

**May 9 – 10, 2019**

**Agenda**

Rotman School of Management

105 St. George Street, Toronto

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| **May 9, 2019** |
| *8:00 – 9:00 am* | *Registration and coffee*  |
| *9:00 – 9:15 am* | **Welcome and introduction of the Minister*****Dominique Dennery*** *(MC)***Opening words from Andrew Wesley,** *Elder-in-Residence, University of Toronto* |
| *9:15 – 9:35 am* | **Opening statement by the Minister & event kick-off** ***The Honourable Patty Hajdu****, Minister of Employment, Workforce Development and Labour* |
| *9:35 – 10:25 am* | **Keynote: Evidence on workplace gender equality** ***Sarah Kaplan****, Director, Institute for Gender and the Economy, Distinguished Professor of Gender & the Economy, and Professor of Strategic Management, Rotman School of Management* |
| *10:25 – 10:45 am* | *Health break* |
| *10:45 – 11:45 am*  | **Panel: Leading change in organizations** *Moderator:* ***The Honourable Patty Hajdu****Panelists:** ***Paulette Senior****, President and CEO, Canadian Women’s Foundation*
* ***Neil Parmenter****, President and CEO, Canadian Bankers Association*
* ***Arlene Dunn****, Director of Canadian Affairs, Canada’s Building Trades Union*
* ***Barbara Mason,*** *Chief Human Resources Officer, Scotiabank*
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| *11:45 – 12:45 pm* | *Lunch (Provided)* |
| *12:45 – 2:15 pm* | **Concurrent workshops: Improving hiring processes in order to attract and select the best possible talent** 1. *Battling bias: How technology canlevel the playing field in hiring*
	* ***Kate Glazebrook****, CEO & Co-Founder, Applied*
2. *Combatting implicit bias to engender success in STEM*
	* ***Toni Schmader****, Director, Engendering Success in STEM, and Research Chair in Social Psychology, University of British Columbia*
	* ***Tara Dennehy****, Postdoctoral Research Fellow, University of British Columbia*
3. *Women Matter: Treating gender diversity as a business priority*
* ***Sandrine Devillard****, Senior Partner &* ***Geneviève Bonin****, Partner, McKinsey & Company*
1. *Breaking down barriers: Increasing the representation of women in traditionally male industries*
	* ***Beth MacNeil****, Assistant Deputy Minister, Canadian Forest Service, Natural Resources Canada (Moderator)*
	* *Panelists*
		1. ***Kathy Kimpton****, CEO & President, Women Building Futures*
		2. ***Jennifer Wright****, Senior Director, Mining Industry Human Resources Council – Gender Equity in Mining Works*
		3. ***Michelle Branigan****, CEO, Electricity Human Resources Canada – Leadership Accord for Gender Diversity*
		4. ***Angela Splinter****, CEO, Trucking HR Canada – Women with Drive*
2. *Addressing gender equity using the systemic discrimination lens*
	* ***Dr. Shaheen Azmi,*** *Director, Ontario Human Rights Commission*
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| *2:15 – 2:35 pm* | *Health break* |
| *2:35 – 4:00 pm*  | **Concurrent workshops: Improving retention in order to keep the best possible talent** 1. *Strategic leadership on diversity and inclusion: Tackling ‘privilege’ and ‘unconscious bias’*
	* ***Wendy Cukier****, Director & Founder, Diversity Institute & Professor, Ted Rogers School of Management, Ryerson University*
2. *Filling the Female Talent Pipeline: How to support women in the advancement of their careers*
	* ***Linda Torry****, Manager, Business Development & Sales, Initiative for Women in Business, Rotman School of Management*
	* ***Julie Branscombe****, Senior Centre of Excellence Lead (Inclusion & Diversity), TD Bank Group (Guest Speaker)*
3. *Engaging Men as Agents of Change*
	* ***Vandana Juneja,*** *Vice-President, Asia Pacific & Global Growth Markets, Catalyst*
	* ***Andrew Spencer****, Vice President, Transmission & Stations, Hydro One Networks Inc. (Guest Speaker)*
	* ***Brad Black****, Managing Director and Global Head, Financial Solutions Group Global Markets, CIBC Capital Markets (Guest Speaker)*
4. *Policy approaches to address gender inequality: What should you know for your workplace?*
	* ***Lori Straznicky****, Director, Pay Equity, Labour Program, Employment and Social Development Canada*
	* ***Gertrude Zagler****, Director, Workplace Equity Division, Labour Program, Employment and Social Development Canada*
5. *How to Think About Gender-Based Violence in the Workplace*
	* ***Barb MacQuarrie****, Community Director, Centre for Research & Education on Violence Against Women & Children, Western University*
	* ***Todd Minerson****, Senior Advisor, Strategic Policy and Communications – Department for Women and Gender Equality*
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| *4:00 – 5:00 pm* | **Panel: Gender, diversity and intersectionality** *Moderator: Dominique Dennery**Panelists:** ***Gabrielle Bouchard****, President, Fédération des femmes du Québec*
* ***Jalisa Luces-Mendes****, Founder and Managing Director, Toni Marlow & Program Coordinator, Business in the Streets*
* ***Saadia Muzaffar,*** *Founder, TechGirls Canada*
* ***Brittney Sault****, Project Manager, Research, Canadian Council for Aboriginal Business*
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| *5:00 – 5:15 pm* | **Closing remarks of the day** |
| *5:15 – 7:00 pm* | **Reception** **Information Fair** |
| **May 10, 2019** |
| *8:30 – 9:00 am* | *Registration and coffee*  |
| *9:00 – 10:00 am* | **Panel: The experience of women in leadership** *Moderator:* ***Helen Kennedy,*** *President, EGALE Human Rights Trust**Panellists:** ***Caroline Codsi****, President & Founder, Women in Governance*
* ***Marie Clarke Walker****, Secretary-Treasurer, Canadian Labour Congress*
* ***Emily Mills,*** *Founder,**How She Hustles*
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| *10:00 – 10:45 am* | **Keynote: Work-life balance - Achievable goal or a pipe-dream?*****Nora Spinks****, CEO, Vanier Institute of the Family* |
| *10:45 – 11:05 am* | *Health break* |
| *11:05 – 12:30 pm* | **Concurrent workshops: Improving advancement in order to promote and recognize the best possible talent**1. *How to Build and Lead Gender-Balanced Organizations: Practical tools for CEOs and Board Chairs*
	* ***Beatrix Dart*** *and* ***Ekta Mendhi****, Co-Chairs, Canadian Gender and Good Governance Alliance*
	* ***Matt Fullbrook,*** *Manager, Clarkson Center for Board Effectiveness*
2. *The Women’s Empowerment Principles: Putting women’s economic empowerment at the centre of your business model*
	* ***Stephanie Dei****, Canada National Coordinator, UNWomen WeEmpower*
	* ***Kristin Haffert,*** *US National Coordinator, UNWomen WeEmpower*
	* ***Camille Beaudoin,*** *Programme Assistant and Junior Consultant, UNWomen WeEmpower*
3. *Gender stereotypes and their affect on achieving workplace gender equality: The design of everyday men – A new lens for gender equality progress*
	* ***Eric Arthrell****, Leader, Future of Men in the Workplace, Deloitte*
4. *Driving ‘SDG 5: Gender Equality’ at the workplace*
	* ***Ayman Chowdhury****, Project Leader, Gender Equality Leadership in the Canadian Private Sector, UN Global Compact Network Canada*
5. *Lessons from the UK: Applying behavioural science to improve gender equality in the workplace*
	* ***Elisabeth Costa,*** *Director, The UK Behavioural Insights Team*
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| *12:30 – 1:45 pm* | *Lunch (provided)***Keynote** ***Maya Roy****, CEO, YWCA Canada***Closing remarks*****Dominique Dennery*** |