

A background illustration in shades of pink and purple showing silhouettes of several business women in a meeting. One woman stands at the front pointing at a presentation board, while others are seated around a table with laptops and documents.

The Young Professional Women's (YPW) Symposium on Leadership

MESSAGE FROM THE FOUNDER

As an entrepreneur (diversity consultant) and researcher in the related fields of human equity, gender studies and leadership, my lifelong passion has been to use my accumulated knowledge and experience to better serve others, particularly young professionals seeking to make their mark in their chosen careers.

In the last few years, I have been fortunate to have many opportunities to collaborate with and mentor young professional women in a variety of industries. At the same time, it became abundantly clear through research and discussion with hundreds of young women from diverse backgrounds, that their professional needs were not being served with the current programming they encountered. Of particular concern was the lack of connection to the professional and social networks and leadership pipeline that enabled an expansion of opportunity, support and skill building.

From these conversations emerged the development of the Young Professional Women's Symposium on Leadership. My sincere hope is that this and subsequent events, serve as an opportunity to connect young and emerging female leaders, with industry professionals, senior leadership, and each other, while engaging in dialogue that inspires, motivates and transforms.

In my journey to creating this event, I worked with an inspiring team of young women that I continue to admire and learn from. Mentorship is a key component to professional development. I wish to specially thank my mentors, Shaifa Khan and Prof. Wendy Cukier for their guidance and support through my own journey.

I look forward to connecting with you and welcome your feedback!

Ruby Latif



OUR MANDATE

The Young Professional Women's (YPW) Symposium on Leadership is geared towards emerging female leaders and young professionals who want to create their own success and connect with like-minded professionals.

The event concept emerges from an understanding of a gap in current professionalization programming, which does not address the unique needs and interests of young women, including those from diverse backgrounds, in the workplace.

20 active young professional women are spearheading the Symposium today! Our collective belief is that young professional women need to be well equipped with the proper tools, knowledge and networks to reach their fullest personal and professional potential. A recurring theme in our preliminary consultation with diverse young professionals was the need for sponsor advice, mentorship and access to networks to help navigate the unspoken rules and pathways to success.

Our intent for this event is to explore more about what young professional women need and what they can offer each other. The event also provides a valuable opportunity to allow attendees to connect with and learn from the experiences of emerging and senior leaders, and other established and ambitious female professionals.

In creating this event, our goal is to open up opportunities for young professional women to expand their networks, gain mentors, embark on new challenges and develop the skills that will enable them to achieve success in their careers.

Thank you to our fabulous volunteers...

Founder Event Chair: Ruby Latif

Event Co-Chair(s): Sumi Shan, Fatema Dada, Farheen Lakhani, Tiffany Gooch, Nujhat Nabeela, Sumeet (Sonu) Dhanju-Dhillion, Gabrielle Gallant, Carmelina Macario, Sabrina Latif

Committee Members: Michelle Johnston, Noor Baig, Mahreen Dasoo, Lindsay Maskell, Brianna Ames, Sadaf Parvaiz, Fatima Visram, Vandana Kattar, Christine McMillian, Arezoo Najibzadeh



AGENDA

- 12:30pm -1:00pm Registration, light lunch to be served
- 1:00pm -1:20pm Welcome remarks by **Ruby Latif**
- 1:20pm - 2:30pm “The Lessons Learned Along the Way” a panel moderated by **Tiffany Gooch** (Public Affairs Consultant, Toronto Star columnist), and featuring **Sumeet (Sonu) Dhanju-Dhillon** (Partner, Torkin Manes LLP), **Manjula Selvarajah**, Producer and Tech Columnist, CBC Radio, **Maayan Ziv** (Founder of AccessNow, activist, a photographer and an entrepreneur) & **Sukaina Dada** (PhD Candidate Critical Disability Studies, Occupational Therapist, President SMILE Canada)
- 2:30pm -2:45pm Break
- 2:45pm- 4:00pm “Developing the Leadership Pipeline” a panel moderated by **Dr. Wendy Cukier** (Professor at Ryerson University and Founder of the Diversity Institute), and featuring **Jasmin Ganie-Hobbs** (Director Tech Finance, BDC), **Adrienne Batra** (Editor in Chief Toronto Sun), **Diana Luu** (Director of LinkedIn Marketing Solutions) & **Kenneth J. Fredeen**, General Counsel, Deloitte LLP, Chair, Legal Leaders for Diversity
- 4:15pm - 4:25pm Remarks by **His Worship, John Tory**, Mayor of Toronto
- 4:25pm - 4:35pm Remarks by the **Honourable Harinder Malhi**, Ontario Minister of the Status of Women
- 4:35pm - 4:40pm Next steps and wrap-up
- 4:40pm -4:45pm Special Presentation by **Nadine Williams** “Us WOMEN”
- 4:45pm -6:30pm Mix and mingle at the reception

**“The Lessons Learned Along the Way”
PANEL DISCUSSION moderated by
Tiffany Gooch**

OUR PANELISTS...

Tiffany Gooch, Public Affairs Consultant, Toronto Star Columnist

A skilled consensus builder, creative political strategist, and talented event manager with a tremendous mind for logistics, Tiffany is a public affairs professional at Enterprise and ENsight Canada. Her experience in strategic communications planning, with a practical approach to digital media and a natural, decisive leadership style make her the ideal calm in a storm during a crisis situation.

She focuses on the “why” in government decision-making and stakeholder motivation in order to align priorities and ultimately collaborate with influencers to get results.

Prior to her work in public affairs, Tiffany worked extensively in the provincial government in Ontario, where she assumed increasingly integral roles in the Ontario Liberal Party Office, Constituency and Queen’s Park MPP’s Offices, Minister’s Offices and the Office of the Premier.

When she is not singing, Tiffany is often called upon as a speaker and moderator for civic roundtables in the Toronto area, consults with numerous political campaigns, social enterprises and not-for-profit organizations on strategic communications, fundraising and business planning with a focus on gender and cultural diversity in leadership.

Tiffany currently serves on the Executive of the Ontario Liberal Party and as the Chair of The Reading Partnership steering committee, and previously served on the Board of Governors for the University of Windsor.

Sumeet (Sonu) Dhanju-Dhillon (Partner, Torkin Manes LLP)

Sonu is a partner at Torkin Manes LLP in the Litigation Group, practising in all areas of civil litigation, with a particular focus on business law. She has a range of experience in litigation involving critical business issues arising from corporate transactions, contractual and business relationship disputes, and commercial leasing issues.

To date, Sonu has appeared before masters and judges of the Superior Court of Justice and has assisted on numerous cases that have gone before the Court of Appeal and administrative tribunals. She has also been involved in numerous private mediations and arbitrations.

Manjula Selvarajah, Producer and Tech Columnist, CBC Radio

Manjula Selvarajah is a freelance journalist, producer and tech columnist for CBC Radio. In her former role, she was on the executive team of the Toronto start-up firm, Eloqua. She is an avid volunteer and co-founder of the non-profit Tamil Women Rising. Manjula holds an Engineering degree from Queen's University in Kingston and is a graduate of Journalism at Durham College. In 2017, she was awarded the Most Outstanding Professional Award by the Canadian Tamil Chamber of Commerce.

She is a fast reader and a slow runner, when she isn't talking and tweeting about current affairs, books, Toronto, the Tamil diaspora, and and entrepreneurship, @manjaselva, and when she isn't listening to CBC Radio on 99.1 FM.

Sukaina Dada, PhD Candidate Critical Disability Studies, Occupational Therapist, President SMILE Canada

Sukaina Dada is a Pediatric Occupational Therapist pursuing a Ph.D. in Critical Disability Studies at York University. She is also the founder of SMILE Canada an organization dedicated to supporting children living with disabilities and their families. While completing her Masters in Occupational Therapy from McMaster University in 2009, she conducted a phenomenological study that examined the lived experiences of Muslim families who had children living with developmental and physical disabilities. The results of the study highlighted several challenges faced by minority communities in Canada, including the various Muslim communities. This laid the foundation of SMILE's mission over the next few years. Sukaina is most passionate about helping communities become physically and socially accessible and inclusive. A mother of two children, she recently co-authored a book called A Bedtime Prayer for Peace that was awarded the Bronze **2017 Moonbeam Children's Book Award**

Maayan Ziv , Founder of AccessNow, Activist, Photographer and Entrepreneur

Maayan Ziv is a visionary young leader. She is an activist, a photographer and an entrepreneur. From a young age, Maayan challenged norms and worked within her community to increase awareness of disability issues and improve accessibility. Living with Muscular Dystrophy, Maayan is a passionate and relentless advocate for creating a more accessible world. In 2015, Maayan founded AccessNow, a crowdsourced app to map the accessibility status of locations worldwide. She has since been a regular media commentator in the media on topics such as disability and inclusion. In 2016, Maayan received the City of Toronto Access Award and the David C. Onley Leadership in Accessibility Award in recognition of her innovative solutions and commitment to improving the lives of people of all abilities.

As a photographer, she has worked with celebrities, fashion models and other influential individuals. Her photography has been featured in galleries, magazines and on television. Maayan has received a Queen's Diamond Jubilee medal in recognition of her work to increase awareness for disabilities in the arts. Maayan also sits on the boards of the Centre for Independent Living in Toronto and the Toronto Arts Council. She earned a Bachelor's degree in Radio and Television Arts and a Master's degree in Digital Media at Ryerson University.

**“Developing the Leadership Pipeline”
PANEL DISCUSSION moderated by
Dr. Wendy Cukier**

OUR PANELISTS...

Dr. Wendy Cukier, Professor at Ryerson University

and Founder of the Diversity Institute

Dr. Wendy Cukier is the founder of the Diversity Institute and a Professor at the Ryerson University Ted Rogers School of Management. She was the former Vice President of Research and Innovation she led a 60 percent increase in research funding and helped build the innovation ecosystem. Previously, she was the Associate Dean of the Ted Rogers School of Management, Canada's largest business school.

A coauthor of the best seller *Innovation Nation: Canadian Leadership from Java to Jurassic Park* she is an expert in disruptive technology and building innovation ecosystems. She has done pioneering work on diversity and inclusion focusing on developing "the business case" and applying innovation models to driving change beyond human resources. Dr. Cukier has published and spoken extensively on the issues of hate, racism, discrimination, gun violence and support for our youth through mentorship and sponsorship.

Wendy chairs the Board of Women's College Hospital, and the Information and Communications Technology Council's Diversity Committee, and serves on the board of a number of other organizations. She is a recipient of the Governor General's Meritorious Cross, one of Canada's highest civilian honours and was named one of the University of Toronto's 100 Alumni Who Shaped the Century. She was named among Canada's Top 25 Women of Influence, a YWCA Woman of Distinction and one of 25 Transformational Canadians by *The Globe and Mail*, *La Presse* and *CTV*. More recently she received the Black Business Professional Association's Harry Jerome Diversity Award and the Canada Pakistan Business Council's Professional of the year. She holds a PhD, an MBA, an MA, and honorary doctorates from Laval and Concordia.

Jasmin Ganie-Hobbs, Director Tech Finance, BDC

Jasmin is a Director Tech Finance at the Business Development Bank of Canada. Jasmin works extensively with emerging technology, innovation, knowledge based companies, and women entrepreneurs.

She provides both financial and consulting solutions to entrepreneurs. She serves as a Champion for both the technology industry and women entrepreneurs. As such, Jasmin is a frequent industry guest speaker. She is well known in the market, and has successfully worked with many of the best and brightest companies. Much of her success lies in her astute ability to determine the credibility of a business's management team, and the potential for commercialization and success. She has consistently earned top ranks at BDC, and is currently providing analysis on "Beyond the Deal" for *Dragon's Den*. An example can be found at <http://www.cbc.ca/dragonsden/bdc/smart-sweets> .



Adrienne Batra, Editor in Chief, Toronto Sun

Adrienne Batra was born and raised in Saskatchewan.

She has an undergraduate degree in political science and a Masters in Public Administration. Ms. Batra worked at the Saskatchewan Legislature as a researcher with the opposition caucus office.

She then moved on to be the Manitoba Director for the Canadian Taxpayers Federation, Canada's largest taxpayer advocacy group.

In 2010, Ms. Batra was the Director of Communications for the Rob Ford for Mayor campaign, and moved on to serve in the Office of the Mayor as Ford's Press Secretary.

Upon leaving City Hall, she became the Comment Editor and columnist for the Toronto Sun and political commentator on Newstalk 1010.

Ms. Batra hosted her own TV show on Sun News Network, focused on political, social and economic issues.

In June of 2015, Ms. Batra was appointed as the Editor in Chief of the Toronto Sun and 24Hours Toronto.

She has appeared on Fox News, CNN and BBC and is a frequent contributor on Global News and CBC News Channel, CP24 and AM640.

Ms. Batra also served in the Canadian Armed Forces, obtaining the rank of Lieutenant, and was nominated for a YWCA Woman of Distinction award. In 2013 she was awarded with a Queen's Diamond Jubilee Medal and serves on the Board of Governors for the National Newspaper Awards and the Canadian Journalism Foundation.

Kenneth J. Fredeen, General Counsel, Deloitte LLP, Chair, Legal Leaders for Diversity

Mr. Fredeen has been General Counsel, Secretary to the Board, and a member of the Leadership Team with Deloitte LLP since 2000. In that time, he has created a diverse and inclusive team of 25 legal professionals in both Canada and Chile.

Mr Fredeen is a passionate and tireless inclusive leader. Working with other Canadian General Counsel, Mr. Fredeen was a founding member of Legal Leaders for Diversity and Inclusion (LLD) and he now serves as president. LLD is playing a critical role in the creation of a more inclusive legal profession in Canada. Mr. Fredeen is the past Chair of the Deloitte Inclusion Council and former Executive Sponsor of the Deloitte LGBTQ network. He is currently the Executive Sponsor of the Deloitte network "AccessAbility", which focuses on disability, mental health and neurodiversity.

Over the years Mr Fredeen has been recognized with a number of awards including the King Clancy Award for his work supporting Canadians who live with disabilities, the South Asian Bar Association Diversity Award, the David C. Onley Award for his work related to creating a more inclusive Canada for people with disabilities, and the Catalyst Canada Business Leader Award.0



Diana Luu (Director of LinkedIn Marketing Solutions)

Diana believes that great things happen when you align your passion and your skills. Her passion lies in helping people transform and turn vision into reality, something she is pretty skillful at. Diana has been fortunate enough to live at this intersection during her 7+ years at LinkedIn. She has helped build the Canadian and US SMB Marketing Solutions businesses. She has played a vital role in growing the Marketing Solutions Account Services team from 10 – 90 in North America. As a leader, Diana empowers her team members to pursue their passion and reach their potential. The success of the team continues to be her driving force.

To facilitate LinkedIn's hyper growth mode, Diana has built tools and processes to scale the business. She continues to challenge herself to find more efficient mediums to drive productivity for self, team & company. Most importantly, she has coached team members to unlock and leverage their potential in order to truly pursue their passion.

Currently, she is the Head of the Marketing Solutions business in Canada. Her team's goal is to build relationships between brands and the world's professionals to make them both more successful.

SPECIAL PRESENTATION

Us WOMEN

Us Women are strong, resilient

Lovable and capable of awesome exploits

When faced with challenges

We may humbly lie low for awhile to assess the blows

But rest assured that still

Like air we do rise

And when we rise we rise high

Stronger for having fought for it

Wiser for having brainstormed through it

Spiritually sound for having supped tea at high noon with god almighty himself through it

Us women are courageous though we may feel fearful at times

Lovable though often unloved

Wise though we may foolishly stay longer than we should

We are gorgeous in all our sun-kissed hues

Ambitious in our various pursuits

Standing tall as innovators

Whose incandescent light shines brightly in this industrious world

From the latest inventions to investments

Us women provide the inspiration for nations to emulate

We are Poets, Professors, Politicians, Presidents, Pharmacists and entrepreneurs

And when I say to you today fight

I'm indeed granting us permission to fight the good fight of faith

For us women are strong

Resilient

Lovable and capable of

Awesome exploits

That's us women.

~**Nadine Williams**

Nadine Williams, a native of St. Mary Parish, Jamaica, is an Award Winning Poet, Author and entrepreneur. She credits her success to the humble beginnings of reading under the kerosene lamplight to her family as a child, coupled with being reared by witty grandparents who spoke in parables all the time.

WHAT OUR SUPPORTERS ARE SAYING...

“Here in Toronto, the most diverse city in Canada, our young people are eager to contribute to their city and its economy through their careers. This unique event will showcase the incredible professional talent we have, while supporting the advancement of young women in all industries.” **His Worship, John Tory, Mayor of Toronto**

“The more women we have in key positions of influence, the more chances we have to build a future where young women continue to innovate, inspire and break down gender barriers. That is why our government is pleased to support the Young Professional Women’s Symposium on Leadership in their work to make sure the next generation of women leaders have every possible tool to make their mark.” **Honourable Harinder Malhi, Ontario Minister of the Status of Women**

“I would like to congratulate The Young Professional Women’s Symposium on Leadership in organizing this meaningful event to discuss why young professional women are facing tremendous challenges and hurdles in moving their careers ahead in workplace. How through a symposium like this can assist these young professionals break down barriers and build confidence. Balmoral Multicultural Marketing is pleased to sponsor this event and special congrats to Ruby Latif and her team for devoting their passion and time to bring this event to fruition“, **Sharifa Khan (President and CEO of Balmoral Multicultural Marketing)**

“Supporting women in unlocking and achieving their career potential is my passion, and the reason I created this event. I believe that we are stronger when we work together. And I believe that together we can help advance women’s leadership in all industries and on the global stage.” **Ruby Latif, Founder YPWLS and CEO of Milieu Strategy and Consulting Inc.**

WHAT OUR SUPPORTERS ARE SAYING...

“Mentorship and sponsorship has been an crucial in helping me navigate my career. It has helped me make important decisions and take calculated risks. Access to quality mentorship however, is a challenge for many women of color.” **Farheen Lakhani, Manager, Client Relations MBS at Computershare Canada & YPWSL**

“Ruby had a vision for young women to have a place to gather for support, mentorship and friendship. The Young Professional Women's Symposium on leadership is just that - a place to gather, learn from one another, and support each other. The workplace is a tough and competitive place - mentorship and guidance through the promotion of diversity and inclusion is a welcome breath of fresh air and I look forward to many more events like this in the future!” **Fatema Dada, Counsel - Ministry of the Attorney General & YPWSL**

We need you...the women who are planning now.to lead us in the years ahead. To ensure we are well represented in government, on boards and companies to bridge the gap. Thank you for joining us and we look forward to working with you on your paths forward. **Hema Vyas, Founder & co-chairs Women Win TO**

“Young women from across the city bring so much to our communities, and I’m excited to be part of an initiative that supports their success. While we work on systemic change that eradicated the range of barriers women contend with, these spaces are havens of support and avenues for growth.” **Noor Baig, Muslim Youth Fellowship & YPWSL**

“My observation is that to be a successful leader today, you must be an inclusive leader. And furthermore, only inclusive organizations will succeed in a world of constant change and global competition.” **Kenneth J. Fredeen, General Counsel for Deloitte LLP & Chair of Legal Leaders for Diversity**

WHAT OUR SUPPORTERS ARE SAYING...

“Leadership starts with one’s own life. When all aspects of your life are in order, you can attain your goals. In attaining your goals, you will attract the support necessary to be given opportunities to learn how to lead. With repetitive opportunities, you learn to lead.” **Sumeet (Sonu) Dhanju-Dhillon, Partner, Torkin Manes LLP & YPWSL**

“Women, particularly those from minority backgrounds, continue to be severely underrepresented in leadership roles in almost all industries. It is clear that organizations need to prioritize diversity and inclusivity at all levels of management. However, there is a gap between the pool of talent that is clearly available, and the pipeline that connects them to senior leaders. This event offers young women an opportunity to gain the professional support and mentorship necessary to expand their network of opportunities and develop their own path forward.” **Dr. Wendy Cukier, Professor at Ryerson University & Founder of the Diversity Institute**

“Professionals at all stages of their career need guidance and mentorship. If we hope to celebrate the next generation of young professional women taking their rightful place at the corporate table and in positions of leadership, we need to build a network that is accessible, inclusive, inter-connected and mutually supportive. This symposium is the critical first step in beginning that conversation.” **Sumi Shan, Entrepreneur & YPWSL**

“Many networking sessions I have attended don’t amount to much, partly because they don’t have a specific purpose beyond networking. This event is different. It’s created to support women professionals from all backgrounds, particularly in the areas of professional development and leadership. The guidance offered by the panelists is vital if you want to succeed in your career.” **Carmelina Macario, Director, Extended Producer Responsibility at Scout Environmental & YPWSL**

“Peer mentorship and community support is crucial in encouraging young women’s leadership across a variety of fields. Leadership can be very lonely and it is only through knowledge sharing and solidarity that we can move forward together. Young Women’s Professional Symposium is starting a crucial conversation around the importance of professional mentorship for young women in leadership and I am so glad to be a part of it.” **Arezoo Najibzadeh Co-Founder of Young Women’s Leadership Network & YPWSL**

WHAT OUR SUPPORTERS ARE SAYING...

“As a young, female professional, and someone from a diverse cultural background, I know how hard it is to find your voice and find your place in the boardroom. This event offer an invaluable opportunity to expand one’s network, gain feedback, offer support and build relationships with both business leaders and other young professionals on the same path.” **Fatama Visram, Milieu Strategy and Consulting Inc., YPWLS**

“Mentorship and Sponsorship both key factors for career success. Yet many young women tend to be over mentored and under sponsored. Remember a mentor talks to you and a sponsor talks ABOUT you.” **Sadaf Parvaiz, Director - Driving financial and personal growth through building a more diverse and inclusive environment at EY & YPWLS**

“The best thing you can do in your career journey is to support other women. The higher you rise the more important it is that you try to empower and bring up others with you. A kind word, a note of encouragement can go a long way and soon enough you'll see you helped to built a strong community that you can rely on. ” **Deputy Director, Operations and Outreach office of the Prime Minister & YPWLS**

“Mentorship is the key to Success for young women leaders. I am so honored to be participating in this momentous event to help shape our next generation. As a lifelong mentor, supporting women to achieve more in their professional journey is my passion. Let’s rise up together! **Jasmin Ganie-Hobbs, Director Tech Finance, BDC**

“Women professionals contribute tremendously to the workplace and are more progressive than ever before. It is very meaningful to gather young professional women and experienced mentors to discuss and share their learnings, inspire each other, and collectively be a source of support down the road. ” **Mia Wang, Youth Charter founder of CPAC**



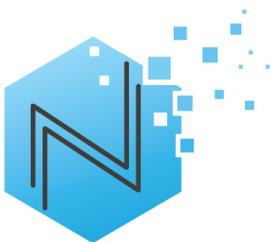
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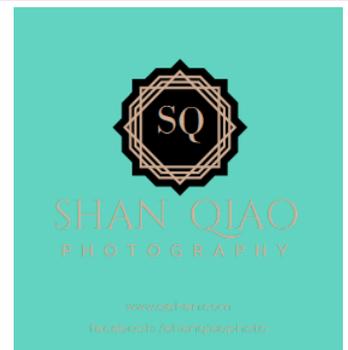


And a big thank you too...



Nujhat Nabeela for all the graphic design and branding work. You can contact her for your needs here:
nujhat.nabeela@ryerson.ca

Dave Bailey for capturing today's event on video! You can contact him for your videography needs here:
647-403-0567



Shan Qiao for all the graphic design and branding work. You can contact her for your needs here:
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