

# TAKING ACTION

A diverse group of young people, including men and women of various ethnicities, are shown from the chest up. They are all smiling broadly and clapping their hands, conveying a sense of excitement and collective achievement. The background is slightly blurred, focusing attention on the individuals in the foreground.

IMPACT REPORT 2018

**CivicAction**

CivicAction  
**LEADERSHIP**  
FOUNDATION



A woman with curly hair, wearing a grey dress, stands at a podium with a microphone, addressing a large audience in a grand hall with a high, grid-patterned ceiling. The scene is lit with purple and blue stage lights. A yellow text box is overlaid on the image.

**Cities aren't built by  
wallflowers, they are built  
by those who step up,  
and actively decide  
to shape them.**

**Sevaun Palvetzian**  
CEO, CivicAction



# MESSAGE FROM THE CHAIRS

We are in a period of profound change—economic, social, political, technological, and demographic—that is creating tremendous opportunities for our region, while at the same time requires leadership from all sectors to ensure no one is left behind. At CivicAction, we remain committed to building inclusive cities and communities where people not only live, but thrive.

Today, organizations are increasingly driven by a sense of purpose that fosters more inclusive growth and prosperity, stemming from the changing expectations of citizens, customers, employees and investors. As a result, more and more businesses are making decisions that go beyond their bottom line. People and organizations want to stand for something and we see that every day in our world of city-building.

The rise of city-regions continues across the globe. Home to seven million people and accounting for 20% of Canada's GDP, the Greater Toronto and Hamilton Region is no exception. Collaboration across all levels of governments and new levels of cross-sectoral partnerships are essential to realizing our potential as a region and a nation. Without question, harnessing the power of collective leadership is an accelerator for realizing our vision of who we want to be—a unified region, strong, vibrant, and inclusive—that believes that better is always possible.

Here at CivicAction, we sit at the nexus of where the different sectors and leaders of today and tomorrow converge. We bring people together and show what's possible when we

set the bar high, then take action to reach it together. And we do it knowing that sustainable progress is possible only when all voices and experiences are brought to the table.

Building on our 15-year history of tackling some of our region's toughest issues, **CivicAction** continued to enable collective impact on the economic, social and mental well-being of our region. Our initiative **Escalator: Companies and Youth Moving Up** is breaking down barriers to youth employment and **MindsMatter** is motivating employers to improve mental health support in the workplace. We also convened important conversations ranging from infrastructure to community resiliency. **CivicAction Leadership Foundation's** signature programs continue to be a destination for rising civic leaders. The **Emerging Leaders Network** and **DiverseCity Fellows** program cultivate and grow strong leaders with a goal to change the face of leadership in our region.

2019 will be an exciting year for us as we hold our Summit to help reset and jumpstart our next four-year agenda. We will convene influencers from all sectors—business, government, not-for-profits, academia and civil society—and ensure we invite new voices to these conversations.

We thank our CivicAction leadership team and staff, partners from all sectors and civic leaders for their tremendous contributions to making this another successful year. And as we embark into 2019, together, let's show the world what exceptional city-building looks like. Why? **Because this is where we live.**



**Zabeen Hirji**  
Chair, CivicAction;  
Strategic Advisor, Private and  
Public Sector



**Tim Hockey**  
Chair, CivicAction Leadership  
Foundation; President and CEO,  
TD Ameritrade

ACTION IS A  
TEAM SPORT



**The big, complex challenges of today need an all hands on deck approach, and collective impact is what CivicAction does best. As the premier civic engagement organization in Canada, we have nearly two decades of experience creating and activating solutions to the most pressing urban challenges facing the Greater Toronto and Hamilton Area (GTHA) and beyond.**

Because we're CivicAction (and not Civic Chit-Chat), we build partnerships across sectors and hit the pavement to create initiatives that transform our region. Our mission is to be the neutral sandbox where collaborative solutions to unresolved challenges can happen.



**“Every action starts with a connection. A connection to an idea, passion or person that can make it all possible.”**

**Nan DasGupta**

Partner and Managing Director, The Boston Consulting Group, Toronto; CivicAction Leadership Foundation Board









**“I want to collaborate with like-minded leaders to spark the engagement of our community and foster the next generation of diverse civic-minded leaders to drive change and lasting impact across our region.”**

**Beth Wilson**  
CEO, Dentons Canada LLP;  
CivicAction Board



**“What we can accomplish together is so much bigger than what we can do alone. CivicAction sets and convenes the communal table and converts good intentions into action and results.”**

**Catherine Pringle**  
Director of Communications, Trillium Health  
Partners; CivicAction Leadership Foundation Board

## WHAT SETS CIVICACTION APART?

**Multi-sector convener and activator.**

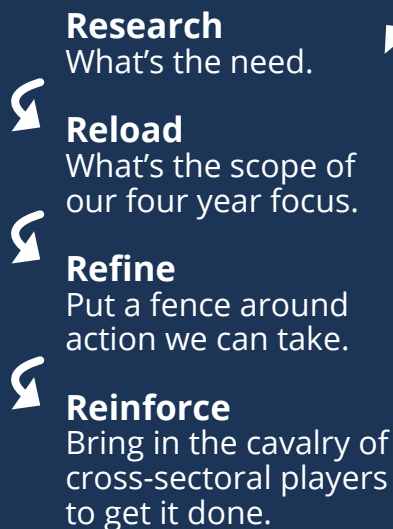
**Focus on action.**

**Proven track record of bringing ideas to scale.**


**Engage the grass tops and grassroots.**

**Focus on inclusive cities and economies.**

## A MODEL FOR ACTION





A man with short dark hair, wearing a dark suit jacket over a light pink shirt and a grey vest, is seated in a chair and laughing heartily. He is looking slightly to his right. A small red pin is visible on his lapel. In the foreground, the hands and arms of another person are visible, holding a pen and a notepad. The background is a plain, light-colored wall.

**There are few organizations that can take on the breadth of topics that CivicAction does and drive impact in all of them. Their model is a great example of how to unlock the potential of our people, and in return, the potential of our region.**

**Daniele Zanotti**  
President and CEO, United  
Way Greater Toronto;  
CivicAction Board



# OUR HIGHLIGHTS

## NOVEMBER 2017

More than **150 rising leaders** came together at **#ELNstudio3D** to discover, decode, and drive the future of an inclusive region with **28 speakers** representing diverse communities, backgrounds, and interests. Attendees identified the need to **create inclusive spaces, foster transparency and trust, investigate and question the status quo, diversify leadership, and prioritize learning** in order to build an inclusive future.

## DECEMBER 2017

**MindsMatter**, our free online tool that helps organizations foster better workplace mental health, marked its first anniversary. To date, **900+ organizations with the potential to reach 2 million employees** across Canada have taken the tool.

## JANUARY 2018

The **CivicAction Leadership Foundation** launched the 9th cohort of our **DiverseCity Fellows program**. Adding new faces to a growing pipeline of more than **230 diverse, civic-minded rising leaders** and continuing to change the face of leadership in our region

## MARCH 2018

Over **200 leaders from all stripes and sectors** punched their ticket to **MetroNext 2018**—the best civic party in town at Union Station. Attendees celebrated two outstanding women: **Karen Restoule**, a convener and rising Indigenous champion, was given the Emerging Leader Award, while **Pat Capponi**, author and poverty advocate, was recognized with the Lifetime Achievement Award for Civic Leadership.

## APRIL 2018

**CivicAction** launched **HireNext**, a set of in-demand tools that make it easier for employers to fill their hiring needs with new youth talent. To date, **dozens of employers have made a public commitment** to make hiring more inclusive to youth, and employers spanning businesses of all sizes and industries across Canada and some in the U.S. have taken our first-of-its-kind online HireNext assessment.

## JULY 2018

Almost **400 youth and youth workers** gathered for the award-winning **YouthConnect**. To date, more than **750 youth workers with the capacity to reach 32,000+ youth**, and over 400 youth, have been trained to open new doors to jobs and people using online tools.

## OCTOBER 2018

Our **Emerging Leaders Network (ELN)**, with almost **2,000 members from across the region**, led a municipal election get out the vote campaign with pop-ups in Toronto, Mississauga, Hamilton and Oakville. The ELN also engaged **18 youth in an “If I were Mayor” blog series** to push the unique take and innovative ideas of our youth to the forefront.



**“There’s no shortage of good ideas – it’s what you do with them that counts.”**

**Cameron Bailey**  
Artistic Director and Co-Head, Toronto International Film Festival; CivicAction Board



# ACTION MATTERS

# MAKING MINDSMATTER

In any given week, at least 500,000 employed Canadians are unable to work due to mental health problems. According to the Canadian Mental Health Association, 42% of Canadian business leaders are interested in taking action to address workplace mental health but haven't due to barriers such as lack of time, resources, or know-how.

To close this gap, and in collaboration with employers, experts, and people with lived experience, CivicAction developed **MindsMatter**, a free online tool designed to help organizations take their first or next step towards better workplace mental health. With only two years of the program under our belt, **900 organizations with the potential to reach 2 million employees across Canada** have taken the first-of-its-kind assessment tool and received tailored recommendations to support their organization's mental health journey.

Visit [mindsmatter.civicaction.ca](https://mindsmatter.civicaction.ca) to take the assessment.



**“A healthy GTHA includes both physical and mental health. I’m glad to put mental health on the agenda for our region and create new channels to help those who are struggling.”**

**Rob MacIsaac**

President and CEO, Hamilton Health Sciences;  
CivicAction Board



# MIND THE FLOOD

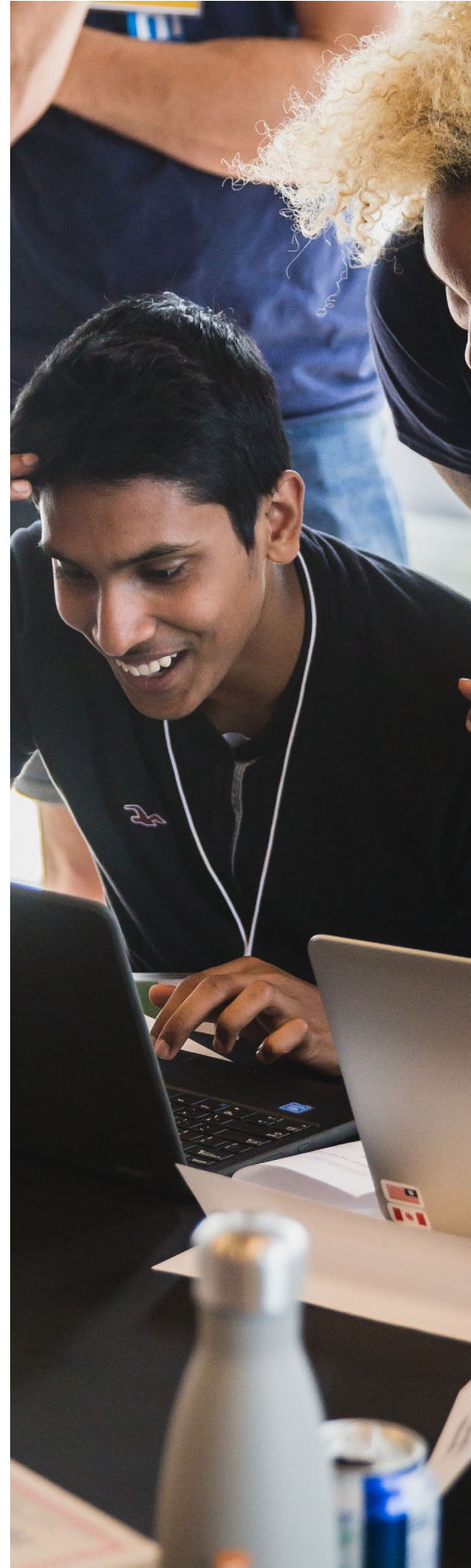
In 2017, CivicAction and the Insurance Bureau of Canada (IBC) convened organizations from across sectors to discuss strategies to engage and activate Toronto region homeowners to minimize their flood risk. The resulting report *Blueprints for Action*, which outlined key ideas to motivate GTHA residents to better prepare themselves, has continued to spur new action. In July 2018 the Toronto Home Resilience Program was launched, and included ideas and findings from our report. Developed by the Intact Centre on Climate Adaptation and supported by the City of Toronto and IBC, this pilot gives homeowners emergency preparedness resources and a 50-point flood risk assessment to reduce basement flood risk.



**“The GTHA is a beacon on the planet for multiculturalism and pluralism and our future is bright. As our region continues to grow and evolve, having a 360 vantage point is essential to anticipating change and constructing the infrastructure our region needs to thrive.”**

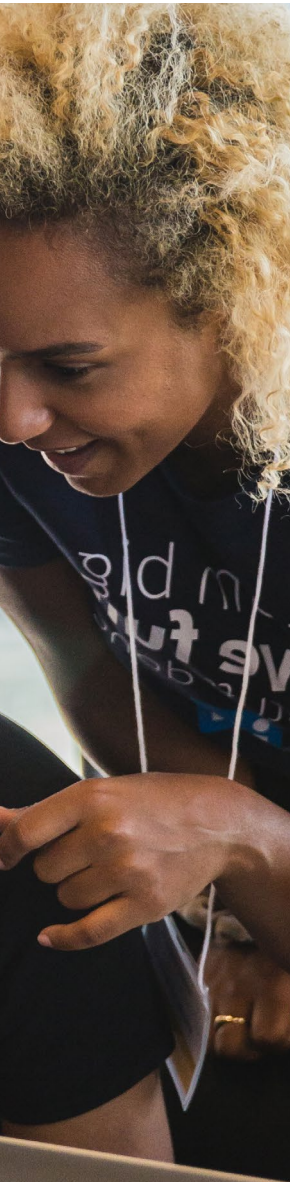
**Ken Tanenbaum**

Vice-Chairman, Kilmer Van Nostrand Co. Limited;  
CivicAction Board





# MOMENTS OF IMPACT





# YOUR NEXT BIG HIRE

Over the past four years CivicAction's **Escalator: Companies and Youth Moving Up** initiative has worked with government and the private sector to give thousands of youth access to the networks, mentors, learning opportunities and 21st century skills needed to navigate today's job market and a changing economy. Escalator focuses on removing the systemic barriers that keep some young people disconnected from financial security. Under Escalator, CivicAction has incubated and supported a suite of interventions.

Through **SkillsConnect**, CivicAction has provided **200 LinkedIn Learning licences** to youth workers, and another **1,700 to youth**.

**Dozens of employers** have made a public commitment through **HireNext** to make their hiring more inclusive to youth.

More than **750 youth workers** with the **capacity to reach over 32,000 youth**, as well as over 400 youth have been trained at **YouthConnect** events on 21st century job search skills.

**808 youth** have graduated from **NPower Canada's** free employer-driven IT skills training and internship program.

**80% have secured full-time employment** within 6 months of graduation.

**netWORKS** has engaged **800+ youth and 500+ mentors** in a flexible, technology-enabled networking and mentoring program.

## SKILLSCONNECT

Earlier this year, CivicAction launched SkillsConnect which aims to demystify the world of work for young people. It gives them new online opportunities to explore careers and build the skills employers are seeking. SkillsConnect provides a flexible, digestible and digital learning environment for youth on their way to their first or next job. Through SkillsConnect, CivicAction has provided 200 LinkedIn Learning licences to youth workers, and another 1,700 to youth. These licences give users access to over 13,000 LinkedIn Learning courses, as well as a specially curated series of learning paths customized by CivicAction and informed by employer needs.

## HIRENEXT

Knowing we need to attack youth unemployment from both sides, CivicAction developed practical tools to help employers make the necessary changes to their HR practices to more effectively hire and retain vulnerable youth. Since launching HireNext in April 2018, employers spanning businesses of all sizes and industries across Canada and some in the U.S. have taken our first-of-its-kind online HireNext assessment. Dozens of employers have made a public commitment to make their hiring more inclusive to youth.

Visit [hirenext.civicaction.ca](http://hirenext.civicaction.ca) to make your hiring more inclusive to youth.

## YOUTHCONNECT


More than 750 youth workers with the capacity to reach over 32,000 youth, as well as over 400 youth, have been trained at YouthConnect events on 21st century job search skills. The recipient of the City of Toronto's 2017 Partnership to Advance Youth Employment Leadership Award for Impact, YouthConnect is now in its fourth year. After YouthConnect 2018, more than 90% of youth workers felt better prepared to support youth in connecting with employment.

## NPOWER CANADA

Over 800 youth, who begin the program unemployed or employed in survival jobs, have graduated from this free employer-driven IT skills training and internship program. Within 6 months of program completion, 80% have secured full-time employment. CivicAction was a founding partner of NPower Canada and has continued to provide scaling support this year as NPower Canada expanded to three campuses in Toronto, Markham and Peel.

## NETWORKS

Has engaged more than 800 youth and more than 500 mentors in a flexible, technology-enabled networking and mentoring program. Developed in partnership with CivicAction and now led by United Way of Greater Toronto. 78% of netWORKS mentees report feeling confident in their ability to find meaningful employment.

A photograph of Peter Sloly, a man with short dark hair, wearing a dark suit, blue shirt, and patterned tie. He is speaking and gesturing with his right hand. To his right, a woman with blonde hair and glasses on her head is laughing. The background is blurred, showing other people at the event.

**Employers must be at the table, with government, and with the community sector, to break down the systemic barriers that are keeping some young people out and unable to fulfill their full potential.**

**Peter Sloly**

Partner—Risk Advisory, Cyber,  
National Lead—Security and  
Justice, Deloitte; CivicAction Board



# FILLING THE LEADERSHIP PIPELINE

CivicAction

**LEADERSHIP**

FOUNDATION

**The CivicAction Leadership Foundation is committed to building the collective leadership capacity of our region. Through high-impact leadership programs designed to educate and inform, the Foundation is opening doors, minds and opportunities for young, emerging, and under-represented leaders in the region.**

**Find out more at [leadership.civicaction.ca](https://leadership.civicaction.ca).**



**“Our talent is our greatest resource but it’s a resource that needs to be constantly invested in. The programs delivered by the CivicAction Leadership Foundation will pay dividends to our region for many years to come.”**

**Cam Fowler**

President, North American Personal and Business Banking, BMO Financial Group; CivicAction Board



# CHOOSE LEADERSHIP YOUR OWN ADVENTURE

CivicAction's Emerging Leaders Network (ELN) helps build-up, plug-in, and galvanize action-oriented leaders to create a more connected and collaborative GTHA.

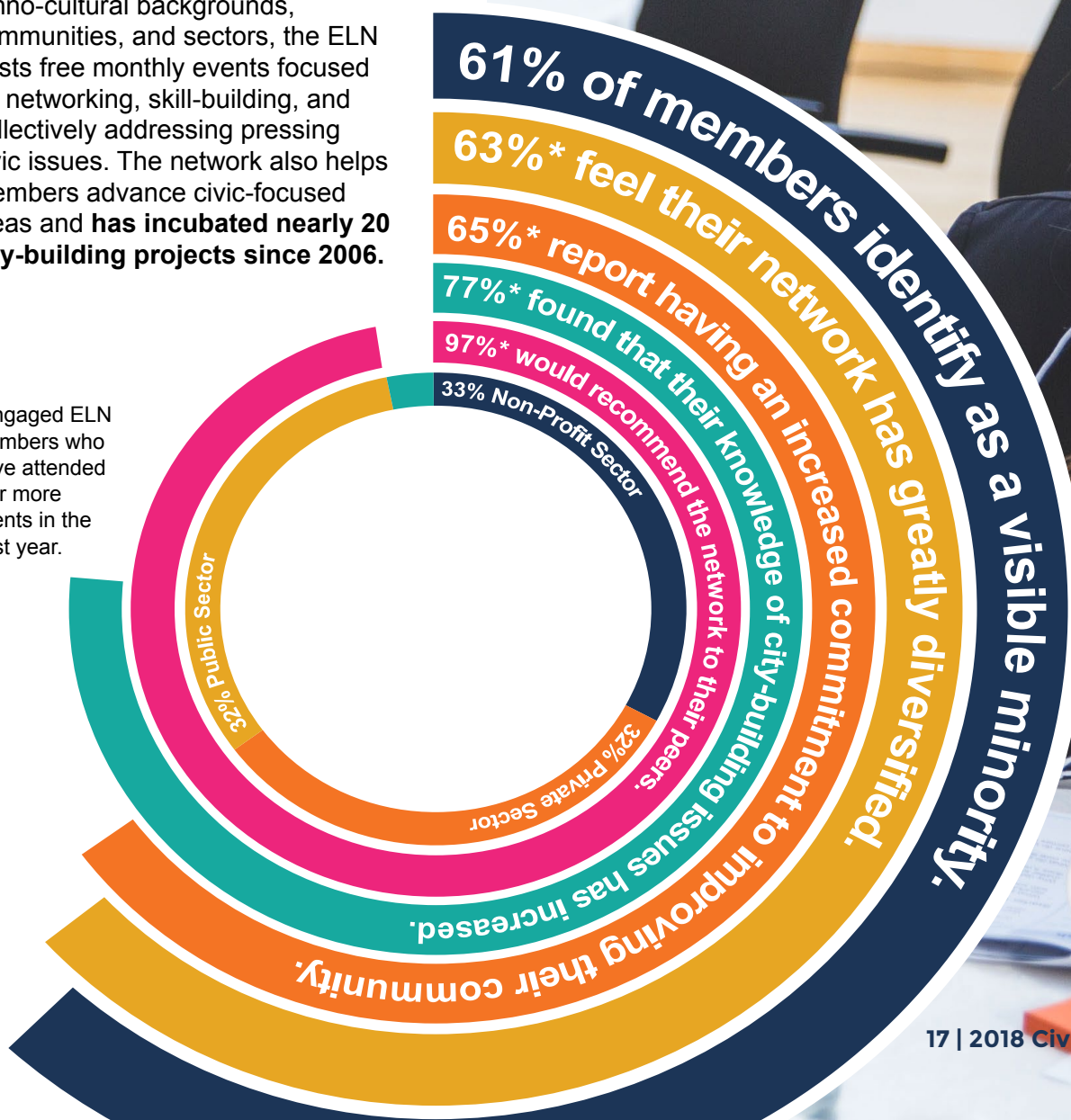
With almost 2,000 rising leaders representing a wide range of ethno-cultural backgrounds, communities, and sectors, the ELN hosts free monthly events focused on networking, skill-building, and collectively addressing pressing civic issues. The network also helps members advance civic-focused ideas and **has incubated nearly 20 city-building projects since 2006.**

\*Engaged ELN members who have attended 2 or more events in the past year.

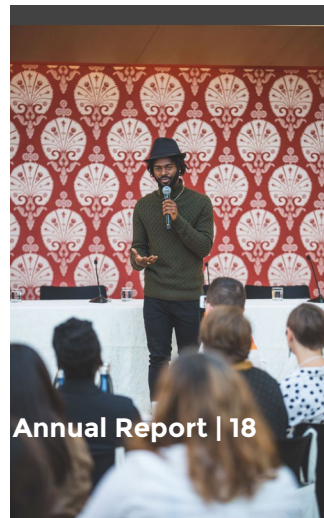
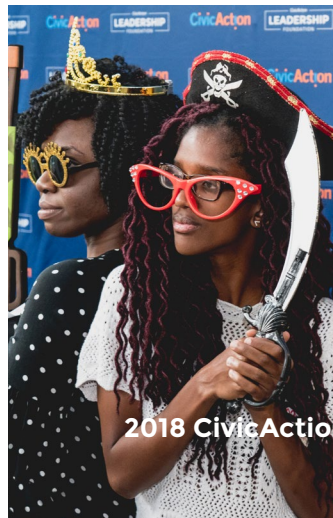
"Our region is full of emerging talent, ready to take on the challenges of today and tomorrow. As the leaders of tomorrow, the ELN demonstrates a new approach to city-building. One that puts inclusion in the driver's seat and connects diverse thought, perspectives and experiences to amplify impact."

- Jesse Darling

2018-19 ELN Co-Chair; Manager, Strategy and Design, Brookfield Institute for Innovation + Entrepreneurship; CivicAction and CivicAction Leadership Foundation Board









# EARNING A CIVIC MBA

**CivicAction's DiverseCity Fellows** is an award-winning leadership experience for diverse rising leaders from all sectors and communities looking to drive change. To date, **235 Fellows have completed the program.**

Each year, the program brings together 25 civic rock stars who are passionate about shaping their community and provides them with the toolkit and network to make change happen.

Past participants have noted that the program has helped further their leadership journey and accelerate their careers, while also helping them contribute to their community in a meaningful way. **100% of last year's Fellows cohort agreed the program increased their awareness and understanding of their leadership style and competencies.**

## DURING THE YEAR DIVERSECITY FELLOWS:

Build their leadership capacity with access to free self-assessment tools, 10+ skill building modules led by sector leaders, and a personalized leadership development plan.

Expand their personal and professional network throughout the region.

Make an impact by collaborating on a team project that tackles a pressing social, environmental, or economic issue in the GTHA.

Strengthen their understanding of current civic challenges through engagement with the region's top influencers and visionaries.

Receive structured mentorship support from a prominent senior-level leader.



**“Our region can be a world leader in civic participation where everyone is taking action—big or small—to build a better collective future.”**

**Salima Rawji**

Vice President, Development, CreateTO;  
CivicAction and CivicAction Leadership  
Foundation Board



**“Let’s be a place that is defined by what we build together—connected, liveable communities.”**

**Jan De Silva**

President and CEO, Toronto  
Region Board of Trade; CivicAction Board



**“The relationships I built through the Fellows program were life-changing. Although we were from different sectors and areas of the city, we all formed a deep connection through our passion for the region. As a result, I have best friends for life that I still call on to discuss critical issues.”**

**Mark Sam**

Management Consultant, The Boston Consulting Group; CivicAction and CivicAction Leadership Foundation Board; 2018-19 ELN Co-chair; 2014-15 DiverseCity Fellow

**I started out the Fellowship with a high case of imposter syndrome, but with support from CivicAction and my fellow Fellows, I’ve learned to step fully into the shoes that I’m wearing!”**

**Tanya Hayles**

Chief Creative Officer, Hayles Creative Elements and Founder of Black Moms Connection; 2018 DiverseCity Fellow





**“The program has provided me with so much access to new networks and new knowledge, elevating my optimism for our region’s equitable future. Overall I am a more connected, self-aware, and empowered leader because of the program.”**

**Adil Dhalla**

Executive Director, Centre for Social Innovation; 2018 DiverseCity Fellow



**“I have developed more techniques to better engage others in catalyzing social change. The program compels diverse leaders to actualize change, taking on critical leadership roles, disrupting monotonous systems and shining a light on ways to advance inclusive agendas.”**

**Stefany Hanson Hons, BPA, MPPAL**

Manager, Youth Development at City of Toronto; 2017 DiverseCity Fellow

# GREAT LEADERS BUILD GREAT CITIES

Started in 2015, **MetroNext** is an annual celebration that shines a spotlight on extraordinary rising and established leaders who share a passion for city-building and a common desire to see our region reach its full potential.

The incredible and inspiring civic leaders recognized to date include:

## EMERGING LEADER AWARD

### **2015: ANDREW GRAHAM**

Former ELN Co-Chair and financial innovation expert.

### **2016: SALIMA RAWJI**

Passionate city-builder creating livable, animated spaces.

### **2017: HIBAQ GELLE**

A committed community and youth advocate.

### **2018: KAREN RESTOULE**

Convener and rising Indigenous champion.

## LIFETIME ACHIEVEMENT AWARD

### **2015: HON. DAVID CROMBIE**

Former Mayor of Toronto and long serving CivicAction board member with a history of civic engagement and commitment to make the GTHA a better place.

### **2016: SEN. RATNA OMIDVAR**

Champion for inclusion and diversity across Canada and the world.

### **2017: DR. JOSEPH WONG**

Social justice advocate and local, national, and international community mobilizer.

### **2018: PAT CAPPONI**

Author and mental health and poverty advocate.

Stay tuned for a special 5<sup>th</sup> MetroNext Anniversary. Details to come in 2019!



# LEADERSHIP IS COLLECTIVE

A woman with short blonde hair and glasses is smiling and looking to the left. She is wearing a dark jacket over a patterned shirt and a pearl necklace. The background is a blurred crowd of people with purple and blue lighting.

Leadership is meant to be celebrated. CivicAction uses its platform to recognize and tell the stories of other exceptional leaders in our region who are transforming their communities.

**Godyne Sibay**  
Managing Partner, Ontario Region,  
McCarthy Tétrault LLP;  
CivicAction Leadership  
Foundation Board

# OUR DIRECTORS



**Cameron Bailey** ●  
Artistic Director and  
Co-Head, Toronto  
International Film  
Festival



**Jesse Darling** ● ●  
Manager, Strategy  
and Design, Brookfield  
Institute for Innovation  
+ Entrepreneurship;  
ELN Co-Chair



**Nan DasGupta** ●  
Partner and Managing  
Director, Boston  
Consulting Group



**Jan De Silva** ●  
President and CEO,  
Toronto Region Board of  
Trade



**Cam Fowler** ●  
President, North  
American Personal  
and Business Banking,  
BMO Financial Group



**Zabeen Hirji** ● ●  
Chair, CivicAction;  
Strategic Advisor,  
Private and Public  
Sector



**Tim Hockey** ● ●  
Chair, CivicAction  
Leadership Foundation;  
President and CEO, TD  
Ameritrade



**Rob MacIsaac** ●  
President and CEO,  
Hamilton Health  
Sciences



**Mrinalini Menon** ● ●  
Director,  
Intrapreneurship and  
Early Talent, RBC;  
ELN Co-Chair



**Joe Natale** ●  
President and CEO,  
Rogers Communications  
Inc.



**Catherine Pringle** ●  
Director of  
Communications,  
Trillium Health Partners



**Salima Rawji** ● ●  
Vice President,  
Development,  
CreateTO



**Mark Sam** ● ●  
Management  
Consultant, Boston  
Consulting Group; ELN  
Co-Chair



**Godyne Sibay** ●  
Managing Partner,  
Ontario Region,  
McCarthy Tétrault LLP



**Peter Sloly** ●  
Partner – Risk Advisory,  
Cyber, National Lead  
– Security and Justice,  
Deloitte



**Ken Tanenbaum** ●  
Vice-Chairman, Kilmer  
Van Nostrand Co.  
Limited



**Beth Wilson** ●  
CEO, Dentons Canada  
LLP



**Daniele Zanotti** ●  
President and CEO,  
United Way Greater  
Toronto



**Hon. David Crombie** ●  
Hon Chair, CivicAction;  
Former Mayor, City of  
Toronto

● Board member of CivicAction

● Board member of CivicAction Leadership Foundation



# TEAM ACTION

Thank you to CivicAction and CivicAction Leadership Foundation staff who contributed to our work over the last year.



**Chris Adams**  
Chief Financial Officer,  
CivicAction



**Asal Afshar**  
Project Officer,  
Escalator, CivicAction



**Tamara Balan**  
Chief Operating Officer,  
CivicAction



**Neha Bhargava**  
Project Manager,  
Escalator, CivicAction



**Alexandra Biron\***  
Project Coordinator,  
CivicAction Leadership  
Foundation



**Leslie Domenico**  
Senior Program  
Manager, CivicAction



**Brooke Downey**  
Chief of Staff to the  
CEO, CivicAction



**Sarah Harris**  
Vice President,  
Partnerships and  
Engagement,  
CivicAction



**Toota Hassanien**  
Program Manager,  
Emerging Leaders  
Network, CivicAction  
Leadership Foundation



**Magda Hjartarson**  
Director, Partnerships  
and Development,  
CivicAction



**Jeff Junke**  
Communications  
Manager, CivicAction



**Jelena Lazarevic**  
Senior Communications  
Advisor, CivicAction



**Sebastian Lewis\***  
Project Coordinator,  
Escalator, CivicAction



**Mariyam Lightwala**  
Office and Fundraising  
Coordinator, CivicAction



**Taher Mahmood**  
Bookkeeper,  
CivicAction



**Emily Mininger**  
Communications and  
Alumni Engagement  
Coordinator, CivicAction  
Leadership Foundation



**Seher Shafiq**  
Program Manager,  
DiverseCity Fellows,  
CivicAction Leadership  
Foundation



**Jodie Rawn**  
Managing Director,  
CivicAction Leadership  
Foundation



**Alia Scanlon**  
Project Manager, 2019  
CivicAction Summit,  
CivicAction



**Sevaun Palvetzian**  
CEO, CivicAction



**Bareera Sial**  
Project Coordinator,  
Escalator, CivicAction



**Donovan Taplin\***  
Project Coordinator,  
CivicAction



**Linda Weichel**  
Vice-President,  
Initiatives, CivicAction



**Cynthia Zakhem**  
Project Coordinator,  
CivicAction

The best piece of leadership advice I ever received was to claim your space at the decision-making table. The ELN is the space for emerging civic leaders who want to leave their mark.

### Mrinalini Menon

2018-19 ELN Co-Chair; 2015-16 DiverseCity Fellow; Director, Intrapreneurship and Early Talent, RBC; CivicAction and CivicAction Leadership Foundation Board

## EMERGING LEADERS NETWORK EXECUTIVE

The ELN Executive Committee is a team of volunteers who help shape the programming for the ELN. This includes launching campaigns and initiatives to increase member engagement, planning and executing exposure opportunities for members, and deepening the overall impact the network provides to its members.



**Marchael Cunanan**  
ELN Events and  
Programming Lead;  
Financial Analyst,  
Pivotal



**Jesse Darling**  
ELN Co-Chair;  
Manager, Strategy  
and Design, Brookfield  
Institute for Innovation  
+ Entrepreneurship



**Alyssa Lai**  
ELN Communications  
Lead; Project and  
Communications  
Coordinator, Socrates  
Project, McMaster  
University



**Sean MacKay**  
ELN Communications  
Lead; Managing  
Director, Livabl



**Mrinalini Menon**  
ELN Co-Chair;  
2015-16 DiverseCity  
Fellow; Director,  
Intrapreneurship and  
Early Talent, RBC



**Gerri Nakirigya  
Lutaaya**  
ELN Events and  
Programming Lead;  
Advancement  
Coordinator, University  
of Toronto



**Dilya Niezova**  
ELN Events and  
Programming Lead;  
Project Lead, City of  
Toronto



**Mark Sam**  
ELN Co-Chair;  
2014-15 DiverseCity  
Fellow; Management  
Consultant, The Boston  
Consulting Group



**Abhishek Sarathy**  
ELN Events and  
Programming Lead;  
Director, Total Benefits  
and Saving, Sun Life  
Financial Canada



**Sarah Wardrope**  
ELN Events and  
Programming Lead;  
Project Manager,  
Hamilton Health  
Sciences



# ACTIVATORS

Whether galvanizing support for a shared cause, supporting the passions of our future leaders or demonstrating belief in our region's potential, **the important work we do would not be possible without our incredible network of supporters.**

CivicAction and the CivicAction Leadership Foundation are grateful for the investment of the following companies, foundations and individuals in our work:

## CIVICACTION

### CITY CHAMPIONS



### CITY BUILDERS



## CITY FRIENDS



## SPECIAL THANK YOU TO OUR EARLY SUPPORTERS OF SUMMIT 2019



## IN-KIND SUPPORTERS

Autodesk  
Bespoke AV  
The Boston Consulting Group  
Blake, Cassels & Graydon LLP  
Canadian HR Reporter  
Canadian Race Relations  
Foundation  
Canadian Club of Toronto  
Canadian Urban Institute  
Centre for Social Innovation  
Empire Club of Canada  
Excellence Canada  
The Globe and Mail

Hamilton Chamber of Commerce  
Ismaili Centre  
McCarthy Tétrault LLP  
MaRS Discovery District  
NextGenLeaders  
NOW Magazine  
Precedent  
Ryerson University  
Spacing  
SteamWhistle  
Uber  
Union  
University of Toronto

**If you are interested in supporting our work, please contact us at [info@civicaaction.ca](mailto:info@civicaaction.ca) or 416.309.4480.**



# CIVICACTION LEADERSHIP FOUNDATION

## LEADERSHIP FOUNDERS (MULTI-YEAR COMMITMENTS)

**Legacy Champion**  
BMO

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Rod and Lydia Phillips  
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**Founding Contributors**  
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Jarislowsky Fraser Partners  
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Zabeen Hirji  
Salima Rawji and Michael Simone  
Godyne Sibay

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**Leadership Patrons**  
*CivicAction acknowledges the following  
long time partners for their efforts in  
helping our leadership programs grow:*

BMO  
Helen Burstyn and David Pecaut  
KPMG  
Manulife  
RBC  
TD Bank Group



**“I will invest in action  
over talk every time.  
CivicAction does an  
exceptional job of  
punching above its  
weight and multiplying  
its impact by engaging  
others in a shared vision  
of who we want to be.”**

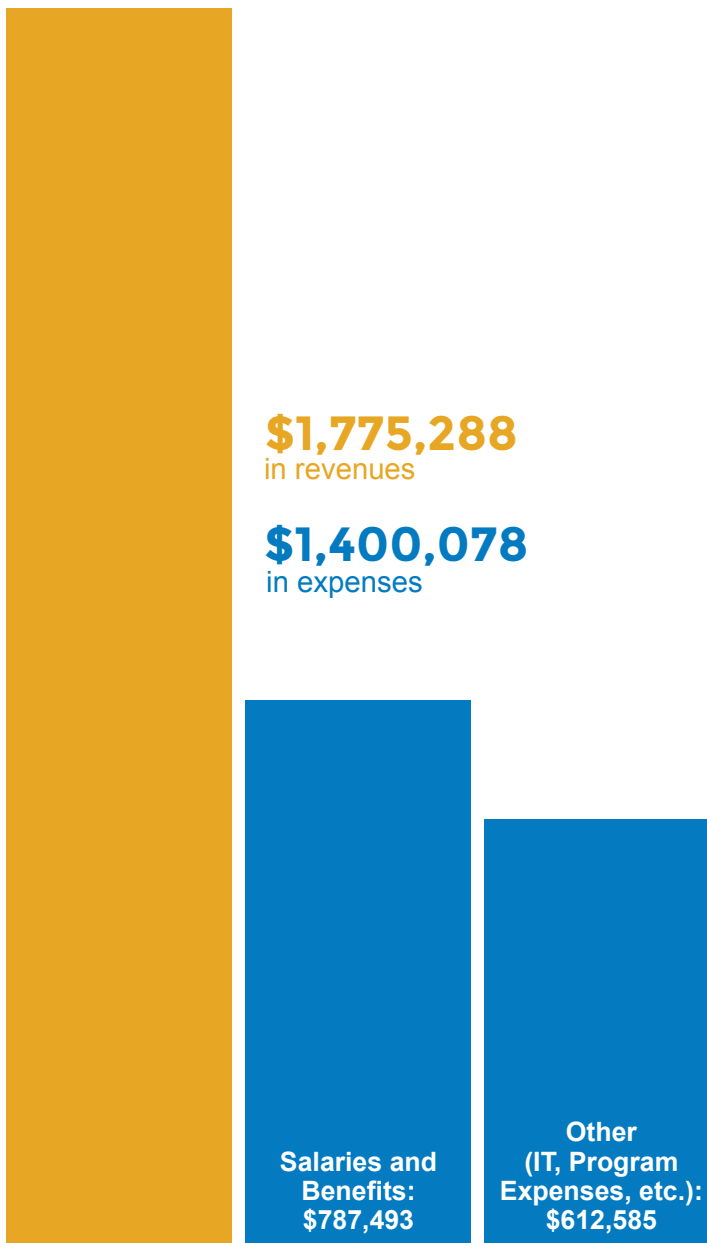
**Joe Natale**  
President and CEO, Rogers  
Communications Inc.; CivicAction  
Leadership Foundation Board

# IMPACT MULTIPLIERS

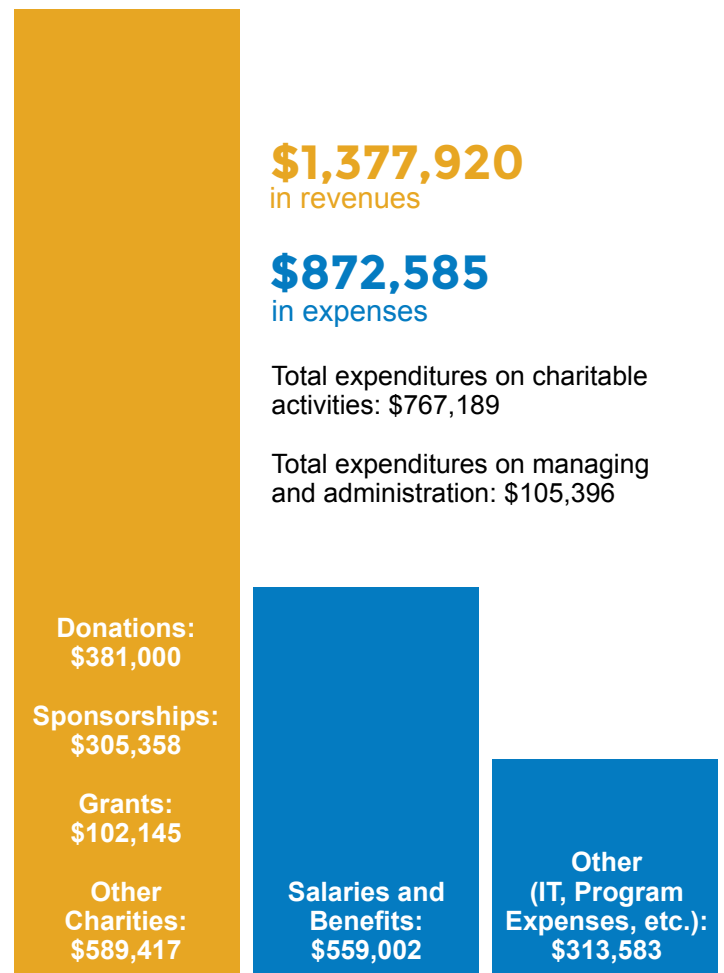
Utilizing a mix of low overhead, effective partner engagement, and a small-but-mighty staff team, CivicAction and the CivicAction Leadership Foundation consistently drive maximum impact.

The following information is derived from the 2018 financial statements of both organizations as audited by PricewaterhouseCoopers LLP.

## CivicAction



## CivicAction LEADERSHIP FOUNDATION





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