

DEL

DEL stands for the **Developing-Diverse Emerging Leaders Program**.

CBC is committed to ensuring our workforce and leaders are reflective of the communities we live in and serve.

The **Developing-Diverse Emerging Leaders program** has been designed to specifically address the needs, and support the development of talented staff who are also members of diverse equity seeking groups, including people with disabilities.

The program began in 2017 and each year a small group of 14-16 people are selected.

We are currently in our 4th cohort.

We choose candidates who have worked at CBC for three to five years and have a keen desire to lead a team.

It is meant to equip diverse employees with insights, tools and strategies to help advance their careers with confidence and purpose.

Throughout the year, DEL participants will:

- meet several times for intensive group sessions with internal executives and notable leaders in the media field.
- shadow a leader for a day.
- they will be introduced to a mentor that has been purposefully matched to best suit the individual. They'll learn how a mentee / mentor relationship works and how to best optimize it.
- a large part of the program will involve working on a project related to their location/program/unit
- they will take part in development sessions to provide progress on their project and receive feedback
- they will have the opportunity to learn from and network with alumni of the program

The DEL program strives to create a bond among the group so they will link and share with each other and previous cohorts. This provides a network for information sharing and also for comradery and support.

CBC supports the DEL program and being a graduate is an asset for future opportunities. Hiring managers know the applicant has interest in and been trained for future leadership roles within the company. It provides an essential boost up for our diverse staff members to find advancement.