

Trinity Western University Issue - Speaking points for Leaders

- Thank you for sharing your concerns with me.
- I can see this is an important issue for you and I recognize it is for others as well.
- We did not intend any disrespect and we did not intend to offend. Please accept my apology.

- By way of background:
 - Law societies across Canada requested submissions as they considered the accreditation of TWU's proposed law school.
 - Our Legal Group, together with many others who expressed a variety of views, including other banks and a number of significant Canadian corporations, responded to the request.
 - Law societies have since made their decisions and where they chose not to accredit, court challenges are underway.
 - BMO has no role in those court challenges.

- At BMO, diversity and inclusion are core values.
 - While I am not a lawyer, nor an expert on law school admissions or accreditation, I understand our submission was made because we are concerned that granting accreditation would limit entry to the legal profession for reasons other than merit
 - Simply put, consistent with our value of diversity and inclusion, we believe entry to professions like law should be inclusive and based on merit.

- I want to be clear that we have great respect for TWU:
 - Our employees include many graduates of TWU.
 - We continue to support TWU through our Employee Matching Gift Programme (a program pursuant to which BMO matches employee donations made to post-secondary institutions).

- You may have heard a variety of rumours about BMO's business practices
 - Those rumours are false.
 - Consistent with our values, our employees, customers and suppliers have a variety of ethnic, cultural and religious backgrounds.

- I appreciate and respect that you have sincerely held beliefs, and regret if our view offends you. Again that was not our intent and I apologize.
- I value your business and thank you for sharing your views with me.

Supplier Diversity

- In terms of our expectations of law firms, we do invite law firms that provide services to us to share the diversity and inclusiveness of their workforce based on key diversity statistics. These statistics are gathered anonymously from those who chose to self-identify.
- We never ask suppliers, including law firms, for statistics about religion.
- While we are also hopeful those statistics reflect a generally inclusive culture within those firms, the statistics in question do not include religion.

Denying credit to Christians

- This rumour is completely false.

Court proceedings

- Court challenges are underway in Nova Scotia, Ontario and British Columbia (where law societies decided not to accredit).
- In those provinces, TWU is arguing that law societies don't have jurisdiction to refuse to accredit in these circumstances.
- Nova Scotia has decided in favour of Trinity Western University, but the law society could appeal. The matter has not been heard in British Columbia or Ontario.
- We respect and defer to these processes and recognize that we have no further role.