



Ascend[®]

PAN-ASIAN LEADERS
CANADA 

Innovate to
Differentiate

2017
Annual Report

Who We Are

Ascend Canada is a non-profit organization with the mission to develop and advance Pan-Asian talent through partnership with other Canadian and like-minded organizations. With more than 3,000 members and many corporate partners across a wide cross-section of industries, Ascend is committed to offering members strategic professional development programs and unparalleled access to key decision makers and senior executives.

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.

Table of Contents

President's Message	1
Innovate to Differentiate	2
Accomplishments	4
Vancouver chapter	5
Expansion	6
Events and Programs	8
<i>Ascend Canada Leadership Awards</i>	8
<i>Fall Conference</i>	10
Our Sponsors	12
Financial Summary	14
Leadership	16
Volunteers	18



President's Message

KELVIN TRAN

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

With every passing year, we continue to push the boundaries in advancing diversity and inclusion. It's hard to believe that Ascend Canada is now six years strong! I'm grateful for such a dynamic and powerful network of leaders that represent and live Ascend Canada's values and vision across the country.

The business case is clear. We heard such stories during fireside chats with chief executive officers John Chen of BlackBerry and Roy Gori of Manulife at our events. Diverse teams bring together different perspectives and innovate better. That was a key reason we purposefully declared 'Innovate to Differentiate' as our theme for 2017. We rallied around this phrase to inspire our members to become unique leaders in their respective industries (Read more about our year in review on page 2-3).

One of my favourite moments of 2017 was presenting the Ascend Canada Lifetime Achievement Award to the incomparable Janice Fukakusa, the former CAO and CFO at RBC. She was a driving force during Ascend Canada's humble beginnings and it reminded me of how far we've come in our mission, and how much more impact we can have as we grow.

I am especially proud of our expansion efforts in the past year. We worked hard to grow our membership by doubling our student chapters to four, and reaching more members, both from a geographic and sector standpoint. We continue to focus on helping members build valuable soft skills and develop their full potential. A prime example is that we held our first full-day Fall

Conference with tremendous success. We also looked inwards and challenged ourselves to innovate. We focused on digital initiatives to raise awareness about our organization's mission, including an increased social media presence and a digital newsletter to foster engagement and accessibility.

I have learned so much from all our stakeholders this year. I have seen firsthand how much knowledge and opportunities we have to share amongst each other. Thank you to my fellow board members and management teams in Toronto and Vancouver for their advocacy and advice.

Let's celebrate Ascend Canada's members, partners and sponsors for the success we have achieved. We owe a lot of our success to our dedicated volunteers (read more about them on page 18)! The future excites me and I can't wait to see how we will make an impact next year.

So what's next? With an unwavering passion for diversity and inclusion and a drive to create change, we are going to change the way we tell our story by increasing our visibility across more sectors. We are going to strive to build inclusive workplaces by deepening our partnerships. We are going to continue to foster a community of dedicated members and volunteers who will move Ascend's agenda to greater heights. We will soar as we focus on leadership without ceilings.

Volunteer-in-Chief

Innovate to Differentiate

Change is constant. In this dynamic environment, diversity and inclusion becomes a differentiator by bringing together different perspectives to shift the way we think, the way we work, and the way we collaborate with each other. Diversity is as much about more voices as it is about how these voices work together.

We looked across the industries that represent our members and it was clear the workplace continues to evolve in Canada. We want to disrupt the diversity conversation by asking a few questions: How can we challenge the thinking around diversity and inclusion to develop new solutions? What more can we do to provide the Ascend community with the right platform and support to be catalysts for change? Who can help us further our mission to develop Pan-Asian talent?

We chose 'Innovate to Differentiate' as our 2017 theme to tackle these questions and emphasize the importance of creating meaningful impact.

Keeping this front and centre played a huge role in Ascend Canada's development this year. The theme motivated all our events and we were able to create content to inspire our members and the broader Ascend community. We expanded our Toronto chapter to reach more members within the Greater Toronto Area; strengthened our student strategy with more university chapters; and increased our digital presence on social media this year. The theme also anchored our two marquee annual events, the Leadership Awards Gala (page 8) and the Fall Conference (page 10). The Pan-Asian community in Canada brings with it a dynamism which is our strongest asset. With people from different geographies and walks of life, we can see

the power of diversity of thought working together. We had the wonderful opportunity to host senior executives who embody what it means to 'Innovate to Differentiate', such as John Chen (Executive Chairman and CEO, BlackBerry), Janice Fukakusa (former CAO & CFO, RBC), and Roy Gori (President and CEO, Manulife). We also celebrated and learned from a wide range of Asian leaders who are entrepreneurs, authors or performers who are constantly discovering their x-factor to differentiate themselves. We were able to



Manulife President and CEO Roy Gori was a featured speaker at the 2017 Fall Conference, sharing his views on the importance of diversity of thought.

collaborate with our strategic partners and share insights that further strengthen the value we provide to the community.

Moreover, we've moved the boundaries in our learning with a view of diversity and inter-culturalism from an academia perspective. In Vancouver, for example, we engaged experts on a look at the social and neuro-science of diversity leadership: it is a rare, but much needed, approach to understanding our root behavior.

Another deliberate focus this year is on Pan-Asian women leaders. We've listened to feedback and delivered initiatives that help support leadership values that touch on both the Pan-Asian and gender environment. Ascend Canada's ability to tackle

relevant issues of today and address sub-segments has been a tremendous value-add to our members.

In six years, Ascend Canada has grown into a thriving network of professionals who strongly advocate for diversity and inclusion in all forms and believe in its potential for innovation and growth. We have been through an innovative journey ourselves, taking a step further every year. But the need to innovate and differentiate never stops, it's a constant moving target that we need to keep pace with. In 2017, we took our theme seriously and made bold choices but it's only the beginning in our journey and there's a lot more to come.



Sania Ilahi, MBA
*Partner – Canadian
Indirect Tax Leader*
EY Canada

To be successful in today's business world, we need to keep up with change, strive to do things differently, and think of innovation as an opportunity rather than approach it with fear. Innovation doesn't have to be as big as AI or robotics. It can happen on a smaller scale and networking, mentorship, and reverse mentorship are all key to sparking new ideas. You can start by taking a critical look at what you do every day with a mindset of how it could be done differently. An informal discussion with colleagues about improving processes, tapping into mentors to gain insight, or embracing younger professionals' different and unique perspectives could all trigger innovation.



Bill McFarland
*CEO, Chief Inclusion Officer
and Senior Partner*
PwC Canada

Embracing our differences and being inclusive is critical for progressive and innovative businesses and societies. Diversity of thought, ideas and experiences helps us have dynamic conversations and shows that we are open to reimagining the possible, having transparent conversations and caring about others. That's why at PwC Canada, we're proud to work with Ascend Canada—an organization that shares our values and consistently demonstrates its commitment to diversity and inclusion in everything they do.

Accomplishments

OUR HIGHLIGHTS



Engagement

Our membership has grown to 3,000+ members since 2012, as we continue to offer more events and more learning opportunities.

Partners and Sponsors

Sun Life Financial, Ontario Power Generation and Cassels Brock LLP have joined Ascend Canada as new sponsors.

Expansion

Our footprint has expanded to cover the western and northern parts of the Greater Toronto Area. Successful events were held in Mississauga and Markham, in partnership with Microsoft and IBM.



Student Chapters

It's been a busy year as our student leaders hosted a variety of events focused on helping its members develop their leadership skills, while building and solidifying their chapters at the same time.



Ascend UW student executive team at their membership drive



Linda Mantia

Senior EVP and COO
Manulife

Innovation thrives when we challenge the status quo, take calculated risks, and willingly adopt a shift in mindset and approach. At the heart of this is diversity. There is tremendous value and power in the diversity of thought, and I believe great things happen when people from different experiences debate ideas. This is how some of the best and most impactful innovations were created. Diversity isn't a zero-sum game. One's experiences, culture, beliefs, or differing thoughts doesn't come at the expense of another. Rather, we all win. When we innovate to differentiate, the possibilities are limitless.

Vancouver Chapter

Vancouver President's Message



2017 was a year of milestones for the Ascend Canada Vancouver Chapter. This was our fourth year serving our Greater Vancouver market and it's been truly exciting to see the evolutionary steps our Chapter and member base have taken this past year. I've seen a growing demand and desire for deeper discussions around diversity, inclusivity and how it all connects with Pan-Asian leadership. Together, we are on a journey to build awareness, develop skills, and ultimately leadership advocacy. This is a clear testament that Ascend Canada has been pushing the envelope in the way we think about effective diversity leadership in the workplace. With our innovative growth also comes an increased responsibility to continue to elevate it's platform to allow meaningful connections and engagements to occur - and I am fully confident and excited about what 2018 will bring, as we continue to enhance our programs and deepen our professional network. None of these aspirations would be possible without the senior leadership support at the core level to help drive firm sponsorship within local markets, and all of our volunteers who dedicate their time and resources to help deliver best-in-class offerings. We are anchored with a strong foundation that will only help us to ascend even further in the years ahead!

JEFFER HSU, Community Director Pacific Region, TD Bank Group



Ascend Canada Vancouver Chapter members participate in the 2017 S.U.C.C.E.S.S. Walk with the Dragon.

“

Stop doubting yourself, believe in yourself and be bold. Those words could not have resonated with me more. Remember that your own unique personality, experiences, knowledge and skills can be used to your advantage. Be confident about who you are and lean in. And sometimes taking risks will result in failure -- but failure also allows us to learn from it and reach our fullest potential. Play to your strengths outside of your comfort zone and your efforts will pay off.

Bernice Cheung

VP Marketing & Communications, Vancouver chapter
Marketing Manager, KPMG

Expansion

Ascend Canada strategically expanded its demographic and geographic reach during 2017. With a growing membership base, there was significant demand to organize learning and networking opportunities outside of our downtown Toronto roots. We also made progress with students, launching new chapters on campus and building the next generation of leaders.

Greater Toronto Area

With a growing interest and desire from both members and sponsors located outside of the downtown Toronto core, we were thrilled to expand into the western and northern parts of the Greater Toronto Area in 2017.

We reached more members in Mississauga and Markham in a meaningful way by removing barriers to access programming on their “home turf.” It brought new energy to advance our mission and we signed up new members too.



Susan Gagliese, Vice President, Services, and Executive Sponsor for Diversity & Inclusion, Microsoft Canada was a featured guest at the GTA West launch.



Zia Mansoor
GM, Solutions Team - Enterprise & Public Sector
Microsoft Canada

Product innovation is at the heart of Microsoft's work and I believe the foundation for innovation originates from diversity of thought. Encouraging a diverse workforce facilitates different perspectives, opinions and experiences which results in the best business solutions to meet the needs of our global and diverse customer base. It's the only way we can empower every person and every organization on the planet to do more and achieve more. The only way to accomplish this is by representing that diversity in our employees so we continue to be a global technology leader.



There was a new found appreciation for one another, and that although we are buildings apart, there were many things we had in common. Our dialogue helped to inspire different ways of thinking, the feeling of wanting to know more, learn more from each other.

Sonya Kumar,
National Manager, Onboarding & Training Management, Insurance, RBC



Binaifer Khurshrooshi
Director, Procurement
BMO Financial Group

Investing in future leaders enables a sustainable culture of strong leadership. Emerging leaders gain insights to develop into the leaders of tomorrow when they get meaningful opportunities to interact with senior leaders today. At BMO, our sponsorship program matches mentors and mentees from different areas of BMO to open doors and build strong relationships. The program fosters an environment of engagement, trust, innovation and “doing the right thing”.

Students

Ascend Canada saw tremendous growth in our next generation chapters. We welcomed chapters at Simon Fraser University, York University, Ryerson University, and the University of Waterloo, who joined our existing student chapters: University of Toronto, and the University of British Columbia.

2017 Areas of focus:

- Enabling aspiring leaders with relevant skills
- Empowering members with the tools to be recruitment ready
- Mentorship opportunities
- Career development
- Establishing an Ascend presence on campuses to spread awareness



“ Ascend puts a huge focus on mentorship, and it is a great way to connect students to leaders because of how effective the panels have been.

Cecilia Pham,
Science and Business,
Fourth Year,
University of Waterloo



Ascend UBC and Ascend SFU held a joint Mentorship Session and invited mentors from different industries to participate.



The Ascend UofT leadership team

Events and Programs

We pride ourselves on connecting people. With a clear mission to empower Pan-Asian talent to achieve their full potential, our events and programs are designed to elevate skills, build networks, and inspire confidence in all participants. We delivered a variety of programs in 2017, including fireside chats, mentorship opportunities, and learning opportunities.

Celebrating achievements of five individuals from rising star to the C-Suite

On April 4, 2017, we recognized five individuals for their personal dedication, career achievement, and contributions to the community at the annual Ascend Canada Leadership Awards Gala.

Executive of the Year

John Chen, *Executive Chairman & CEO, Blackberry*

Sponsored by TD, this award recognizes an individual who has made outstanding contributions to their organization; delivering business results, demonstrating leadership and being at the forefront of innovation.

Ascend Canada Lifetime Achievement Award

Janice Fukakusa, *Chief Administrative Officer & Chief Financial Officer, RBC* (retired January 31, 2017)

The recipient of this award was carefully chosen by Ascend Canada's Board of Directors and distinguishes an individual who has made an outstanding lifetime achievement and contribution to diversity and leadership in Canada. It is only the second time this award has been handed out.

Rising Star Award

Kristen Coutts, *Manager of Internal Communications & Global Events, G Adventures*

Sponsored by RBC, this award recognizes an individual under 30 years of age who has demonstrated early leadership qualities through personal performance and commitment to professional, volunteer, and educational opportunities.

Mentor of the Year

Jennifer Lee, *Partner, National Retail & Consumer Analytics Leader, Deloitte*

Sponsored by Manulife, this award recognizes the dedication, guidance and leadership of a Pan-Asian individual who has made a significant contribution to an employee's or several employees' quality of life and professional development.

Ascend Canada Volunteer of the Year Award

Anthony Vacca, *Director, AML IT Programs, RBC*

This award recognizes an individual for an exceptional contribution as an Ascend Canada volunteer team member.



Executive of the Year: John Chen
 "Diversity is a strength in a global world - as we get more integrated, diversity is a knowledge that is needed."

Jennifer Lee

Partner, Retail & Consumer Analytics Leader, **Deloitte**

2017 Ascend Mentor of the Year recipient



Innovation is an often overused word in our lives today. As I reflect on my career (both at Deloitte and elsewhere) and try to succinctly summarize some of what I have learnt, here are three ways you can **Innovate to Differentiate** in your professional lives.

- **Be provocative and challenge the status quo.** Innovative leaders and businesses are more likely to defy industry norms or existing best practices—even in the face of outside criticism.
- **Take calculated risks** and seek out opposing views. Innovative leaders differentiate themselves by actively looking for and encouraging opposing viewpoints as a means of fostering sound and more objective decision-making.
- **Share your strengths.** Leverage the skills and capabilities that have made you successful in your field to give back to your community and inspire those around you to reach their full potential.



Ascend Canada Lifetime Achievement Award: Janice Fukakusa



"The gala brings together senior leaders, sponsors and volunteers in a night to remember."



The annual awards gala is one of Ascend Canada's marquee events, celebrating leadership and diversity.

Events and Programs

Fall Conference 2017



Ven Virah, an award-winning motivational speaker, used his infectious energy to entertain Fall Conference attendees.



Leadership and inclusion expert Ritu Bhasin spoke at the Fall Conference on authenticity and mindfulness.

The annual Fall Conference in Toronto is one of our annual marquee events. This year's conference featured a **full day** of learning and professional development with a strong focus on innovation. Disruptive forces such as technology, competition, and new models of thinking and working are changing Canadian workplaces. Our conference speakers covered topics such as entrepreneurship, the importance of customer-focused thinking, and what to look for when recruiting talented employees.

Roy Gori, Manulife's President and Chief Executive Officer, was a featured speaker at the conference. He shared his career journey, leadership advice and also offered his views on the importance of diversity of thought in the workplace.





Monica Foley, Senior Associate Consultant with Lee Hecht Harrison Knightsbridge, held a workshop about emotional intelligence and political savviness.



Ascend Canada Vancouver Chapter hosted a diversity focused intercultural leadership workshop.

Ascend Canada regularly offers programming throughout the year to develop leadership skills and provide mentoring opportunities. Every event also has a strong networking component so that participants can connect, inspire, and Ascend.

Our key programs and skill-building workshops this year included:

- **The Executive Insight Series (EIS):** We hosted a signature suite of workshops that prepare high potential Pan-Asian senior managers and young executives for high-impact roles.
- **Power Skills:** We offered regular workshops to build skills in leadership, public speaking, negotiation, and presence.
- **Leadership panels:** Throughout the year, we invited senior and mid-level managers to provide their perspectives on career progression.
- **Mentorship opportunities:** We connected individuals and provide opportunities to share knowledge.
- **Elevate:** We introduced an in-house leadership program for millennials that offers advice on skills and meaningful behaviours needed for success.

“It was truly an amazing experience to take part in Catalyst Conference and representing Ascend.”

Barbara Ko,
Director, Technical & Business Design, RBC

With a shared vision of inclusive leadership across Canadian workplaces, Ascend Canada was invited to participate at the annual Catalyst Canada Honours conference on November 6, 2017. Our volunteers set up a booth to be our ambassadors all day. The conference also featured Ascend Canada board member, Gaurav Upadhy, who brought his authentic self to the conversation about Race and Ethnicity in the Workplace, and modeled how we can all take part in this important discussion.



Our Sponsors

Ascend Canada is grateful for the support of corporate partners from across Canada. Thanks to you, your support helps us bring programming and initiatives to help develop pan-Asian talent. As we begin 2018, we are delighted to welcome new sponsors Sun Life Financial, Ontario Power Generation, and Cassels Brock.

PLATINUM SPONSORS



GOLD SPONSORS



BRONZE SPONSORS



STRATEGIC PARTNERS



We asked our sponsors how they support inclusion in their partnership with Ascend Canada. Here's what they had to say:



Senta Taylor, *VP, Operations & Planning, Global Technology Infrastructure, RBC*

I have always thought of mentoring as being two-way. We all bring our experiences, knowledge, and curiosity. Be willing to learn, because learning comes from anywhere. Challenge yourself to find others who complement you. Humility can be a striking leadership quality, so don't be afraid to ask and celebrate them when they do help.



Betsey Cheung, *SVP and Chief Marketing Officer, TD*

To be the "bank of the future", we need to listen to our customers, supply them with personalized information/products throughout the year, stay abreast with their changing preferences, unique aspirations; constantly innovate to differentiate to capture market share and enrich customer lives. To achieve this we have a great team and are always looking for diverse talent to go from strength to strength. Ascend is critical in cultivating business, leadership and professional growth of its diverse members, enabling them to realize their full potential.



Mary Lou Maher, FCPA, FCA, *Canadian Managing Partner, Quality & Risk Management and Head of Global Inclusion & Diversity, KPMG in Canada*

I joined KPMG right out of university and have been with the firm for 30 years. As my career progressed I realized that I needed to bring my whole self to work to be an effective leader, and that meant coming out as gay. Doing so made me realize how tiring and stressful it had been to wear a mask in my professional life for many years. Now my role in Global Inclusion & Diversity is about ensuring people can be their authentic selves at work no matter who they are.

If I could give a piece of advice to my 25 year old self on this subject, it would be this: Reach out to someone you trust to support you, and take comfort in being your authentic self. It takes trust and courage, but eventually bringing your whole self to work will give you back your time and energy to focus on the things that really matter.



David Cohen, *Director, Client Service Delivery, McCarthy Tétrault*

Innovation is necessary to differentiate our services. Legal services tend to be a reactive business: clients traditionally contact counsel when faced with a problem. Yet risk management requires a proactive approach. Our team used our diverse perspectives and experiences to create an innovative service where our lawyers provide advice that prevents issues from becoming problems, ultimately reducing financial and reputational risk for our clients.

Financial Summary

Year in Review

In fiscal 2017, we continued to grow our member base and deliver relevant events and programs for our members. These initiatives were largely supported by our corporate sponsorship and events and programs fees. For the year ended December 31, 2017, Ascend Canada recorded an excess of revenue over expenses of \$23,121 (2016: \$65,807), net assets of \$373,792 (2016: \$350,671) at the end of the year, of which internally restricted net assets of \$50,000 (2016: \$50,000) is reserved for the future launch of chapters, research relating to challenges and opportunities of Pan-Asians, and conferences.

Revenues

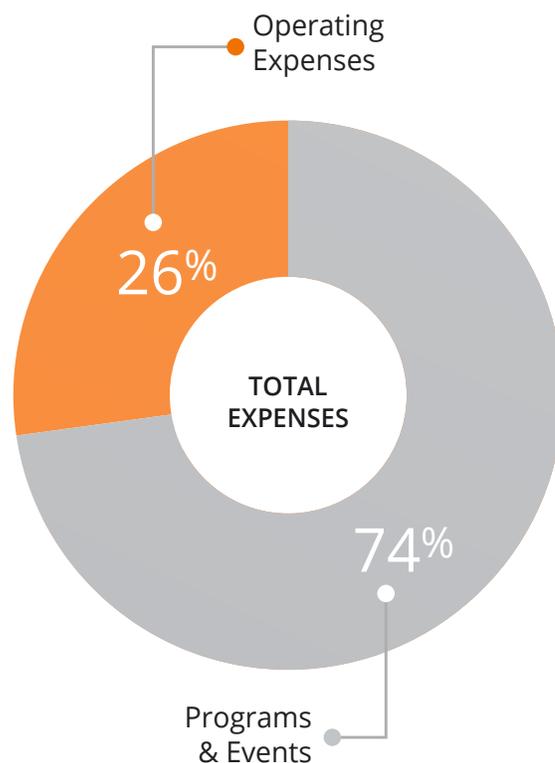
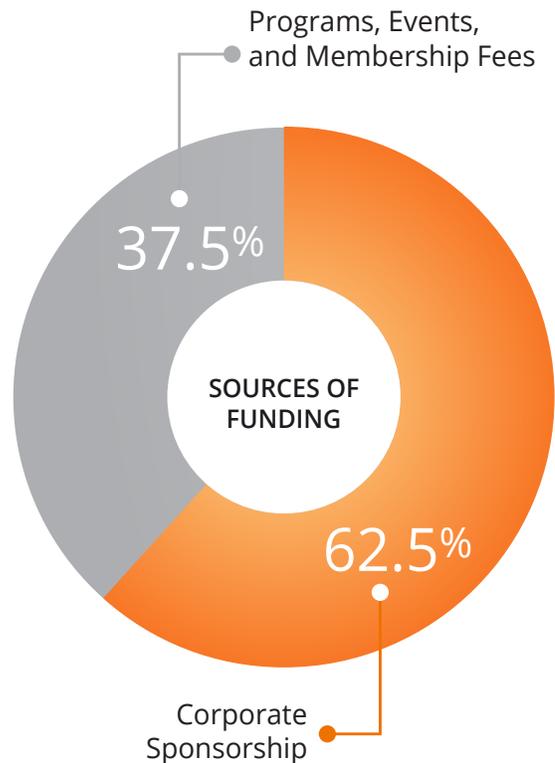
Total revenues from all sources amounted to \$327,387 (2016: \$350,905) of which 62.5% came from corporate sponsorship (2016: 68%) funded by 15 sponsor firms. Total revenues decreased by 7% as compared to 2016 due to lower corporate sponsorship fees offsetting an increase in events and programs fees. Revenues from events and programs contributed to 37.5% of the total revenue (2016: 31%) while the remaining came from membership fees.

How the funds were used

Total expenses were \$304,266 (2016: \$285,098) of which 74% was spent on providing member programs and events (2016: 71%). Total expenses increased by 7% mainly due to a higher volume of events and programs held in 2017. Ascend Canada continued to leverage its volunteer base to minimize general and administrative expenses.

Outlook for 2018

In 2018, 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	2017	2016
ASSETS		
Current		
Cash	\$ 394,809	\$ 383,176
Account receivable	17,733	5,876
HST recoverable	6,486	-
Prepaid expenses	8,843	8,654
	\$ 427,871	\$ 397,706
LIABILITIES		
Current		
Account payable and accrued liabilities	\$ 43,780	\$ 33,606
Deferred revenue	10,299	-
HST payables	-	13,429
	54,079	47,035
NET ASSETS		
Unrestricted funds	\$ 323,792	\$ 300,671
Internally restricted funds	50,000	50,000
	373,792	350,671
	\$ 427,871	\$ 397,706

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

For the year ended December 31	2017	2016
REVENUE		
Sponsorship fees	\$ 204,500	\$ 240,000
Events and programs	120,638	108,730
Membership fees	2,249	2,175
	\$ 327,387	\$ 350,905
EXPENSES		
Events and programs	\$ 226,495	\$ 202,139
Office and general	46,349	46,426
Conference and meetings	16,984	16,799
Professional fees	10,802	16,238
Insurance	3,636	3,516
	\$ 304,266	\$ 285,098
EXCESS OF REVENUE OVER EXPENSES	\$ 23,121	\$ 65,807
NET ASSETS		
beginning of period	\$ 350,671	\$ 284,864
end of period	\$ 373,792	\$ 350,671

Leadership



Board of Directors - (from left to right): Gaurav Upadhy, Tzen-Yi Goh, Raj Krishnamoorthy, Jeannine Pereira, Sohana Inderlall, Kelvin Tran, Pragashini Fox, Vivian Chen.

BOARD OF DIRECTORS

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

We are saddened by the passing of our esteemed colleague and friend Sandeep Dhiman. Sandeep was a passionate leader, a valued board member, and a true diversity and inclusion champion. He will be greatly missed by all.



Toronto team - (from left to right):
 Ali Najafi, Jay Hira, Aneesa Shaik,
 Maisie Ho, Julie Park, Joane Mui, Avni Shah,
 Hardeep Saund.



Vancouver Team - (from left to right):
 Kerby Sit, Bronche Cheng, Constance Chow,
 Adrian Tan, Jeffer Hsu, Rupmeet Singh,
 Frances Leung, Jenny Flojo, Bernice Cheung.

TORONTO TEAM

Ali Najafi	RBC	VP, Operations
Keting Cao	TD Bank Group	AVP, Operations
Patricia Wong	TD Bank Group	AVP, Operations
Joane Mui	KPMG	VP, Finance
Julie Park	Manulife	AVP, Finance
Hardeep Saund	RBC	VP, Sponsorship
Michael Scarano		VP, Strategy
Jay Hira	RBC	AVP, Strategy
Patrick Bhang	RBC	VP, Marketing
Maisie Ho	EY	VP, Events
Nisha Baloria	RBC	VP, Events
Aneesa Shaik	RBC	AVP, Events
Numaan Butt	TD Bank Group	VP, Governance
Genevieve Leong	KPMG	AVP, Governance
Ruby Dhillon	TD Bank Group	VP, Volunteer Engagement

VANCOUVER TEAM

Jeffer Hsu	TD	President
Kerby Sit	RBC	Executive Vice President
Rupmeet Singh	RBC	VP, Operations
Frances Leung	TD	VP, Events
Yvonne Chan	KPMG	AVP, Events
Amy Xie	TD	AVP, Events
Anita Manalo	EY	VP, Volunteering
Vineet Verghese	RBC	VP, Membership & Sponsorship
Jenny Flojo	KPMG	VP, Marketing & Communications
Constance Chow	PwC	VP, Marketing & Communications
Bernice Cheung	KPMG	VP, Marketing & Communications
Adam Chu	TD	VP, Student Chapter
TaeHee Kim	TD	AVP, Student Chapter

Volunteers

Ascend Canada is a 100% volunteer-run organization. Our success and accomplishments are due to the dedication, time, and expertise of our outstanding volunteers.

Every year, we honour individuals for their exceptional contributions to Ascend Canada. Each volunteer is recognized for their energetic dedication to their respective work streams, which collectively enable us to move forward to achieve our mission. Congratulations to our 2017 Ascend Canada Team MVP Award Winners!



MVP Strategy
Kelly Sam

Contributed key research material to inform members about diversity and inclusion.



MVP Volunteer Engagement
Tracy Lam



MVP Marketing
Johnnie Vu

Supported marketing for marquee events including the Annual Leadership Awards Gala, Golf Event and Fall Conference, and the Annual Report.



MVP Events
Hafeez Hussain

Led the organization of Ascend's largest events including the Annual Leadership Awards Gala and the Fall Conference.



MVP Operations
Avni Shah

Oversaw key operational components at Ascend, helped recruit new volunteers and has been a mentor to new volunteers.



MVP Finance
Vivien Law

Key volunteer for Ascend Canada's expansion to Markham and Mississauga.





Trish Callon,
Senior Vice-President &
General Counsel,
Sun Life Financial
Canada

Making a bold choice to move my career forward to take on a new leadership challenge:

I was very happy in my role but I wanted to increase my leadership skills and expand my expertise by getting board of directors experience. At the time, the organization for whom I was working did not permit executives to sit on public company boards. Although I was sitting on some internal boards, I knew that was not enough and I needed to make a change. So after much consideration, I resigned. It was a hard decision but one that completely changed the direction of my career. It took me out of my comfort zone – making me a better lawyer and executive, and it opened the door to the board of directors experience I wanted. I've never looked back – everything I've done in my career led me to Sun Life and I couldn't be happier in my role here. And, yes, I still sit on boards of directors!



I can't tell you enough how big of a difference Ascend Canada has made to my personal and career development in such a short period of time. I've met some incredible people and I'm gaining so much. It really has done wonders to my level of confidence in networking, meeting new people, insights into different skill sets and learning different approaches to project management.

Amanda Donpaul, Compliance Officer, TD Bank Group

Our appreciation to the following volunteers for their dedication in putting together this 2017 Annual Report: Amanda Donpaul, Arthi Venkat, Gisele Suen, John Lang, Johnnie Vu, Ka Yan Ng, Marvin Wu, and Michael Chandrapal.



FACES & PLACES: OUR YEAR IN PHOTOS



Connect. Inspire. Ascend.



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

Connect with us at
www.ascendleadership.ca

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

https://twitter.com/ascend_canada 

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

Contact us at
canada@ascendleadership.org

Watch us at
www.youtube.com/AscendCanada 

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