

MINERA 

the

FACE OF  LEADERSHIP™

**INCLUSIVE
LEADERSHIP
FORUM**

2021

21, 22, 23 SEP | 12-3 PM

GENDER EQUALITY WEEK

VIRTUAL

PROGRAM GUIDE
#INCLUSIVELEADERSHIPFORUM
DAILY FORUM AGENDA, 2021 SPEAKER BIOS



A MESSAGE FROM THE CEO



Thank you for attending our third annual Face of Leadership™ Inclusive Leadership Forum!

Minerva's Inclusive Leadership Forum has grown from a small circle of business leaders to a public event with over 200 participants. We are delighted to welcome each of you as part of this learning community.

Our intention with this forum is to ignite conversations that matter – and fuel motivation for creating a more equal future for girls and women in BC.

Along with climate change and Reconciliation with Indigenous peoples, advancing gender equality remains one of the biggest challenges of our time. No country has fully achieved gender equality, and yet equality is fundamental to how societies thrive.

As leaders who care about these issues, we must do more to address workplace equality in all its complexity. We hope that this year's Forum offers you what you need: whether a new perspective, encouragement to keep going, or a community of support.

We are grateful to our incredibly knowledgeable speakers, and our sponsors: BCLC, PwC, Best Buy, BCMEA, HRx and Odium Brown for their support of this event and the Resource Guide.

We are also grateful to all attendees - thank you for your ongoing commitment to change the face of leadership in BC.

Sincerely

A handwritten signature in black ink that reads "Tina Strehlke".

Tina Strehlke

#INCLUSIVELEADERSHIPFORUM

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2021

TUE | 21 SEP | 12-3 PM

GENDER EQUALITY WEEK

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12:00 PM-12:30 PM* **WELCOME / OPENING REMARKS**



Mary Jane Joe, Educator,
Elder-in-Residence,
Langara College



Gillian Buergin,
Board Chair,
Minerva BC



Tina Strehlke,
CEO, Minerva BC

12:30 PM-01:00 PM **GENDER EQUALITY AS AN INNOVATION CHALLENGE IN CONVERSATION: DR. SARAH KAPLAN + CHANTELE KRISH**



Dr. Sarah Kaplan, Director Institute
for Gender and the Economy at
Rotman School of Management



Chantelle Krish,
CEO, The KidSafe Project Society,
Minerva BC Board Director

Before COVID-19, many organizations made an economic argument for diversity, suggesting that hiring women is good for business. In this conversation with Chantelle Krish, Dr. Sarah Kaplan will explain how this approach may be doing more harm than good. Dr. Kaplan will discuss the myth of meritocracy, and how treating the diversity challenge as an innovation problem will net better results in the COVID recovery.

5 MIN BREAK

01:05 PM-01:55 PM **MOVING FROM INTENTION TO ACTION: ALLYSHIP AND YOUR ROLE IN RECONCILIATION, EQUITY AND INCLUSION**



Courtney Daws, Vice President,
Governance and Policy,
Castlemain



Mary Geroges, Lead, Strategic
Engagement and Communications,
Castlemain

Being an ally at work requires more than good intentions. Being an ally is an ongoing process of building relationships based on trust, consistency, and accountability. In this session, Courtney Daws and Mary Geroges will share their experience and learning and offer practical ways to move from intention to action in the workplace.

15 MIN BREAK

02:15 PM-02:55 PM **ADVANCING WOMEN LEADERS: IT STARTS WITH INCLUSION**



Trish Mandewo, Founder and
CEO, Synergy on Boards

More and more organizations are prioritizing diversity and inclusion as strategic priorities. In this session, Trish Mandewo, Founder and CEO of Synergy on Boards, an Executive and Board Search Firm, will share practical strategies for supporting Indigenous, Black, and Visible Minority women on their board and C-suite journey.

02:55 PM-03:00 PM **WRAP UP**

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* ALL TIMES IN PT

NOTE: EXACT SESSION TIMINGS MAY VARY

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WED | 22 SEP | 12-3 PM

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**12:00 PM-
12:05 PM*** **WELCOME**



*Tina Strehlke,
CEO, Minerva BC*

**12:05 PM-
12:45 PM** **LEADING INCLUSIVE CULTURES FROM THE INSIDE OUT**



*Shalyma Cambridge,
Senior Facilitator and
Leadership Coach, HRx*

Creating an inclusive environment where all women feel safe to bring their best selves to work begins with personal awareness, continues with mindful learning and is reinforced through intentional action. We look at what it means to draw on personal agency to lead inclusion from this perspective - regardless of role or title.

5-MIN BREAK

**12:50 PM-
01:30 PM** **WHY UNCONSCIOUS BIAS TRAINING DOESN'T WORK**



*Dr. Kristen Liesch,
co-CEO and co-Founder,
Tidal Equality*

In the US alone, companies spend over \$8 billion on unconscious bias training every year, and that number was pre-pandemic! Yet evidence is mounting that unconscious bias training does not lead to individuals and organizations becoming less biased or more equitable. In this session, Dr. Kristen Liesch will explain why unconscious bias training is failing us and share strategies for addressing the systems that inhibit equity, diversity and inclusion.

5-MIN BREAK

**01:35 PM-
02:15 PM** **EMBRACING TRANSPARENCY: SHARING YOUR EDI PROGRESS WITH THE WORLD**



*Olivia Nuamah,
National Inclusion,
Diversity and Belonging
Leader, PwC*



*Tara Knight, Senior Manager,
Corporate Social Responsibility
(Reporting), Bank of Nova Scotia*



PANEL MODERATOR
*Wyle Baoween, CEO &
Senior Facilitator, HRx*

Many companies are hesitant to share their EDI strategies and results publicly. In this panel discussion, you will hear from leaders navigating the opportunities and challenges of collecting, sharing and reporting their diversity data.

5-MIN BREAK

**02:20 PM-
02:55 PM** **THE POWER OF MENTORSHIP TO ACHIEVE GENDER EQUALITY**



*Humaira Ahmed,
Founder and CEO,
Locelle*

As a Pakistani born Canadian entrepreneur, Humaira is passionate about diversity in traditionally male-dominated industries. Being a woman of colour, immigrant, and having a background in Software Engineering, Humaira is on a mission to inspire and influence women to pursue their ambitions and navigate barriers. Learn how Locelle, a private platform created for women, is creating meaningful connections and professional development through "mentor moments".

**02:55 PM-
03:00 PM** **WRAP UP**

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THU | 23 SEP | 12-3 PM
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12:00 PM- 12:10 PM* WELCOME



Tina Strehlke,
CEO, Minerva BC

12:10 PM- 12:55 PM ADVANCING EQUITY THROUGH HYBRID WORK



Carol Graziani,
Director Diversity & Inclusion,
Best Buy Canada



Terry VanQuickenborne,
Global Head of L+OD,
Autodesk



Erin Davis, Founder &
Lead Inclusion Strategist,
Erin Davis Co.



PANEL MODERATOR
Shagun Bhanot
People Manager, Vantage Point

When the COVID pandemic hit, it led to organizations changing the way they work. For many people, working from home became the norm and now organizations are seeing the opportunities and benefits of remote and flexible work. Many organizations are embracing a hybrid approach – combining the best of both worlds. Our panel discusses how hybrid work can help advance equity and inclusion in the workplace.

5-MIN BREAK

01:00 PM- 01:50 PM DRIVING SYSTEMIC CHANGE IN ORGANIZATIONS IN CONVERSATION: DR.YABOME GILPIN JACKSON + TINA STREHLKE



Dr. Yabome Gilpin-Jackson,
Chief People Officer, BCLC, Author
& Organizational Development Leader



Tina Strehlke,
CEO, Minerva BC

In this 1-1 conversation with Minerva CEO, Tina Strehlke, Yabome Gilpin-Jackson will discuss systemic change in organizations. Drawing on her vast experience in leadership, organizational development, social change and transformation, Yabome will share strategies for building and sustaining organizational capacity for change.

10-MIN BREAK

02:00 PM- 02:45 PM CLOSING KEYNOTE: LESSONS LEARNED



Tej Singh Hazra,
Senior Client Partner,
Global Diversity & Inclusion,
North America, Korn Ferry

Tej knows how to build an EDI strategy that aligns to business goals and gets results. He helps organizations successfully attract and retain a diverse work force by creating inclusive and engaging environments that are culturally-competent. In this session Tej will share insights from his career as an EDI expert and consultant.

Bring your questions on how to get started, how to keep going, and how to engage others in your EDI journey.

02:45 PM- 03:00 PM WRAP UP

* ALL TIMES IN PT

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HUMAIRA AHMED

FOUNDER AND CEO, LOCELLE

Humaira Ahmed is originally from Karachi, Pakistan, and moved to Canada at 20 years old. She studied Computer Science at Toronto's York University, but ended up dropping out after feeling the isolation of being one of the very few women in all her classes. So she took up Communications Studies instead.

With over a decade of experience in tech, she decided to create Locelle after becoming a mom, to connect ambitious women.

When Covid-19 hit, the regressive effects on women were further highlighted, which pushed Humaira to act fast. So Locelle quickly evolved into a mentorship matching platform, with leading women in tech facilitating career growth for work-place teams and individual women. The fully-managed, 1:1 tailored mentorship platform has attracted tech businesses in British Columbia like Metalab, Starfish Medical, RingPartner, VanHack, Terramera (and more!) who invest in gender diversity and inclusion of their workforce for a more equitable future.



WYLE BAOWEEN

CEO AND SENIOR
FACILITATOR, HRx

Wyle Baoween works with executives, senior leaders and their teams to build diverse and inclusive organizations. He is CEO and Senior Facilitator at HRx, a Canadian consulting firm providing data analytics to address inequality in our communities and workplaces.

He has been recognized as one of Canada's thought leader in equity, diversity and inclusion for the solutions he has developed and re-engineered, including technology for assessing unconscious bias, the Equity, Diversity and Inclusion Culture Change Curve, and data analytics for EDI.

Wyle holds a Bachelor of Science in Engineering, a Masters of Business Administration (MBA), a certificate in Executive Leadership, and is a certified Change Management and Project Management Professional (PMP).

Wyle is President of the Yemeni Canadian Society, Board Member at MOSAIC, Vice Chair of the Vancouver Board of Trade's Diversity and Inclusion Committee and an Ambassador for the University of Victoria's Business School where he was recognized as one of the University's 25 Alumni to Watch.



SHAGUN BHANOT

PEOPLE MANAGER,
VANTAGE POINT

Shagun Bhanot is a Chartered Professional in Human Resources with passion for people engagement. Currently, she recruits, trains, and manages a team of professionals, consultants, and skilled volunteer facilitators at Vantage Point.

Prior to Vantage Point, Shagun worked in varied capacities in the academic and not-for-profit sectors. She holds a PhD in Language and Literature from India.

As a self-proclaimed continuous learner, Shagun pursued her certificate in HR management from BCIT and earned her CPHR designation along with attending a range of conferences and courses in the areas of Coaching, Team Dynamics, Project Management, Intercultural Competency, and more. Shagun served as a Board Member for the Immigrant Advisory Council and volunteered as a Coordinator for Neighbourhood Small Grants with Vancouver Foundation.



GILLIAN BUERGIN

BOARD CHAIR,
MINERVA BC

Gillian Buergin is a proven business leader with more than 25 years of experience in successfully developing and deploying organizational change strategies across functions, divisions, and geographies.

Beginning her career in the automotive industry, Gillian was mentored in the lean principles that form the foundation of her focused and disciplined approach to business performance improvement. Throughout her career Gillian has consistently sought out and thrived in progressive and challenging roles that have emphasized the development and execution of strategic, operational, people, and measurement processes.

Gillian's MBA research focused on linking organizational culture to the achievement of operational excellence. Gillian also holds a B.A. in Economics, and a B.Sc. in Applied Chemistry.



SHALYMA CAMBRIDGE

SENIOR FACILITATOR AND
LEADERSHIP COACH, HRx

Shalyma Cambridge is a coach, facilitator and instructor, passionate about leadership, inclusion and supporting diversity in organizations. Working with established and emerging leaders across a variety of industries in both local and international organizations – Shalyma helps individuals communicate their values, forge real connections and inspire others through confidence. She develops training and learning experiences that drive meaningful personal and organizational change.

It is Shalyma's belief that when a culture of authentic, inclusive and bold leadership is encouraged, organizations and their people are inspired to be their best.

Currently pursuing her Master's in Organizational Leadership, Shalyma is also a member of the Vancouver Board of Trade Diversity and Inclusion Committee and co-leads the Vancouver Culture Collective Chapter which holds space to share learnings on transforming and building great cultures in the workplace.



ERIN DAVIS

FOUNDER,
LEAD INCLUSION STRATEGIST,
ERIN DAVIS CO.

Erin Davis is an award-winning expert, inspirational speaker, and global thought leader in the field of diversity, equity and inclusion, helping people feel a sense of connection and belonging.

She is the founder of Erin Davis Co. and as Lead Inclusion Strategist helps leaders understand their role in creating a more inclusive workplace to unlock creativity and enhance innovation. Erin also empowers diversity and inclusion champions at all levels to find their voice and supports their journey to create a more inclusive world, one conversation at a time. She is a passionate social justice advocate committed to authentically and bravely challenge the status quo, and helping others to make the same commitment.

Erin serves as the co-chair of the Edmonton Business Diversity Network. In addition, she supported the City of Edmonton's Community Safety and Well-Being Task Force, and currently serves as a Director with both McMan Youth, Family and Community Services Association and Explore Edmonton.

She currently lives in Treaty 6 Territory, Region 4 of the Metis Nation of Alberta, in Edmonton with her husband and two amazing children, where they both work to teach them about a world where inclusion truly matters.



COURTNEY DAWS

VICE PRESIDENT, GOVERNANCE
AND POLICY, CASTLEMAIN

Courtney Daws is a lawyer and strategic advisor with extensive knowledge in the areas of Aboriginal law, strategic policy and governance. As the Vice President, Governance and Policy at Castlemain, the focus of Courtney's work includes strategic policy and advocacy, governance and policy review and development, and working with communities and organizations to engage citizens and stakeholders on community and strategic plans and other important initiatives.

Courtney has also practiced law at an Aboriginal Law firm where her work included Aboriginal rights and title litigation, modern-treaty negotiation, and leading community meetings with self-governing First Nations and incorporating that feedback to develop draft policies and procedures.

Courtney has a Bachelor of Arts in Sociology and a Bachelor of Laws, with a focus on Aboriginal Law, both from the University of British Columbia. Courtney is a practicing member of the Law Society of British Columbia and is part of the Business Council of British Columbia's NEXT Leaders Council. Courtney was also the recipient of the 2020 YWCA Women of Distinction Award in the category of Reconciliation – Ally.



MARY GERGES

LEAD, STRATEGIC ENGAGEMENT
AND COMMUNICATIONS,
CASTLEMAIN

Mary is a values-driven professional who has dedicated her career to the pursuit of work that supports social and economic inclusion of marginalized communities. She is a skilled strategic thinker, project manager and communicator with experience in public, private and non-profit sectors. Her Masters in Public Policy and wide range of professional experience equip her as an agent of systemic change in service of unlocking opportunities for communities and business.

Mary's passion for working in the DEI space stems from her experience working on multiple reconciliation files including the Indian Residential Schools Settlement Agreement, with Indigenous non-profits such as Reconciliation Canada and her own lived experience as a person of colour. As an Afro-Canadian she is committed to decolonization and working in solidarity alongside all marginalized communities.



DR. YABOME GILPIN-JACKSON

CHIEF PEOPLE OFFICER, BCLC
AUTHOR & ORGANIZATIONAL
DEVELOPMENT LEADER

Dr. Yabome Gilpin-Jackson is a multi-award winning scholar-practitioner in human & organization development with research awards and professional recognitions in Canada, UK and the United States including the prestigious Harry Jerome Award given in recognition of Black-Canadian achievements and contributions.

Dr. Gilpin-Jackson holds a Ph.D. in Human Development from Fielding Graduate University where she is an Institute for Social Innovation Scholar. She is Adjunct/-Sessional Faculty at Simon Fraser University, Concordia University and elsewhere.

She lives on purpose, working to inspire leadership action so that the people and groups she serves can achieve & exceed their highest positive change aspirations.



CAROL GRAZIANI

DIRECTOR DIVERSITY & INCLUSION,
BEST BUY CANADA

Carol Graziani is an experienced Human Resources professional with specific focus in the retail sector.

Carol believes that in today's world, it is imperative to create diverse teams who bring a multiplicity of approaches, talents, and experiences to their work. Her expertise includes employee and organizational development, coaching and developing leaders, and change management.

Carol Leads Diversity & Inclusion Initiatives for Best Buy and currently also leads the transition of Best Buy's corporate headquarters from their home of 25 years in Burnaby to a new location in Mount Pleasant which is being designed with a "remote first" culture in mind.



TEJ SINGH HAZRA

SENIOR CLIENT PARTNER,
GLOBAL DIVERSITY & INCLUSION,
NORTH AMERICA, KORN FERRY

With over fifteen years in the arena of Equity, Diversity & Inclusion with enterprises such as IBM and HSBC, Tej has amassed both regional and global expertise addressing and embedding open minded leadership, intentional talent attraction, employee development, retention and establishing brand marketplace integrity.

Prior to joining Korn Ferry, he was the head of Diversity, Equity and Inclusion for HSBC Bank Canada. His extensive knowledge and experience with the Employment Equity Act of 1995 saw HSBC recognized for three consecutive years by the Minister of Employment Social Development Canada for their outstanding commitment to Employment Equity.

Tej was born and educated in the United Kingdom and graduated from The University of Huddersfield (UK) where he studied Computer-Aided Engineering.



MARY JANE JOE

EDUCATOR, ELDER-IN-RESIDENCE
AT LANGARA COLLEGE

Mary Jane Joe, (B.Ed, M.Ed), is from the Ntle'kepmx Nation and is a survivor of the Kamloops Indian Residential School. Mary is an educator who shares history, knowledge and storytelling with teachers and students through the Vancouver School Board. She serves as Elder-in-Residence at Langara College, where she taught Indigenous Studies for ten years.

Mary also continues on in arts and crafts such as quilting and considers her best work to be sharing song, drumming and dance with her three grandchildren. She is married and lives in Musqueam.



DR. SARAH KAPLAN

DIRECTOR, INSTITUTE FOR GENDER
AND THE ECONOMY (GATE),
ROTMAN SCHOOL OF MANAGEMENT

Dr. Sarah Kaplan is Distinguished Professor and Director of the Institute for Gender and the Economy at the University of Toronto's Rotman School of Management. She is author of the business bestseller, *Creative Destruction* and, more recently, *The 360° Corporation: From Stakeholder Trade-offs to Transformation*, both of which address the challenges of innovation and organizational change in our society. She frequently speaks and appears in the media on topics related to achieving a more inclusive economy.

Formerly a professor at the Wharton School, and a consultant for nearly a decade at McKinsey & Company in New York, she earned her PhD at MIT's Sloan School of Management. Her current work focuses on applying an innovation lens to understanding the challenges for achieving gender equality and other social goods.



TARA KNIGHT

SENIOR MANAGER, CORPORATE
SOCIAL RESPONSIBILITY
(REPORTING), BANK OF NOVA SCOTIA

Tara Knight is a values-driven professional communicator, focusing in environmental, social and governance (ESG) disclosure, sustainability and corporate communications. She recently joined Scotiabank's Social Impact & Sustainability team, focusing on annual ESG reporting, sustainability disclosure and continuous improvement of ESG integration in the business. Tara previously led ESG disclosure and corporate communications in the forestry sector, for West Fraser, the largest global manufacturer of lumber and OSB.

Tara studied Communications at Simon Fraser University, and Corporate Social Responsibility with the University of St. Michael's College at the University of Toronto. Lucky to live next to trees, sands and sea, she likes to get outside, frequently brining her young family somewhere local to discover a new adventure.



CHANTELLE KRISH

CEO, THE KIDSAFE PROJECT
SOCIETY, MINERVA BC BOARD
DIRECTOR

Chantelle Krish is a passionate and experienced community leader known for building strategic partnerships and increasing awareness on key social issues, in the pursuit of equity and inclusion. Most recently, she has held leadership roles at the Office of the Lieutenant Governor of BC and YWCA Metro Vancouver where she established youth engagement programs, designed and executed award-winning campaigns and influenced policy change at the provincial and federal levels.

Her background in communications, programming and community engagement has helped to mobilize diverse stakeholders around childhood vulnerability, equality and poverty reduction. Chantelle is an active volunteer and sits on the Board of The Minerva Foundation for BC Women and on the Vancouver Foundation's Honourary Governors Council. In 2018, Chantelle received a Business in Vancouver Forty under 40 award in recognition of her work and commitment to equality.



DR. KRISTEN LIESCH

CO-CEO AND CO-FOUNDER,
TIDAL EQUALITY

Dr. Kristen Liesch is co-CEO and co-founder of Tidal Equality. Named a Forbes Diversity & Inclusion Trailblazer, Kristen is a strategist and educator with 15 + years of experience designing transformative curricula, implementing equitable process changes, and capacity-building programs to support the design of more equitable organizations in Canada, the U.S., Europe, and New Zealand.

Her background in academia informs her methodology as a strategist and consultant working to advance equity—combining practices and theories from the social sciences, education, and interdisciplinary humanities to support leaders and individual contributors working toward cultivating more equitable, effective, and prosperous organizations.



TRISH MANDEWO

FOUNDER AND CEO,
SYNERGY ON BOARDS

An accomplished award-winning serial entrepreneur and diversity & inclusion strategist Trish Mandewo is President and Founder of Synergy On Boards Consulting Group. She is an advocate for social change through various initiatives that champion and empower outsider groups. Through her love of governance, she co-founded Synergy on Boards Consulting Group to help Black, Indigenous and other visible minority women be board ready and help bridge the gap of diversified voices in the boardroom.

Trish has successfully built four businesses and two non profits. She is the author of Growth Strategies For The Hungry Entrepreneur, mentor and inspirational speaker. She has received numerous awards including 2017 RBC Top 25 Canadian Immigrant. She currently sits on several boards including Union of BC municipalities (UBCM) and Lower Mainland Local Government Association (LMLGA) and The Coquitlam Foundation.



OLIVIA NUAMAH

NATIONAL INCLUSION,
DIVERSITY AND BELONGING
LEADER, PwC

Olivia is the National Inclusion, Diversity and Belonging Leader at PwC. She is an accomplished and senior leader in the government and non-profit sectors promoting social and economic justice, leading and implementing national anti-poverty strategies before undertaking a PhD in computer science.

Described as an executive leader, policy expert and diversity and inclusion advocate, she also previously worked with former British Prime Minister Tony Blair leading police reform initiatives before leading and implementing his pledge to end child poverty in the United Kingdom by 2020.

Most recently, she worked with the Ontario government on their pledge to end homelessness across the province. She has also held Executive Director roles for The Atkinson Foundation, where she designed and implemented the Black Experience Project, the Innercity Family Health Team a primary care agency working with homeless communities across the GTA where she devised and implemented a census of homeless populations across the GTA, and Pride Toronto the largest festival in Canada advocating for LGBTQ+ communities. Before joining PwC she was the Director of Diversity, Equity, Inclusion and Belonging for ACTRA, the national performers union, supporting close to 27,000 performers across Canada.



**TERRY
VANQUICKENBORNE**

GLOBAL HEAD OF L&OD,
AUTODESK

Terry VanQuickenborne is an Organizational Development and Leadership professional, and Executive Coach. In her role as Global Head of L&OD at Autodesk, she leads the design and delivery of enterprise learning strategy and organization development service offerings. She has over 20 years experience in organization and leadership development. Her career has included executive positions within Human Resources, Marketing & Communications and Corporate Resources, as well as Consulting. She has worked internationally in a variety of industries. She holds a Master of Science in Organization Development from Pepperdine University, and has served as Adjunct Faculty.

Terry has been involved with the Minerva Foundation for BC Women for over a decade as curriculum designer and facilitator for Learning to Lead™ and Women Leading the Way™.

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