



Impact Report 2022

**We are unshakable. We are
undefeated. We are
unstoppable.**

Accelerate Her Future™, a social enterprise, is a virtual career accelerator providing tailored programs by and for self-identifying Indigenous, Black and women of colour pursuing careers in business and tech while building a network of solidarity, allyship, and action.

Land Acknowledgement

Accelerate Her Future™ was founded on the land and waters of the traditional territory of many nations including the Haudenosaunee, Anishnaabeg, the Attawandaron, and the Métis within the lands protected by the “Dish with One Spoon” Wampum Agreement. We respect Indigenous peoples’ deep connections to the land and waters, and affirm our commitment to continued learning while advancing the TRC Call to Action 92 and the MMIWG2S+ Calls to Justice 6.1, 11.1 and 15. We invite you to learn more about the history and presence of the Indigenous communities on the land and waters you gather on and work with us to build a better future for all.

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Message from the Team

Reflecting on 2022 as a team, we are very proud of all that AHF and our small and mighty team has accomplished. As outlined in our 2021 Impact Report, our priorities for this year include continuing diversification of offerings, financial sustainability, community engagement, honing our brand voice, seeking outlined partnerships, and continuing our truth and reconciliation journey.

This second annual 2022 Impact Report showcases the highlights from our year and ways our small and mighty teams advanced our priorities.

Doing things differently to advance our mission

As a team, we do things differently, guided by our core values of authentic voice, courageous action, compassionate engagement, and transformative solutions. One way we live courageous action is by intentionally pursuing a for-profit social enterprise as an act of agency and resistance against a deficit lens, white saviorism and 'charity' mindset projected onto Indigenous, Black, and racialized women. We create transformative solutions through our

'nothing about us, without us, for us' philosophy, which means we engage our Indigenous, Black, and racialized women in our Advisory Group, community consultations, and procurement centering our voices, lived experiences and expertise.

Our advocacy and work seeks to advocate for gender equity through an intersectional lens, advocating for anti-racist and just organizations and workplaces. Our work focuses on creating programs for women and beyond gender binary individuals so that they better navigate their career development within organizations while also providing programs and services to organizations to simply do better when it comes to intersectional gender equity.

We celebrate our team for an incredible year and share our deep gratitude with our community, Advisory Group, sponsors and funders for working with us to advance our vision and mission!

We look forward to 2023 and witnessing the gifts and learning. In the meantime, read on to learn more about our 2022 impact.

The AHF Team

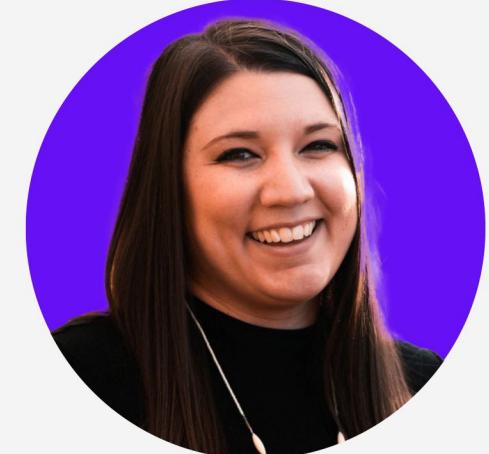
What's next for 2023? A few priorities

- Continue to apply our four pillars to respond to TRC and MMIWG2S+ calls through ongoing learning and action.
- Complete our Career Development Research Study interviews and sharing circles.
- Rebrand and refresh AHF's website to reflect our growth since 2019.
- Implement our Investment Readiness Program project to design a new program.
- Implement a more intentional partnership assessment and engagement strategy aligned with our values and tenets of equitable partnership.
- Continue to deepen our impact through a focus on financial sustainability.



Chanel Williams

Social Media Lead



Dana Carriere

Indigenous Engagement Lead



Deborah Eliezer

Research & Digital Marketing Assistant



Dr. Golnaz Golnaraghi

Founder



Natasha Sidi

Operations & UX Lead



Simran Bakshi

Program Coordinator

Our Commitment to Truth & Reconciliation

Last year, we, as a team, co-created our four pillars to guide our truth and reconciliation journey. We strive to be a place that is inclusive and welcoming to Indigenous women, and this is demonstrated by those who choose to be a part of our AHF community and have positive experiences with us.

In June, we met with self-identifying Indigenous women in our community to gather their feedback, insights, and suggestions on what we should continue, start or stop doing to better align with their unique needs. They described our programming as inspirational, intentional, transformative, and healing. They also appreciated being surrounded by like-minded women where all can have their voices and perspectives heard through authentic and meaningful discussions.

They stressed the importance of AHF continuing to create safe spaces for Indigenous women while advancing our learning and improving our ability to create welcoming spaces for them. Throughout the year, we used our social media platforms and presence to connect with our AHF and broader community to honour, celebrate,

commemorate, raise awareness, and demonstrate our support and actions towards remembering, learning, and continuing our personal and organizational journeys towards truth and reconciliation. We continue to evolve by going beyond the truth, and embracing being active in reconciliation, making commitments and taking actions. Since our team is continually evolving and growing, our educational journey is never ending. Overall, we were intentional and careful in how we engaged with Indigenous women from our AHF community. We recognize the importance of building trust by ensuring that we create space to listen, learn, and continually improve our programming and services to meet their unique needs.

We continue to enhance representation and meaningful involvement of Indigenous women in all AHF programs and events as well as our Advisory Group, providing a platform for their voices, stories, experiences, and mentorship, while providing spaces for us to gather, connect, and become active allies with one another.

Dana Carriere

AHF Indigenous Engagement Lead

Actions Taken

Engaged Indigenous women in a sharing circle moderated by our Indigenous Engagement Lead to learn about their experiences and how to enhance our offerings



Enhanced representation and meaningful involvement of Indigenous women in AHF's volunteer Advisory Group



Received support by an Indigenous Elder for our programs to help us open and close in a good way



Implemented social media campaigns to honour, celebrate, and/or support important months and days of commemoration and awareness such as National Indigenous History Month, National Ribbon Skirt Day, National Day for Truth and Reconciliation and Orange Shirt Day, and Red Dress Day, and continually celebrate Indigenous women in our community



Engaged Indigenous women owned businesses through product and service purchase



Active
Commitment



Active
Allyship

Enhanced Indigenous representation and expertise in all AHF programs and events



Appreciative
Listening



Amplifying
Indigenous Voices



Active
Commitment



Active
Allyship

Continued our learning journey as an AHF team by completing the Four Seasons of Reconciliation Course offered by the First Nations University of Canada



Appreciative
Listening



Active
Commitment

Dedicated AHF Orange Shirt and Red Shirt Day within the Fellowship Circle with a learning session led by our Indigenous Engagement Lead



Appreciative
Listening



Active
Commitment



Active
Allyship

Contributed 25% of our surplus for 2022 to four non-profits/charities, two of which are Indigenous-led organizations



Active
Commitment



Active
Allyship

Co-created programs with our Indigenous Engagement Lead and held consultation and design sessions with Indigenous women



Appreciative
Listening



Amplifying
Indigenous Voices



Active
Commitment



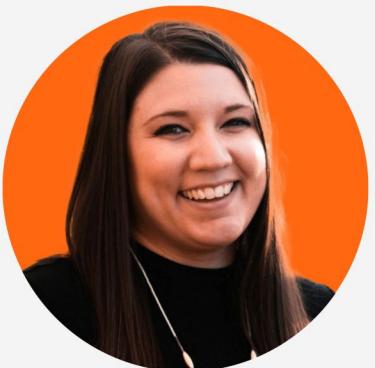
Active
Allyship

Indigenous Trailblazers

We had the honour of working with these Indigenous women trailblazers who are inspiring leaders in the community and are creating pathways in and advancing reconciliation, entrepreneurship, inclusive design, and more.



Annie Battiste



Dana Carriere



Jace Meyer



Jade Jocko



Janelle Desrosiers



Jessica Dumas



Joleen Mitton



Sadie Red Wing



Sage Lacerte



Starrlee DeGrace

Supporting Community Organizations

As a team, we selected four community organizations to financially support in 2022 - two Indigenous led, and two Black led, each with an important mission.

Assembly of Seven Generations

Assembly of Seven Generations (A7G) is an Indigenous youth led & driven grassroots, non profit organization focused on community support and opportunities for Indigenous youth, based on Unceded Algonquin Territory.

CEE Centre for Young Black Professionals

The CEE Centre for Young Black Professionals is a charity dedicated to addressing economic and social barriers affecting black youth ages 14 and over, through workforce development, education, and advocacy to influence systems and policy.

Canadian Roots Exchange

As a national Indigenous youth led organization, the Canadian Roots Exchange collaborates with communities to provide programs, grants and opportunities that are grounded in Indigenous ways of knowing and being and designed to strengthen and amplify the voices of Indigenous youth.

Black Women in Motion

Black Women in Motion is a Toronto-based, survivor-led, grassroots organization that empowers and supports the advancement of Black women, girls, nonbinary and gender-non-conforming survivors of gender-based violence.

2022 Impact at a Glance

500+



Participants across programs

700+



Mentor volunteer hours

48



Paid speakers

4



Indigenous and Black led organizations supported through financial donation

6



Programs & services launched

18



Collaborators, sponsors & partners

12



Women entrepreneurs hired for project-based work

13



Profiles and blogs published

Fellowship Circle

Fellowship Circle is a 10-week, by application program designed by and for Indigenous, Black, and racialized women - a tailored program providing small group mentorship circles, career learning labs, and networking with peers and industry professionals in tech and business.

51 Fellows completed the program 

With representation from

30 Postsecondary institutions 

6 Provinces 

9 Speakers & facilitators 

4 Career learning labs 

8 Women entrepreneurs with whom we collaborated 

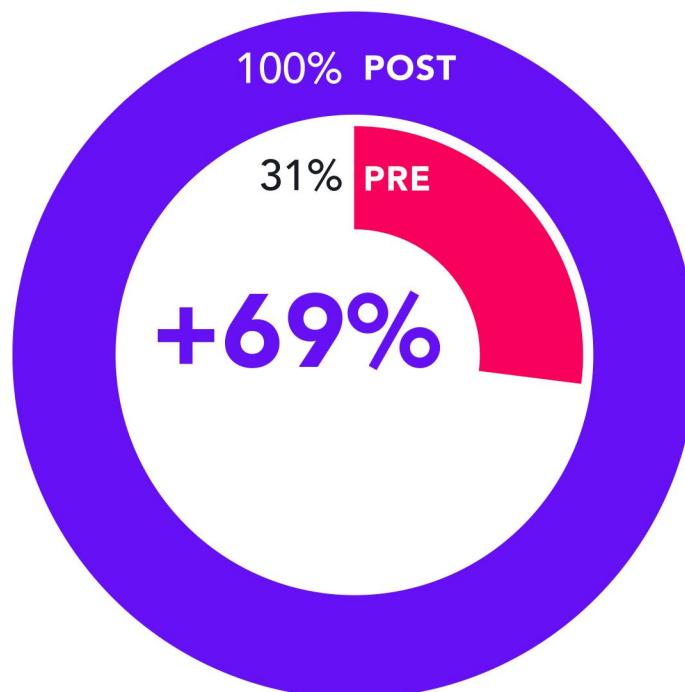
“

“The AHF program has been awesome and worthwhile. It provides a safe space to learn, share and grow. The team, Mentors and Fellows are all really engaging and happy to help. I have learnt a lot on networking, strategies for navigating the workplace/institution, wellness and self-care, etc. Overall, I am glad to have participated in this program.”

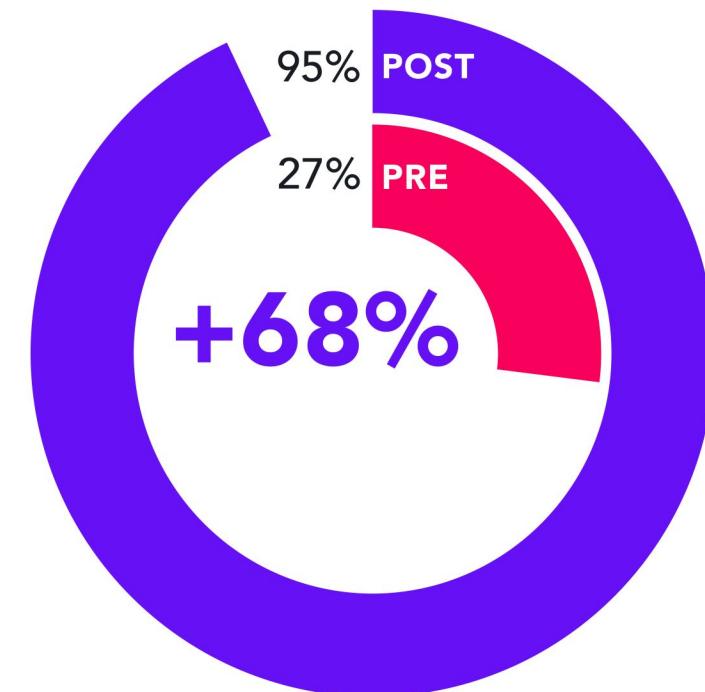
Oluwabukola A.
Fellow, Fellowship Circle 2022

Fellows Impact

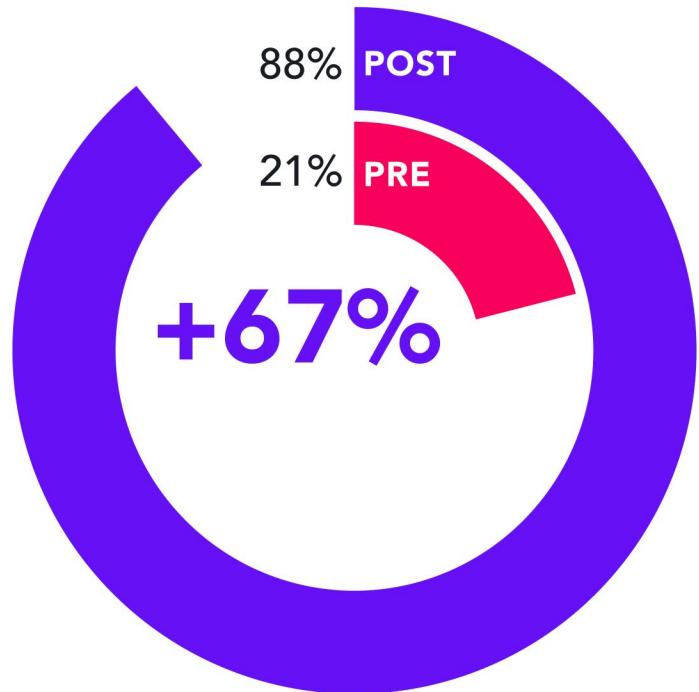
Had opportunities to network with other Indigenous women, Black women, and women of colour and develop their peer and professional contacts.



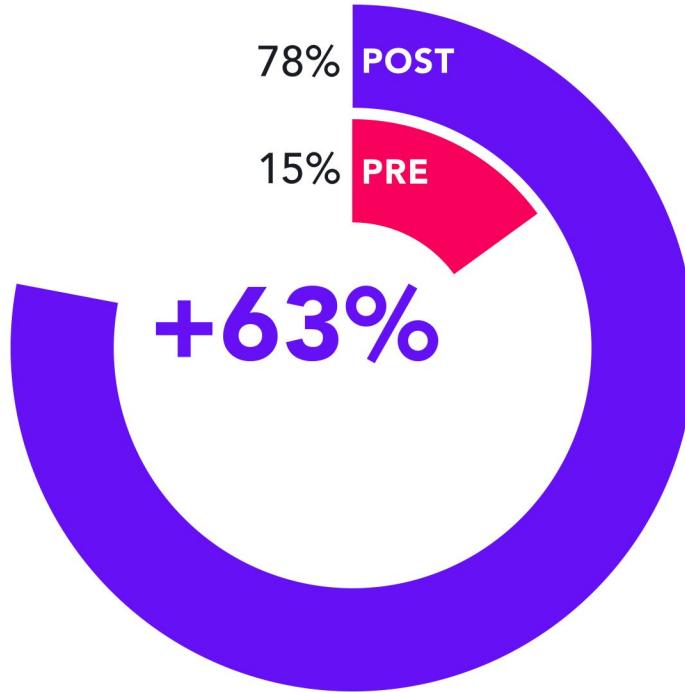
Had access to mentorship by other Indigenous women, Black women, and/or women of colour who were in manager or senior leadership roles.



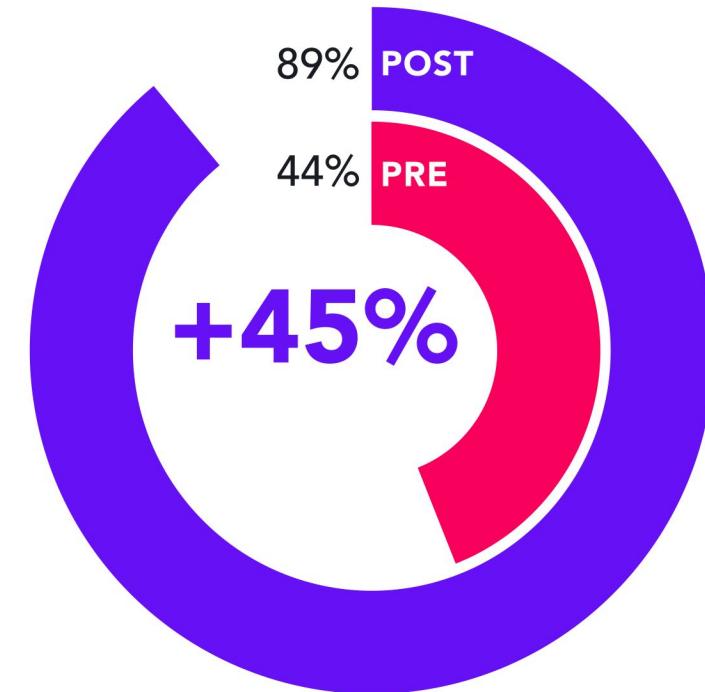
Had access to career learning opportunities tailored to their needs as an Indigenous, Black or woman of colour.



Had access to learning opportunities that covered strategies for navigating the workplace as an Indigenous, Black or woman of colour.



Had access to a supportive and inclusive community of peers and professionals where they could bring their whole selves.



Mentors Impact

34 Mentors completed the program



With representation from

6 Provinces



27 Organizations



100%



had access to a supportive and inclusive community where they could bring their whole selves

100%



would recommend the Fellowship Circle program to a friend

100%



indicated the overall Fellowship Circle program was a quality experience

100%



satisfied with the overall Fellowship Circle program experience

86%



have grown professionally and personally

*10-point Likert Scale (% of respondents with 8-10 ratings)



“

“The 10 week 2022 Winter Fellowship Circle experience was an enriching learning experience that made me grow as a person and professional. Being part of a community of strong, bright, amazing women reinforced the power of our shared experience and through vulnerable connection and self discovery, we forged forward together. I feel even more conviction for the AHF vision and mission having gone through as a mentor. Excited to see what's next.”

Jade Jocko
Mentor, Fellowship Circle 2022

Fellowship Circle Wrap-Up Celebration Event

98

Participants Attended



4

Corporate partner facilitated conversation circles



75

Networking Visitors



651

Total chat comments



A close-up portrait of Hoda Abokhadra, a young woman with dark hair and brown eyes, wearing a pink hijab and a patterned scarf. She is smiling warmly at the camera. The background is a solid yellow.

Meet Hoda Abokhadra

Meet Hoda Abokhadra, a passionate champion for youth and women in tech! Hoda currently works as an Analytics DevOps Engineer at Scotiabank while pursuing her Master's degree in Data Science. Hoda is a passionate voice in the AHF community as a 2022 Fellowship Circle Fellow who later became a Mentor and a member of our Advisory Group.

As an immigrant woman of colour, switching to tech from an art background wasn't a smooth step for Hoda; it came with lots of challenges. Hoda applied to AHF's Fellowship Circle because she didn't have access to professional networks and mentorship programs that aligned with her background and lived experiences. Hoda learned much through this experience, highlighting how "expanding my network came along with more valuable lessons and career labs from many inspiring role models for women of colour."

After completing the Fellowship Circle, Hoda wanted to give back to the AHF community through volunteering as a Mentor and in 2023 as an Advisory Group member.



"Knowing how much the Fellowship Circle program has impacted my personal and professional growth, I wanted to pay it forward because I am determined to support youth and women in navigating their academic and career success in tech."

Virtual Career Accelerator 2022

Accelerate Her Future's inaugural Virtual Career Accelerator was a fully-funded 16-week program for self-identifying Indigenous, Black, and women of colour based in Ontario.



90%



Program completion rate

10



Project providers

95%



Upskilling completion rate

7



Program design sessions with our community & stakeholders

23



Mentors

95%



Would recommend AHF to a peer

95%



Overall program satisfaction rate

100%



Found the AHF team to be responsive & helpful

Effectiveness of Program Components

Participants' ratings on the effectiveness of the program components



Short Term Projects

Participants' ratings on improved "Power Skills" as a result of the short-term projects

95% Teamwork



92% Problem Solving



95% Creativity



92% Time Management



Network Building

Participants' ratings on network building as a result of the VCA program

95%

had more opportunities to network with other Indigenous, Black, and women of colour and develop their peer and professional contacts

95%

have connected with 1 to 7+ employers in their network since starting the program

89%

felt confident in their networking & relationship building skills after completing the program

89%

have grown their network of peers and industry professionals

5-point Likert Scale (% of respondents with strongly agree and agree ratings)

“

"Joining the Virtual Career Accelerator, I was nervous, but the AHF team and community really made me feel at ease and continuously supported me throughout my journey. I was able to learn new skills, improve upon old ones and felt prepared for taking on new challenges. I think some moments really have the ability to inspire you, and this was one of mine."

Pooja Patel

Data Analytics Fundamentals
Track Participant

Meet Liz Mamani

Meet Liz Mamani - she thrives in dynamic and diverse environments, and is adept at navigating cross-cultural challenges with sensitivity and adaptability! Liz is pursuing a Business Administration Advanced Diploma from Niagara College and aspiring to deliver innovative solutions and foster sustainable growth for businesses and communities alike. Liz began her journey with AHF as a Fellow in the 2022 Fellowship Circle and subsequently our Virtual Career Accelerator in the Data Analytics Fundamentals track.



Liz consistently took the initiative to engage with AHF's Career Coaches and has particularly enhanced her networking skills to increase her confidence and self-awareness to believe in herself.

"As a member of AHF's community," Liz noted, "I found the approach of AHF to be professional and highly focused on personal and career growth, while also demonstrating a beautiful awareness of our women of colour community." Liz also shared that through her involvement with AHF, she discovered "allies that promote a safe space to grow, evolve and glow!"

Thank You to Our Service Delivery Partners

Juno
College of
Technology

LIGHTHOUSE  LABS

OUR WAVE

Riipen

This Program was Supported in Part By

AHF's Virtual Career Accelerator Program was funded in part by
the Government of Canada and the Government of Ontario

Canada 

EMPLOYMENT
ONTARIO  EMPLOI
ONTARIO

Ontario 

AHF x Corporate Events

AHF introduced AHF x Corporate Partner events, which are curated and intimate events that spotlight women and careers in business and tech while offering opportunities for learning and networking.

AHF x CPP Investments

Women in Finance

AHF x IBM

Networking Event

AHF x Mackenzie Investments

Women in Leadership

AHF x MLSE

Networking Event

AHF x Scotiabank

Networking Event



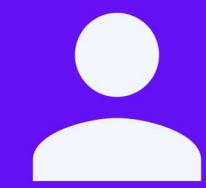
5

Events



10

Speakers



130+

Participants

AHF Virtual Summit 2022

Unstoppable is about redefining our narrative and challenging the status quo that often confines Indigenous women, Black women, and women of colour to labels like underrepresented or underestimated. These labels have defined us, been justifications to hire us, and used as tools to evaluate us. But they are not full reflections of our capabilities and our potential. We are more; much more. We are unshakeable. We are undefeated. We are unstoppable.

290

Registered

42% 
from 2021

73%

Attendance Rate



With representation from

7

Provinces



47

Cities



22

Postsecondary Institutions



70

Organizations



13%

Of attendees received a scholarship from AHF



16

Women entrepreneur collaborators



97%

Participants' rating



37

Paid speakers



10

Career Expo booths



1900+

Chat messages



12

Sessions



Students/New Grads 36%

Early-Career 29%

Mid-Career 30%

Senior Executive 7%

Self-Employed 7%

Hear From Award-winning Author, Minda Harts, Our Opening Feature Speaker

#AHFVirtualSummit2022



Shav (she/her/hers)



Minda Harts



Play Video

Meet Irene Mukasa

Meet the brilliant and talented Irene Mukasa - branding, marketing, and communications expert! A self-professed brand and communications connoisseur, Irene has spent over a decade helping companies build impactful brands through compelling content and bold messaging. Irene joined the AHF community in the summer of 2021 as a Fellowship Circle Mentor. Subsequently, AHF and Irene worked together on communication and branding strategies for the 2022 Virtual Summit.



After one meeting with us, Irene took our ideas and came back with the **#Unstoppable** theme and key messages that reflected our voice and vision. We felt that she got us and our vision immediately.

With a passion for tech and emerging trends, Irene moderated a dynamic and highly rated panel on Metaverse and Inclusive Design at the Virtual Summit. Today, she is one of our facilitators who moderated a popular career learning lab with our Fellowship Circle community on building your brand through storytelling.

"I wish during my early career a program like AHF's Fellowship Circle existed. Not only is the programming top-tier but the focus and emphasis on building community is one of the reasons I've enjoyed working with the AHF team. As a mentor, speaker, and event consultant I have experienced first-hand what it means to work with an organization that truly builds community into its programming. The experiences of those who are part of AHF programming are honoured and respected and it is this authenticity to building community and connection based on people's lived experiences that has compelled me to contribute my expertise to this amazing organization. I truly feel blessed to be part of this community."

Thank you to Our Generous 2022 Virtual Summit Sponsors



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Deloitte.
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BY ROCKWELL AUTOMATION

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Career Development Research Study

In late 2022, AHF received funding to launch a research study, "Career Development & Experiences of Black, Indigenous and Racialized Women in the Canadian Workplace." This important study aims to better understand the career development experiences of Indigenous, Black and racialized women at all stages of their careers in business and tech.

In order to create effective career development programs, initiatives and supports that will lead to greater retention, engagement and advancement opportunities, we need to better understand needs and what is currently working and not working.

AHF's Career Development & Experiences of Black, Indigenous and Racialized Women in the Canadian Workplace research is funded by the Government of Canada's Future Skills Centre. This study has been approved on ethical grounds by Veritas Independent Review Board.

The AHF Research Team

DR. GOLNAZ GOLNARAGHI

Lead Investigator

DANA CARRIERE

Sub Investigator

SEEMA TANEJA

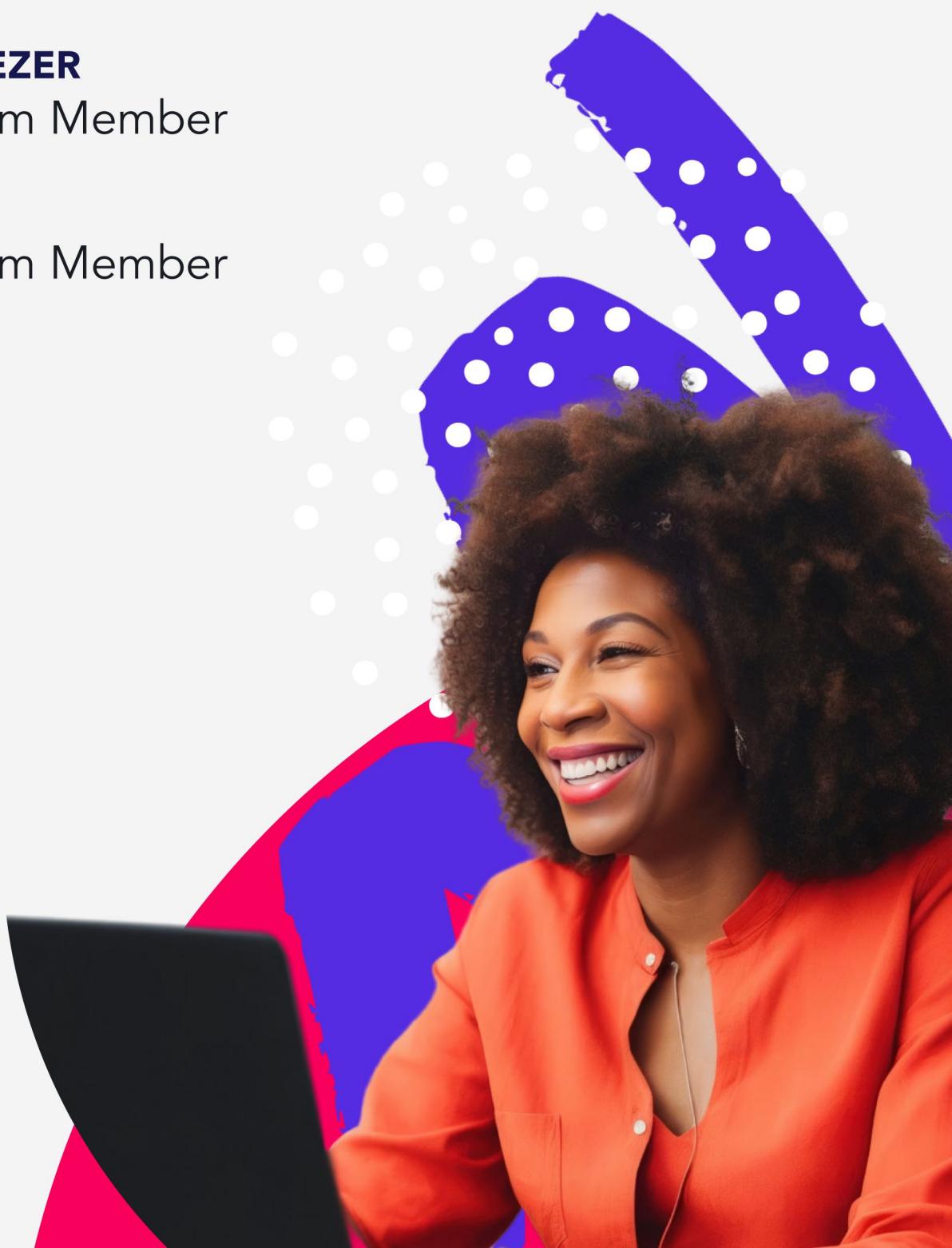
Sub Investigator

DEBORAH ELIEZER

Research Team Member

NATASHA SIDI

Research Team Member



Stage & Media Highlights

We speak at conferences and corporate events to advocate and raise awareness of topics and themes critical to Indigenous, Black and racialized women in the workplace.

22% ↗ from 2021

Instagram Followers



76% ↗ from 2021

LinkedIn Followers



90% ↗ from 2021

Newsletter Contacts



50%

Average Monthly Newsletter Open Rate



13,700+

Website Visitors



73,000+

Pageviews



Speaking Highlights

Accenture Canada's International Women's Day
2022 National Event

Owning Your Career Journey: From Design to Destination

Dr. Golnaz Golnaraghi

The Walrus Talks - Advancing Work

The Prevalence of White Saviourism in the Workplace

Dr. Golnaz Golnaraghi

Watch Here

FITC

It's Not Me, It's You

Natasha Sidi

Watch Here

Future Workforce Conference

Mentorship as a Pathway for More Equitable Organizations

Dr. Golnaz Golnaraghi
Accelerate Her Future

Dana Carriere
Accelerate Her Future

Hoda Abokhadra
Scotiabank & AHF Fellow

Laura MacDonald
Scotiabank & AHF Mentor

Brainstorm Strategy Group Inc. Campus Recruiting Forum

You Want to Attract, Engage, and Recruit Diverse Talent? Let's Talk About the Candidate Experience

Shahzia Noorally
AHF Mentor & Advisory Group Member

Deborah Eliezer
Accelerate Her Future

Hoda Abokhadra
Scotiabank & AHF Fellow

Amplifying Our Community Members



Our Unique Culture

As a team, we're passionate about our mission, taking ownership of our work, and voicing our ideas and feedback. We strive to co-create a psychologically safe and playful environment that supports our creativity, learning and wellbeing.

12



Indigenous, Black and racialized women entrepreneurs hired for project work

4



Employees on payroll

3



Subcontracted team members

1



Intern

Learning & Development

We held two Soul Retreats as a team this year. Chivon John led a session for us on Self-compassion. Natasha Sidi facilitated a year-end creative session on celebrating ourselves and each other. Our learning and development sessions included completing the Four Seasons of Reconciliation course by First Nations University.

50-30 Challenge Initiative

The 50-30 Challenge is an initiative co-created by the Government of Canada, civil society and the private sector that aims to attain gender parity and significant representation of systemically excluded groups on boards and senior management positions. Accelerate Her Future™ is a participating organization in the 50-30 Challenge given the initiatives mission is core to our mission.

Featured in Riipen's Case Study

AHF team members Deborah Eliezer and Simran Bakshi were featured in a case study for Riipen's Level Up program. In this video they share more about their projects.



Dr. Golnaz Golnaraghi
Employer, Accelerate Her Future

Deborah Eliezer
Student, MacEwan University

Simran Bakshi
Student, Western University

Funded by the
Government
of Canada

Financé par le
gouvernement
du Canada

Canada

Play Video

Celebrating Our Team Successes

Shopify x Coralus

AHF applied for and was one of 100 social impact ventures accepted into the Shopify x Coralus Scholarship program.

Innoweave Coaching Grant

AHF received funding from McConnell Foundation's Innoweave to work with two coaches on our financial sustainability strategy.

Team Pulse Check Surveys

We administered our team's psychological safety pulse survey

100%

Feel they work in a team environment where questions are encouraged

100%

Feel they work in a team environment that is fun and engaging

98%

Feel safe to be themselves and accepted for who they are within the team environment

97%

Feel comfortable sharing mistakes in this team and it isn't held against them

97%

Feel they are able to bring up issues in team or one on one with specific team members

97%

Feel comfortable asking for help from others in the team

Financial Sustainability

We continued our pandemic recovery in 2022 with a targeted focus on financial sustainability and revenue diversification. The year 2022 was the first year we reported a modest profit of which 25% was donated to four Indigenous and Black led nonprofits and charities, and 75% invested back into the organization. Revenue, funding and profits are used to support program expenses, administrative costs and strategic development towards our sustainability and growth. All team members were paid for their time in 2022.

Our Founder devoted full-time hours to the organization since April 2021 and did not pay herself until mid-2022. She continues to devote full time hours with a portion in-kind and a portion on payroll. All other AHF team members are paid for their work. Our Founder is paid at the same hourly rate as our team leads. Our team leads were paid 1.8 x the lowest paid member of the team. Our Founder has contributed a 100% of her speaking and consulting fees in 2022 towards AHF revenues.

Sources of Revenue & Funding



Expenses by Category



Other Activities Related to Financial Sustainability

6

Programs & services rolled out

2

Coaches worked on financial sustainability strategy



Monitored financial KPIs by grant, program and overall



Selected as a 2023 Coralus Venture



Maintained financial budgeting and monthly reconciliation process

889% ↗ from 2021

Grant & Subsidies

115% ↗ from 2021

Operating Revenue

25%

of profits donated to nonprofits & charities

Our Deepest Thank You

We'd like to acknowledge and thank all individuals and organizations that we've had the honour to engage and work with in 2022.

ADVISORY GROUP

VOLUNTEER MEMBERS

Aretha McCarthy
Camara Chambers
Carrie Liang
Chanèle McFarlane
Diana Kim
Jade Jocko
Jenny Bicong Ge
Michallia Marks
Shavonne Hasfal-McIntosh
Vaneezeh Siddiqui

AHF AMPLIFIERS

Bernice Nanang
Chloe Maceda
Hoda Abokhadra
Natasha Leghari
Oluwabukola Adegboro
Venassa Baptiste

INTERN

Saron Desta

OTHER VOLUNTEERS

Chi-Chi Egbo
Fatoumata Camara
Laura MacDonald
Melissa Malcolm
Melissa Saddler
Shahzia Noorally
Starrlee DeGrace
Sumayya Daghar

MENTORS

Alexandra Lim
Ana Moaz
Anne Steptoe
Anna Liang
Ashna Ali
August Liu
Banu Raghuraman
Bash Balogun
Cathy Truong
Chanel Au
Deepti Chandrasekaran
Edo Odozor
Eileen Xue

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Irah Nor

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Jamie Ehrlich

Kandirra Wilson

Kelsey Rodricks

Kim Johnson

Kristina Adel

Lana Dajani

Laura MacDonald

Manal Meer

Melody Ma

Michelle Wong

Miriam Dong

Nazanin Bolouri

Nicole Denbow

Nithya Ramachandran

Pina Kereeletswe

Rachita Ranjan

Rishma Mangat

Roopa Khanna

Shola Agoro

Sonia Agrawal

Stephanie McLean

Tharsiga Selva

Trina Kaal

Vaishnavi Ravi

Vinothini Sangaralingam

Vivian On

Wendy Cai

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IGM Financial

Juno College of Technology

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Norquest College
Our Wave Hub
Riipen
Scotiabank
Shopify
Toronto Metropolitan University
Career & Coop Centre

FUNDERS

Canada Summer Jobs Program
TECHNATION Career Ready Program
Government of Canada
Government of Ontario
Innoweave

The AHF Team would also like to acknowledge the contributions of Optimum, Simran Bakshi, Deborah Eliezer and Natasha Sidi at various stages of our impact framework, analysis and report development process.

Learn more about **Accelerate Her Future**



www.accelerateherfuture.com



Accelerate Her Future



@accelerateherfuture