

Reimagining Inclusive Career Development for Indigenous, Black & Racialized Women

Accelerate Her Future, in partnership with Randstad Canada, Minerva BC, and Women@Enbridge, convened senior leaders across five Canadian cities for honest, evidence-informed dialogue.

149

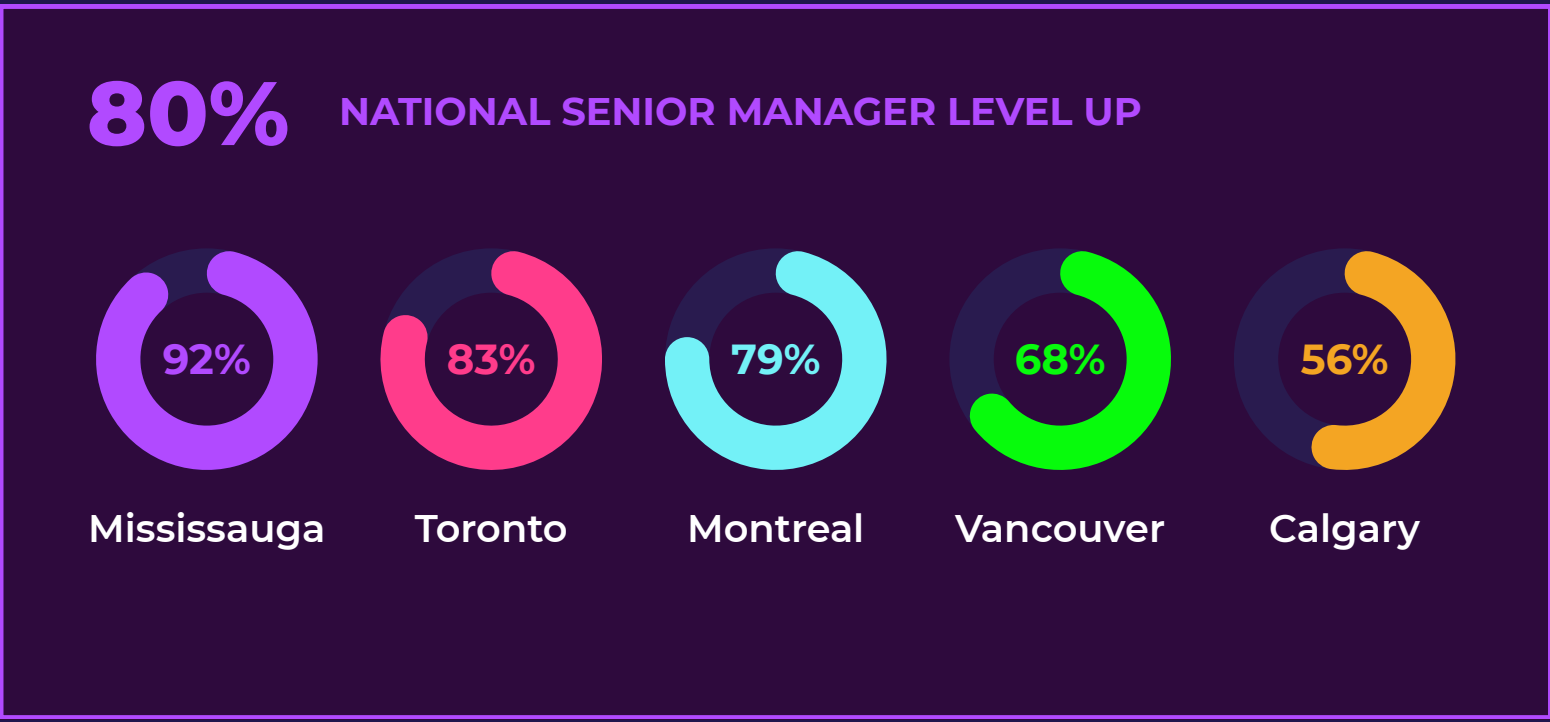
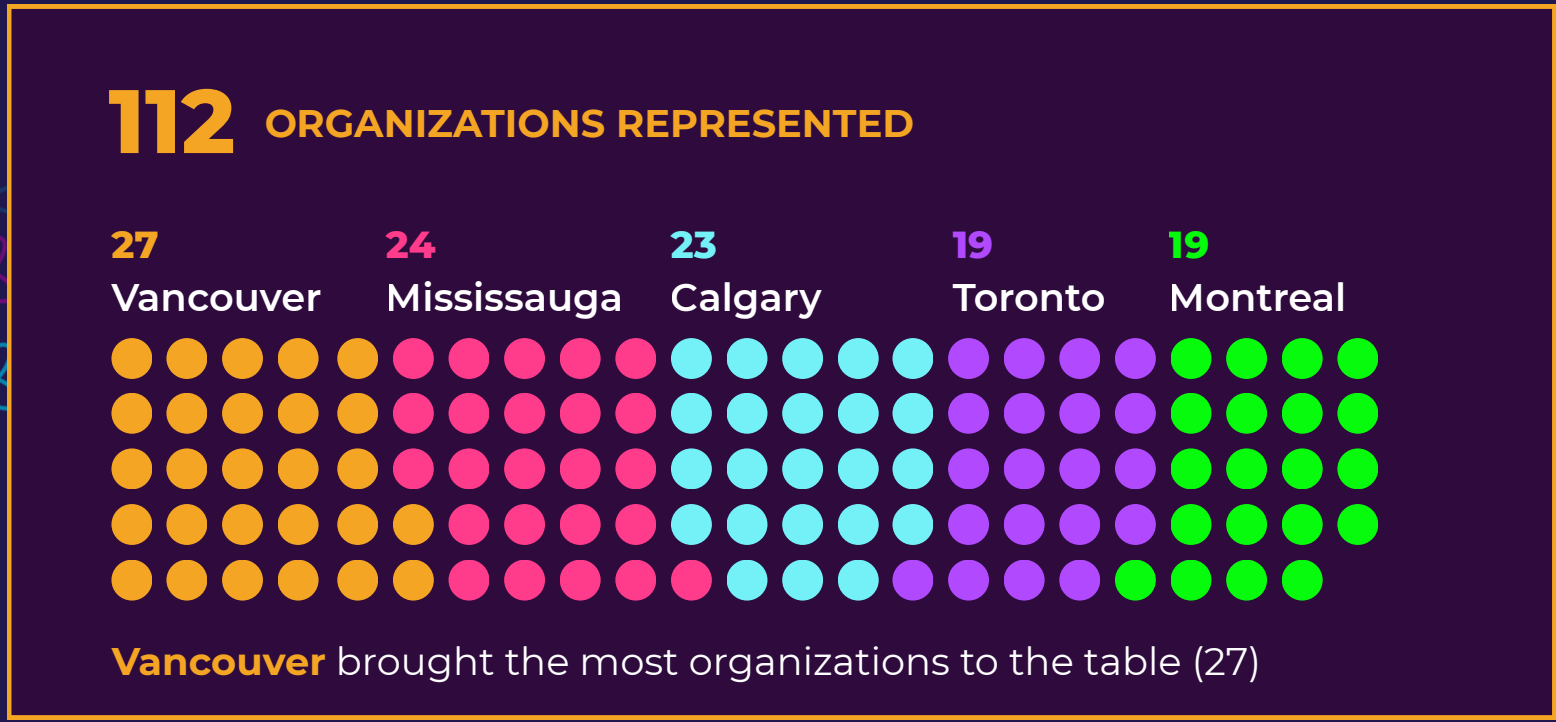
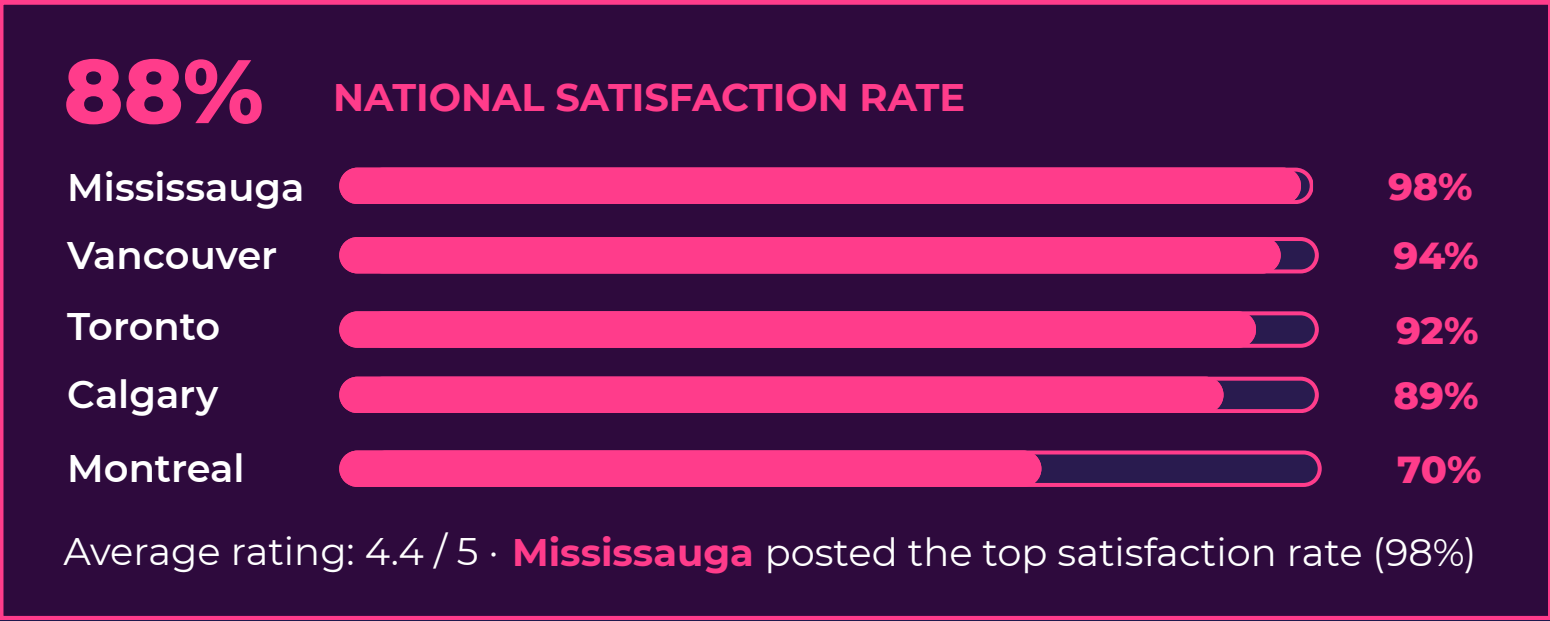
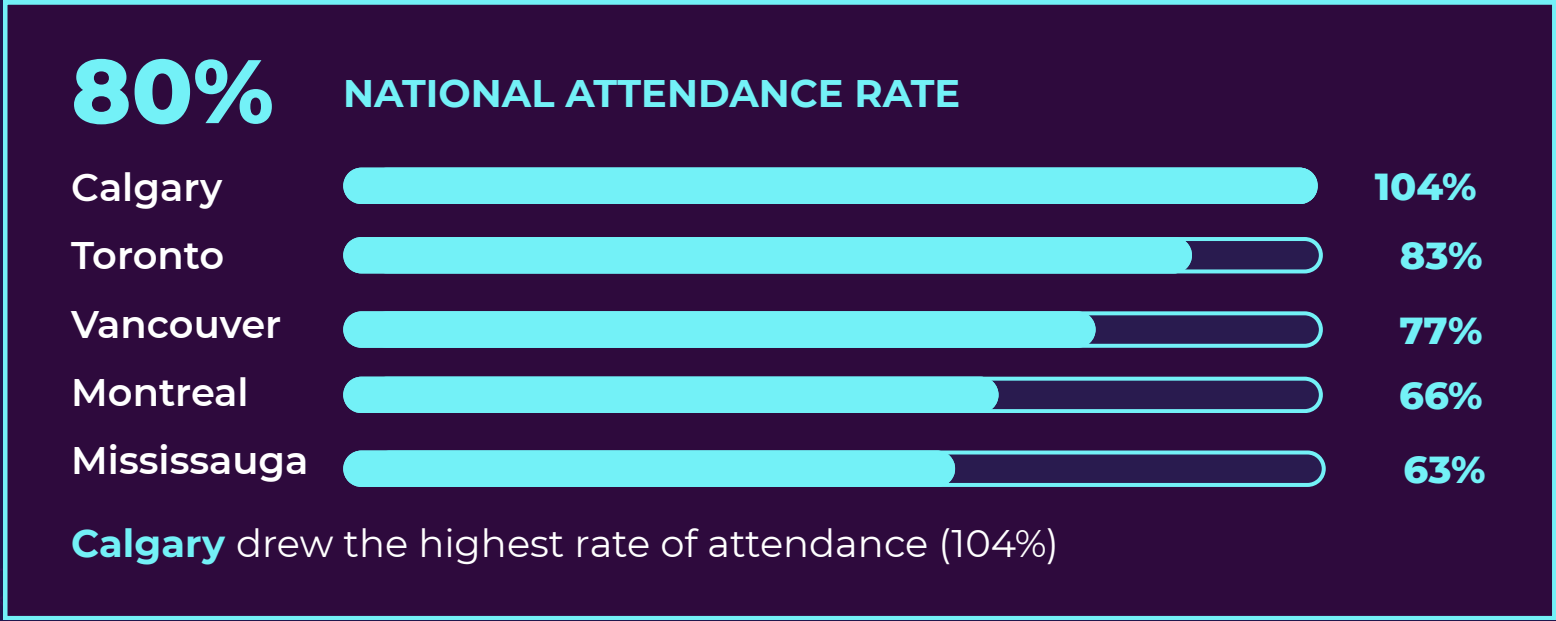
Leaders across five cities

112

Organizations represented

80%

Senior manager or above



- WHAT THE ROOM TOLD US
- 01

Intersectionality is not optional. Indigenous, Black, and racialized women face distinct barriers that require distinct responses.
- 02

Senior leadership must own this work, not delegate it
- 03

Disaggregated data is nonnegotiable. You cannot fix what you cannot see.
- 04

Mentorship and sponsorship must be structural.
- 05

Sustained commitment is the only path to change.

- QUOTES DIRECTLY FROM PARTICIPANTS
- 01

“We need to have our senior leaders beside us as we have these conversations — or our allies alongside us as well.”
- 02

“The pipeline to promotion for Black, Indigenous and racialized women in Canada is low. I am in a position to help change this.”
- 03

“The data speaks for itself — an intersectional lens to supporting women is crucial.”