

WEDNESDAY, OCTOBER 18TH - 1:00 -5:00 PM EDT  
AT THE CENTRE MONT-ROYAL  
MONTREAL, QC  
PARTNERSHIPS & IDEAS IN ACTION



## #IDEAS4GenderEquality

Solutions d'inclusion, de diversité, d'équité, et d'accessibilité (IDEA) pour l'égalité des genres  
Inclusion, Diversity, Equity & Access Solutions (IDEAS)



Women and Gender  
Equality Canada

Femmes et Égalité  
des genres Canada



## PROGRAM LINEUP BIOS

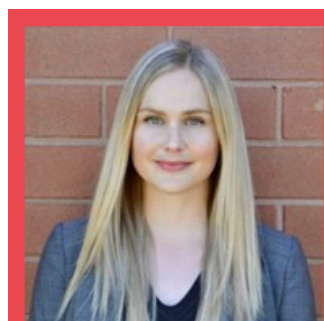
### Tania Saba, Ph.D. - BMO Chaired Professor in Diversity and Governance & Professor, School of Industrial Relations, Université de Montréal



Tania SABA is the founder and holder of the BMO Chair in Diversity and Governance and is a Full Professor at the School of Industrial Relations at the Université de Montréal. Tania is an expert and has published extensively on issues of diversity management, workforce ageing, intergenerational value differences, knowledge transfer, future skills, transformation of employment relations and work organization. Tania works on major research projects with public and private organizations on issues of employment equity and the integration of underrepresented groups in the labour market. In 2021, she received the Gérard Dion Award from the Canadian Industrial Relations Association for the impact of her research in the field.

Tania oversees the Quebec and Canada Francophone chapter for the Toronto Metropolitan University-led Women Entrepreneurship Knowledge Hub (WEKH) project. She is a member of the Future Skills Centre, the Diversity Institute, OBVIA (International Observatory on the Societal Impacts of AI and Digital technology), CERIU (the Montreal Centre for International Studies) and CRIMT (Interuniversity Centre on Globalization and Work).

### Brittany Gataveckas - Manager, Social Sustainability - UN Global Compact Network Canada



Brittany (she/her) is a project design and implementation specialist and subject-matter expert who is committed to helping Canadian organizations advance gender equality, diversity, and inclusion, strengthen human rights commitments, and improve decent work opportunities. In her role as Manager, Social Sustainability, she is responsible for overseeing and implementing the UN Global Compact Network Canada's initiatives on gender equality, human rights, labour, and decent work. Brittany secured and is managing two multi-year projects to advance diversity and inclusion in the private sector. The first project, "Accelerating Systemic Change: The Case for Gender Equality Leadership for Sustainable Recovery" is funded by Women and Gender Equality Canada's Feminist Response and Recovery Fund and aims to help eliminate gender-based barriers and improve economic security for systemically excluded groups. The second project, funded by Innovation, Science and Economic Development Canada is entitled, "The Future is Equal: Enabling Ecosystems of Support in Canada", and is designed to support organizations across Canada in achieving the [50-30 Challenge](#) by providing the necessary tools, resources, knowledge, interventions, and network to meet ambitious goals as well as foster greater capacity for equity, diversity, and inclusion efforts in the future.

Brittany joined the UN Global Compact Network Canada in 2019 to help to deliver the Gender Equality Leadership in the Canadian Private Sector project (funded by the Department for Women and Gender Equality) where she co-authored the Blueprint for Gender Equality and Maturity Model self-assessment tool. Her earlier professional experience includes consulting, research, and strategic communication roles with leading nonprofits, universities, and financial institutions. Brittany holds a PhD from McMaster University. Her doctoral dissertation focused on international relations, postwar reconstruction, and the emergence of modern human rights and humanitarian movements.

### Bibiana Pulido - Cofounder and Executive Director, RIQEDI



Bibiana has always believed in the importance of confronting the injustices that the most marginalized people in society may experience and ensuring inclusive environments for all. It is with this in mind that she co-founded the Quebec Interuniversity Network for Equity, Diversity and Inclusion (RIQEDI), an NPO bringing together Quebec universities as well as several stakeholders from the university environment who have the mandate or desire to promote and to integrate the values of equity, diversity and inclusion within their institutions. She assumes general management of this organization. Bibiana is also the director of strategy-partnerships-training within the Equity Diversity Inclusion Intersessionality Institute (EDI2).

She contributed to the development of the tailor-made master's degree in equity, diversity and inclusion of the future project at Laval University and she acts as special project manager, while having the opportunity to teach there. Having a multidisciplinary background in political science, Latin American studies, management and industrial relations (human resources specialization), she has contributed as a researcher and manager in numerous research projects and has developed expertise linked to innovative, creative and academic industries, well-being at work, skills development, knowledge transfer, management of equity, diversity and inclusion, discrimination within organizations, unconscious bias and inclusive leadership.

Bibiana Pulido is called upon to work as a consultant, through her company CIDI, in various projects related to her expertise in different sectors of activity. In a constant desire to learn and be involved in scientific research, she is also a doctoral candidate in industrial relations (human resources) and works on knowledge development in video game clusters in Quebec and Sweden. She is very dedicated to teaching and mentoring students, academic research and community engagement.

### Widia Larivière - Co-founder and General Director, Mikana



Born to an Anishinabekwe mother, a member of the Timiskaming First Nation, and a father Québécois, Widia Larivière is co-founder and general director of Mikana, an organization awareness of the realities and perspectives of indigenous peoples. She has been working since several years in the defense of human rights and the rights of indigenous peoples. She has moreover, among other things, worked at Native Women of Quebec and at the Commission des human rights and youth rights.

She also co-initiated the mobilization Québécois of the Idle No More movement in 2012. Filmmaker and author in her spare time, she also co-directed two documentary short films with Wapikoni mobile and contributed to several works. She is currently working on documentary and podcast projects which highlight the voices of the First Peoples. Her commitment has earned her several awards and distinctions: she is notably co-winner of a Tribute prize as part of the 40th anniversary of the Quebec Charter of Human Rights and Freedoms (2015) as well as the prize Amnesty International Ambassador of Conscience (2017). Her greatest pride: Maélie, her daughter born in June 2018

### Tara Mandjee Manager - Legal Corporate Services - BRP & membre du DEI Council Emcee & Panel Moderator



Called to the Quebec and New York bars, Tara heads BRP's Corporate/M&A/Securities Legal Department. In 2020, she won the "Lawyer of the Year" award in the In-House category, presented by the Young Bar of Montreal.

Always wagers to play her part, she is actively involved in the community, notably to ensure better representation of members of diverse groups: she sits on her company's DEI council, actively contributes to the DEI initiatives of Business Professional Women (BPW) Montreal and is a member of the board of directors of the Réseau québécois pour l'équité, la diversité et l'inclusion (RQEDI). Tara is also a member of the Board of Directors of The YMCAs of Québec.

*and more...*

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### PROGRAM LINEUP BIOS

#### 50 – 30 Challenge: What Works Tool Kit

#### KPMG TEAM CANADA

Partnering with ISED to create the 'What Works Toolkit' for the 50 – 30 Challenge



**Silvia Gonzalez-Zamora**  
 Partner, People & Change Advisory  
 and National Equity & Inclusion  
 Leader



**Oriana Vaccarino**  
 Senior Manager, National Equity  
 & Inclusion and Methodology  
 Lead



**Eesha Patel**  
 Senior Consultant, People  
 & Change Advisory, 50 – 30  
 Challenge Project Team



**Nathalie Dupuis**  
 Manager, People & Change Advisory,  
 50 – 30 Challenge Project Team  
 French Lead



**Nosra Reguig**  
 Consultant, People & Change  
 Advisory, 50-30 Challenge  
 Project Team

The KPMG Canada Team working alongside the 50 – 30 Challenge Ecosystem partners, has developed the What Works Toolkit. It is an online suite of tools, policies and resources for organizations across Canada to use to meet their diversity and inclusion goals.

The toolkit, which builds on existing best practices and evidence, includes resources to support the recruitment and mentorship of board members and senior managers from equity-deserving groups, as well as tools to support Canadian organizations in the development of anti-racism, anti-harassment and inclusive workplace strategies.

#### IDEAS4 Gender Equality Innovative Challenge Lead Facilitator



**V. Ophelia Rigault**  
 National Co-ordinator  
 IDEAS4GE Project

V. Ophelia Rigault is a highly accomplished professional with a Master's degree in Education specializing in Educational Leadership. With over 15 years of experience in the field of equity, diversity, and inclusion, she is a sought-after Speaker and Trainer. Ophelia is also the owner of Real Talk Solutions, a company dedicated to providing training in equity and diversity to inclusive leaders and organizations.

Passionate about creating communities of belonging, Ophelia is committed to partnering with inclusive leaders and organizations to foster equitable and inclusive work cultures and communities. Through her engaging keynote speeches, impactful training sessions, community-building initiatives, and media appearances, she actively promotes inclusion, diversity, equity, and access.

Ophelia brings over ten years of project management and community development to the IDEAS4GenderEquality project. A business consultant, entrepreneur, trainer and career coach, Ophelia has proven expertise in engaging with people from diverse backgrounds and sectors.

Her experience as a Community TV Host and producer demonstrates her skill in facilitating important and uncomfortable conversations about race, gender, privilege, equity, mental health and wellness, grief and resiliency. Ophelia lives in the traditional territories of the Haudenosaunee Confederacy and the Anishinabek Nation.

#### BPW Canada & CCEW IDEAS4Gender Equality

#### Creating the IDEAS4GenderEquality - 'Collaborative Solution-building Workspace'



**Sheila Crook**  
 IDEAS4GE Project Liaison

As the co-founder of the Canadian Coalition to Empower Women (CCEW), and with over 25 years of community service dedicated to the empowerment of women through the Canadian and International Federation of Business and Professional Women Sheila was named a Global Champion and Mentor for Women's Economic Empowerment by the UN Women EmpowerWomen Team in 2016.

Beginning her professional career in the field of social work, specializing in mental health, addictions and employee assistance programs, she was quick to recognize the important role that work and economic empowerment play in promoting self-efficacy and quality of life. Continuing studies in adult learning and organizational psychology, Sheila shifted focus to the field of manufacturing, obtaining a Lean Six Sigma Black Belt certification.

Her varied career and consulting work through SMC Performance Plus exposed her to a wide range of occupational sectors from health care, education, and not-for-profit to IT, retail and government public service, across Canada and the US. She has witnessed firsthand the impact of persisting intersectional gender-based bias and the liberating potential of inclusion, diversity, equity and access in the workplace.

She invites you to join other multi-stakeholders online and in your community to be IDEAS4GenderEquality Solution-Builders. Together we are the change!

# Collaborative Solution-building

