

# Work Together Soar Together



**Ascend**  
PAN-ASIAN LEADERS  
CANADA 

2016  
Annual report





# President's Message

**KELVIN TRAN**

President and Chairman of the Board, Ascend Canada  
Senior Vice President and Chief Auditor, TD Bank Group

Five years ago, Ascend Canada was just a seedling with a "if you build it, they will come" mentality. I marvel at how we have grown and what we've achieved together. I'm thrilled with our progress and successes so far – every day is an opportunity to learn. In a few short years, our organization has built a network of influential leaders across Canada. Together with our 18 sponsors and over 3,000 members, we continue to break down barriers and inspire action toward a more inclusive corporate Canada.

In the past year, we've had solid growth in our membership and have welcomed new sponsors. Our members are more engaged than ever, and that's thanks to our volunteers, who have been driving our events and programs with great success.

While we have amazing momentum heading into 2017, we need to remember that we can't achieve our objectives alone. Our theme this year was purposefully centred on "Work Together, Soar Together." It's a progression from

where we began as a grassroots organization, and a statement on how we're actively seeking new ways to amplify our message and our reach.

We are proud of the new strategic partnership with Catalyst, the global expert on working with businesses to build inclusive workplaces. This is another watershed moment in our journey.

Above all, let's celebrate all that Ascend Canada's members, volunteers, sponsors, and partners have achieved over the past year. We truly did work together and soar together to get where we are today. The future looks more promising and brighter than ever.



# Vision, Mission, and Accomplishments

## Our Vision

To have a diverse and inclusive Canada where Pan-Asian talent can achieve their full potential.

## Our Mission

Partner and progress with Canadian organizations to develop and advance Pan-Asian talent.

## Our 2016 Accomplishments:

-  Formalized a **strategic alliance** with Catalyst and launched a longitudinal initiative on gender, race, and ethnicity in the Canadian workplace.
-  Introduced the **Chief Inclusion & Diversity Officer's Forum**, a high-profile coalition to support the advancement and development of visible minorities through inclusive leadership in organizations and communities.
-  After successful pilots, we officially launched the first two **student chapters** in Canada - at the University of Toronto and at University of British Columbia – to strengthen our reach and engagement from students to the C-Suite.
-  Drove **membership engagement** through customized programs such as our signature Executive Insight Series and our newly launched Toastmasters club.

## Strategic Partnership

Ascend Canada is proud to partner with Catalyst



In October 2016, Ascend Canada and Catalyst, a global leader in accelerating progress for women, announced the launch of a longitudinal initiative on gender, race, and ethnicity in the Canadian workplace. Catalyst's Gender, Race, and Ethnicity Research Initiative is set to track a large group of survey respondents called the "Research Collective"—including women and men of all racial and ethnic backgrounds—who will share first-hand insights about challenges and opportunities related to achieving inclusion.

This strategic partnership reflects the increasing need for organizations to maximize all talent, which is associated with more innovation and productivity within organizations.

In addition to the research, Ascend Canada and Catalyst will join forces to support diversity and inclusion awareness through educational opportunities.

Learn more and participate by visiting the Gender, Race, and Ethnicity Research Initiative site at <http://catalyst-research.org/research-collective/Home.aspx>



"Partnering with Ascend Canada allows Catalyst to uncover knowledge on what contributes to or stalls fostering more inclusive workplaces."

**Deborah Gillis,**  
President and CEO,  
Catalyst

## Members

Ascend Canada's membership grew by **14 percent** in 2016 to 3,443 members. Our members are a rich network with broad and diverse experiences and backgrounds, ranging from students to senior executives.



"Ascend Canada has a key understanding and grasp of the issues and challenges facing Pan-Asian individuals and have, through knowledge and experience, been able to hit the mark with programming that is effective at equipping its members with tools for advancement."

**Kathleen Butterfield**, Partner, Fasken Martineau DuMoulin LLP

# Work Together, Soar Together



The theme of the year – **Work Together, Soar Together** – emphasizes the goal of our organization to have our members collaborate meaningfully with one another and to also seek allies and champions to advance our mission. Here are what some Ascend Canada leaders had to say about the importance of working and soaring together.



**Vivian Chen**  
Board Member  
Toronto Chapter

My first Canadian volunteer experience was in a mentoring program with the Toronto Region Immigrant Employment Council (TRIEC). I was assigned to support a mentee, a Pan-Asian gentleman, with his job search and provide insight into the Canadian labour market within my profession.

I helped this recent immigrant with his resume and worked with him to improve his interview skills. Eventually, he landed a financial accounting position but at a more junior level compared to what he had before. I remember thinking that I could have faced the exact same situation had I moved to Canada at a later stage of my life.

This volunteer experience almost 10 years ago planted a seed in me to contribute to the success of the Asian community any way I can. We are privileged to live in a country that values diversity and inclusiveness so it is only natural for us at Ascend Canada to give back by helping others in the Pan-Asian community grow and soar.



**Jeannine Pereira**  
Board Member  
Toronto Chapter

As a recognized leader championing diversity at EY, I thought I had a handle on diversity and inclusiveness issues.

The year was 2005. I was looking for diversity and inclusion champions. I leaned on my network, which was women of the same age, same profession, and many of them were at the same career level.

It dawned on me that to have true representation, a change had to be made. I began to connect with colleagues of different backgrounds. Soon, I bonded with one millennial whose passion for engaging young people inspired me to communicate with this group through videos and photos. In turn, I showed this non-minority 20-something how he could become a more inclusive leader. He encouraged me to shelve traditional ways of engagement in favour of tools that could spark people's interest.

This experience also taught me about hidden biases. Until I looked around to see who wasn't in the room, I hadn't realized that I was missing a point of view. Teaming can - and should - happen across age, gender, ethnicity and title. In some ways, this reverse mentorship became a symbol of building a better working world. To create high performing teams, we need to embrace different perspectives.



**Alex Chiang**  
VP, Student Chapter  
Vancouver Chapter

Ascend's mandate has brought clarity to my own journey in a way that has inspired me to pay forward my personal and professional life lessons. I've spent more time mentoring undergraduate students this past year. What excites me most about these conversations is when we discuss topics that my teachers didn't address in school.

I've become increasingly aware that my cultural upbringing was a significant force in shaping my own filter by which I view the world. For example, failure was not seen as "learning moments" so should be avoided, but without a healthy view of risk-taking, it is very difficult to find your purpose and passion. You are more likely to keep your true potential caged-in by playing it safe. Personal development and growth is a never-ending life journey and it is so critical for any aspiring leader to learn in order to develop others.

"Work together, soar together" is a great motto for Ascend members to live by since there are many issues to discuss including the importance of minority representation in executive and board positions. Those in positions of influence can be allies to pave the way for future generations by recognizing the lessons that need to be shared with individuals and companies.



**Joy Ren**  
Co-VP, Legal,  
Vancouver Chapter

To me, the theme Work Together, Soar Together is about synergy and brings to mind a quote by Aristotle: "The whole is greater than the sum of its parts." Together we can accomplish much more than the sole efforts of one individual. That's why I'm so grateful for mentorship opportunities from both Pan-Asian and non-Pan-Asian leaders. It's through these connections that I have learned much more than what any textbook could ever offer. As a mentee I have appreciated the path that other Pan-Asian leaders have created and their efforts in creating a more inclusive environment. It is not a phenomenon that occurs naturally but comes at the concerted efforts of many.

I have been inspired to do more to promote and advance diversity in the professional realm. Ascend helped me understand the barriers to advancement that exist for all minorities. Moreover, I've picked up many tools and resources through Ascend Canada's educational programs and events to help me break down these barriers and be an agent of change. I have found it helpful to meet regularly with other Pan-Asian professionals to share our experiences and discuss ways in which we might resolve or overcome certain barriers we encounter in our professional lives. I have found this support group to be empowering.



**Julie Park**  
AVP Finance  
Toronto Chapter

To me, working together means collaboration, not cooperation. It is about having a single shared goal and empowering each individual, regardless of gender, ethnicity or religion, in the process of achieving that shared goal. The reality is that it is not easy to embrace true collaboration and we first need to create an environment where diversity is celebrated and promoted. Ascend Canada has been a catalyst in creating a more diverse environment in the Canadian business world. It does so at multiple levels, from promoting the positive linkage between diversity and an organization's level of success to hosting workshops and other events for its members where they can share challenges and best practices of being a true collaborator. Its events are highly educational and inspirational to everyone who attends, regardless of their industry or their hierarchy in the organizations.

Ascend Canada has personally inspired me to also be part of a change towards a diverse and inclusive workplace where I work.



**Patrick Bhang**  
AVP Marketing &  
Communications,  
Toronto Chapter

As a Chinese immigrant who was raised in Mumbai and who has set roots in Toronto, I have always appreciated the exposure to the kaleidoscope of cultures and race. In India, I grew up celebrating the many religious and cultural festivals like Diwali, Eid, and Christmas. In Canada, I see my kids also celebrating the wonderful world of diversity from such a young age. As Canada approaches its 150th Birthday, I feel incredibly fortunate to live in a society that comes together in welcoming refugees, celebrating PRIDE, and embracing inclusion.

I am a part of Ascend Canada because I want to inspire and replicate my early experience for others. For me, Work Together, Soar Together represents an opportunity to bring the power of diverse perspectives and interpretation to benefit businesses as a whole. It also incorporates the values of humility and respect where we are open to the ideas of others and we value their contributions. Early in my career I learnt that having humility did not mean being weak but rather being open to how others saw the problems and solutions – in other words being inclusive and being Canadian.

# Volunteers



*Ascend Volunteer Appreciation Evening*

Volunteers are the heart of any not-for-profit organization. Ascend Canada engages a diverse group of volunteers who are incredibly generous with their time. Through their dedication and support, Ascend Canada has cemented its status as a premier professional organization. Thank you for all that you do -- we will continue to soar together because of your teamwork and collaboration.

## Congratulations to our 2016 Ascend Canada Team MVP Award Winners

We are thrilled to honour seven individuals for their exceptional contributions to Ascend Canada in 2016 with an Ascend Canada Team MVP Award. Each volunteer was recognized for their energetic dedication to their respective work streams, which collectively enable us to move forward.

*MVP Strategy*



Alex Hsiao,  
RBC

*MVP Operations*



Carolyn Ayson,  
TD

*MVP Finance*



Rachel Xue,  
CIBC Mellon

*MVP Sponsorship*



Frances Leung,  
TD

*MVP Marketing & Communication*



Anthony Vacca,  
RBC

*MVP Member Program & Events*



Aneesa Shaik,  
RBC

*MVP Volunteer Engagement*



Jyoti Gupta,  
TD

# Volunteer Testimonials



**Ankita Ohri**  
Member Program &  
Events  
Toronto Chapter

Senior Auditor,  
TD Bank Group

Open and candid discussions with senior leaders on topics such as diversity, gender gap, unconscious bias, personal brand at the 2015 Ascend Canada Fall Conference struck a chord in me. It was a big moment in the nine years I've been in Canada, pursuing my undergraduate degree, building my career and my personal and professional networks.

I was all in after that conference: I wanted to be part of a change – no, be the change – in a movement that was bigger, a vision that was bold, and living values I was passionate about.

Ascend reinforces the importance of collaboration through our volunteer work. We have a platform to stretch ourselves to succeed and an opportunity to work with individuals and executives at all levels. Ascend also reinforces values such as unity, commitment, and workplace inclusion to drive individuals to reach their full potential. One of the most valuable lessons I learned from Ascend Canada's President Kelvin Tran is that you should trust others to deliver, you should commit to the goals of your group, and seek to build teams where you can work together and soar together.



**Eric Zhao**  
Strategy  
Toronto Chapter

Consultant,  
Deloitte Canada

Three things I learned as an active Ascend volunteer: Be organized, be passionate, and most importantly, have fun. It's not every day you have the opportunity to work with people across multiple industries and companies towards a single goal.

Ascend plays a key role in connecting like-minded individuals across corporate Canada from a variety of backgrounds. To me, it is very important and incredibly inspiring to hear the stories and lessons learned from those who are further along their careers than I am. Ascend members can be found in some of the highest performing companies in Canada – and in my opinion this is not by chance. Seeing some of our own Ascend leaders as captains of industry is a testament of the power of diversity and inclusion. Working in a highly teamwork focused environment such as management consulting, diversity and inclusion is especially important and something I try to foster whenever possible.

That's why the Work Together, Soar Together theme resonates so deeply with me. It celebrates the diversity that is very much an integral part of the Canadian experience. I am fortunate enough to have been introduced to Ascend at the start of my career, and I actively recommend it to all my peers.

# Events

We are proud of our events and programming, which drove member engagement to new heights this year. In 2017, we are planning to expand our programs in more locations around Greater Toronto to further increase accessibility and engagement to more members.



## 3rd Annual Ascend Canada Leadership Awards Gala

This special evening brought together leaders from corporate Canada and Ascend members to celebrate the accomplishments of Pan-Asian leaders and our organization over the past year.

The gala featured keynote speaker, **Frank Vettese**, Chief Executive and Managing Partner of Deloitte. Ascend Canada board member **Pragashini Fox** moderated a fireside chat with top executives including **Alka Gautum**, President and CEO of RGA Canada, and **Blaik Kirby**, President of Bell Mobility.

Over 250 guests celebrated the four winners of the Ascend Canada Leadership Awards:

- TD Executive of the Year – **Deepak Chopra**, President and CEO, Canada Post Corp.
- Manulife Mentor of the Year – **Marc-André Blanchard**, Canadian Ambassador to the United Nations and former Chairman and CEO, McCarthy Tétrault
- RBC Rising Star of the Year – **Manisha Dias**, Senior Actuarial Associate, Manulife Financial
- Ascend Canada Volunteer of the Year – **Ruby Dhillon**, Intermediate Financial Analyst, TD Securities

The Ascend Canada Leadership Awards are presented annually to individuals who exemplify personal dedication, professional achievement, and commitment to the community. Award recipients also have the opportunity to connect with senior executives and gain insights into leadership styles.



From left to right: **Kelvin Tran**, President Ascend Canada, **Marc-André Blanchard**, Manulife Mentor of the Year Winner, **Rahim Hirji**, Executive Vice President and Chief Risk Officer, Manulife



**Manisha Dias**, RBC Rising Star of the Year

# Ascend Canada Leadership Awards Gala continued



From left to right: **Frank Vettese**, Chief Executive and Managing Partner of Deloitte, **Pragashini Fox**, Ascend Board Member, **Constance "Connie" Sugiyama**, President ConMark Strategy Inc., **Deepak Chopra**, President and CEO, Canada Post Corp, **Manisha Dias**, Senior Actuarial Associate, Manulife Financial, **Kelvin Tran**, President Ascend Canada, **Alka Gautam**, President and CEO of RGA Canada, **Marc-André Blanchard**, Canadian Ambassador to the United Nations, **Blair Kirby**, President of Bell Mobility, **Ruby Dhillon**, Intermediate Financial Analyst, TD Securities



Connie Sugiyama



Frank Vettese



## ► Ascend Canada 2016 Golf Tournament

Our main summer social took place at the Lionhead Golf Club in Brampton, Ontario. It was an afternoon that promoted friendly competition and avid networking on the links, capped off with a mix and mingle dinner reception in the Clubhouse.



Jeannine Pereira, Board Member, presents a gift to Ascend Member

# Conferences



## Ascend US National Conference: Dare to Dream, Be Extraordinary

A delegation from Ascend Canada attended the Ascend National Convention during the summer. Held at Disneyland in Anaheim, CA, this three-day conference had a stacked agenda with more than 90 influential speakers and over 2,200 participants from Ascend chapters across North America.



Ascend Canada delegation



## 5th Annual Fall Conference

Ascend Canada's Annual Fall Conference was a half-day session devoted to our theme of Work Together, Soar Together. The conference assembled influential thought leaders to discuss a variety of topics ranging from leadership to diversity challenges. Engaging workshops about branding, bias, political savvy, and leadership were designed to give members some practical tools for professional and personal development.



Executive Panel Fall Conference 2016

# Programs

## Executive Insight Series

The Executive Insight Series (EIS) is a signature suite of workshops that prepare high potential Pan-Asian senior managers and young executives for high-impact roles. Over the course of three days, participants took part in the following sessions:

- "Managing Up" and "Power and Influence" by **Denise Peck**, Consultant and Advisor, and Retired VP of Marketing, Cisco Systems
- "Myths of Asian Leadership" and "Your Personal Brand" by **Wes Hom**, VP of External Affairs for Ascend and Former Vice President/Managing Director, IBM
- "Executive Insight for Women" by **Janet Wong**, Retired Partner, KPMG

In addition, Ascend Canada hosted its first EIS Alumni social in October. Alumni were invited to reconnect with one another and share how their learnings have since helped them in their career journeys.

## 2016 Mentoring Event

The 2015 Ascend Mentor of the Year award recipient, **Baskaran Rajamani**, Partner, Deloitte Canada, was the keynote speaker at a speed-mentoring event targeted towards Ascend members who are professionally at the start or mid-career to be mentored by senior leaders and executives.

**Ritu Bhasin** LL.B. MBA founder and Principal of bhasin consulting inc. was the keynote speaker at the Executive speed mentoring event and spoke about The Power of Effective Sponsorship.



### Ascend Canada Toastmasters International

The Ascend Canada Toastmasters held its first meeting in April 2016 to an enthusiastic crowd, enough to officially charter as a club. Six months after launch they hosted an open house to recruit and connect more members.





## ► Networking Effectively workshop

A refresher course for our members about the foundations and importance of networking, coupled with a discussion on the changing technology landscape in the business world.

The workshop was led by **Ted Graham**, Head of Open Innovation at GM, who shared his tips and insights on the art of networking effectively.



## ► Dining Etiquette workshop

**Leanne Pepper**, a leading etiquette and protocol consultant, took members through a three-course dining experience. She offered tips about cultural differences in dining customs, including seating, utensils, conversations, and body language, in this sold-out session.



*Gaurav Upadhyay, Ascend Board Member, addressing attendees*



## ► Chief Inclusion and Diversity Officer's Forum

Throughout the year, influential leaders were invited to the Chief Inclusion and Diversity Officer's Forum to discuss issues and provide recommendations on ways to support the advancement and development of visible minorities. So far, 14 companies have participated in this forum, and the list is growing. Together, leaders are able to learn from each other as they share best practices and challenges that they face in the pursuit of driving organizational objectives to create and foster diverse and inclusive workplaces.

# Vancouver Chapter



In a changing world that demands individuals to cultivate a personal brand to stand out, Ascend Vancouver members are proactively doing this with great results. In the past year, I have witnessed not only an increasing number of new Ascend volunteers, but also an increasing level of involvement amongst existing volunteers. I'm thrilled that our members are developing their skills and networking through the Ascend platform to build their brands with a view to advancing to leadership positions.

I've had the good fortune of great collaboration and teamwork amongst the senior Vancouver Chapter and National senior executives over the past three years. This provided the basis for the founding of the Vancouver Chapter, which has grown its membership quickly from 150 to over 600 members in this very short time.

## CONRAD REGO

President, Ascend  
Vancouver Chapter  
Partner, McCarthy  
Tétrault LLP

I'd like to take this opportunity to thank all Ascend members for the privilege of leading this chapter. I have learned a great deal from my senior Ascend colleagues and feel very proud to serve the organization at such a high level.



## Events



### The Positive Networker

Partnered with Shepa Learnings to deliver an interactive workshop focused on an extremely valuable, and under-utilized skill set related to networking.



### Engaged Women Leadership Workshop

Delivered our first Women in Leadership event, in partnership with Shepa Learnings. This unique initiative focused on arming Pan-Asian women leaders with strategies to effectively navigate the challenges they face in the workplace.



Ascend Pan-Asian Women participants.



## SUCCESS Walk of the Dragon

Ascend Vancouver was a sponsor at SUCCESS Walk of the Dragon, one of Vancouver's flagship community-based events. It gave Ascend a fantastic opportunity to engage with the local Chinese community and gain exposure in front of 10,000+ attendees.



Ascend Core Volunteers



## Summer Golf

Ascend Vancouver hosted their first summer golfing event. It was a sold-out event with golf enthusiasts from all backgrounds and experience coming out to enjoy some great West Coast sunshine.



Conrad Rego, Partner at McCarthy Tétrault, kicking off the golfing event.



## Executive Insight Series

High potential Pan-Asian managers and executives were invited to sharpen their leadership skills in our signature executive development sessions with **Wes Hom**, VP of External Affairs for Ascend and Former Vice President/Managing Director, IBM, and **Larry Chang**, Executive Advisor for Ascend and Former VP Finance and Supply Chain, HP.



Wes Hom and Larry Chang from Ascend US hosting Executive Insight Series.



## ► Mentorship Roundtable Event

Twelve high profile industry leaders shared their experiences with members at our spring and fall Executive Mentorship Roundtable sessions. Our diverse group of mentors discussed successes and challenges they've faced as Pan-Asian leaders, and offered words of inspiration to members who are navigating their personal and professional development.



*Julia Kim, VP of RBC and Candice Tsang, VP of Vancouver General Hospital, hosting as Mentors.*



## ► Year End Event

Local leaders and members gathered at our year-end reception to celebrate a successful 2016. The theme revolved around the elevation of diversity and inclusion. Members and leaders alike were excited and inspired about the year ahead.



*Diversity Executive Leaders on a panel. From left to right: Lisa Wittet, VP RBC, Jodi Kelleher, Partner at KPMG, Elisabeth Finch, Partner at pWC, Lisa Vogt, Partner at McCarthy Tétrault*

# Student Chapters

In 2016, Ascend Canada established student chapters at the University of Toronto and the University of British Columbia, two of Canada's most prestigious universities. This strategic expansion will drive career-long relevance for our Ascend members, many of whom will be future leaders in industries across Canada. Both student chapters hosted a variety of successful events this year and picked up new members along the way.



*University of Toronto Chapter*



*University of British Columbia Chapter*

## **Ascend University of Toronto**

### **April 2016 - Ready, Set, Ascend Conference**

Over 65 students attended a speed networking session that doubled as the official kick-off event for this student chapter. Students connected with representatives from RBC, TD, Manulife, EY, KPMG, and more.

### **September 2016 - Club Day and Ascend Orientation**

Ascend University of Toronto was able to attract 250 potential members during Club Day. The student chapter quickly followed Club Day with Ascend Orientation to further raise awareness and excitement about Ascend University of Toronto.

### **November 2016 - Professional Networking and Etiquette Workshop**

This workshop introduced networking fundamentals to students. Ascend University of Toronto members practiced and perfected their elevator pitches and received immediate feedback from Ascend Canada representatives.

## **Ascend University of British Columbia**

### **August 2016 - Back To School Kickoff**

Ascend University of British Columbia partnered with one of the largest cultural clubs on campus, the Hong Kong Student's Association, to welcome over 125 new first year students to UBC.

### **November 2016 - Executive Mentorship workshop**

Over 70 students gained practical career and leadership advice from a group of established mentors at Ascend University of British Columbia's inaugural Executive Mentorship session.



"The objectives and activities of Ascend are very important and valuable to our students. I commend the executive team for successfully launching and operating Ascend UBC over the past year."

**Kin Lo, PhD, FCPA, FCA, Senior Associate Dean of Students, UBC Sauder School of Business.**

# Our Sponsors

Ascend Canada is proud to have another successful year with **18 dedicated sponsorships** from companies across Canada. This year we are delighted to welcome BMO and Loblaws as our sponsors. All these key Canadian companies share in Ascend's mission to develop and advance Pan-Asian talent. We couldn't provide our member programs without our corporate allies: When we work together, we soar together!

## PLATINUM SPONSORS



## GOLD SPONSORS



## SILVER SPONSORS



## BRONZE SPONSORS





Sandeep Tatla  
AVP  
Global Head of  
Diversity & Inclusion

We are proud to partner with Ascend Canada to support our common commitment of advancing diversity and inclusion. One of the key critical behaviours at Manulife is “We work as one” which is all about collaboration and engaging the diversity of all our people. By collaborating with Ascend Canada, we are re-affirming our commitment to support and inspire our Pan-Asian employees, as well as to engage the communities in which we operate. It is important that our talent reflects the populations we serve. By honouring our common diversity and creating cultures of inclusion we can help our employees and our customers achieve their dreams and aspirations.

## Manulife

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Ravi Ranganathan  
Vice President  
RBC Insurance  
Transformation  
Initiatives



Diversity and Inclusion is one of five core values that guide our daily behaviours at RBC. It is foundational to our business and central to our strategy. We believe diversity is a fact and inclusion is a choice we make as individuals and leaders. There is an alignment between Ascend Canada’s mission, and our core values and high-performing culture which is why we are proud to be a founding and Platinum sponsor.

Ascend Canada's programs and events provide RBCers with access to development opportunities and an array of networking forums.

Having a diversity of perspectives gives us a better chance to discover new and more effective ways to address opportunities and to develop innovative solutions. It also helps us attract clients and retain the best talent.



Bharat Masrani  
Group President and  
Chief Executive Officer

Helping our people thrive is one of the most important promises we make at TD.

That's why we focus on building a truly inclusive culture, which embraces diversity. Only with open hearts and minds can we bring out the best in each other.

Leaders at every level of our organization must not only be aware of our commitment but be accountable for it. These are also the kind of obligations Ascend espouses through its programs and networking events. And, in doing so, it is helping TD develop the leaders we need to build the Bank we want.





**Tom Flynn**  
Chief Financial  
Officer

BMO is proud to support Ascend Canada – the largest non-profit Pan-Asian organization for business professionals in Canada. Ascend Canada gives so many talented and ambitious people the opportunity to grow as professionals. It also opens the door for learning from the different perspectives and experiences of others, which can help create a more inclusive culture with stronger, more productive teams. We look forward to continuing our strong relationship with Ascend Canada, to help provide over 3,000 members across Canada with the opportunity to enhance their presence, visibility, and influence as current and future Pan-Asian business leaders.



**Miyo Yamashita**  
Managing Partner,  
Talent - Deloitte  
Canada and Member,  
DTTL Board of  
Directors

**Deloitte.**

At Deloitte, inclusion is embedded in everything we do, both in business and in our communities. Partnering with Ascend opens the door for our people to connect, be mentored, and enhance their potential to be the next generation of leaders. It also advances the challenge to shift the positioning of diversity and inclusion to one of diversity to inclusion.

The bar for advancement to leadership at Deloitte is always set high. This will never change. However, each individual will cross that bar in their own unique way. We are focused on advancing the careers of Pan-Asian leaders who, in turn, will mentor and sponsor future leaders. An example of how Ascend helps enable us is through the Ascend Chief Inclusion/Diversity Officer Forum, which brings together inclusion and talent leaders to share best practices, tackle pressing issues, challenge traditional thinking and build accountability frameworks to advance our collective and specific organizational objectives.



**Humayun Jafrani**  
Managing Partner -  
Assurance, Financial  
Services Organization



At EY, our purpose of building a better working world aligns with Ascend Canada's vision of building and advancing Pan-Asian leaders. Our sponsorship of Ascend offers our people opportunities such as workshops, networking, mentoring and celebratory events. Like Ascend, we believe that diversity and inclusiveness is a competitive business advantage. It helps us create exceptional experiences for our people, so individuals can be themselves at work, embrace the global scale of our firm and work together to achieve business goals. When great organizations pool their resources, they can have a greater impact. That's why we're proud to be a sponsor of Ascend Canada.



**Lesley Luk**  
Audit Partner



At KPMG, Diversity and Community Leadership are two very important initiatives that are integral to our culture and our business strategy. Ascend Canada is a natural fit for us as both organizations are committed to developing the full potential of tomorrow's Pan-Asian leaders. Our affiliation with Ascend Canada helps our firm to recruit, retain and develop talent from within, while also providing our Partners the opportunity to mentor and inspire fellow members. As a proud sponsor and founding firm member of Ascend Canada, KPMG is looking forward to another great year of partnership with Ascend.



**Mark Wilson**  
*Executive Vice President,  
Human Resources &  
Labour Relations*

Loblaw recognizes Canada's diversity as a source of national pride and strength. We have made it a priority to reflect our nation's evolving diversity in the products we sell, the people we hire, and the culture we create in our organization.

We appreciate the importance of our leaders – current and future – and we strive to ensure our leadership is representative of the varied communities in which we live and work. We are committed to growing and developing their knowledge, skills and abilities, and we believe our partnership with Ascend Canada is integral in helping us do just that.



**Sandeep Dhiman**  
*Partner, Leader  
Financial Crimes and  
Operational Risk  
Management*

PwC is about recognizing, respecting and valuing the diverse talents of our people and making the most of that diversity to deliver the highest value for our people, our clients and our community. When we value everyone's unique perspective, we see high performance and better results. Our vision is to foster a fair and equitable environment that embraces different ideas, perspectives and experiences, and where all of our people can develop to their full potential regardless of background or personal circumstances.

At PwC, we value Ascend Canada's ability to leverage corporate Canada and have champions who have dedicated their valuable time, perspective and leadership to develop Pan-Asian talent. PwC is proud to collaborate with Ascend Canada as it shares our corporate values. Our collective support to the Pan-Asian community is important in nurturing the next generation of talent, breaking down barriers to career advancement, and reinforcing the value of 'paying it forward' by imparting our passion and knowledge on others.



**Benjamin Na**  
*Partner*

Gowling WLG is proud to support Ascend Canada's mission to develop members of the Pan-Asian Canadian business community to their full potential and to build a diverse and inclusive corporate Canada.

Ascend Canada provides Gowling WLG professionals with opportunities to network with current and future Pan-Asian Canadian business leaders, participate in the Pan-Asian Canadian community, and provides additional resources to develop important skills. Our professionals know they can rely on Ascend Canada initiatives to provide high-calibre learning and networking opportunities in a timely manner.





Feaz Rahim  
CEO

At McCarthy Tétrault, diversity is about opportunities. It's about creating and maintaining a respectful, vibrant work environment that attracts, develops and retains the most talented, dedicated and promising people from all our communities to ensure the highest level of professional excellence and client service. And giving them every opportunity to succeed. Partnering with Ascend Canada has given our people the opportunity to grow, to mentor, to be mentored, and to come together, share and collaborate.

**mcCarthy**  
**tétrault**

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Symcor is proud to be a partner of Ascend Canada. The values of Ascend Canada align with Symcor's culture of diversity and inclusion. By partnering with Ascend Canada, it helps to promote the growth and development of members while showing our support for diverse leadership and the potential that can be achieved by leveraging the Ascend community.



Christine Ing  
Partner

Our partnership with Ascend Canada is valuable in many ways. In addition to providing a sense of community around issues of great importance to us as individuals and as a Firm, Ascend reminds us that our diversity and inclusion goals require vigilance and concerted effort in order to be met. Ascend reminds us that creating a truly diverse and inclusive workplace requires a focus on meaningfully enhancing the presence, visibility and influence of diverse individuals.

*Blakes*

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David Kuo  
Head of Branch  
Network, Ontario  
Retail Banking &  
Wealth Management

As the leading international bank, celebrating diversity and inclusion is part of our DNA. Through collaborating with Ascend Canada, our employees have the opportunities to know more about themselves, give more of one's whole self to the organization, and learn how to have a successful career, which in return would make us a better organization. Ascend also showcases a group of role models who are Pan-Asian, as often the best message for young professionals is anything is possible, don't sell yourself short, and to continue aspiring to ascend.

**HSBC**

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Rukhsana Syed  
Diversity &  
Compliance Leader

IBM is proud to join hands with Ascend to promote STEM (Science, Technology, Engineering and Mathematics) and share best practices. We believe in partnerships that positively impact diversity and inclusion.



Stephen Tanaka  
Service Sales GM



People around the globe are more connected to each other than ever before: socially through the media and telecommunications; culturally through movements of people; economically through trade; environmentally through sharing one planet; and politically through international relations and systems of regulation. At Microsoft, our customers and employees are global and therefore, Diversity & Inclusion is integral to enabling Microsoft's growth mindset and driving our inclusive culture. Our employees are a bridge to our customers, thus it's important that they feel encouraged to contribute their unique insight and skills to help solve some of the most complex technology challenges. The Ascend organization has developed an innovative set of programs to empower people from the Pan-Asian community to act as enablers to further the Diversity & Inclusion agenda in their own organizations.



Michele Qu  
Associate, and co-lead  
of Osler's Asia-Pacific  
Affinity Network

Osler is committed to taking a leading role in supporting and promoting diversity in the legal industry through initiatives within our firm and in our communities. Our Asia-Pacific Affinity Network was created by and for members of the Osler community to support employees with cultural, ethnic, professional and other links in the region. In 2016 we were named one of Canada's Best Diversity Employers, and also received the Corporate Diversity and Leadership Award from the Federation of Asian Canadian Lawyers. We recognize that diversity must be constantly supported. Collaborating with Ascend Canada provides our firm with outside perspectives and opportunities to participate in activities that encourage and promote professional growth. Ascend Canada fosters the exchange of ideas and information on how to better advance diversity and inclusion initiatives among different organizations and within the Canadian business community at large.

## OSLER



Wesley Ng  
Partner

Stikeman Elliott is committed to diversity and inclusion and seeks to create a workplace that provides development opportunities for people from all communities. As an organization dedicated to enhancing the presence, visibility and influence of Pan-Asian business leaders, Ascend Canada plays a key role in helping us achieve that goal. Our partnership with Ascend Canada allows Stikeman Elliott to access Ascend's targeted educational programming and professional network and provides a unique opportunity for our Pan-Asian lawyers to showcase their expertise.

STIKEMAN ELLIOTT

STIKEMAN ELLIOTT LLP

# Financial Summary

## Year in Review

Fiscal 2016 was another strong year in which we continued to grow our membership and held more events and programs for our members. These initiatives were largely supported by our corporate sponsorship, events, and program fees. Ascend Canada's operations resulted in an excess of revenue over expenses of \$65,807, unrestricted net assets of \$300,671 at the end of the year, and internally restricted net assets of \$50,000 for future launch of chapters, research relating to challenges and opportunities of Pan-Asians, and future conferences.

## Revenues

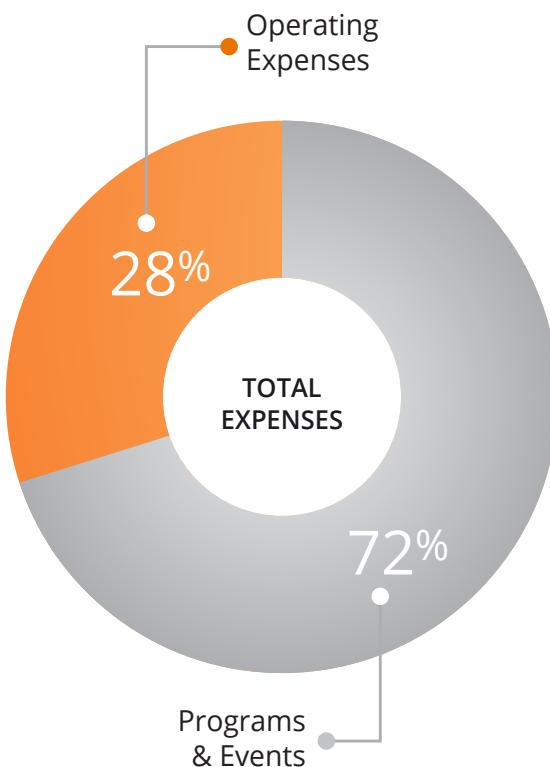
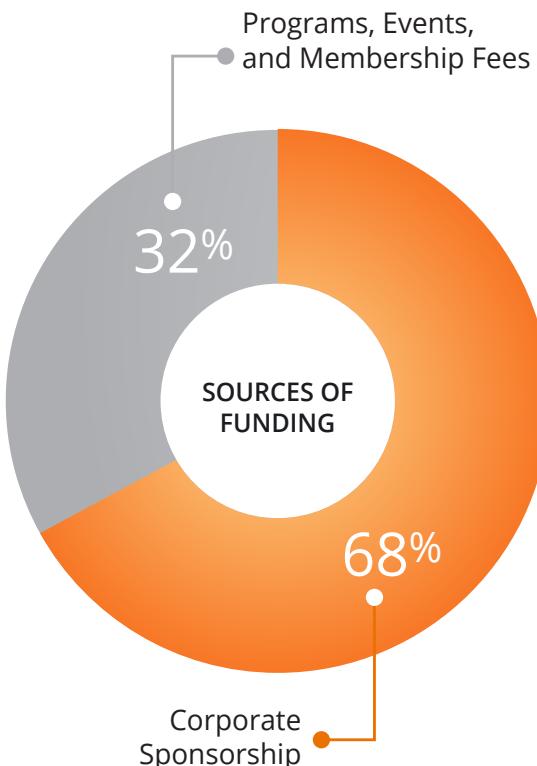
Total revenues from all sources amounted to \$350,905, of which 68% was from corporate sponsorship funded by 18 sponsor firms. Revenues increased by 34% as compared to last year due to improved profitability from the events and programs as well as an increase in corporate sponsorship. Revenues from events and programs contributed to 31% of the total revenues, with the remaining revenues raised from membership fees.

## How the funds were used

Total expenses were \$285,098, of which 72% were related to providing member programs and events. Total expenses increased by 32% mostly due to more events and programs held this year. Ascend Canada continued to leverage its volunteer base to minimize general and administrative expenses.

## Outlook for 2017

In 2017, Ascend Canada will continue to focus its efforts to pursue its mission and strategy, as well as to deliver exceptional programs and events for its members. We will continue to increase our roster of corporate sponsorship, broaden our reach and membership base, and focus on executing our strategic plan.



## STATEMENT OF FINANCIAL POSITION

As at December 31

	2016	2015
<b>ASSETS</b>		
<b>Current</b>		
Cash	\$ 383,176	\$ 300,179
Accounts receivable	5,876	-
Prepaid expenses	8,654	8,138
	<b>\$ 397,706</b>	<b>\$ 308,317</b>

## LIABILITIES

### Current

Accounts payable and accrued liabilities	\$ 33,606	\$ 21,938
HST payable	13,429	1,515
	<b>47,035</b>	<b>23,453</b>

## NET ASSETS

Unrestricted funds	300,671	234,864
Internally restricted funds	50,000	50,000
	<b>350,671</b>	<b>284,864</b>
	<b>\$ 397,706</b>	<b>\$ 308,317</b>

## STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

For the year ended December 31, 2016 and December 31, 2015

	2016	2015
<b>REVENUE</b>		
Sponsorship fees	\$ 240,000	\$ 211,000
Events and programs	108,730	48,809
Membership fees	2,175	2,559
	<b>350,905</b>	<b>262,368</b>
<b>EXPENSES</b>		
Events and programs	205,267	166,084
Office and general	43,298	23,200
Conference and meetings	16,779	16,294
Professional fees	16,238	7,752
Insurance	3,516	3,475
	<b>285,098</b>	<b>216,805</b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b>\$ 65,807</b>	<b>\$ 45,563</b>
<b>NET ASSETS</b> beginning of period	\$ 284,864	\$ 239,301
<b>NET ASSETS</b> end of period	<b>\$ 350,671</b>	<b>\$ 284,864</b>

# Governance & Management



*Board of Directors - (from left to right): Sandeep Dhiman, Tzen-Yi Goh, Pragashini Fox, Raj Krishnamoorthy, Jeannine D.F. Pereira, Kelvin Tran (President, Ascend Canada), Sohana Inderlall, Vivian Chen, Gaurav Upadhyा, Priyal Thakrar*

## BOARD OF DIRECTORS

Kelvin Tran	President, Ascend Canada and Chief Auditor and Senior Vice President, TD Bank Group
Vivian Chen	Partner, Technology, Media & Telecommunications Tax Practice, KPMG
Sandeep Dhiman	Partner, Leader Financial Crimes and Operational Risk Management, PwC
Pragashini Fox	Vice President, Human Resources, Technology & Operations, RBC
Tzen-Yi Goh	Partner, Real Property Group, McCarthy Tétrault
Sandeep Gupta	Partner, Audit, Deloitte
Sohana Inderlall	Vice President, Compliance, TD Bank Group
Raj Krishnamoorthy	Partner, Risk Advisory, Deloitte
Jeannine Pereira	Talent Development Leader, EY
Priyal Thakar	Managing Director, BMO
Rani Turna	Partner, Risk Assurance, PwC
Gaurav Upadhyā	Managing Director, Actuarial Services, PwC



**Management Team – Toronto Chapter:** (from left to right): Ruby Dhillon, Ali Najafi, Joane Mui, Numaan Butt, Rowena Chan, Agnes Mak, Genevieve Leong, Patricia Wong, Nisha Baloria, Michael Scarano, Jay Hira, Patrick Bhang, Julie Park, Hardeep Saund

## MANAGEMENT TEAM - Toronto Chapter

Executive Vice President	Agnes Mak	Partner, Global Transfer Pricing Practice	KPMG
VP, Events	Hardeep Saund	Head, Insurance Process Excellence	RBC
AVP Events	Nisha Baloria	Director, Regulatory Reporting and Controls, RBC Capital Markets	RBC
VP Finance	Joane Mui	Senior Audit Manager, Enterprise Audit	KPMG
AVP Finance	Julie Park	Director, Global Investment Accounting and Capital Advisory	Manulife
VP Governance	Numaan Butt	Vice President, Chief Accountant's Department	TD Bank Group
AVP Governance	Genevieve Leong	Partner, Risk Consulting	KPMG
VP Operations and Marketing & Communications	Ali Najafi	Director, Inclusion & Development, Global Diversity	RBC
AVP Operations	Patricia Wong	Associate Vice President, Global Audit Business Management	TD Bank Group
AVP Marketing & Communications	Mabel Soo	Project Manager	Clockwork Consulting Group
AVP Marketing & Communications	Patrick Bhang	Senior Marketing Strategist, Caribbean Banking	RBC
VP Sponsorship	Rowena Chan	Senior Vice President, Financial Planning	TD Bank Group
AVP Sponsorship	Faisal Yousuf	Associate Vice President, Retail Strategy and Solutions	TD Bank Group
VP Strategy	Michael Scarano	Associate Vice President, Office of the Chief Operating Officer, TD Securities	TD Bank Group
AVP Strategy	Jay Hira	Senior Director, Initiatives and Implementation, Personal Financing Products	RBC
VP Volunteer Engagement	Ruby Dhillon	Finance Analyst, Enterprise Strategy and Decision Support	TD Bank Group



**Management Team – Vancouver Chapter: (from left to right):** Adrian Tan, Bronche Cheng, Jeffer Hsu, Conrad Rego, Constance Chow, Kelvin Tran (President, Ascend Canada), Kerby Sit, Sebastian Nishimoto, Rupmeet Singh

## MANAGEMENT TEAM - Vancouver Chapter

President	Conrad Rego	Partner, Real Property & Planning	McCarthy Tétrault LLP
Executive Vice President	Sebastian Nishimoto	Associate, Business Law	McCarthy Tétrault LLP
VP, Treasury	Shirley Ma	Regional Vice President	RBC Royal Bank
VP, Operations	Rupmeet Singh	Account Manager, Commercial Financial Services	RBC Royal Bank
Co-VP, Volunteer Engagement	Jamie Park	Senior Manager	KPMG
	Anita Manalo	Manager, International Tax Services	Ernst & Young LLP
VP, Member Programs and Events	Jeffer Hsu	Community Director	TD Bank Group
VP, Marketing and Communications	Constance Chow	National Marketing Manager, China Business Network	PwC
	Bernice Cheung	Marketing Specialist	PwC
VP, Sponsorship	Adrian Tan	Senior Manager, Transfer Pricing	Ernst & Young LLP
VP, Technology	Santhosh Sankar	Manager	Deloitte LLP
VP, Student Chapter	Alex Chiang	District Vice President	TD Bank Group
VP, Memberships	Kerby Sit	Associate Portfolio Manager	RBC Phillips, Hager & North
Co-VP, Legal	Claire Sung	Associate, Business Law	McCarthy Tétrault LLP
	Joy Ren	Associate, Real Property & Planning	McCarthy Tétrault LLP
Executive Committee Member	Bronche Cheng	Partner, Tax	KPMG LLP
Executive Committee Member	Joanne Sun	Senior Manager, Tax	Pricewaterhouse Coopers LLP

# Connect. Inspire. Ascend.





Audited financial statements may be requested by members by contacting us via email or mail.

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<https://www.facebook.com/AscendCanada/>

<https://www.linkedin.com/company/ascend-canada>

Contact us at  
[canada@ascendleadership.org](mailto:canada@ascendleadership.org)

Watch us at  
[www.youtube.com/AscendCanada](https://www.youtube.com/AscendCanada)

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