



MINERA  A

The

**FACE OF
LEADERSHIP™
INCLUSIVE
LEADERSHIP
FORUM 2023**

For leaders at all levels.

SEPTEMBER 26, 27, 28 2023

**EVENT
GUIDE**

FORUM 2023 SPONSORS

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A MESSAGE FROM THE CEO



Thank you for joining us for the 5th annual
Face of Leadership™ Inclusive Leadership Forum!

The purpose of the Forum is simple: to connect people and organizations across BC who are committed to advancing women in leadership and who want to learn and share knowledge about how to create more inclusive workplace cultures.

As organizational leaders in the private, public and social sector, we all have a role to play in advancing gender equality in the workplace. The Minerva team has curated an agenda that blends practical strategies and case studies, along with presentations about how to take an intersectional approach to equity, diversity and inclusion. We hope you leave with a new ideas and strategies to try.

We are grateful to our amazing speakers and committed sponsors who make this event possible. Thank you to BCLC, PwC Canada, Best Buy, TransLink, Odlum Brown, and the Real Estate Foundation of BC for supporting our work.

We are also grateful for you, our 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". The signature is fluid and cursive.

Tina Strehlke
CEO, Minerva BC

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#INCLUSIVELEADERSHIPFORUM

TUESDAY, SEPT 26
10AM-1PM PST

DAY 1
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10:00 FORUM OPENING



Land Acknowledgement
Mary Jane Joe, Ntle'kepmx Nation



Welcome
Gillian Buergin, Minerva BC

10:15-10:45 UNOBSTRUCTED JOURNEYS



Tina Strehlke, Minerva BC

Tina will share findings from Minerva's recent research study, Unobstructed Journeys: Dismantling Barriers to Gender Equality in the Workplace. Join us to learn about the current state of gender equality in BC.

10:45-11:30 PATHS TO LEADERSHIP | PANEL DISCUSSION



Gigi Chen-Kuo, TransLink



Marie-Noëlle Savoie, BCLC



Olivia Nuamah, PwC Canada

Join three accomplished senior leaders who will share their leadership journey and highlight some of the visible and invisible barriers that they experienced in their careers. The panel will also provide actionable recommendations to foster inclusivity for all women in the workplace.

11:30-11:45 BREAK

11:45-12:15 2-MINUTE TALKS: PAY TRANSPARENCY

This fast-paced session features five local experts who have 120 seconds and one slide to share practical strategies for adapting to, and embracing the benefits of, the new pay transparency legislation in BC. You will hear from:



Annika Reinhardt, Talent Collective



Claire Hume, BC Office of the Human Rights Commissioner



Jake Stika, Next Gen Men



Jillian Climie, The Thoughtful Co.



Marc Deveau, Taking Root

12:20-12:50 HOW TO SUPPORT WOMEN'S CAREER SUCCESS



Maria Abrams, Minerva BC

This session will walk you through three distinct career stages that women experience and share proactive strategies that leaders and organizations can take to support women's growth and success at each stage.





#INCLUSIVELEADERSHIPFORUM

WEDNESDAY, SEPT 27
10AM-1PM PST

DAY 2
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10:00 OPENING

10:15-11:00 HOW TO FUTURE PROOF YOUR ORGANIZATION BY BUILDING BELONGING INTO YOUR WORKPLACE



Samanta Krisnapillai,
On Canada Project



Moderator:
Marjorie Van Roon,
Best Buy

Engaging the next generation of talent means creating a dynamic and socially appealing workplace - one that offers meaningful work and prioritizes inclusion. To explore this, Minerva will sit down with Samanta Krisnapillai to discuss how organizations can better engage with young talent.

11:00-11:30 2-MINUTE TALKS: ENGAGING YOUNG TALENT

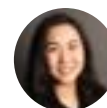
This fast-paced session features five experts who have 120 seconds and one slide to share practical strategies for attracting, developing, and retaining young talent in your organization. You are guaranteed to walk away with new ideas. You will hear from:



Amandy Nagy,
We are People



Anjali Dhaliwal,
BC 30U30, Intern @Nasdaq,
YHY Founder



Cindy Shu,
Student at McMaster,
Intern at Gordian



Erin Leonty,
Clio



Monica Jandu,
UBC Presidential Scholar,
Teacher Candidate, & Surrey 25U25

11:30-11:45 BREAK

11:45-12:45 FIXING THE BROKEN RUNG



Amal Masri,
#FixTheBrokenRung

Amal Masri is a purpose-driven executive and founder of [#FixTheBrokenRung](#), the only campaign that addresses the combined impact of racial and gender bias in the workplace by targeting the first promotion point from entry-level to manager. Join Amal as she shares data, resources, and strategies to ensure that immigrant and racialized women are not left behind in your organization.

Speaker Introduction: *Barbara Bahry, Chief People and Culture Officer, Odlum Brown*





#INCLUSIVELEADERSHIPFORUM

THURSDAY, SEPT 28
10AM-1PM PST

DAY 3
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10:00 OPENING

10:15-11:00 INVISIBILITY AT WORK: UNDERSTANDING THE EXPERIENCE OF WOMEN OF COLOR IN THE WORKPLACE



Dr. Barnini Bhattacharyya
Ivey Business School
at Western University

Dr. Barnini Bhattacharyya will share findings from a landmark research study conducted with Dr. Jennifer Berdahl, that explores the experience of invisibility at work by women of color. You will learn about four types of invisibility experienced, and three typical responses to invisibility. In addition, Dr. Bhattacharyya will discuss practical steps to create more sophisticated EDI practices in the workplace.

Speaker Introduction: *Angela Chirinian, CHRO, BC Securities Commission*

11:00-11:30 2-MINUTE TALKS: HOW TO BE A MORE INCLUSIVE LEADER

This fast-paced session features five experts who have 120 seconds and one slide to share practical skills and strategies for being a more inclusive leader. Everyone will learn something in this session! You will hear from:



Diandra Forde,
Wayfair



Erin Davis,
Erin Davis
Consulting



Eunice Kajoba,
Monachopsis
Consulting



Robin de Pelham,
Mavrck



Tara Robertson,
Tara Robertson
Consulting

11:30-11:45 BREAK

11:45-12:45 INDIGENOUS INCLUSION



Lauren Kelly
First Nations Technology Council



Christie Sparklingeyes,
Vancity

Indigenous inclusion is more than just representation. Attracting, engaging, and retaining Indigenous talent requires knowledge, and a commitment to create an inclusive space that is sensitive to the issues impacting Indigenous employees and their communities. In this session Lauren Kelly and Christie Sparklingeyes will share ideas, practices, and lessons learned from their work advancing economic and labour market opportunities for Indigenous people in BC.



forum
speakers

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MARIA ABRAMS

PROGRAM FACILITATOR, MINERVA BC



Maria is an avid and curious learner who deeply values the transformational impact of learning. She has 15+ years of experience in leading people and projects in the adult education, career development and health care sectors. With expertise in designing, developing and facilitating meaningful learning experiences, Maria strives to create spaces that foster change for both learners and stakeholders. Maria facilitates leadership programs at Minerva, and helps research, design, and evaluate programs. Maria has a BA in Psychology from SFU and a MA in Leadership and Training from RRU. When not working, Maria enjoys a good book, and outdoor adventures with her family.

DR. BARNINI BHATTACHARYYA

ASSISTANT PROFESSOR OF ORGANIZATIONAL BEHAVIOUR AT IVEY BUSINESS SCHOOL, WESTERN UNIVERSITY



Barnini Bhattacharyya is an Assistant Professor of Organizational Behaviour at Ivey Business School, Western University. She conducts research on issues of equity, diversity, and inclusion in organizations, with expertise in intersectionality, women of color's invisibility, and allyship. Her research has been published in top academic journals such as Journal of Applied Psychology as well as media outlets such as The Globe & Mail. Barnini is an immigrant-settler from India living in London, Ontario, and is driven by goals of decolonization and justice in both her professional and personal life.

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.



GIGI CHEN-KUO

CHIEF OPERATING OFFICER, TRANSLINK



Gigi Chen-Kuo is the Chief Operating Officer (COO) of TransLink. As COO, Gigi Chen-Kuo drives the TransLink corporate vision forward and supports alignment of strategic priorities. She oversees the General Counsel and Corporate Secretary's office, Business Technology Services, Real Estate, Commercial Strategy & Innovation division, Internal Audit and Continuous Improvement, Indigenous Relations and Equity, Diversity, and Inclusion portfolios. Prior to her position as COO, Gigi was TransLink's General Counsel and Executive Vice-President of Corporate Services.

Gigi is currently a director on the boards of Consumer Protection BC and Commissionaires BC. She is also the chair of TransLink's Captive insurance company and the subsidiary that employs Transit Police personnel.

JILLIAN CLIMIE

CO-FOUNDER AND EXECUTIVE COMPENSATION SPECIALIST, THE THOUGHTFUL CO.



Jillian Climie is Co-Founder of The Thoughtful Co, a consultancy that supports women in negotiating their compensation, and advises employers on improving gender equity in the workplace. She specializes in supporting women in getting paid what they deserve, with her clients on average achieving a +25% increase in their compensation package.

Jillian attended Ivey Business School and has spent her career advising and leading teams in executive compensation and corporate governance, both as a consultant, and in-house at two global retailers. Most recently at Lululemon, she led the global equity compensation and executive compensation programs. After taking a pause, she realized she wanted more of three things in her professional life: thoroughness, passion and freedom. She Co-Founded The Thoughtful Co so she can leverage her niche and technical experience, coupled with her passion for gender equity, to empower women to get paid what they deserve.

Jillian was named a 2022 Emerging Leader by The Peak, and was a 2023 Women of Influence Nominee and 2023 Inspirational Leader of the Year Nominee.

ERIN DAVIS

FOUNDER AND PRINCIPAL, ERIN DAVIS CONSULTING



Erin Davis is an award-winning expert, inspirational speaker, and global thought leader in the field of diversity and inclusion – and is committed to challenging the status quo and helping others make the same commitment authentically and bravely. Erin has supported over thirty organizations in unlocking their role in creating a more inclusive world by 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.



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ROBIN DE PELHAM

CHIEF PEOPLE OFFICER, MAVRCK

Robin de Pelham is the Chief People Officer for Mavrck, currently focused on creating a people-first, scalable and aligned experience for all team members across our business. Prior to her current role, Robin held VP of People roles at Later and before that at Mogo, a publicly-traded fintech organization based in Vancouver.



MARC DEVEAU

SENIOR MANAGER, HR, TAKING ROOT

As Senior Manager of HR, Marc's role is to develop and oversee all aspects of Human Resources strategies, systems, and policies to support the amazing people & culture at Taking Root. He has spent the last 10+ years working in HR within government and non-profit. Marc holds his CPHR designation and a BGS in Human Resources from the University of the Fraser Valley.



ANJALI DHALIWAL

BC 30U30, INTERN @NASDAQ, YHY FOUNDER

Anjali Dhaliwal is studying Financial Markets at SFU's Beedie School Of Business. She is the founder of Youth Helping Youth (YHY), Canada's leading, youth-lead non-profit helping over 9 million students navigate higher education, career and personal development opportunities through social media. She has been recognized as a BC Business 30 Under 30 (youngest listee ever), Vancouver's Top 25 Under 25, Rebook Human Rights Finalist and youngest Canadian at the G20 Young Entrepreneurs Alliance in Milan, Italy.



DIANDRA FORDE

SENIOR ASSOCIATE, TALENT MANAGEMENT, WAYFAIR

Diandra is a People Ops leader with a passion for the tech industry and a history of helping companies scale. She spent 8+ years in the Toronto tech community at high-growth companies, learning how to best help scale while always prioritizing a People first mentality. She's scaled businesses from 20 to 100+ employees and helped multiple companies achieve Great Place to Work status. She's now bringing that experience and knowledge to the Vancouver tech community.





CLAIRE HUME

SENIOR POLICY ANALYST, BC OFFICE OF THE HUMAN RIGHTS COMMISSIONER

As a policy analyst at BC's Office of the Human Rights Commissioner, Claire contributed to the development of the Commissioner's Employment Equity toolkit, a resource created to support the advancement of equity in the workplace, with a focus on pay equity and wage gaps. She holds a master's in policy from the University of Cambridge and bachelor's in psychology from UBC.



MONICA JANDU

UBC PRESIDENTIAL SCHOLAR, TEACHER CANDIDATE, & SURREY TOP 25 UNDER 25

Monika recently graduated with her Bachelors of Science from the University of British Columbia. Some of the many things Monika is passionate about include: education, youth empowerment and health & wellbeing. Monika is very involved in her community having volunteered with the City of Delta since age 14 where she has taught toddler sports classes & wheelchair basketball, and more recently, becoming a Program Centre Supervisor. She also worked as peer tutor for a UBC cell biology course during her degree. Monika credits her growth to those who have acted as role models and mentors for her. As she enters the Teacher Education program at UBC this fall, Monika plans to continue to study what she loves while doing her part to contribute to a better world.



MARY JANE JOE

EDUCATOR, ELDER-IN-RESIDENCE, 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.



EUNICE KAJOBA

FOUNDER, MONACHOPSIS CONSULTING

Eunice Kajoba (She/They) is the founder and principal consultant of the equity, diversity and inclusion practice, Monachopsis Consulting. Eunice has a Master of Business Administration (MBA) from York University focused on Organizational Studies. They have extensive experience working within the human resources space in a variety of industries but most notably in the consulting and technology sectors. Eunice is a highly knowledgeable advisor, workshop facilitator and public speaker to both internal and external groups at local and national levels. They combine their knowledge and experience of HR practices, intersectional frameworks and equity focused strategies in all elements of their work in order to help organizations achieve impactful and long-term success.





LAUREN KELLY

DIRECTOR SECTOR TRANSFORMATION, FIRST NATIONS TECHNOLOGY COUNCIL

Lauren Kelly is a researcher and non-profit executive with over 15 years of academic and community-based experience in creating the enabling conditions for systemic change towards Reconciliation and racial justice. Currently Lauren leads the First Nations Technology Council's Sector Transformation team focused on transforming the technology and innovation sector to ensure that Indigenous peoples, worldviews and leadership shape the digital future.



SAMANTA KRISHNAPILLAI

FOUNDER, EDITOR-IN-CHIEF AND MANAGING DIRECTOR, ON CANADA PROJECT

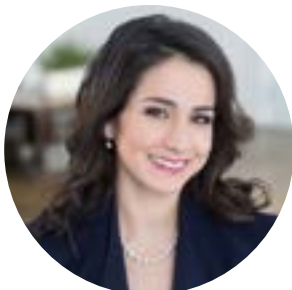
Samanta is a creative problem solver and an accidental entrepreneur who actively challenges the status quo. Samanta is a compassionate communicator that invites everyday people into critical conversations about the future of our country and world. Sam's passion stems from her lived experience as a first-generation Tamil Canadian, paired with her BHSc/MHIS, which illuminated the giant gaps and inequities in our system. Sam challenges herself and the people around her to show up fully and unapologetically as their full selves.



ERIN LEONTY

VP SOCIAL PURPOSE, CLIO

Erin is Vice President of Social Purpose at Clio, responsible for ESG, EDI, and CSR. Erin combines inclusive leadership capability with strategy, financial, and operational excellence acumen to drive sustainable and measurable results. She brings more than 20 years of career experience across a variety of industries including, finance, oil and gas, mining, construction, and technology.



AMAL MASRI

FOUNDER [#FIXTHEBROKENRUNG](#)

Amal Masri is a purpose-driven executive with 15 years of experience driving business growth strategies in the financial services industry. She is also the Founder of #FixTheBrokenRung, the only campaign that addresses the combined impact of racial and gender bias in the workplace by targeting the first level promotion. In both roles, Amal mobilizes teams to anticipate the needs of underserved markets and deliver first-mover solutions. Amal is also a nationally recognized keynote speaker, author, and industry expert featured in Investment Executive.





AMANDA NAGY

FOUNDER AND PEOPLE & CULTURE CONSULTANT, WE ARE PEOPLE

Amanda is Global Total Rewards and Benefits Manager at Tailscale. She is a strategic HR thought leader motivated by implementing operational efficiencies, coaching others, and creating exceptional candidate and employee experiences. Passionate about fostering diverse teams, inclusive and equitable total rewards strategies, and people-first policies and processes.

OLIVIA NUAMAH

MANAGING DIRECTOR, 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 nonprofit 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.

ANNIKA REINHARDT

CO-FOUNDER, TALENT COLLECTIVE



Annika Reinhardt is the co-founder of Talent Collective, an organization focused on helping companies develop, grow and reward their talent. Annika creates compensation strategies that are values-aligned and future-focused. She is a Certified Compensation, Global Remuneration and Sales Compensation Professional with 10+ years of experience in organizational development. Annika has worked with dozens of tech companies to help them scale their compensation and career development programs as they grow.

TARA ROBERTSON

PRINCIPAL, TARA ROBERTSON CONSULTING INC.



Tara is a consultant and coaching with 15 years of experience leading change in open-source technology communities - including three years leading diversity and inclusion at Mozilla. Tara is skilled at meeting leaders where they are and supporting them in making measurable and lasting improvements.





MARIE-NOËLLE SAVOIE

CHIEF COMPLIANCE OFFICER & VP LEGAL, COMPLIANCE, SECURITY, BCLC

Marie-Noëlle Savoie is the Chief Compliance Officer and VP Legal Compliance and Security at BCLC. She is an experienced lawyer with a background in compliance, anti-money laundering, privacy and risk management. Marie-Noëlle believes in leadership which empowers employees to make sound business decisions and provide them with opportunities to make a positive impact.



CINDY SHU

CHEMICAL & BIOENGINEERING STUDENT AT MCMASTER UNIVERSITY & FACILITIES CONSULTANT INTERN AT GORDIAN

Cindy is a student at McMaster University majoring in chemical and bioengineering. She has gained a wide range of experience as an Facilities Consultant Intern at Gordian, and working with data and consulting in the engineering and tech industry. She recently completed the #FixtheBroken Rung career accelerator. Cindy is dedicated and eager to learn and can't wait for what is next up on her career journey!



CHRISTIE SPARKLINGEYES

INDIGENOUS RECRUITER, VANCITY

In her current role as lead Indigenous Recruiter, Christie's 15 years of experience in the financial sector with Vancity gives her a sharp sense of what Indigenous team members need to thrive in their roles and workplace cultures. Seen as a trusted advisor, mentor, coach and consultant within the organization Christie's energetic light shines brightly to guide others on the collective pathway to cultivating robust culturally diverse teams. She is known for being a warm and welcome bridge between Indigenous and corporate communities.



JAKE STIKA

EXECUTIVE DIRECTOR AND CO-FOUNDER, NEXTGEN MEN

As Next Gen Men's Executive Director and co-founder, Stika is a passionate speaker and facilitator focused on gender-based issues related to the social and emotional development of young men, the health and well-being of men in communities, and gender equity in workplaces. Jake was named one of Avenue Magazine's Top 40 Under 40, as well as having earned recognition from Ashoka, the British Council, and the Canadian Centre for Diversity and Inclusion.





TINA STREHLKE

CEO, MINERVA BC

Tina is the CEO of Minerva BC, bringing more than 15 years' experience in leadership, career development, human resources and communications. Tina feels honored to lead Minerva BC into its third decade and appreciates working at the intersection of leadership and gender equality. Tina has a Bachelor of Arts in International Relations from UBC and a Master of Arts in Communications from Royal Roads University. She has lived and worked in Germany, Costa Rica, Guyana and Taiwan. Founded in 1998, Minerva is a registered charity that is dedicated to advancing the leadership of women and girls. For two decades we have helped women across British Columbia expand their capacities through education, mentorship, and leadership training. Minerva's vision is a province where women, in all their diversity, have equal power in decision-making spaces.



MARJORIE VAN ROON

SENIOR MANAGER LEARNING & DEVELOPMENT, BEST BUY

Marjorie and her team lead the L&D function for up to 10,000 Best Buy employees across Canada in their stores, head office and distribution centers. She is especially proud of transformational work like taking a 'Be Amazing' approach with customers, helping our leaders understand the impact of leading with authenticity and emotional intelligence, and groundbreaking work in the diversity, inclusion, and mental wellness spaces.





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