



# IMPACT REPORT



Canadian Centre for Diversity and Inclusion  
Centre canadien pour la diversité et l'inclusion

[www.ccdi.ca](http://www.ccdi.ca)

## Honouring traditional territory

We acknowledge Canada as the land of the First Peoples (Nations), Inuit & Métis.

We pay homage to the Indigenous Peoples, past, present and future who continue to work, educate and contribute to the strength of this country.

We recognize land that is shared through historic treaties, developed through contemporary treaties and land that continues to be unceded territory.



[www.whose.land](http://www.whose.land)

# Joint message from the Chair and Executive Director



Marni Panas, BHAdmn, CCIP™  
Board Chair  
Pronouns: She/her



Anne-Marie Pham, MPA  
Chief Executive Officer  
Pronouns: She/her

Welcome to the Canadian Centre for Diversity and Inclusion (CCDI) 2022 Impact Report. As we reflect on the past year of operations, we are filled with immense gratitude for each and every one of our team members. Their hard work, dedication, and unwavering commitment to our mission have been instrumental in driving our success. Thank you for your continued efforts.

In 2022, our primary focus was sustaining the diversity, equity, and inclusion (DEI) conversation. We recognized the importance of being responsive to the needs of employers and organizations striving to enhance their DEI goals. We engaged with thousands of new members through social media and email, forging connections and fostering a community dedicated to driving positive change.

One key realization throughout this journey has been that everyone is at a different phase, stage, and level of readiness, shaped by their unique set of experiences. We listened attentively to ensure that our initiatives were responsive and adaptable, catering to the diverse needs of our community.

We are proud to announce that we have surpassed 700 Employer Partners, a testament to our collective efforts in fostering inclusive workplaces. To better serve our Employer Partners, we developed new initiatives such as the Diversity Nexus in new cities and roundtable conversations on specific topics. By doubling the number of speaking engagements to over 50 in 2022, we expanded our reach and amplified the importance of DEI in various forums.

After a couple years of unprecedented growth due to worldwide social issues that compelled workplaces to address DEI, demand for CCDI content and programs started to stabilize in 2022. These are reflected in the data included in this report.

Our *Leader Talks with Anne-Marie Pham* podcast has been in full swing, with 10 episodes covering a wide range of topics, all contributing to the ongoing dialogue on DEI. Additionally, we increased our participation in media interviews and community consultations, ensuring that our voice and expertise reach a wider audience.

One of our proudest achievements was the launch of See Different, our youth program aimed at supporting the next generation in their journey towards a more inclusive future. By empowering and educating young minds, we are sowing the seeds for a society that embraces diversity in all its forms.

Furthermore, the inaugural DreamMakers Summit was a resounding success, with close to 50 DreamMakers Council members joining us for an enriching experience. The accompanying research, which included five case studies, added depth and insight to our collective understanding and role as allies towards Indigenous inclusion and reconciliation.

We invite you to dive into this report, which provides a comprehensive overview of our accomplishments and initiatives. We hope you find it informative and inspiring. Should you require any support or have further questions, please do not hesitate to reach out to us. Together, we can continue to make a difference and build a more inclusive world.

Thank you for your dedication and unwavering commitment to our mission.

Marni & Anne-Marie



# PARTNER RELATIONS

# Partner relations

CCDI reached the milestone of over 700 Employer Partner organizations and the Partner Relations team successfully completed the transition of all Employer Partner relationships to in-house management. The team doubled its staff count, hiring four new Partner Relations Managers and our first-ever Business Development Manager.

To enhance and advance our programming capabilities, the Business Development Manager's primary role is to cultivate our business relationships, foster partnerships, secure sponsorships, and handle requests for speaking engagements. Their expertise will contribute to the growth and improvement of our overall operations.

In 2022, the Partner Relations team was involved heavily with the launch of CCDI's first industry-specific roundtables for the healthcare and post-secondary education sectors. The team also launched and relaunched the Toronto and Vancouver Diversity Nexus groups.



**EMPLOYER  
PARTNER**

## Key numbers

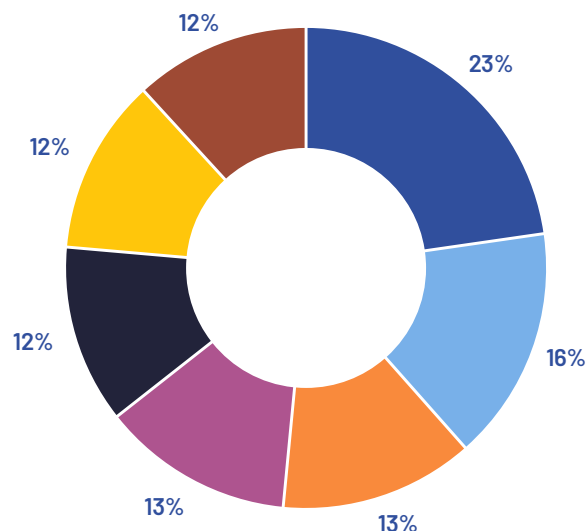
Partners by the end of 2021	617
Lost Employer Partners	54
New Employer Partners	146
Partners by the end of 2022	709

## Employer Partners growth



## Top industries represented

Community & not-for-profit	127
Government	88
Healthcare	73
Business & professional services	72
Utilities & public sector	67
Education	66
Financial & insurance	66





**LEARNING  
AND  
KNOWLEDGE  
SOLUTIONS**



# Learning and Knowledge Solutions

To continue creating an inclusive culture for our 700+ Employer Partners and our broader community, the learning and knowledge solutions team has made some significant updates and additions to CCDI's programming in 2022. Alongside our webinars, community of practice events and our yearly UnConference, we added over 427 new resources to our knowledge repository, created over 12 new resource guides on a range of topics and a glossary of IDEA terms with over 400 definitions.

The department launched commemorative guides as an additional resource for our Employer Partners and a new initiative called 'CCDI roundtables' focused on DEI challenges and opportunities across industries. We also launched 'See Different', a new program supporting youth education in Canada.

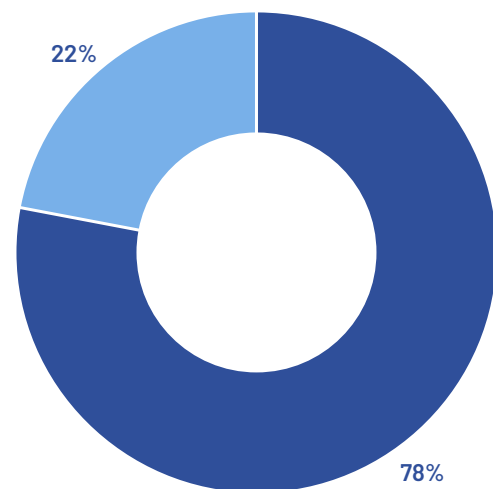
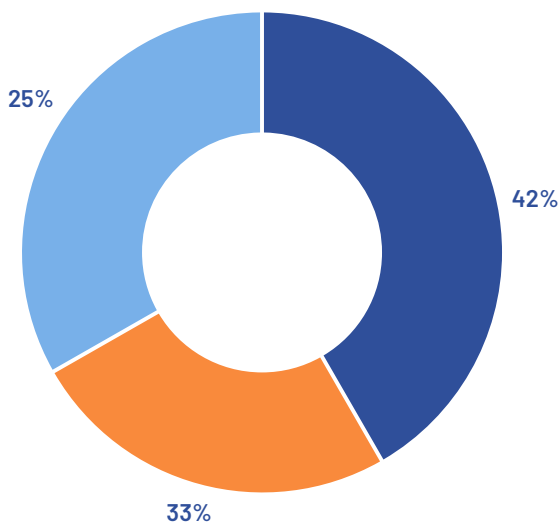
## Knowledge Repository tools created in 2022

### Resources by type

● Articles	178
● Reports	107
● Tools/Templates	142
<b>TOTAL</b>	<b>427</b>

### Resources by language

● English	333
● French	94
<b>TOTAL</b>	<b>427</b>



## List of resources created

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### New resource guides

- Mental health in the workplace
- Creating a transgender inclusive workplace
- Neurodiversity
- Recruiting and retaining young professionals
- Jewish Heritage Month
- Human Rights Day
- Hispanic and Latin American Heritage Month
- Filipino Heritage Month
- International Day for the Elimination of Violence Against Women
- International Week of Deaf People
- Pink Shirt Day
- International Holocaust Remembrance Day

### Commemoration guides

- Black History Month
- International Women's Day
- Pride Month
- National Day for Truth and Reconciliation
- International Day for Persons with Disabilities

### Updated resource guides

- Canada Day: Resources for learning and engaging with Indigenous communities
- Indigenous inclusion
- LGBTQ2+ inclusion
- Racism and anti-Black racism
- National Day for Truth and Reconciliation / Orange Shirt Day
- International Women's Day

### Toolkits

- Making the case for diversity, equity, and inclusion
- Responding to social issues – The 'when' and the 'how' of workplace responses

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## Employer Partner Learning Paths

In November 2021, we introduced the first “Employer Partner Learning Paths” document, which included resources (webinars, toolkits, handbooks, articles, templates) on a range of topics that Employer Partners and their employees can use to move ahead in their DEI learning journey.

In 2022, our EP Learning Paths expanded to include “Diversity and inclusion throughout the employee lifecycle” and an industry-specific learning path for employers in higher education.

### New document

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Diversity and inclusion throughout the employee lifecycle

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### Updated document

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Employer Partner Learning Paths - General

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## CCDI Glossary of terms

In January 2022, CCDI launched its Glossary of terms, a comprehensive reference for terminology used within inclusion, diversity, equity, and accessibility (IDEA).

The inaugural version of this document included definitions for over 400 terms covering eight subject areas: general IDEA terminology, age, gender & gender identity, physical & mental ability, race & ethnicity, relationship & family status, religious beliefs, and sexual orientation.

These are the organizations and publications that cited the CCDI Glossary of terms as a reference. Click on the text to visit the corresponding website:

<a href="#">Government of Canada</a>
<a href="#">Western University</a>
<a href="#">Museums Ontario</a>
<a href="#">Volunteer Canada</a>
<a href="#">Coalition for Diversity &amp; Inclusion in Scholarly Communications</a>
<a href="#">University of Lethbridge</a>
<a href="#">Toronto Arts Foundation</a>
<a href="#">Canadian Society of Landscape Architects</a>
<a href="#">PVNC Catholic District School Board</a>
<a href="#">Community Living Toronto</a>
<a href="#">Canadian Science Publishing</a>
<a href="#">Government of Canada</a>
<a href="#">Canadian Medical Protective Association</a>
<a href="#">City of Guelph</a>
<a href="#">McGill University</a>
<a href="#">Canadian Western Bank</a>
<a href="#">Alberta Recreation &amp; Parks Association</a>
<a href="#">Versacom</a>
<a href="#">Speed Skating Canada</a>
<a href="#">McGill University Health Centre</a>
<a href="#">Arts BC</a>
<a href="#">The Association of Professional Engineers and Geoscientists of Alberta</a>
<a href="#">Pembina Institute</a>
<a href="#">EPSI</a>
<a href="#">Introduction to Field Placement</a>
<a href="#">Sport New Brunswick</a>

## CCDI Roundtables

As a new initiative for 2022, CCDI is hosting roundtable events to address diversity, equity, and inclusion (DEI) issues relevant to organizations across industries.

### How to respond to social issues: The 'when' and the 'how' of workplace responses

During this roundtable, the panelists were asked to discuss a significant issue their organization responded to, how they approached the decision to respond, the actual response, and lessons learned throughout the process.

Attendees at the session included 60 individuals from 45 Employer Partner organizations spanning 14 industries. CCDI Employer Partners panelists: Peel Region, Hyundai, and Deloitte.

### Industry-specific roundtable: Healthcare

This virtual activity brought together CCDI Employer Partners in the healthcare sector to share stories of success in their DEI efforts. The session aimed to enable these organizations to learn from each other's successes and challenges and connect for future collaboration.

The event was attended by 52 DEI and HR professionals and featured CCDI Employer Partners panelists, Cambridge Memorial Hospital, Alberta Health Services, and CBI Health.

## Speaking engagements

Our commitment to promoting our core values and educating audiences about DEI principles and practices have led us to participate in a wide range of events, addressing many organizations, from small and large corporations to government institutions, from municipalities and community organizations, as well as other DEI-related entities.

### Total engagements

59 speaking engagements across Canada

## CCDI Diversity Nexus

CCDI's Diversity Nexus is an initiative that connects small groups of advanced IDEA professionals and organizations to share experiences, learn from each other, discuss critical issues, strategies of success, and recharge their batteries to progress effectively in making our workplaces and communities more inclusive.

### Vancouver event

Diversity fatigue & inclusive hiring

### Toronto event

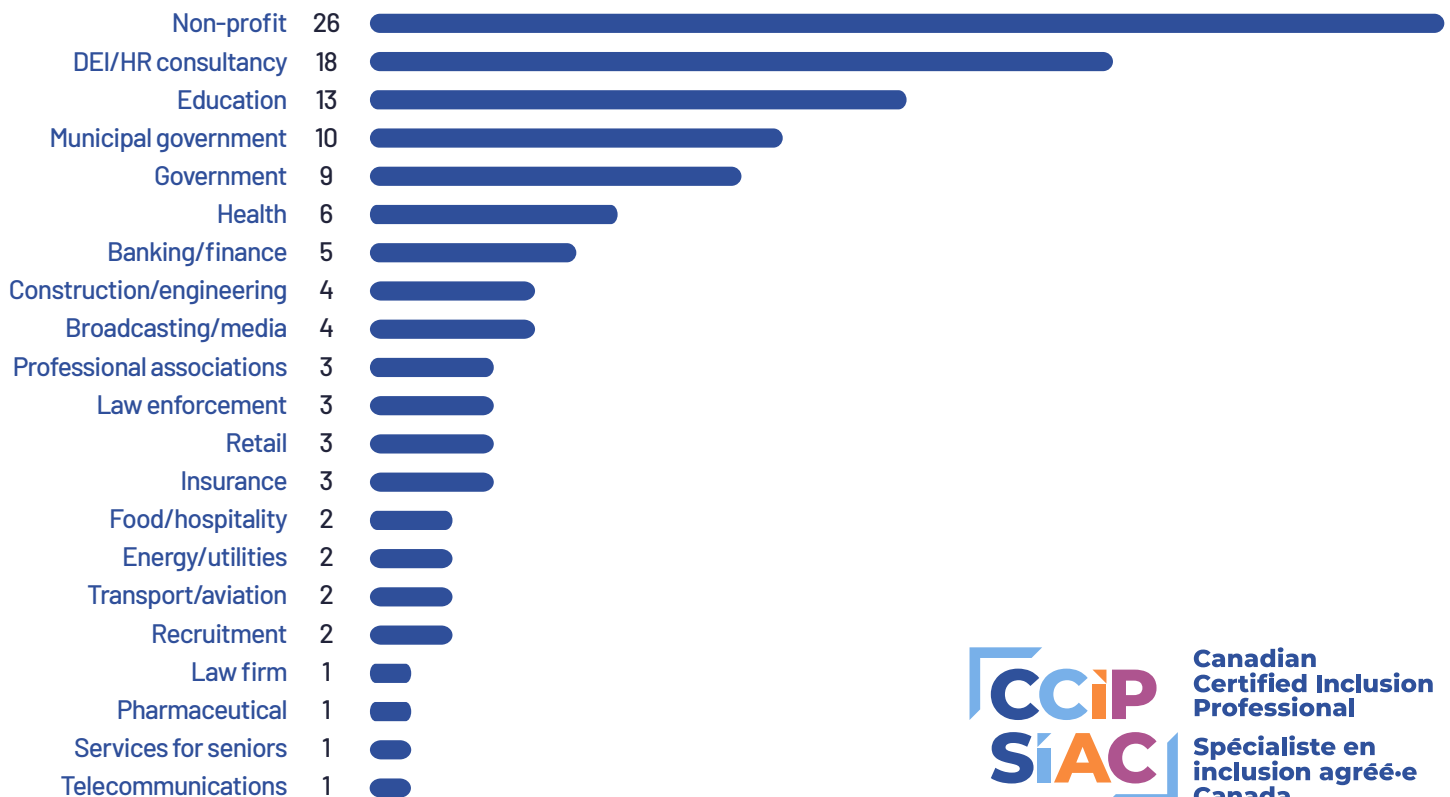
Diversity fatigue & the future of DEI

### Other topics of conversation

Employee data collection and self-ID

## Canadian Certified Inclusion Professional (CCIP™) holders by industry

At the end of 2022, there were 119 registered CCIPs in Canada.



## See Different

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See Different is a national youth education initiative provided for free to youth in Canada, aged 15-24. The program was initiated in 2015 and ran for four years in high schools in Ontario. CCDI redesigned and re-launched the program in the fall of 2022 to make it available nationally (with participants from British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, and Nova Scotia) and to extend the age range to include students in post-secondary schools.

The See Different program seeks to inspire a generation of Canadian youth to become dedicated and compassionate leaders who understand and seek to address systemic barriers to inclusion in Canadian society.

Sessions were delivered in English, with French offered in spring 2023. As the program grows and we onboard more facilitators, we will provide more options for both groups and individuals.

### Key numbers

Total numbers of participants	29
Number of sessions delivered	3
Participating provinces	7

## The 50-30 Challenge

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The 50-30 Challenge is an initiative co-created by the government and the private sector to increase representation and inclusion within Canadian workplaces and to further diversity and economic prosperity. This challenge is asking organizations to voluntarily commit to reaching gender parity (50% for women and non-binary people) on boards and in senior leadership, and 30% representation of underrepresented groups, i.e., racialized persons, and people of colour (visible minorities), people living with disabilities – including invisible and episodic disabilities – and members of the 2SLGBTQI+ community.

Five organizations were selected as ecosystem partners to support 50-30 Challenge participants. As an ecosystem partner, the UN Global Compact Network Canada worked collaboratively with CCDI to develop a series of 10 capacity-building workshops to help all challenge participants work towards meeting the 50-30 Challenge goals. Workshop delivery begins in 2023.

### The challenge

Women and non-binary people in leadership roles	50%
Representation of underrepresented groups	30%

## Articles

Two new articles were shared through our official blog in 2022.

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[Call me by my given name](#)

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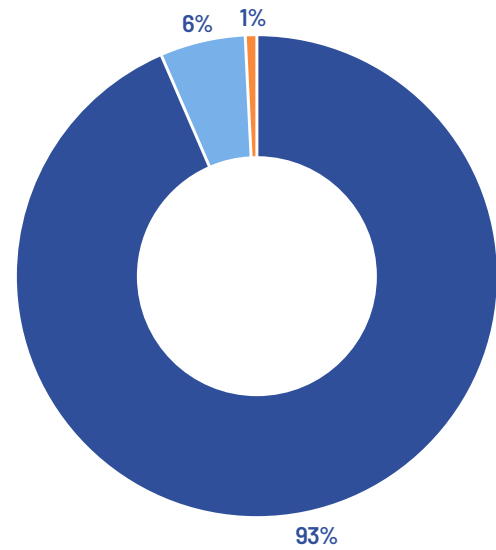
[The myth of racial equality in a humanitarian crisis](#)

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# Events

## Total participants in 2022

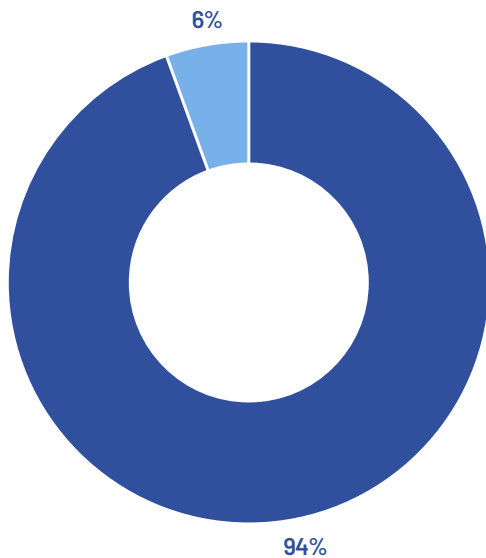
● English	27,698
● French	1,697
● Bilingual	229
<b>TOTAL</b>	<b>29,624</b>



## Webinars - 38 events

### Attendees by language

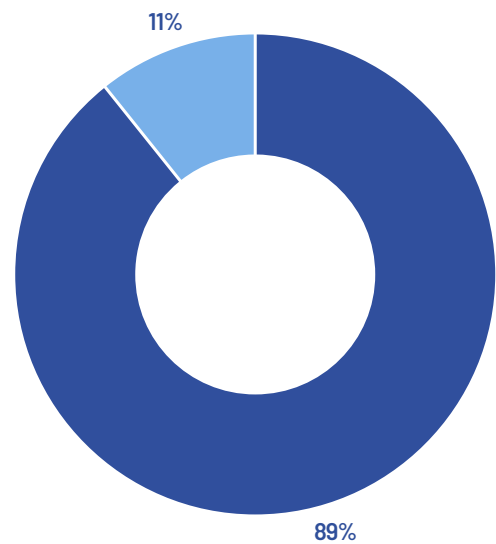
● English	22,205
● French	1,304
<b>TOTAL</b>	<b>23,509</b>



## CCDI UnConference

### Attendees by language

● English	2,350
● French	283
<b>TOTAL</b>	<b>2,633</b>



## Community of practice events

### Spring (Virtual)

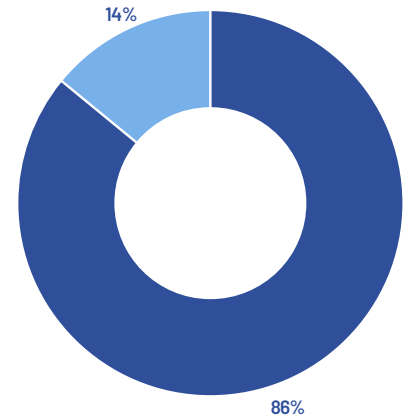
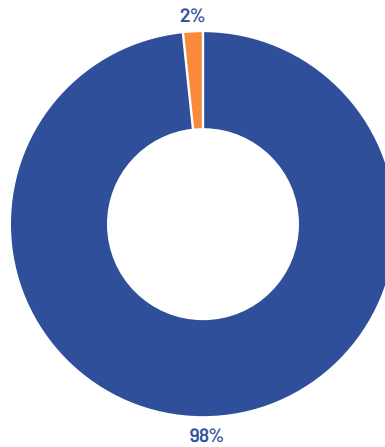
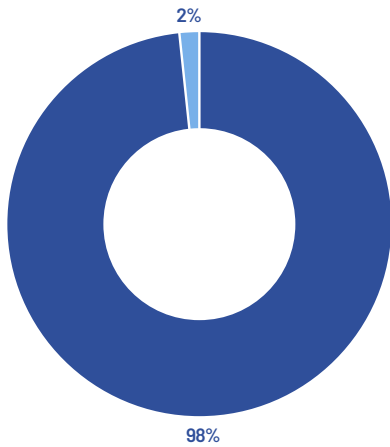
● English	2,068
● French	35
<b>TOTAL</b>	<b>2,103</b>

### Fall (Virtual)

● English	696
● French	13
<b>TOTAL</b>	<b>709</b>

### Fall (In-person)

● English	379
● French	62
<b>TOTAL</b>	<b>441</b>



## Roundtables and Diversity Nexus

### Total participants in 2022

March	113
June	62
July	54
<b>TOTAL</b>	<b>229</b>



# MARKETING AND COMMUNICATIONS



# Marketing and Communications

From the marketing point of view, 2022 was one of the most relevant years in the history of CCDI, with the launch of our new brand. We crafted a modern image with coherent guidelines for all kinds of materials and scenarios, a brand that will convey our message in a clear and efficient fashion. As a leading humanitarian organization, CCDI presents a vibrant, energetic and professional image, showing its formal side but always remaining friendly and welcoming.

As part of this rebranding, our department started a process to update all client-facing documents, our newsletter, website, and media styles. To ensure consistency in the proper

application of our brand assets, we created a detailed brand guideline document and internal guidelines for creating presentations and graphic elements.

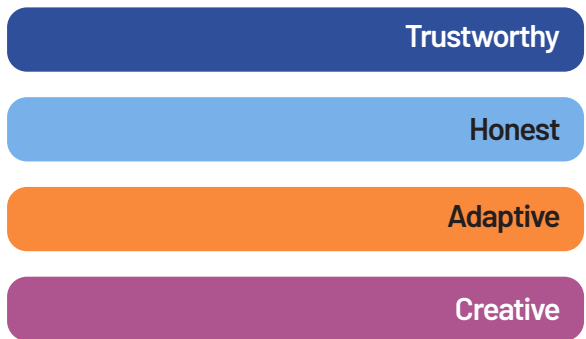
We initiated the development of a media strategy intended to increase our visibility and expand our participation in articles discussing DEI topics. As a crucial part of this strategy, we hired a newswire service to distribute press releases to a broad database of media outlets. As a result, CCDI has experienced a significant increase in media exposure and continues to be sought-after from coast to coast for thought leadership on DEI matters.

## Brand refresh

Our brand represents our values. Beyond the name and its initials, CCDI's logo is a fusion of abstract shapes that symbolize the organic and ongoing progress as humanitarian needs, issues and approaches change and adapt with time.

Named "The Inclusive Sphere," the logo icon depicts the concept of inclusivity and diversity by employing a sphere symbolizing inclusion and togetherness, while the variety of colours and shapes convey diversity.

Our brand colours reflect energetic equity.



## CCDI logos



**Canadian Centre for Diversity and Inclusion**  
**Centre canadien pour la diversité et l'inclusion**

## Partner logos



**EMPLOYER  
PARTNER**



**FOUNDING  
PARTNER**



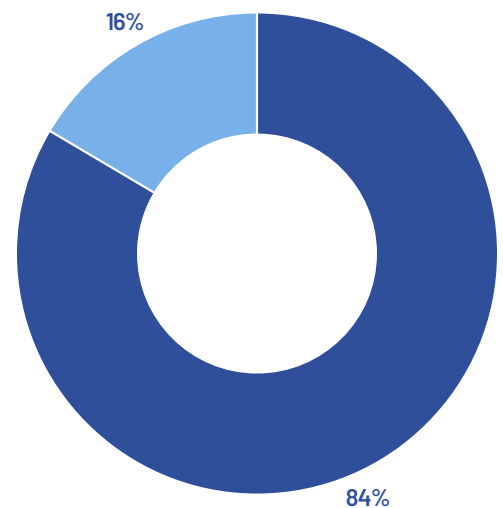
**INDIVIDUAL  
PRACTITIONER**

## Website performance

METRIC	2021	2022
Total visitors	284,264	241,581
New visitors	84.40%	83.63%
Returning visitors	15.60%	16.37%
Sessions	458,395	374,087
Bounce rate	61.10%	62.38%
Average session in minutes	2:08	2:34
Average sessions per user	1.61	1.55
Average page views	2.49	2.34

## Visitors growth

● New visitors	84%
● Returning visitors	16%
<b>TOTAL</b>	<b>441</b>

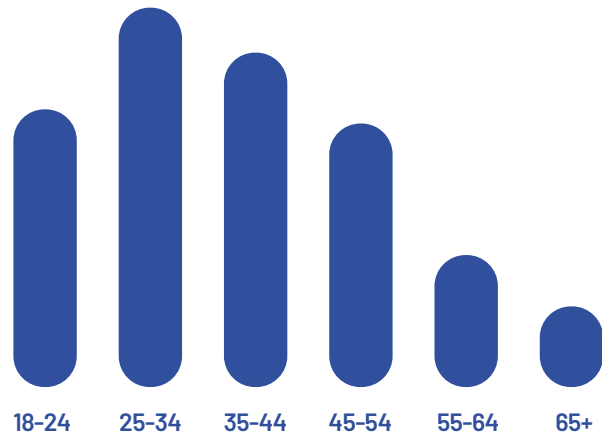




## Demographics

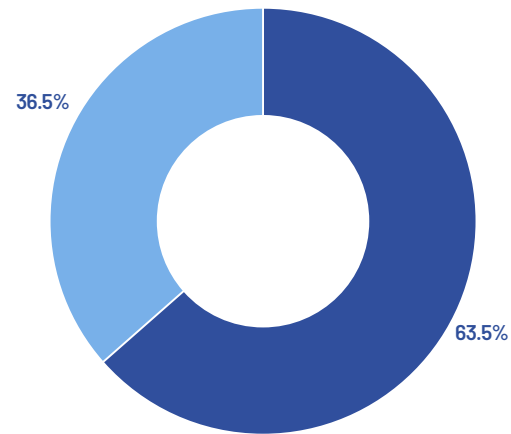
### Age

Group	2021	2022
18-24	17.79%	18.88%
25-34	28.10%	25.81%
35-44	19.80%	22.79%
45-54	18.46%	17.94%
55-64	8.86%	9.05%
65+	6.99%	5.52%



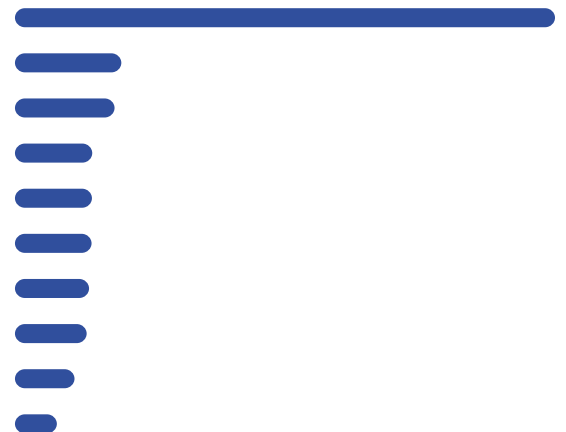
### Gender

Group	2021	2022
Female	63.90%	63.50%
Male	36.10%	36.50%
Non-binary	Not tracked by Google at time of publication	



## Most viewed pages

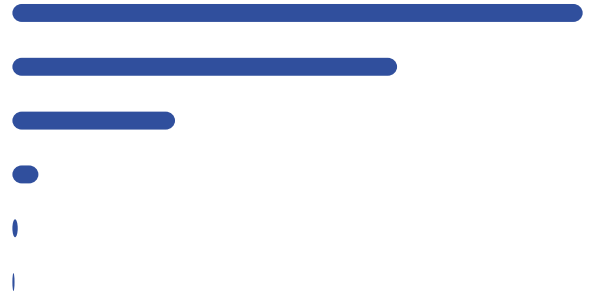
PAGE	2021		2022	
Home page	206,278	18.09%	158,558	18.15%
Calendar	31,799	2.79%	31,228	3.57%
CCIP	30,206	2.65%	29,239	3.35%
Toolkits	20,900	1.86%	22,689	2.60%
KR registration	21,251	1.83%	22,599	2.59%
Webinar registration/thanks	18,093	1.59%	22,489	2.57%
Webinars	31,052	2.72%	21,752	2.49%
Resources	--	--	21,050	2.41%
COPE	--	--	17,481	2.00%
Our people/team	20,884	1.83%	12,300	1.41%
Webinar registration	29,312	2.57%	--	--
Thank you	22,519	1.98%	--	--



## Traffic acquisition

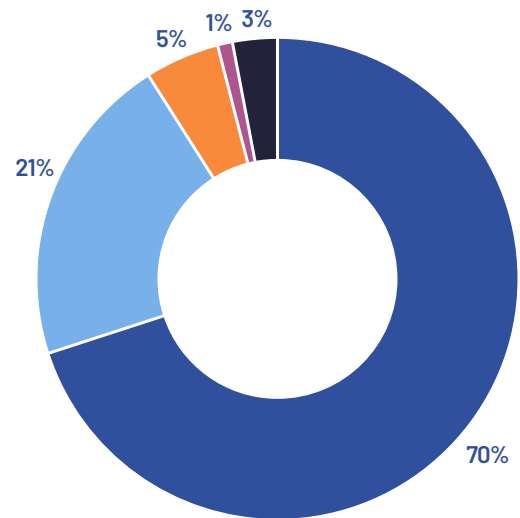
### All traffic sources

SOURCE	2021		2022	
	Count	%	Count	%
Direct	172,783	56.46%	126,721	49.29%
Organic	90,062	29.43%	85,482	33.25%
Referral	33,446	10.93%	36,136	14.05%
Social	7,575	2.48%	5,777	2.25%
Email	140	0.05%	905	0.35%
Other	18	0.01%	74	0.03%



### Social channels

NETWORK	2021		2022	
	Count	%	Count	%
LinkedIn	8,149	68%	6,185	70%
Facebook	2,192	18%	1,855	21%
Twitter	1,318	11%	465	5%
Instagram	125	1%	124	1%
Other	51	2%	42	3%



### Social media performance

METRICS	in	f	@	* t	TOTALS
New followers	11,209	343	202	213	11,967
Impressions (monthly %)	77,237	4,226	14,208	21,043	95,671
Clicks (monthly %)	1,447	147	N/A	111	1,705
Engagement rate (monthly %)	4.15%	0.25%	N/A	3.20%	2.53%
Page views	23,438	3,024	2,442	N/A	109,378
Comments	331	103	48	35	482
Shares	3,065	447	N/A	153	3,512
Reactions	18,980	1,759	2,266	1,388	23,005

\* Twitter changed the way it reported its data in 2022. Some of this information is unavailable or partial (June to December).

## LinkedIn group

### May 26 – December 31

Total members	19,228
Active members	15,557
Posts	1,265
Post views	2,094,231

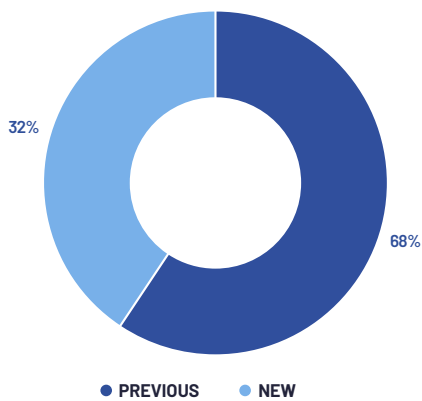
## See Different - Social channels

METRICS	in	IG	f	TOTALS
Followers	71	55	128	254
Posts	130	130	130	390
Profile views	118	347	53	518

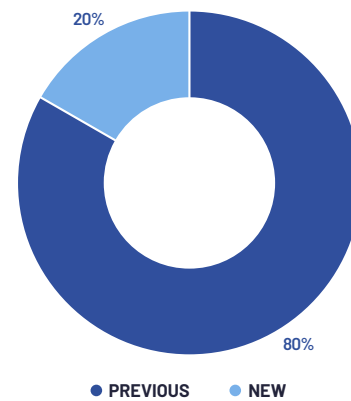
## Email campaigns

METRICS	2021	2022
Total contacts	20,758	25,961
New contacts	14,215	5,203
Growth rate	217.26%	25.07%
Number of campaigns	83	55
Average open rate	38.28%	39.33%
Average click rate	12.51%	8.80%

### SUBSCRIBERS 2021



### SUBSCRIBERS 2022



## Podcast

### Spotify



Episodes	10
All time listeners	131
Followers	69
Streams	96

### Apple



Episodes	10
Plays	695
Followers	47

# Media relationship

We adopted a new approach in April to broaden our reach and effectively convey our message through the media. We engaged a newswire service to digitally distribute our press releases across Canada, targeting English and French media outlets.

We distributed two attention-worthy press releases spotlighting critical key messages.

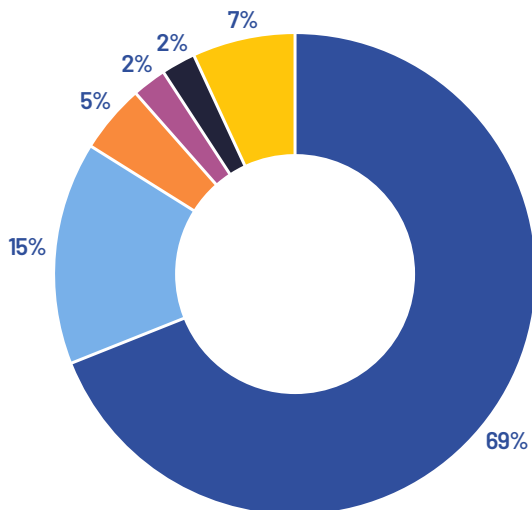
## Press releases

### New brand launching - April

METRICS	ENGLISH	FRENCH	TOTAL
Number of media publishing	85	2	87
Potential audience in millions	60.4	1.3	61.7
Unique viewers	548	170	718
Engagement actions	36	6	42

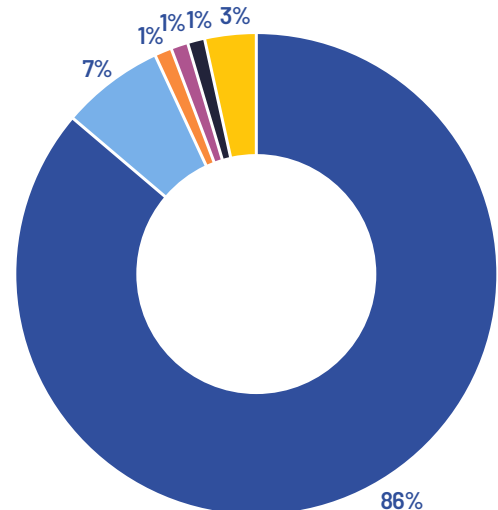
### Pickup by source type

● Newspaper	60	69%
● Online sites/Influencers	13	15%
● Trade publications	4	5%
● Broadcast media	2	2%
● Financial news services	2	2%
● Other	6	7%
<b>TOTAL</b>	<b>87</b>	<b>100%</b>



### Pickup by media industry

● Media & information	75	86%
● Financial	6	7%
● Business services	1	1%
● Multicultural & demographic	1	1%
● General	1	1%
● Other	3	3%
<b>TOTAL</b>	<b>87</b>	<b>100%</b>

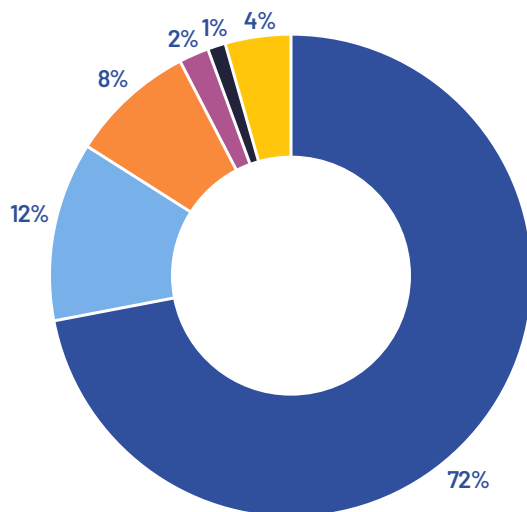


## Appointment of new CEO - July

METRICS	ENGLISH	FRENCH	TOTAL
Number of media publishing	247	3	250
Potential audience in millions	82.7	1.3	84
Unique viewers	734	222	956
Engagement actions	0	0	0

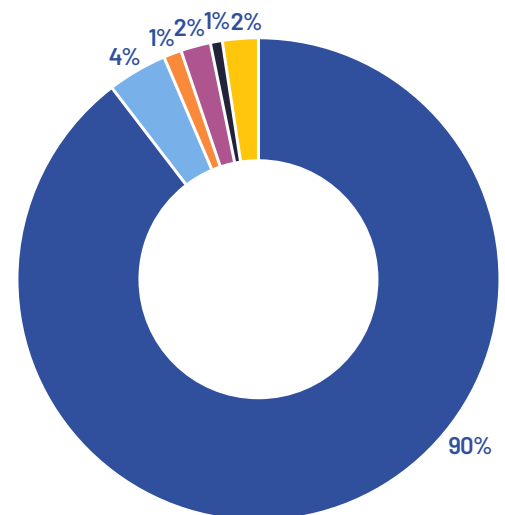
### Pickup by source type

● Newspaper	180	72%
● Online sites/Influencers	30	12%
● Trade publications	21	8%
● Broadcast media	5	2%
● Financial news services	3	1%
● Other	11	4%
<b>TOTAL</b>	<b>250</b>	<b>100%</b>



### Pickup by media industry

● Media & information	224	90%
● Financial	10	4%
● Business services	3	1%
● Medical / healthcare	5	2%
● General	2	1%
● Other	6	2%
<b>TOTAL</b>	<b>250</b>	<b>100%</b>



## Media inquiries

Due to this growing exposure, our department has received interview requests from various media outlets, including well-respected newspapers such as the Globe and Mail and the Toronto Star, and publications specializing in DEI and HR, among others.

[Tech companies are planning for a future of hybrid working](#)

[How to throw an inclusive work party all employees can attend](#)

[Why asking about co-workers' wives can be harmful to LGBTQ+ staff](#)

[Retail Insider the magazine, Issue three](#)

[Shannon VanRaes, Future of Good](#)

[5-Star Diversity, Equity and Inclusion](#)

[Canada: HR Should Address Microaggressions in DE&I Training](#)



## KEY PARTNERSHIPS

## Key partnerships



### Indigenous Works

CCDI has partnered with Indigenous Works to bring Employer Partners additional content and resources to help them move towards inclusion of Indigenous peoples, and understand their role in reconciliation. Indigenous Works delivered multiple webinars and joined together with CCDI to deliver the first ever DreamMakers Summit in December 2022 to DreamMakers Council members, joint members of CCDI and Indigenous Works.

*“Our strategic partnership with the Canadian Centre for Diversity and Inclusion (CCDI) supports CCDI Employer Partners in their efforts to design and implement Indigenous engagement and employment strategies. Our partnership also responds to the Truth and Reconciliation Calls to Action to close the Indigenous employment, economic and equity gaps. In 2022, we launched the DreamMakers Council, comprised of organizations that are Employer Partners of both Indigenous Works and CCDI. Our first virtual DreamMakers Summit was an amazing event; with over 40 organizations represented. We addressed the most pressing challenges facing DEI and HR leaders in their efforts to grow their Indigenous workplace inclusion knowledge, strategies and systems in an increasingly complex labour market eco-system. We invite you to join the DreamMakers Council and I look forward to growing our research and program agenda with CCDI.”*

Kelly Lendsay  
President and CEO of Indigenous Works

## TULLAMORE ESTD D.E.W. 1829

Tullamore D.E.W. in Canada donated 100% of the proceeds from O'Everyone merchandise sales to fuel the powerful education-focused diversity initiatives led by the Canadian Centre for Diversity and Inclusion. In 2022, during the campaigns second and final year, it raised \$32,000, contributing to over \$75,000 collected over two years. These funds from Tullamore D.E.W.'s O'Everyone campaign empower CCDI to cultivate inclusive learning and economic opportunities, develop new resources for fostering inclusive workplaces, and support implementing various educational and charitable events.

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### CCDI Consulting Inc. Consultation CCDI, Inc.

CCDI has partnered with CCDI Consulting, offering a 15% discount on DEI consulting and training services for CCDI Employer Partners who commit to a 3-year term.

As a subsidiary of CCDI, CCDI Consulting is a full-service inclusion, diversity, equity, and accessibility (IDEA) consulting firm on a mission to support employers towards true inclusion. The organization specializes in IDEA consulting, training, measurement, and reporting, with a track record of serving over 1,900 clients (and counting) across Canada.

# Refugee Relief Fund

In the past year, we maintained our commitment to the humanitarian project established in 2015. Led by CCDI, the Refugee Relief Fund program has already helped refugees from Afghanistan and Syria find shelter in Canada, allowing them to escape from the conflicts that affect their homeland.

Amount donated to the families for 2022:

**CAD\$30,000**

## 3 families supported in 2021

COUNTRY OF ORIGIN	CITY OF ARRIVAL	DATE OF ARRIVAL	INDIVIDUALS
Afghanistan	Burnaby, BC	April 29, 2022	5
Afghanistan	Vancouver, BC	February 9, 2023	5
Syria	Pending	Pending	5

## 2 families supported in 2022

COUNTRY OF ORIGIN	CITY OF ARRIVAL	DATE OF ARRIVAL	INDIVIDUALS
Syria	Kingston, ON	April 22, 2022	4
Syria	Pending	Pending	4





# TESTIMONIALS

# Testimonials

## Employer Partners

“As an Employer Partner with CCDI, our organization has access to ample informative, practical and timely resources. CCDI keeps current on DEI trends and provides support to its partners and a larger community through its knowledge repository, events, webinars, and training and development opportunities. The level of subject matter expertise they bring to the table is commendable, our employees learn something new every time they attend a CCDI event.”

**SaskPower**

“En tant que membre de l'équipe en équité et éducation inclusive (EEI) du CECCE, nous tenons à témoigner de l'immense valeur que les ressources en banque du CCDI ont apportée à notre travail. Ces ressources riches et variées nous ont permis d'enrichir notre compréhension des enjeux liés à l'EEI, et de mettre en pratique des stratégies concrètes pour bâtir un monde plus juste et équitable. L'appui inestimable, les webinaires interactifs et la collaboration étroite avec le CCDI nous ont permis d'atteindre nos objectifs en matière d'EEI. Nous avons pu mettre en œuvre des pratiques inclusives, sensibiliser notre personnel éducatif et mobiliser nos communautés scolaires. Grâce aux ressources du CCDI, nous avons renforcé notre engagement envers l'équité et l'inclusion, et nous sommes fiers de contribuer à la construction d'un monde où chaque individu est respecté et valorisé.”

**Conseil des écoles catholiques du Centre-Est**

“While being a member of the DEIB committee allows me to contribute to Payworks beyond my day job, I've found this experience both within committee and the relationship with CCDI helpful to continuously improve my career skill set and articulate current and valuable ways how our products can support the diverse needs of our clients,” says Cindy. “For me, CCDI is a win both personally and professionally.”

**Payworks**

“Partnering with CCDI over the last few years has given us a way to enable ongoing learning of our employees in the IDEA (inclusion, diversity, equity, accessibility) space through very topical webinars – which are both live and recorded. Having access to the CCDI knowledge repository has been especially helpful in finding new resources to support the work that we do as a business. We look forward to a continued partnership with CCDI in helping Definity advance our IDEA knowledge.”

**Definity**

## Events attendees

“I really thought the [UnConference] speakers were great, and I loved hearing about their D&I journeys! I think that's the most valuable part of a conference like this because depending on where we are in our own journey, we can learn from hearing others' stories and challenges and relate them to ourselves.”

“This was one of the most informative and well-presented webinars I have taken for power and privilege. I have taken many of these courses, but this one made everything very relatable, great examples and explanations. Overall great presenter and will definitely take more courses through CCDI in the future.”

“Absolutely loved the presentation and all the tips provided to make my organisation more inclusive. From the common biases to be more aware of, to job postings and diverse recruitment initiatives, I found this one-hour webinar so useful. (The presenter) was passionate, professional and enthusiastic and a great facilitator.”

“It was very informative. I liked the way the presenter phrased things to get us to think about both sides of situations, without using judgmental language. I learned things I didn't know about our history and also learned different ways of thinking. I felt strong emotions when I heard of the oppression our country imposed on other races. Thank you for educating us.”

“I enjoyed the flexibility of attending (UnConference) sessions in either the morning or afternoon - it was helpful to be able to transition from 'Beginner' sessions in the morning to 'Intermediate/Advanced' sessions in the afternoon. One of our team members wasn't able to attend a full-day conference due to work conflicts, and this structure supported flexible attendance that could work around business needs. Thank you very much!”

“Outstanding speaker and session. I learned new perspectives on current issues/challenges members of the 2SLGBTQI+ community experience and appreciate the additional resources to enhance my knowledge and also have a better understanding to support others in my role as a D&I advisor. I like the conversational interview style format of this session.”

## Board of directors

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Canadian Centre for Diversity and Inclusion  
Calgary, AB

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## Leadership team

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# THANK YOU



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