

BRIEFING NOTE

TO: Council

FROM: Fazal Khan, Registrar

DATE: October 8, 2019

SUBJECT: 15.0 Diversity and Inclusion Presentation

☐ For Decision

☒ For Information

☐ Monitoring Report

Purpose:

To provide Council with background information on the two speakers from Ernst and Young who will be delivering the Diversity and Inclusion presentation.

Background:

In keeping with Council's strategic plan, specifically Council's goal statement *3.0 To enhance the College's effectiveness and trustworthiness through improved stakeholder awareness and engagement* and Council's strategic priority of improving public trust, two speakers, Antoine Mindjimba and Sadaf Parvaiz will be speaking to Council about what Diversity and Inclusion means.

Antoine Mindjimba

Antoine is an Associate Partner in People Advisory Services. His credentials include expertise in the global rollout of change management, culture transformation, and diversity and inclusion (D&I) programs. He leads the Culture Evolution and D&I service offerings in Canada, working with clients across a range of industries.

Antoine holds a Master in Strategy and Business from ESSEC Business School (France) and an MBA in Finance and Behavioral Economics from the University of Chicago Booth.

Sadaf Parvaiz

Sadaf Parvaiz is responsible for developing and implementing strategies which support the firm's efforts to create an inclusive workplace in Canada, the US and South America. She works with EY leadership teams to drive and execute the D&I strategy across the Americas. Sadaf has facilitated several high-profile leadership development programs and training internationally. As a thought leader in the D&I space, Sadaf is highly sought after to share her perspective at conferences, on external panels and with EY clients. Prior to her role in the Americas Inclusiveness Office, Sadaf worked in the assurance and audit practice of EY in Toronto.

Sadaf received a Bachelor of Business Administration from the Schulich School of Business at York University (Canada). She has a Chartered Professional Accountant designation from CPA Ontario and holds a Certified Public Accounting designation in the US. She has also completed a Certificate in Intercultural Studies from the University of British Columbia and provides internal coaching and consulting to leadership teams across the Americas.