



# Impact Report 2023

## Celebrating Five Years

A social enterprise, Accelerate Her Future™ is a virtual career accelerator providing tailored programs by and for Indigenous, Black, and racialized women pursuing careers in business and tech while building a network of solidarity, allyship and action to create more equitable workplaces.







## **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

When we launched Accelerate Her Future in 2019, we couldn't have imagined where our mission and community would take us. In 2023, we continued our focus on quality programming, financial sustainability, and advanced a number of significant projects.

- We collaborated with UN Global Compact Network Canada to deliver workshops and created the "Building Alliances in the Workplace: Creating a Personal Advocacy and Solidary Action Plan." These initiatives were a part of UN Global Compact Network Canada's "The Future is Equal: Enabling Ecosystems of Support in Canada" in support of 50 – 30 Challenge signatories.
- We received partial funding from the Government of Canada's Future Skills Centre for our Career Development study and in 2023 successfully completed an intensive external review process, marketed and recruited research participants, and held 17 sharing circles and 59 interviews with 122 participants. We are in the process of analyzing the data.
- We also received Investment Readiness Program funding to design a program for early-career women in the workplace. In 2023, we held numerous consultations and interviews which informed our program structure and design. We plan to hold a pilot of this program.

We celebrate our small and exceptional team, our community and partners. As we head into 2024, we also welcome our 5th year of operations! Our focus will continue to be to lead with our values and mission, engage our community in different ways, and deepen our impact.

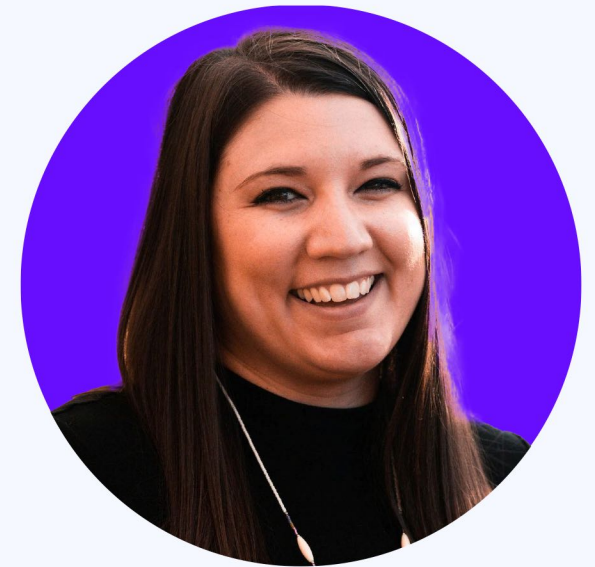
As always, we look forward to witnessing the gifts and learning, and to celebrating our 5th anniversary!

**The AHF Team**





**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





# Our Commitment to Truth & Reconciliation



**2021**

In 2021, we co-created our four pillars to guide our truth and reconciliation journey and to remind us of our commitments of being a social enterprise that is inclusive and welcoming to Indigenous women. Through our work and increased efforts to engage Indigenous women, we have grown our Indigenous community within AHF, which strengthens our AHF community.

Beyond AHF, it is amazing to see the work Indigenous women are doing in their communities and we are grateful for their presence as mentors, fellows, and leaders within our programming and events. We continue to be inspired by their drive and passion, and in their patience and understanding as we learn how to be more effective allies as individuals and an organization.

**2022**

In 2022, we heard from Indigenous women in our community that we need to continue to create safe spaces for Indigenous women and enhance our learning and ability to create welcoming spaces as allies. As such, in partnership with the UN Global Compact Network of Canada, we held an interactive workshop on meaningful allyship with Indigenous women. From the perspective of two Indigenous women, the workshop sought to help individuals and organizations understand, respect, and support reconciliation and foster a culture of continuous learning. Also at the AHF Virtual Summit 2023 titled “Unfiltered”, we increased representation and expertise of Indigenous women who represented 20% of the speakers. These trailblazers spoke on topics of reconciliation and allyship, enabling the full potential of ERGs, decoding AI, closing the sponsorship gap in workplaces, and navigating burnout toward wellbeing.





**2023**

In 2023, we launched a groundbreaking research study titled “Career Development & Experiences of Black, Indigenous and Racialized Women in the Canadian Workplace”. As part of this research study, we held sharing circles and interviews with Indigenous participants, where they shared their stories, perspectives, and experiences with our research team. Indigenous participants represented 15% of our overall research participants. We are in the process of conducting thematic analysis and plan to launch the findings and recommendations later this year.

Throughout the year we continued our own learning journey of Indigenous Peoples, culture, and history. We acknowledge that learning is a lifelong journey with so many diverse perspectives, worldviews, experiences, and unique histories, language, cultural practices and spiritual beliefs among Indigenous Peoples and nations across the country and the world.

**2023**

We would like to highlight one session where AHF had the privilege of learning from two First Nations powwow dancers to learn more about the significance of powwows from their perspective, teachings, and knowledge. We look forward to continuing to learn from and build connections with Indigenous Peoples, advancing our journey of truth and reconciliation, and further exploring and understanding our crucial role as allies.

**Dana Carriere**  
**AHF Indigenous Engagement Lead**





# Actions Taken



**Active  
Committment**



**Active  
Allyship**



**Amplifying  
Indigenous  
Voices**

Ran social media campaigns to honour, celebrate, and 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



**Active  
Committment**



**Appreciative  
Listening**



**Amplifying  
Indigenous  
Voices**

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





**Appreciative  
Listening**



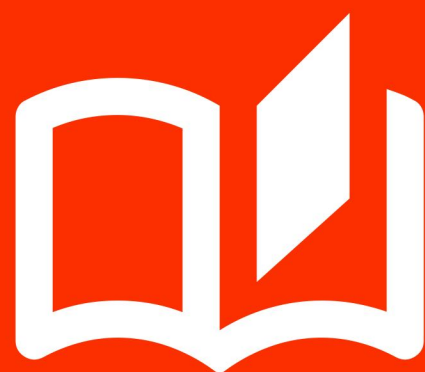
**Active  
Committment**



**Active  
Allyship**



Dedicated AHF Orange Shirt and Red Shirt Day within the Fellowship Circle with a learning session led by one of our mentors



AHF team continued their learning journey by completing a Powwow 101 educational session



**Appreciative  
Listening**



**Amplifying  
Indigenous  
Voices**



**Active  
Committment**



**Active  
Allyship**

- Conducting research study titled “Career Development & Experiences of Black, Indigenous and Racialized Women in the Canadian Workplace”. We’ve integrated Indigenous protocols into our research process, held dedicated sharing circles and interviews with Indigenous research participants, and engaged AHF’s Advisory Group for consultations and updates
- Designed and delivered a learning session on Reconciliation and Allyship delivered by Dana Carriere and Annie Battiste in partnership with UN Global Compact Network Canada and in support of 50 – 30 Challenge participants
- Indigenous women represented 20% of speakers at AHF’s Virtual Summit 2023 amplifying their knowledge, expertise and perspectives



# Living Reconciliation & Practicing Meaningful Allyship with Indigenous Women at Work

**Annie Battiste**

Reconciliation Educator  
and Advocate

**Dana Carriere**

Indigenous Engagement  
Lead and Educator


accelerate<sup>™</sup>  
her future




**THE FUTURE  
IS EQUAL:**  
Enabling Ecosystems  
of Support in Canada







In 2023, Accelerate Her Future partnered with the [UN Global Compact Network Canada](#) as part of their [The Future is Equal: Enabling Ecosystems of support in Canada](#) in support of [50-30 Challenge](#) participants aiming to promote diversity, inclusivity and reconciliation in workplaces across Canada. Designed and delivered by Dana Carriere (Swampy Cree/Métis) and Annie Battiste (Mi'kmaw), [this interactive session](#) sought to help organizations understand, respect and support reconciliation as an evolving concept, while highlighting the foundational actions that organizations can take to create respectful, inclusive, and equitable workplaces for Indigenous women.







# **Impact at a Glance**

## **2023**

**7**

Programs & services launched

**500+**



Participants across programs

**540+**



Mentor volunteer hours

**14**



Collaborators, sponsors & partners

**44**



Paid speakers and facilitators

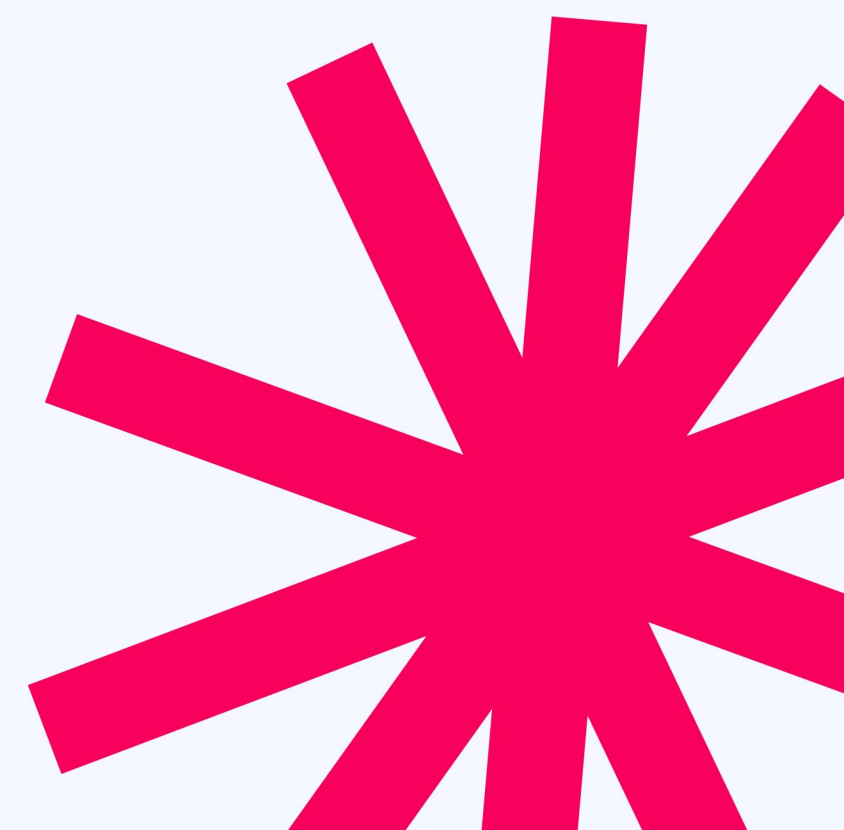
**14**



Women entrepreneurs hired for project-based work

**7**

Interns hired & mentored







## Fellowship Circle

Fellowship Circle is a 10-week, by application program designed by and for Black, Indigenous 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.

## Fellows Impact



**45**

Participants



**20**

Postsecondary institutions



**5**

Provinces

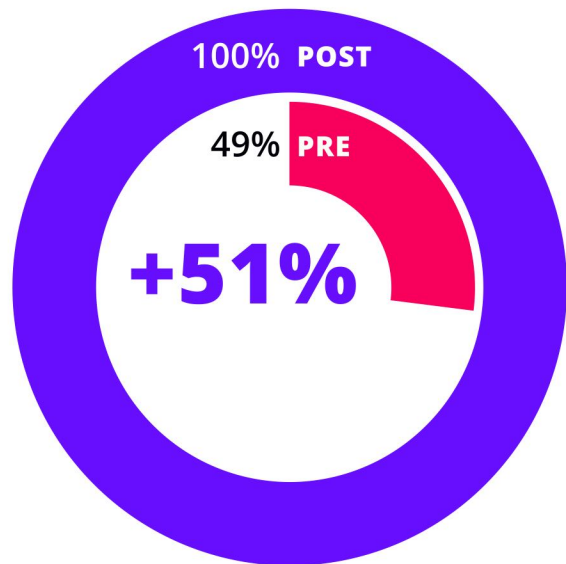




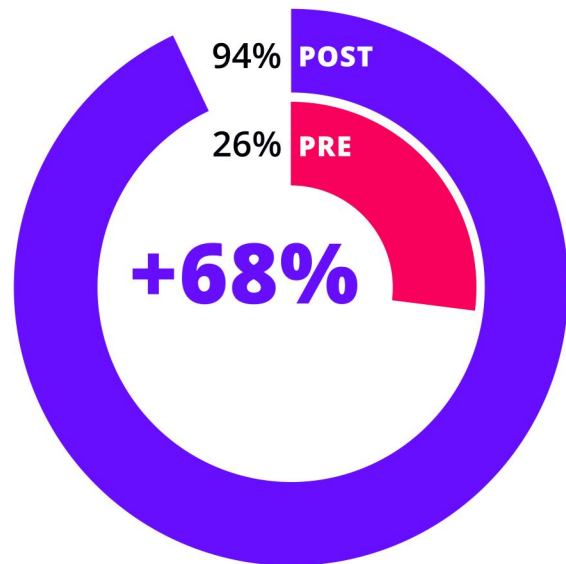


What we heard from the Fellows in the Fellowship Circle

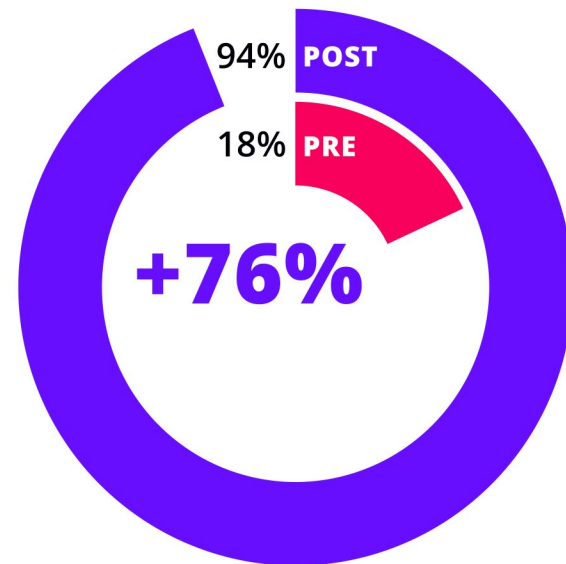
Had opportunities to network with other Indigenous, Black, and women of colour and develop their peer and professional contacts.



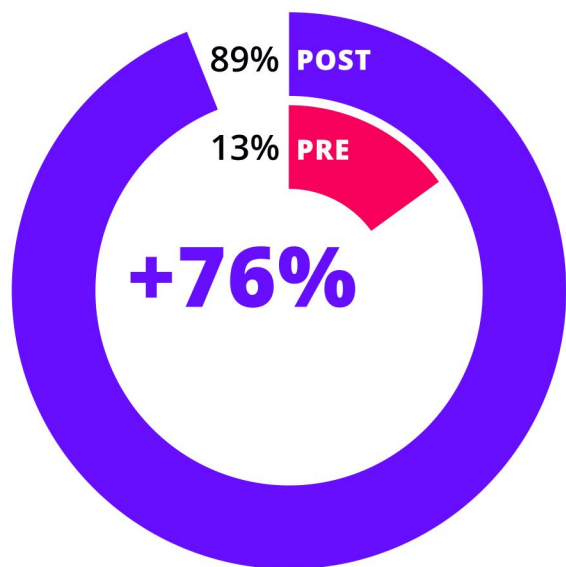
Had access to mentorship by other Indigenous, Black, and women of colour who were in manager or senior leadership roles.



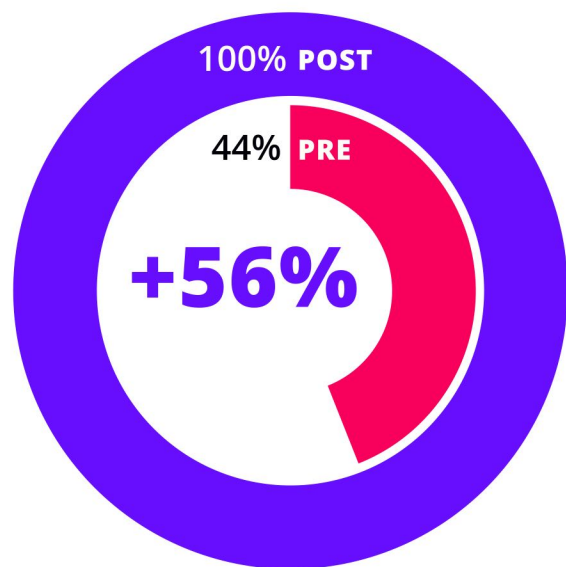
Had access to career learning opportunities tailored to their needs as an Indigenous, Black or woman of colour.



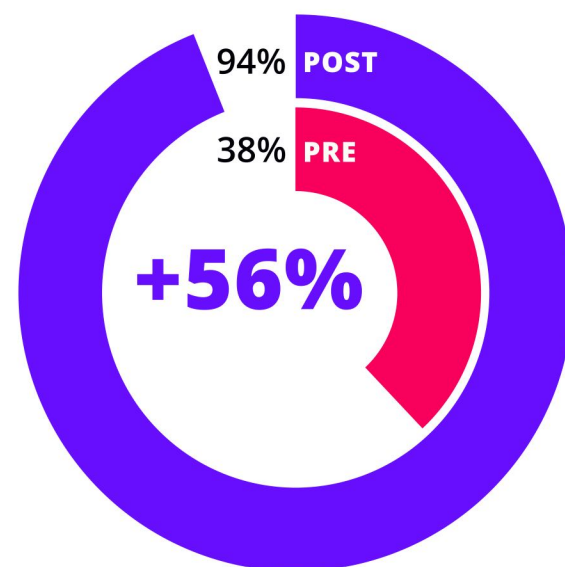
I feel more confident and equipped to navigate my postsecondary or workplace environment as a Black, Indigenous or woman of colour.



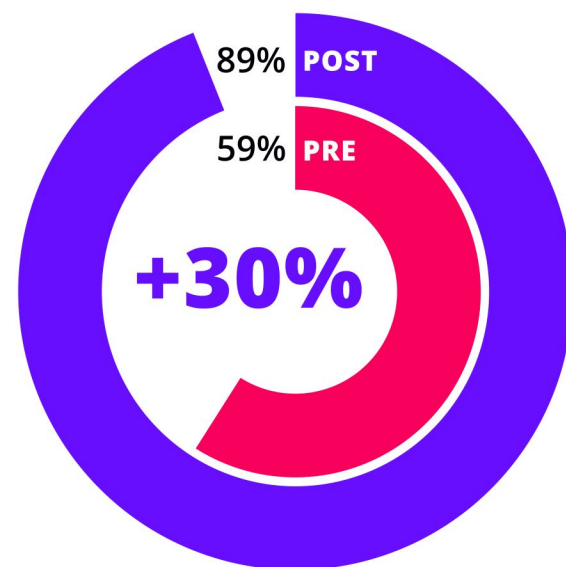
Had access to a supportive and inclusive community of peers and professionals where they could bring their whole selves.



I am aware of job opportunities in my field.



I have an optimistic outlook about my career journey.



[\*5-point Likert Scale (% of respondents with Strongly Agree and Agree ratings)]



## Fellow Spotlight

### Meet Gizelle (Elle) Lao, an AHF Fellow who is passionate about deriving valuable insights from data

Currently a Senior Analyst, Sales Analytics and Reporting at Mackenzie Investments, Elle is a graduate of the Business Insights and Data Analytics Graduate Certificate program at Humber College.

Skilled in SQL, Python, Tableau, Power BI and Excel, Elle develops dashboards, reports and data models to showcase the impact of retail sales technology and initiatives at Mackenzie Investments. A lifelong learner, Elle bridges human skills with data analytics to uncover meaningful insights while fostering effective data literacy and utilization. As a former Sociologist, Elle studies systems and brings different perspectives to a variety of industries.

Elle is an active member of the AHF community having participated in our Virtual Summit and an AHF Fellow graduate!



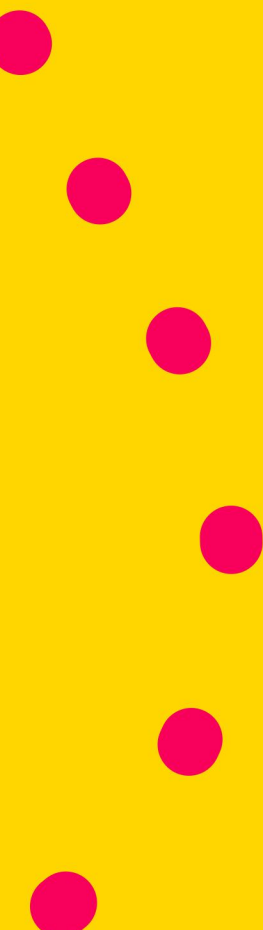




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“Participating in the AHF programs and events has reinforced the importance of fostering an inclusive community of individuals who care deeply about equity and inclusion. As a racialized woman, I learned valuable insights from peers and mentors in the Fellowship Circle which has been effective in navigating my career towards my goals, and creating effective and sustainable change. The Fellowship Circle brings together Indigenous, Black and racialized women fostering solidarity and I am committed to being a genuine accomplice and recognizing the richness of diverse perspectives and lived experiences that each person brings to the workplace.”

**Gizelle (Elle) Lao, Senior Analyst, Sales Analytics and Reporting, Mackenzie Investments | AHF Fellow**





# Fellowship Circle

## Mentors Impact

 **30**  
Participants

 **27**  
Organizations

 **6**  
Provinces

**100%**



Were satisfied with the Fellowship Circle  
10-week experience

**100%**



Would recommend the Fellowship Circle  
program to a friend

**100%**



Indicated the overall Fellowship Circle  
program was a quality experience

**92%**



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

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





## Mentor Spotlight

### Meet data scientist and climate resilience activist, Helena Yu

A strong and passionate voice in the AHF community, Helena was a Fellow in our very first Fellowship Circle who later became a mentor and speaker at various AHF events.

Helena specializes in translating complex research into practical, high-impact solutions across a range of industries. With a strong foundation in data science, machine learning and deep learning, Helena is currently a Data Science Manager at Scotiabank.

Passionate about climate resilience, Helena founded Climate Resilient Communities to co-create a more resilient, sustainable and equitable future with youth and members from equity-deserving communities, and specifically focused on building community climate resilience and advancing climate equity through projects such as Youth Data Literacy and Climate Resilience Program and Multilingual Climate Chatbot.

A portrait of Helena Yu, a woman with shoulder-length brown hair, smiling. She is wearing a white blazer over a dark top and a necklace. The background is a bright pink circle on a yellow background.

“

“When I first became a Fellow, AHF gave me access to mentors with similar lived experiences and a supportive community that fosters a sense of belonging that I never had. These connections sparked the courage in me to advocate and speak up for myself, while stepping out of the backstage and owning my accomplishments with unapologetic pride. Throughout my academic and early professional career, I didn’t have women role models in Data Science. It has been full circle to return to AHF as a mentor so that I can meaningfully connect with early-career women to support their path to pursuing a career in data and AI.”

**Helena Yu, Data Science Manager, Scotiabank, and Climate Resilience Activist**



# AHF x Corporate Events

These tailored networking events are designed in collaboration with our corporate partners. They are intimate events that bring together our community as a touch point with corporate partners. Each event can look and feel different, spotlight women in business and STEM, centre career topics important to our community, and offer opportunities for connection.



**AHF x MLSE**

Networking Event



**MACKENZIE**  
Investments

**AHF x Mackenzie Investments**

Women in Leadership



**AHF x Scotiabank**

Networking Event



**5**

Events



**16**

Speakers



**350+**

Participants



# Virtual Summit 2023

In 2023, we hosted our 3rd Virtual Summit, themed **Unfiltered**. **Unfiltered** was about standing uncompromisingly in the power of our voice. Centering our truths. Speaking up about what Indigenous, Black, and racialized women really need to feel seen, heard, and valued in workplaces so we can thrive. It's about boldly calling in leaders to collaborate with us to create meaningful change. Our voices hold a power that is stronger than any attempt to silence, censor or erase us. We are no longer minimizing our truths — we are unstoppable, unapologetic, and unfiltered.

**233**

Registered



**69%**

Attendance rate



**31%**

Of attendees received a scholarship from AHF to attend the conference on a complimentary basis



*With representation from*

**8**

Provinces



**30**

Cities



**70+**

Organizations





## Virtual Summit 2023 Panel Spotlight

**Watch this highlight from the panel, Living Reconciliation & Practicing Allyship with Indigenous Women**



 **Play Video**



# Virtual Summit 2023 Highlights

9.7/10

Participants' rating



7

Career Expo booths



40

Paid speakers



17

Sessions



1500+

Chat messages



Students/New Grads

26%



Early-Career

19%



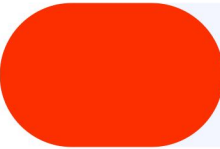
Mid-Career

18%



Senior Executive

3%



Self-Employed

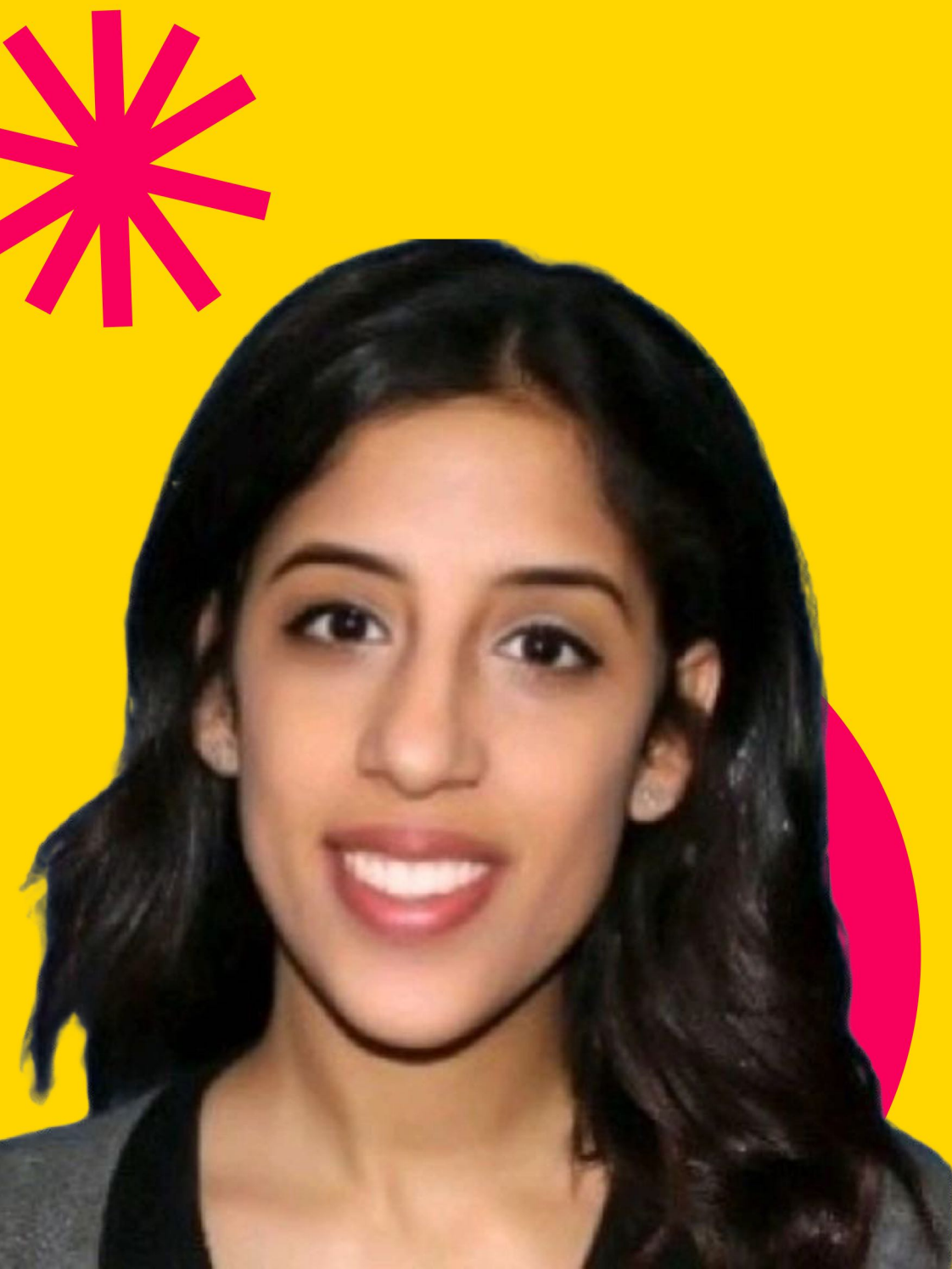
8%



"The AHF Virtual Summit provides Indigenous, Black and racialized women a safe and brave space to have candid conversations about how to navigate the workplace and develop their careers. The summit is also a space for people leaders, DEI, and HR professionals to explore ways to better recruit, retain, engage and advance Indigenous, Black, and racialized women. The support and engagement from the participants is remarkable to witness along with insightful, accomplished and engaging speakers."

**Anne Steptoe**

Vice President, Platform Engineering  
Wealthsimple



"The Virtual Summit is an empowering conference that raises awareness and fosters growth in meaningful ways. The summit's focus on catering to intersectional communities while addressing challenges and providing targeted solutions is truly impactful. Our shared lived experiences have sparked impactful and thought-provoking conversations, creating a supportive community filled with motivation, validation, and encouragement."

**Shahenda Abou-Aly**

Senior HR Business Partner  
Enbridge



**Thank You to Our Generous  
Virtual Summit 2023 Sponsors**



**MLSE**

**IGM**  
Financial





## Collaboration Spotlight

# AHF Collaborates with UN Global Compact Network Canada on a Solidarity Action Plan



**Dr. Golnaz Golnaraghi**

Founder, Accelerate Her Future



**Shahzia Noorally**

Diversity, Equity and Inclusion Practitioner  
and host of the Equity Gap Podcast

In collaboration with [UN Global Compact Network Canada](#), Accelerate Her Future created the “Building Alliances in the Workplace: Creating a Personal Advocacy and Solidarity Action Plan” guide. We designed this resource to offer actionable strategies and insights for nurturing inclusive workplace environments, focusing on the challenges faced by Indigenous, Black and racialized individuals.



**THE FUTURE  
IS EQUAL:**  
Enabling Ecosystems  
of Support in Canada



**The toolkit is authored by Shahzia Noorally - Diversity, Equity and Inclusion Practitioner and host of the Equity Gap Podcast and Dr. Golnaz Golnaraghi - Founder of Accelerate Her Future and includes:**

- **Intersectional Insights:** Gain a deeper understanding of the experiences of historically marginalized groups.
- **Critical Reflection:** Challenge and evolve your perspectives on race, ethnicity, gender, disability, and identity.
- **Equity First:** Place the voices and solutions of equity-deserving groups at the forefront.
- **Understanding Privilege:** Learn about the dynamics of privilege and its impact on power structures.
- **Advocacy and Solidarity:** Discover how to effectively advocate for dismantling oppressive systems.
- **Redefining Leadership:** Explore innovative approaches to leadership that promote meaningful change.

“

“Co-creating this toolkit was a true labour of love, something I couldn't have imagined in my wildest dreams I would have the opportunity to work on, much less pour my heart into with so much authenticity, real talk and meaningful action that focuses on moving well beyond the basics of allyship - which often keeps equity deserving groups and people at the mercy of systems and people that refuse to acknowledge our unique struggles.”

**Shahzia Noorally**

This journey requires collaboration, commitment, and action.



**[Learn more about this project and download the guide here.](#)**



# Career Development Research Study

In 2023, we launched a research project, titled “Career Development & Experiences of Black, Indigenous and Racialized Women in the Canadian Workplace”, aiming to better understand the career development experiences of Indigenous, Black, and racialized women at all stages of their careers in business and tech.

We have held 17 sharing circles and 59 interviews with 122 research participants, and in the process of analyzing data, with plans to release findings once this process is complete.



Accelerate Her Future’s Career Development & Experiences Of Black, Indigenous And Racialized Women In The Canadian Workplace Research Project Is Funded By The Government Of Canada’s Future Skills Centre. This Study Has Been Approved On Ethical Grounds By Veritas Independent Review Board.

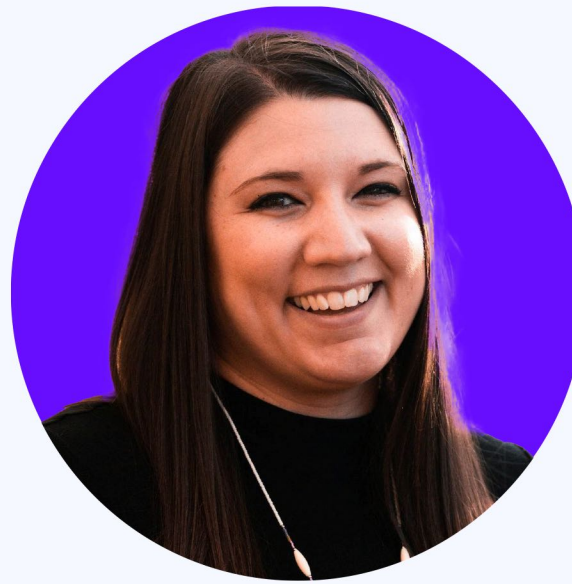




# The AHF Research Team



**Dr. Golnaz Golnaraghi**  
Lead Investigator



**Dana Carriere**  
Sub Investigator



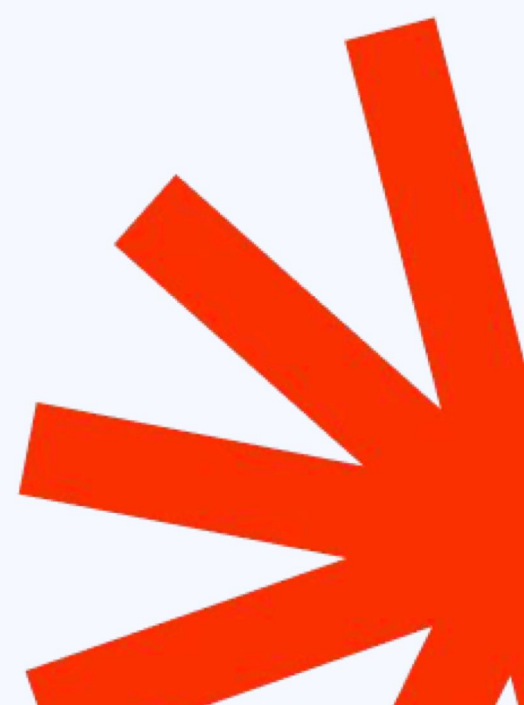
**Seema Taneja**  
Sub Investigator



**Deborah Eliezer**  
Research Assistant



**Natasha Sidi**  
UX & Project Management





# 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.

**CCDI Unconference**

**Coralus House**

**IGM Financial**

**GDG Mississauga DevFest**

**PSAC**

**Startup Canada Panel**

**University Of Toronto Mississauga**

## Media Spotlight

**Investment Readiness  
Program Spotlight on  
Accelerate Her Future**



**Read the full blog**



# Social Media Highlights

**24%**  in 2023

LinkedIn Followers



**15,000+**

Website Views



**7%**  in 2023

Instagram Followers



**5,000+**

Website Users



**35%**  in 2023

Newsletter Contacts & Subscribers



**18,000+**

Job Board Pageviews



**53%**

Average Monthly Newsletter Open Rate



**8,900+**

Job Board Unique Pageviews



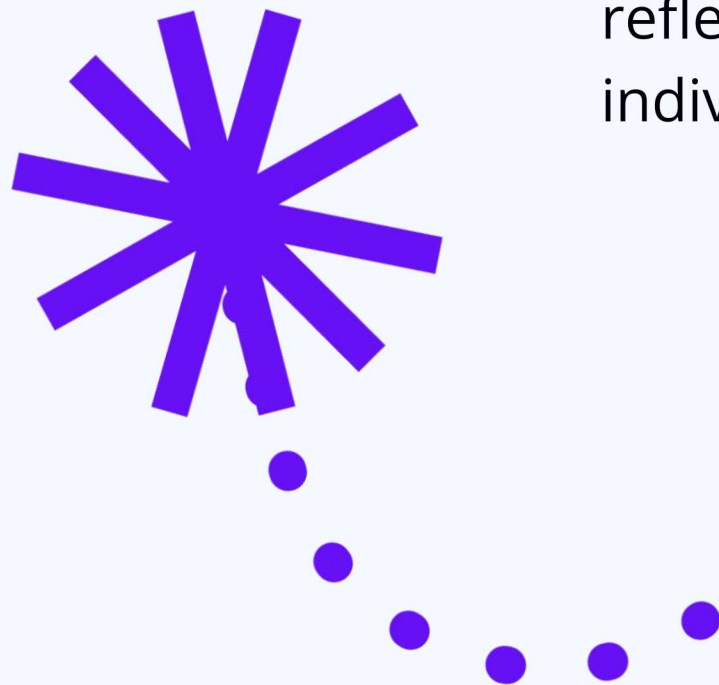


## Project Spotlight

# AHF Website Relaunch

In 2023, AHF rebranded its [website](#)!

We collaborated with [Le Code Switch](#) and [Chasepixel](#), both owned and led by women of colour, to refine our organization's digital presence, focusing on messaging, visual branding, UX, and website development. Working closely with Le Code Switch, we ensured our copy aligned seamlessly with our branding, while Chasepixel helped craft the visual identity and functionality of our website. We're pleased to share that our website better reflects the evolution of our programs and services for both individuals and organizations.



accelerate  
herfuture

Grow Your

Accelerate your  
for Indigenous, B

accelerate  
herfuture

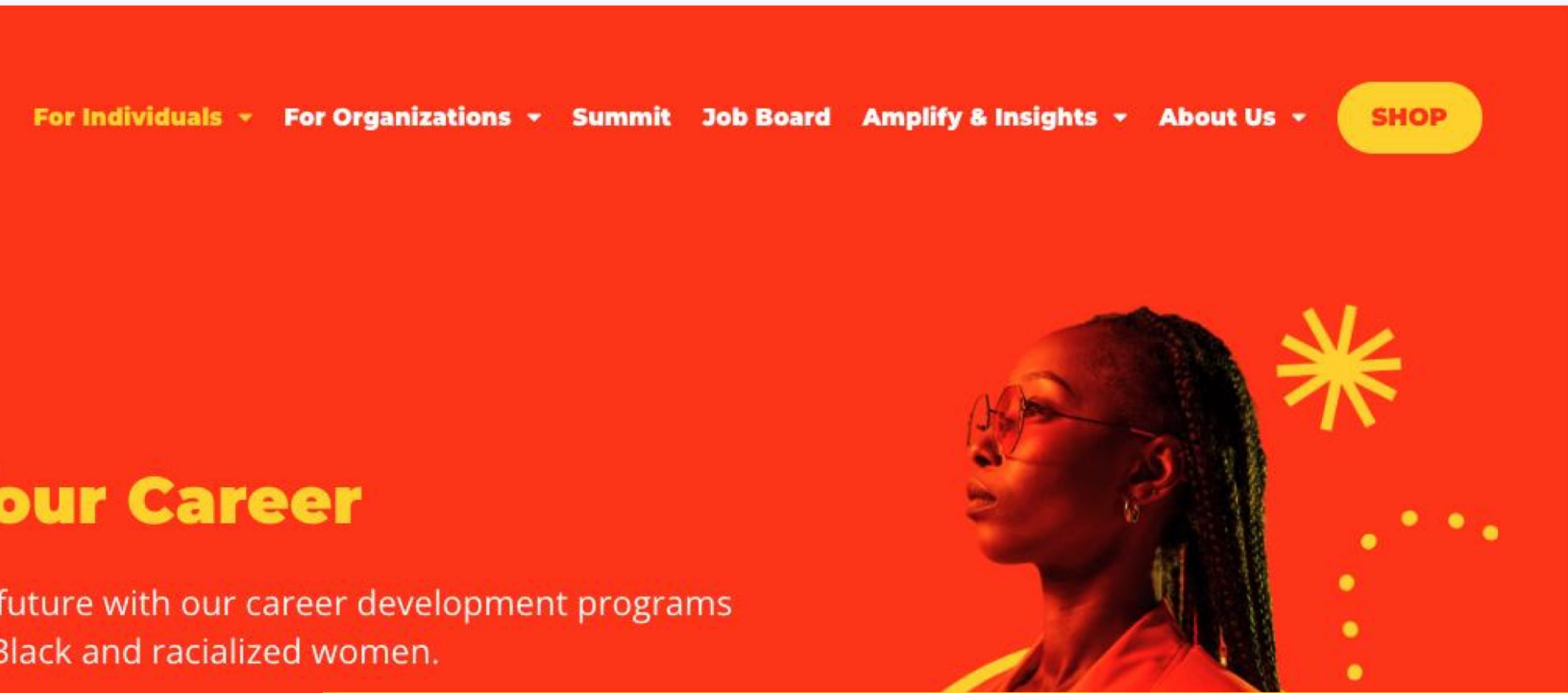
For Individuals ▾ For O

Build an Equitable

Intersectional gender equity is a lifelong  
set to create equitable workplaces with  
services.


Get Started





## our Career

future with our career development programs  
Black and racialized women.



[For Individuals](#) [For Organizations](#) [Summit](#) [Job Board](#) [Amplify & Insights](#) [About Us](#) [SHOP](#)


### Fellowship Circle Winter 2024

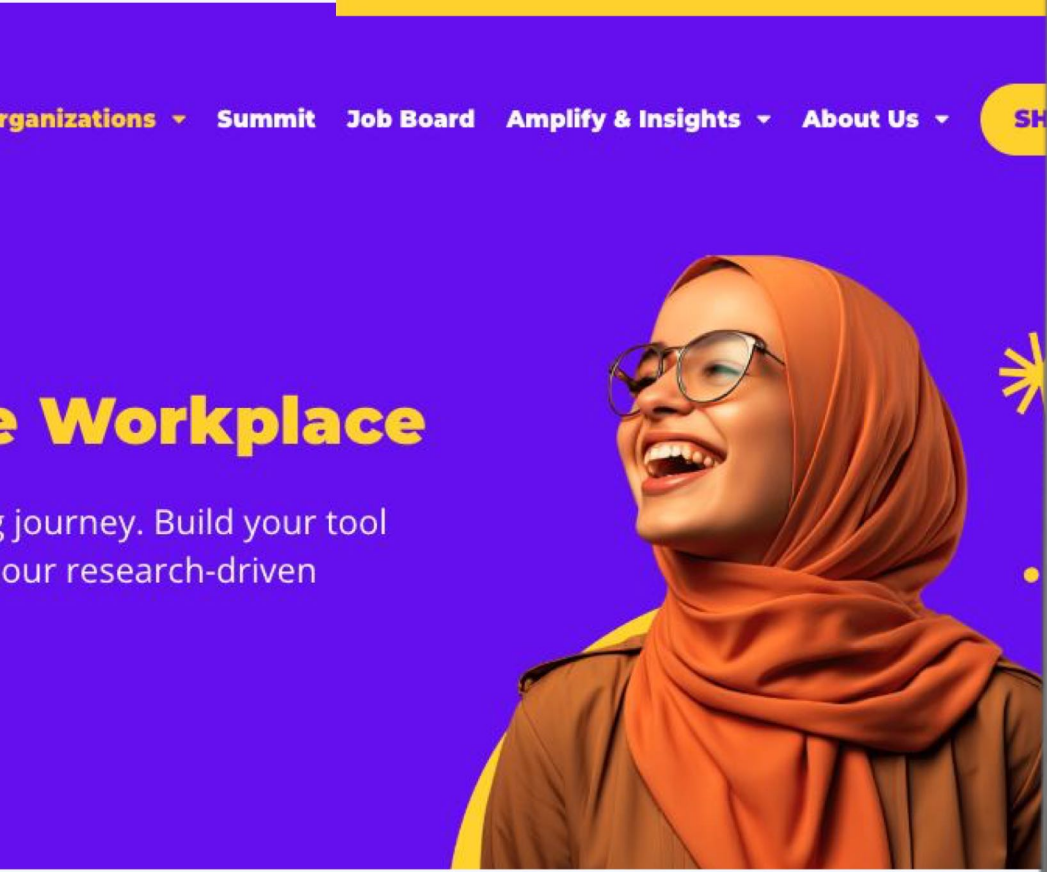
**For Postsecondary Students & Recent Grads**

AHF's Fellowship Circle is a highly curated and tailored 10-week program, designed by and for Indigenous, Black and racialized women in Canada launching their careers in business and STEM. The program focuses on developing social capital and career readiness skills.

Applications for the Fellowship Circle 2024  
Sign up for our waitlist to get notified f

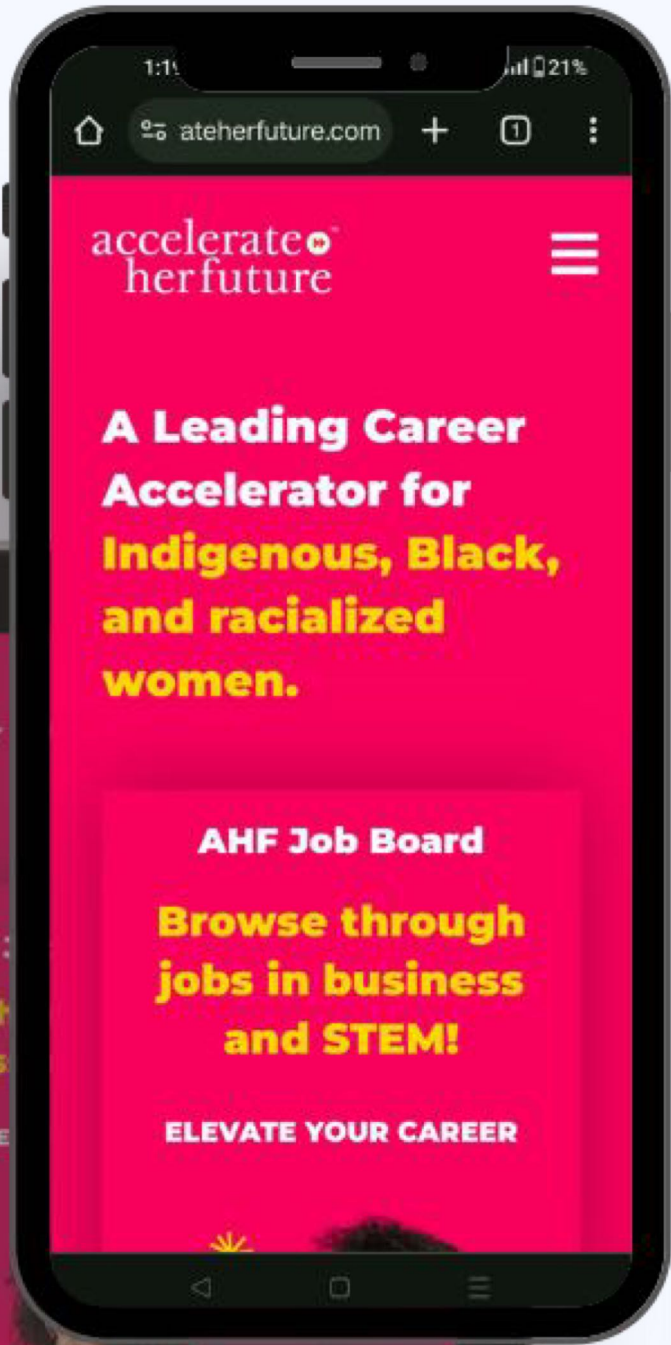
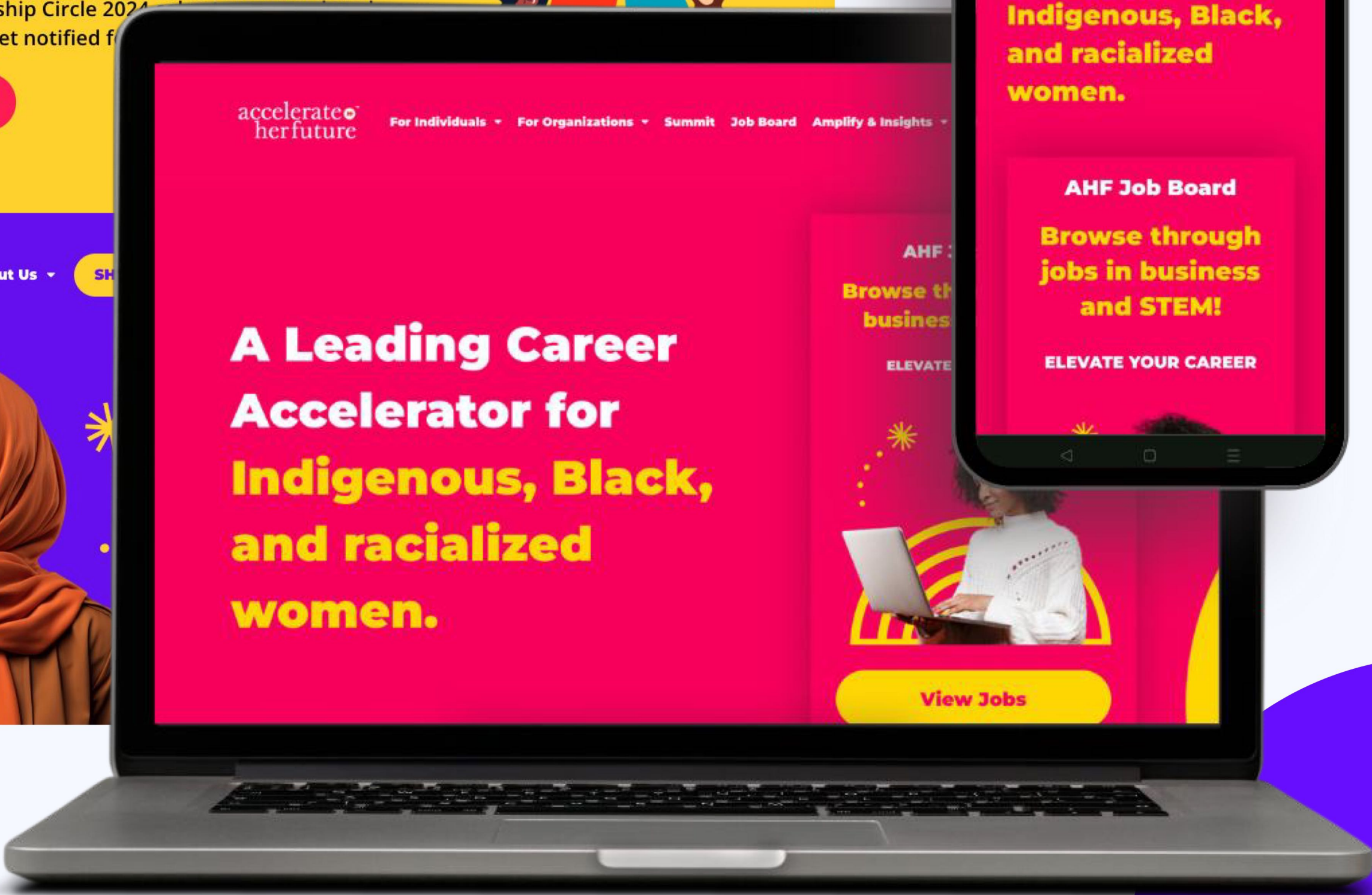
[Sign Up for Waitlist](#)





## e Workplace

g journey. Build your tool  
our research-driven





# 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.

**100%**



of our Advisory Group encompasses Indigenous, Black, and racialized women

**100%**



of our team identify as women from systemically excluded communities

**100%**



of Leads on our team as Indigenous, Black, and racialized women

## 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.





## Case Study Spotlight

# Accelerate Her Future Case Study



Accelerate Her Future was spotlighted by UN Global Compact Network Canada, in the “Accelerating Systemic Change” Toolkit, a project funded by Women and Gender Equality Canada (WAGE), designed to support Canadian businesses and organizations in advancing gender equality, diversity, and inclusion, and creating more resilient and adaptable workplaces. The case study explores Accelerate Her Future’s gender-responsive policies, practices, and initiatives, highlighting its design process, key success factors, resulting impact, and key takeaways.



**Download the toolkit**



## Learning & Development

A highlight in our learning and development journey was a Pow Wow 101 session offered by Dana Carriere and Adrian Waskewitch. The AHF team and members of our Advisory Group learned about pow wow etiquette, significance, and protocols when attending, as well as the basics on the history of songs and dance categories. Adrian is a grass dancer of Plains Cree from Onion Lake Cree Nation, and Dana is a fancy shawl dancer of Swampy Cree/Métis from Peter Ballantyne Cree Nation. Adrian and Dana shared their knowledge of pow wows to help us better understand and enjoy a pow wow celebration.



Dana Carriere and Adrian Waskewitch

“

**The Pow Wow 101 session facilitated by Dana and Adrian was valuable and informative. We learned about everything from the pow wow etiquette, to the protocols of attending a pow wow. I was especially grateful to learn about the significance of the outfits, and the beautiful process that goes into creating each one. Thank you Dana and Adrian for an incredible session!”**

**Natasha Sidi**

## Celebrating Our Team Successes

### **YSpace Ella**

AHF applied for and was one of the women-led ventures accepted into the Ella program.

### **Coralus**

AHF applied for and was a successful venture accepted into Coralus receiving a non-interest repayable loan, coaching and access to the Coralus activator community.





## Intern Spotlight

# Riipen Level Up Program Interns

We hired seven students through [Riipen's Level Up](#) program which offers 80 hour paid short-term internships. They worked on a variety of projects including graphics design, market research, literature review, branding, blog writing, and toolkit creation.

Konsoler Mandah is a compassionate young leader who prioritizes transparency, accountability and self-awareness. Konsoler embraces holistic self development striving to diversify her career experiences while embracing life's possibilities.



“

“I resonate deeply with AHF's mission for Indigenous, Black, and racialized women as well as promoting healthy work environments for all people in the workforce. As a result of my Level Up project, I have learned how to lead a project, present industry research in a compelling way, and design and facilitate a team ideation session.”

**Konsoler Mandah**

Nursing Student, University of Alberta

**Riipen**

**Level  
UP**





# Financial Sustainability

Our focus continues to be on financial sustainability and revenue diversification. Revenue, funding and profit support program expenses, administrative costs and strategic development towards our sustainability and growth.

All team members were paid for their time in 2023. Our founder continues to devote full time hours, with a portion in-kind and paid herself this year. Our founder is paid at the same hourly rate as our team leads. Our team leads were paid 1.8 x the lowest paid team member. All hourly rates are above minimum wage.



## Revenues & Grants



## Expenses by Category

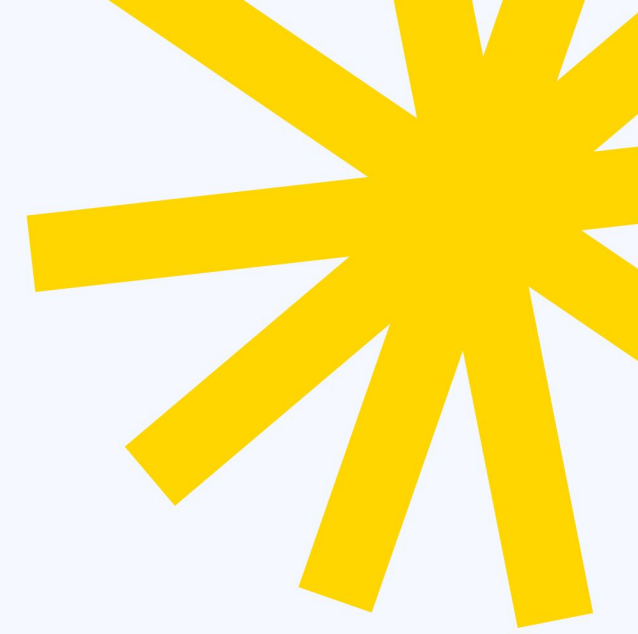


**3.1%** ↗ year over year increase  
Operating Revenue

**16.1%** ↗ year over year increase  
Grant & Subsidies




## Other Activities Related to Financial Sustainability



**6** Programs & services rolled out

**2** Coaches worked on financial sustainability strategy

 Accepted into the Coralus and York Ella programs

 Received Coralus social finance loan at zero interest

 Received Investment Readiness Program funding

 Maintained financial budgeting and monthly reconciliation process

 Monitored financial KPIs by grant, program and overall



# 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 2023.

## ADVISORY GROUP VOLUNTEER MEMBERS

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Shahzia Noorally  
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Starrlee DeGrace  
Supriya Parikh  
Toral Padia

## COLLABORATORS, SPONSORS & PARTNERS

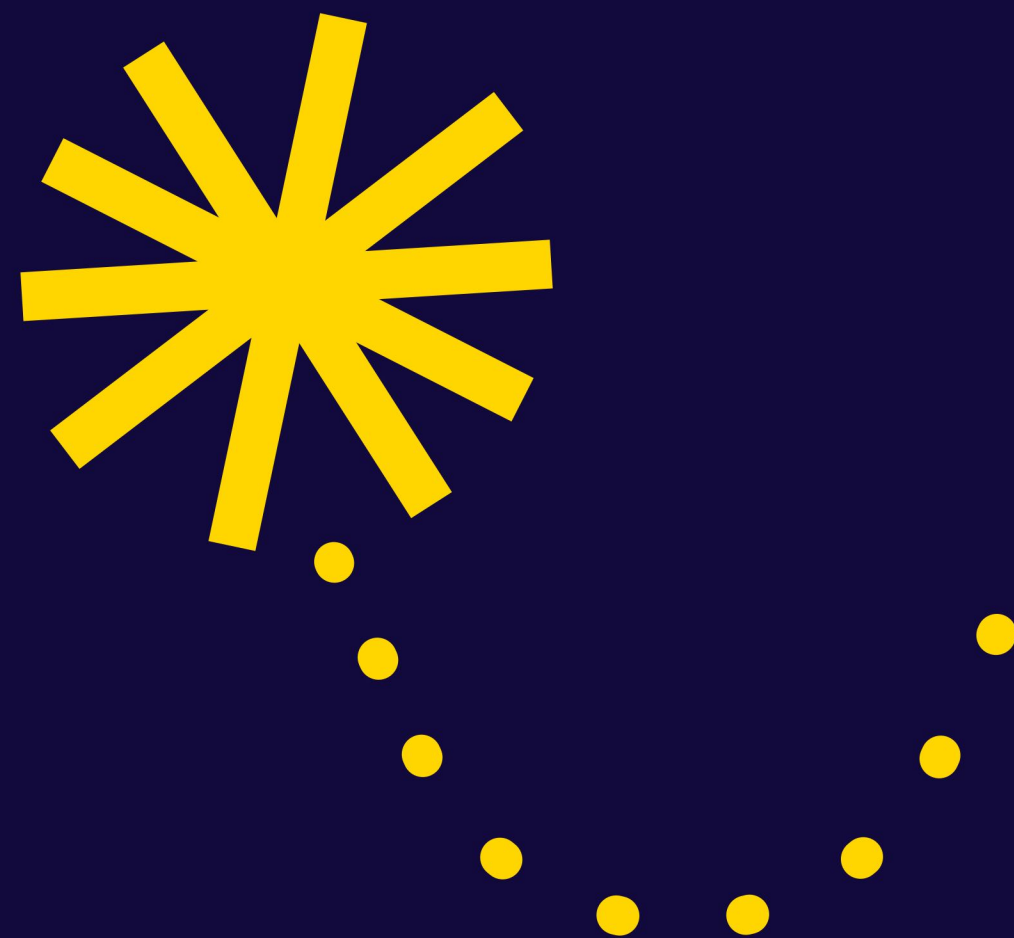
Humber College  
IGM Financial  
McMaster University  
MLSE  
Norquest College  
Riipen  
Scotiabank  
Sheridan College  
Toronto Metropolitan University  
Career & Coop Centre  
UN Global Compact Network Canada

## FUNDERS

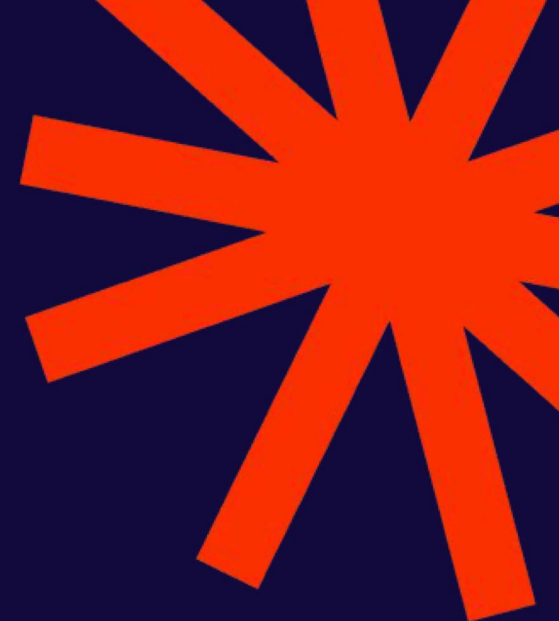
Government of Canada  
Government of Ontario  
Future Skills Centre



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