OPTIMIZATION

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### □ Reduce the Old Port of Montréal Corporation's greenhouse gas emissions by 40% by 2030

#### ■ Greenhouse Gas Emission Reductions Tied to Snow Clearing

Snow clearing operations were revised to reduce the total surface of snow-cleared areas on the site by 15%. This change helped reduce the volume of snow to be transported off the site, reduce the use of de-icing abrasives, and reduce the amount of gravel to be hauled off the site in the spring. This concrete climate change adaptation reflects a real reduction in greenhouse gas emissions as well as a reduction in snow clearing costs.

#### ■ Employee Transportation

A group of 21 OPMC employees took part in a provincial challenge initiative (*Défi sans auto solo*) aimed at reducing single occupant motor vehicle use. The challenge took place from September 1 to 30, 2024.

## CLIMATE RESILIENCE

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### □ Development and implementation of detailed climate adaptation plans

#### ■ Quantitative Climate Risk Analysis

A quantitative climate risk analysis centred on the OPMC's infrastructures was performed and the resulting report helped identify the site's specific climate-change vulnerabilities. A risk mitigation plan will be developed in 2025-26.

#### ■ Heat Island Mitigation Measures

- A shaded area was introduced in front of the Science Centre along the Old Port's Promenade. It features picnic tables and five parasols to provide shade;
- In addition to the greening plan developed with the Greater Montreal greening organization **Soverdi**, greenery was added across the site in containers alongside outdoor furniture in an effort to further embellish the site;
- Internal partners saw a new clause added to their lease holder agreements wherein greenery must now be added to all rented activity sites.



## WATER AND BIODIVERSITY

### □ Support biodiversity on the Old Port of Montréal Corporation's lands and reduce its environmental impacts on water

#### Tree Stock

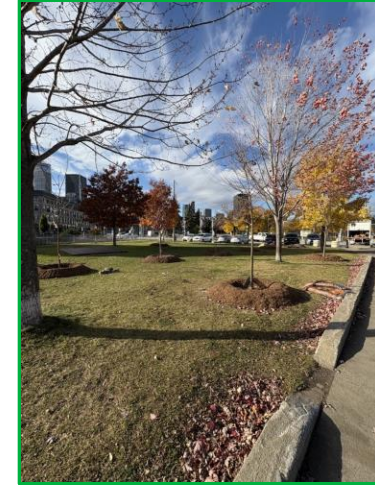
The site's tree stock was inventoried and assessed in view of developing a specific action plan for the maintenance and replacement of trees across the Old Port site. An upstream tree management strategy was submitted and outlined plans for tree pruning, trimming, and felling.

#### Biodiversity Preservation

The first phase of the Old Port of Montréal greening project was launched in collaboration with **Soverdi**.

The OPMC is very proud of this initiative in that it has helped to increasingly green the site and reduce heat islands by the introduction of cooler shaded areas.

This extensive project paved the way to the planting of 132 new trees of large and medium caliper in a great variety of different species well suited to an urban environment and to the Old Port's unique location. This effort will help improve the resilience of the urban forest in harmony with the site's historical and architectural heritage.



## WATER AND BIODIVERSITY

### □ Support biodiversity on the Old Port of Montréal Corporation's lands and reduce its environmental impacts on water

#### Management of Drinking Water

Water meter readings are now taken twice a year and will allow targets to be set for reducing and optimizing drinking water use on the Old Port site.

#### Cleaning of the Riverbanks

**Ocean Wise** is a global conservation organization with a mission to build communities that take meaningful action to protect and restore our oceans. It organized a riverbank clean-up initiative on the Old Port site. Nearly 100 volunteers, including a number of members of the OPMC's Environment Committee, were on hand to clean up a stretch of more than 1.5 km along the Promenade. They collected over 172 kg (380 lb) of litter.

This event also helped identify the most common types of litter found on the site, cigarette butts in particular that accounted for 45% of the volume collected. Efforts are underway to arrange for their collection and recycling.



# ACCESSIBILITY

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## MISSION

*TAKE ACTION, because every barrier removed helps make our products and services more universally accessible.*

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## EMPLOYMENT

### ❑ Offer equitable and accessible employment opportunities at all stages of the employment cycle, namely by implementing policies, procedures, and various initiatives

#### Equitable and Accessible Employment Opportunities

- Thanks to its remodeling, the welcome desk and ticket counter at the Science Centre now features accessible workstations where individuals of short stature or with mobility disabilities (be they visitors or staff) can be appropriately stationed, welcomed, and served;
- Work was also done on the entrance and the administrative offices of OPMC headquarters to ensure accessibility for all members of staff and the general public.

#### New Partnership

A partnership was established with the **CNIB (Canadian National Institute for the Blind)**, a non-profit advocacy organization supporting Canadians impacted by blindness. This partnership will provide employees easy access to resources that can help them support accessibility by developing their awareness about what it is to be blind. Internship opportunities for those with vision loss may also be explored.



## INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

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- Make information and communications accessible to all users using AACT (Accessibility, Accommodation and Adaptive Computer Technology) standards across all of the Old Port of Montréal Corporation's information and application systems**

- **Integrating Accessibility Standards**

- Computer systems and applications used by the OPMC were inventoried;
- A process was set up to evaluate enterprise and public-facing information systems in keeping with AACT standards (Accessibility, Accommodation and Adaptive Computer Technology). Adjustments needed to improve their accessibility will be identified and folded into upcoming system upgrades or replacement purchasing;
- A new survey was introduced to all service providers to help the collection of data on the accessibility capabilities of current and future software and IT solutions. The survey was designed to promote the development of accessible IT.

## ACQUISITION OF GOODS, SERVICES, AND INSTALLATIONS

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- Integrate accessibility principles into requirements tied to the acquisition of goods, services, and installations**

- **Social Responsibility Clause**

As part of the new social responsibility criteria added to all calls for tender, product and service providers are now increasingly aware about, and accountable for, matters related to accessibility.



## COMMUNICATIONS

### □ Make public-facing information and communications accessible, equally in terms of signage, websites, and other channels of communication

#### Upgrading the Visitor Experience for Those with Special Needs

- A guide for visitors with disabilities and their companions was created and made available online. Its goal is to facilitate visit planning and improve the Old Port visit experience. This guide pairs with the Science Centre's guide for visitors with special needs which was updated this year to reflect the visit environments of the new *Fabrik<sup>2</sup>* and *Banquet* exhibitions;
- The Accessibility section of the Science Centre website's Visitor Information page was updated to outline measures put in place to enhance the visit experience of visitors with hearing loss.

#### Awareness Raising Activities

- To mark Autism Month, visitors and staff of the Science Centre had an opportunity to take part in the provincial launch of a virtual reality activity offering users an autism-specific sensory experience. This awareness-raising activity, organized in partnership with the experience's creators **Les Pieds en haut**, helped participants better understand the lived experience of those living with autism;
- As part of Québec's provincial day on hearing awareness, led by **Audition Québec**, members of the Accessibility Committee surveyed volunteers living with hearing loss (as well as their loved ones) to better understand their lived experience and ask for their feedback on the accessibility of the Science Centre exhibition visit experience.



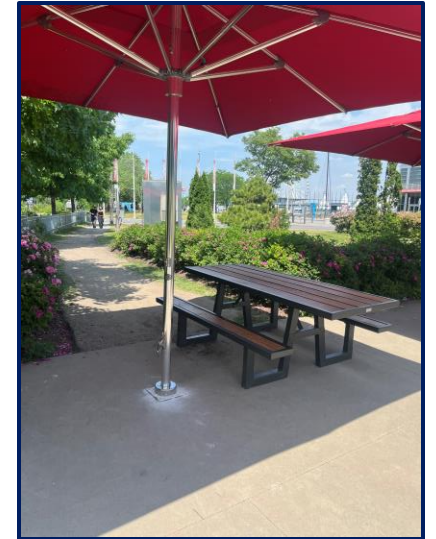
## BUILT ENVIRONMENT OR DESIGN OF PUBLIC SPACES

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□ Design built environments as well as newly built and renovated public spaces that are mindful about preventing or eliminating barriers for all users

■ Initiatives Supporting the Accessibility of the OPMC's Installations

- New paved walkways and picnic tables on the Event Platform;
- New access ramps to the Belvedere and Perspective rental halls for visitors with mobility disabilities;
- The *Fabrik<sup>2</sup>* exhibition was designed using the Gender-based Analysis Plus (GBA+) framework to be responsive to visitors with special needs. The accessibility consultant firm Kéroul offered guidance to the exhibition team throughout the development process, prepared recommendations, and validated construction plans. These adaptations also helped the exhibition be more inclusive;
- The needs assessment process for all new OPMC projects involving physical infrastructure now includes questions about universal accessibility.



**Kéroul**  
Partenaire de découvertes  
accessibles



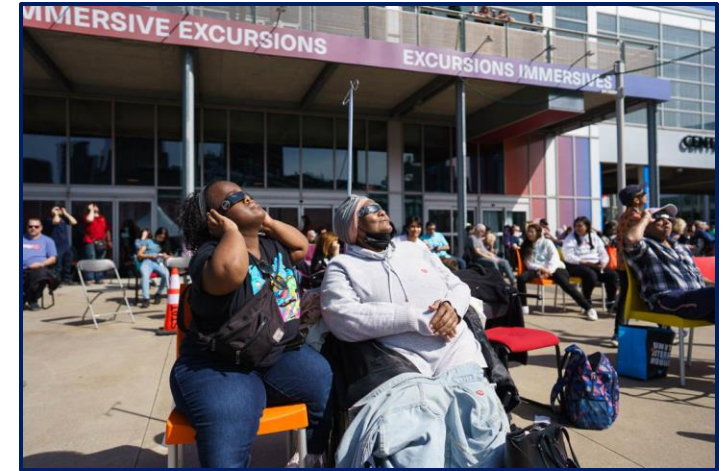
## BUILT ENVIRONMENT OR DESIGN OF PUBLIC SPACES

- Design built environments as well as newly built and renovated public spaces that are mindful about preventing or eliminating barriers for all users

### ■ Accessible Area for the Solar Eclipse

As part of the on-site arrangements for the rare and exciting total solar eclipse on April 8, 2024, a special zone was created for people with special needs and their companions. This allowed them to take part in this collective viewing event from a safe and accessible area. More than 150 people took advantage of this space including people with mobility disabilities, people of short stature, people living with autism, as well as older adults.

An educator from the Science Centre was also on hand and this group of visitors was provided eclipse glasses, chairs, and a chance to try one of two LightSound devices designed to help people with vision disabilities experience the eclipse. There were even acrobats on hand!



## DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

### □ Uphold accessibility guidelines and best practices in the design of program and service delivery

#### The Science Centre Certified Accessible

The Science Centre has once again proudly qualified for **Kéroul** certification as an accessible site for people with physical limitations. Kéroul's certification program ranks the level of accessibility of tourism and cultural establishments in Québec. The Science Centre is the very first establishment in Québec to qualify for all four of Kéroul's accessibility categories, specifically for:

1. Visitors with mobility disabilities
2. Visitors with visual disabilities
3. Visitors with hearing disabilities
4. Neurodiverse visitors

The Science Centre is thrilled to serve as an accessibility leader within Québec's cultural and tourism networks.

#### Increasingly Accessible Events at the Old Port

As part of the ongoing awareness-raising efforts to make events and site programming increasingly accessible, a survey was led among the OPMC's internal partners to learn more about their own initiatives. Among them were offering site visitors with mobility disabilities an accessible public toilet, adapted walkways, access ramps and other similar measures to facilitate access to activities and installations.



#### **ICI Radio-Canada Première CHLM**

ICI Radio-Canada Première CHLM  
Publié 11/09/2024 03:10 PM UTC  
Disponible 11/09/2024 03:33 PM UTC

besoins. Faire du bruit par les bouts, j'ai utilisé des appareils numériques pour répondre à des besoins d'accessibilité aussi accéder une salle d'apaisement pour plus de tranquillité chez qu'avec l'expérience et font au centre des sciences fonctionne vraiment très bien. On dit que les personnes neurotypiques



# EQUITY, DIVERSITY AND INCLUSION

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## MISSION

*Put employment equity, diversity, and inclusion in action to promote and celebrate the benefits of diversity and inclusion, to help eliminate discrimination, and to reduce barriers for key groups.*

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## LEARNING AND GROWTH

□ Achieve a better understanding of equity, diversity, and inclusion and build awareness among Old Port of Montréal Corporation employees by bringing them along this ongoing learning process

### Awareness Raising Activities

By taking part in different activities and celebrations, staff members had opportunities to increase their everyday appreciation and understanding of diversity:

- A Caribbean BBQ event;
- Viewings of videos about Canada's National Day for Truth and Reconciliation;
- An employee Cultural Diversity Fair where eight kiosks were set up for employees to share parts of their culture through food, traditional clothing, games, and history;
- An organized talk about body diversity attended by 23 OPMC employees;
- A Career Day event at Jacques Rousseau secondary school where OPMC employees promoted employment opportunities and initiatives led at the OPMC to students from an underprivileged area. This also gave these staff members a chance to learn more about the realities of going to school in underprivileged settings.

### Towards a More Inclusive Leadership

OPMC managers attended a training session about developing self-confidence, fostering collaboration, promoting psychological health and safety, and empathy- and inclusiveness-driven leadership.



## REPRESENTATION

- Ensure diverse representation at every level within the organization to ensure that all voices are heard, valued, and incorporated into decision-making



### Recognition for OPMC's Work Environment

The OPMC was ranked among **Montréal's Top Employers** by an annual competition led by Mediacorp. This distinction recognizes employers from the Greater Montreal area that stand out in their field thanks to their exceptional work environments.

This recognition helps promote the OPMC's brand as an employer and highlights equity, diversity and inclusion practices, which in turn helps support growing organizational diversity.

### Promoting Diversity Within OPMC Teams

The OPMC organized a recruitment activity at the Science Centre to help increase the pool of applicants from underrepresented groups.

Eight organizations and employment partners working with people with disabilities, newcomers to Canada, and on aspects of mental health took part in the event. Fourteen employment experts and close to 50 potential applicants were in attendance. This event ultimately helped the OPMC hire six new employees for different positions.



## CULTURE OF INCLUSION

- Foster an inclusive environment where all are welcome, can be themselves, and feel a sense of safety and belonging

### An Accredited Workplace

The OPMC and its parent company, the Canada Lands Company, were both accredited as “Rainbow Registered” by a national program led by the **Canadian Gay & Lesbian Chamber of Commerce (CGLCC)**. This accreditation affirms that 2SLGBTQI+ staff and employees can feel safe, welcomed and accepted on the OPMC site and in its workplaces.

### Increasingly Inclusive Exhibitions

New content was added to the *Human* exhibition. This upgrade reflects the OPMC’s commitment to showcasing content that celebrates the cultural, physical, neurological, and gender diversity that typifies the human experience.

### Diverse and Inclusive Programming

A survey led among internal partners helped confirm that site programming is as varied as it is celebrative of diversity. Many report having made additional efforts to increase the visibility of their operation’s focus on diversity, such as in the way they select artists, recruit volunteers, or hire personnel.

### First Cohort of Mental Health First Responders

OPMC’s organization were trained to become mental health first responders. This type of diversity training has equipped them to administer mental health-related first aid, spot symptoms of distress, and engage in open, impartial, and mindful dialogue with a range of people with a variety of backgrounds.



## OUTREACH

### □ Increase our efforts to support and engage with Indigenous communities and underrepresented groups

#### Volunteering

A total of 18 employees volunteered to support the activities of three different organizations:

- The OPMC security team engaged with **Accueil Bonneau** to help serve more than 500 hot meals to people visiting the shelter;
- Staff members volunteered during **Fierté Montréal**'s pride festivities;
- The OPMC took part in the *Course et marche Bouge-Bouge* walk-and-run event to help raise funds for the **Fondation du CÉGEP Marie-Victorin** which offers students financial support.

#### Partnerships with Community Organizations

- A partnership was struck with the Nanavik-based Inuit cultural organization **Avataq Cultural Institute** to find members of the Indigenous community to support and collaborate with the exhibitions development team;
- Free visits were organized for 250 families in collaboration with local community organizations serving newcomers to Canada. This effort aligns with the outreach initiatives embedded in the Science Centre's *Mini Mondo* exhibition designed to connect with these types of families;
- A Centraide workplace fundraising campaign was led and enabled staff members to engage with their community through donations;
- Over the winter holidays, staff members showed their generosity by making food donations to the local shelter **Accueil Bonneau**.



# HERITAGE



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## MISSION

*Promote the material and immaterial heritage of the Old Port of Montréal.*

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## ADVANCEMENT AND ACQUISITION OF HISTORY

- Help Canadians make the Old Port's history their own by embedding or highlighting some of the lands' authentic and unique artifacts

- **Second Life for the Tower on Conveyors Quay**

The tower on Conveyors Quay was built in 1957 and is one of the port's last large building projects before it became a recreational tourism site. The tower is a symbol of the intensive industrial activity of the port's heydays. The building is considered part of the Old Port's material heritage and was restored to give it a new purpose while preserving its original architecture.

This major project now makes Conveyors Quay the site of an extraordinary new urban bungee jumping experience.



## ADVANCEMENT AND ACQUISITION OF HISTORY

- Help Canadians make the Old Port's history their own by embedding or highlighting some of the lands' authentic and unique artifacts

### Signature Design

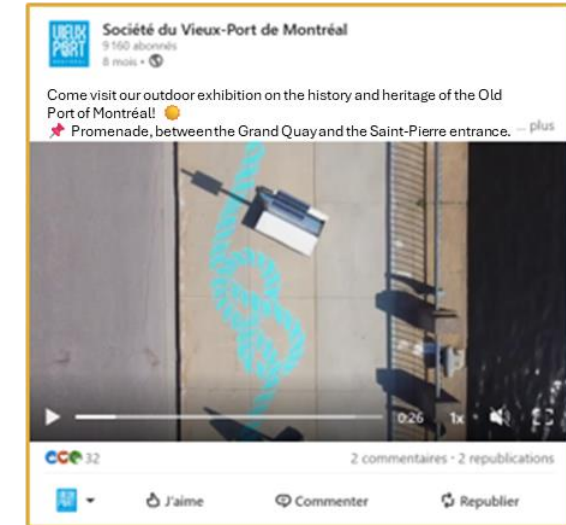
A visual design was developed to help highlight the OPMC's commitment and on-site initiatives celebrating the site's unique heritage. Featuring marine ropes and knots, the design makes reference to the Old Port's logo, maritime culture, the site's industrial past, and past and present activities taking place on the site. This unifying visual design helps guide visitors in their exploration of the site's heritage landmarks, exhibitions, and points of interest. Concept and original design by artist **Maïa Djambazian**.

### Visibility of the Heritage Photo Exhibition

The outdoor photo exhibition *Old Port of Montréal – A Landmark in Canada's History*, presented along the site's Promenade, was given a visibility upgrade. The new visual design placed on the ground marks the exhibition path through its 20 photo panels. Flowers and greenery further complement this outdoor installation. Concept adaptation and production: **P.ART.KING** and **River June**.

### Visibility Initiative for the Victoria Plaque

The commemorative Victoria Plaque, historical marker of the Old Port erected during the inauguration in 1916 of the Victoria Quay (now known as Clock Tower Quay), was restored and moved to the northwest side of the lower quay in an effort to give it increasing visibility. The plaque's age and its sturdy concrete anchors called for special hoisting equipment and the special care and expertise of different structural, heritage restoration, and materials handling experts. A visibility plan has been submitted and will be implemented during the 2025-26 year.



## EVOCATION

- Take inspiration from some of the site's historical elements to inform its design (from its spatial arrangement to the choice of materials and vegetation, including furnishings)

- **Promising Elements from the Master Plan**

Trees and vegetation with a potential to evoke the site's history were identified and shared with the OPMC's operational teams and are now embedded in decision-making processes for future botanical site projects.



## INTERPRETATION

□ Educate the public about the Old Port's industrial past and the role it played in the history of Montréal and the history of modern Canada through a variety of interpretive instruments

■ **Celebrating the Site's Rich Heritage**

As part of a plan to accentuate site heritage, two concepts were developed and are ready to be put in motion over the coming years:

- At the Science Centre, a timeline project will be installed and feature the different uses throughout history of the jetty and converted hangars located on what is today known as King Edward Quay;
- At the Old Port, contemplative augmented reality stations featuring heritage interpretation panels will allow visitors to view historical buildings and infrastructure that once stood on the site.



# OLD PORT

OF MONTRÉAL CORPORATION



ENVIRONMENT



ACCESSIBILITY



EQUITY, DIVERSITY AND  
INCLUSION



HERITAGE



INDIGENOUS PEOPLES  
COLLABORATION

A DIVISION OF  
UNE DIVISION DE



Canada Lands Company  
Société immobilière du Canada

