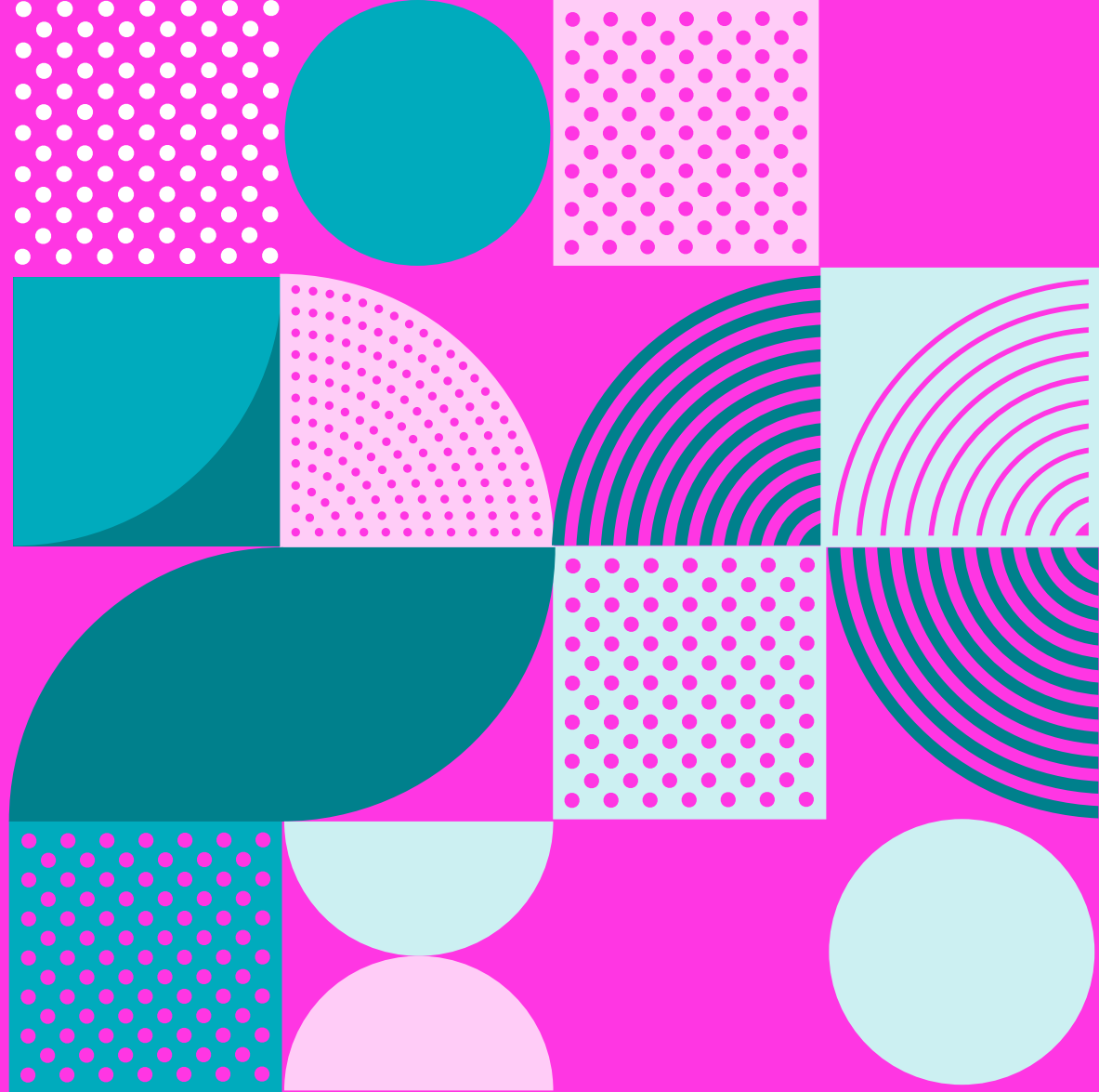


# 2021 IMPACT REPORT



TED  
ROGERS  
SCHOOL  
OF MANAGEMENT

**Di**VERSITY  
INSTITUTE

# DIVERSITY & INCLUSION IS THE KEY TO CANADA'S COMPETITIVENESS

## The Diversity Institute

Diversity can be defined in many ways. At the Diversity Institute (DI), we focus our efforts on historically disadvantaged groups—women and non-binary individuals, Black people, Indigenous Peoples, other racialized groups, people with disabilities, and 2SLGBTQ+ individuals. We also explore the barriers and enablers impacting specific populations, such as immigrants and refugees, marginalized youth, Muslim women, and low-income workers.

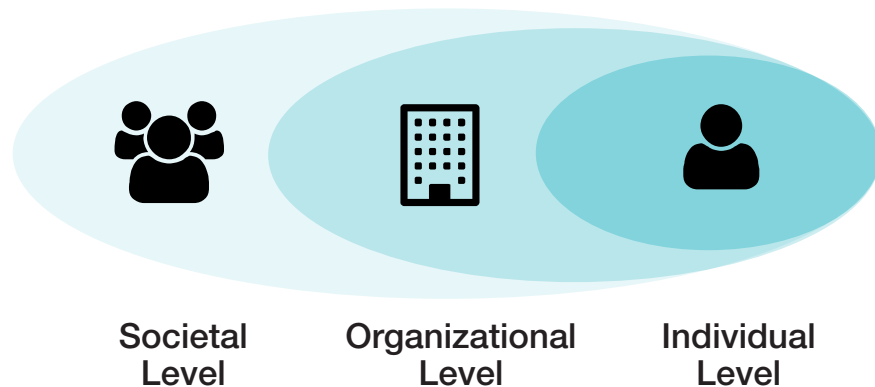
DI promotes diversity and inclusion as the key to Canada's competitiveness through action-oriented research that:

- > Advances diversity and inclusion in the workplace
- > Assists organizations across various sectors to develop and implement strategies informed by best practices
- > Promotes inclusive innovation and entrepreneurship
- > Drives an inclusive and forward-thinking skills agenda
- > Underpins innovative programs to test new ideas

# A Systems Approach

There are no simple solutions to complex problems. Advancing diversity and inclusion demands that we tackle government policy and stereotypes at the societal level; policies, processes, and practices at the organizational level; and knowledge, beliefs, and behaviours at the individual level.

Our projects include our signature DiversityLeads work, the Women Entrepreneurship Knowledge Hub (WEKH), academic research for the Future Skills Centre (FSC), the groundbreaking Advanced Digital and Professional Training (ADaPT) program, and much more. DI is on the ground transforming the entrepreneurship and innovation ecosystem and strengthening Canada's skills and training landscape.



# Leadership



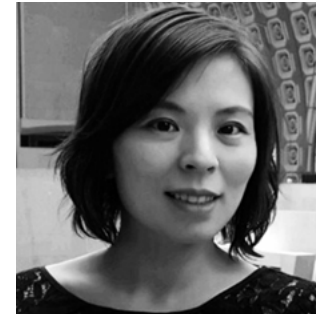
**WENDY CUKIER**  
Founder & Academic  
Director



**MOHAMED ELMI**  
Executive Director  
(Acting)



**SABINE SOUMARE**  
Executive Director,  
Women Entrepreneurship  
Knowledge Hub



**LYNN XU**  
Director, Finance  
& Administration



**MICHAEL URBAN**  
Director (Acting),  
Research & Special  
Projects (Future Skills)



**BRIAN ROBSON**  
Director, Business  
Development & Training  
Programs



**AMANDA LAIRD**  
Director, Marketing  
& Communications  
(Acting)



**STEPHANIE DEI**  
Director, Research  
Partnerships



**MEAGAN TRUSH**  
Associate Director,  
Partnership Development  
& Stewardship



**GUANG YING MO**  
Associate Director  
(Acting)



**ALICE JAROSCHEK**  
Associate Director (Acting),  
Partnership Development  
& Stewardship (Future Skills)



**ERIN ROACH**  
Executive Director  
Emeritus

---

# Advisory Board

## **RUPA BANERJEE**

Associate Professor of Human Resource Management and Industrial Relations, Ted Rogers School of Management, Ryerson University

## **KIM BROOKS**

Dean of the Faculty of Management, Dalhousie University

## **JULIE CAFLEY**

Vice-President, Communications and External Relations, Digital Research Alliance of Canada

## **GWYN CHAPMAN**

Senior Advisor, Economic Empowerment & Anti-Black Racism, City of Brampton

## **LOUIE DI PALMA**

Vice President, SME Programs, Ontario Chamber of Commerce

## **CASSANDRA DORRINGTON**

President & CEO, Canadian Aboriginal and Minority Supplier Council

## **COLIN DRUHAN**

Executive Director, Pride at Work Canada; Vice Chair at Volunteer Toronto

## **DORAMY EHLING**

Chief Executive Officer, Rick Hansen Foundation

## **SUZANNE GAGNON**

Associate Dean, Professional Graduate Programs and Executive Education, Associate Professor, and Canada Life Chair in Leadership, Asper School of Business, University of Manitoba

## **LEANNE HALL**

Chief Executive Officer, Creative Fire

## **JENNIFER LAIDLAW**

Executive in Residence, Ted Rogers School of Management, Ryerson University; Country Head, 30% Club Canada

## **PATRICK MACKENZIE**

CEO, Immigrant Employment Council of BC

## **TANIA SABA**

BMO Chair in Diversity and Governance, Université de Montréal

## **NADINE SPENCER**

CEO, BrandEQ Group Inc.

# DI by the Numbers



**100+**  
diverse team  
members



More than  
**\$39.5**  
million  
in funding  
secured over  
five years

## 10 HUBS across Canada

(Halifax, Montreal, Ottawa,  
Toronto, Thunder Bay,  
Winnipeg, Regina, Calgary,  
Vancouver, and Whitehorse)  
with projects in more  
than 50 centres



**84 students and  
postdoctoral fellows  
trained since 2017**

**350+** academic, industry,  
community, and  
government partners

Association for Canadian Studies, BDC,  
Canadian Council for Aboriginal Business,  
CIBC, Deloitte, EY, KPMG, Morneau Shepell,  
Music Canada, Niagara Health, Pride at Work,  
RBC, Rogers, Scotiabank, SheEO, Starbucks,  
Sunlife, TD Bank, Toronto Regional Real  
Estate Board, Women in Communications  
and Technology, and more



**2,200+**  
total media mentions with  
300 million+ total reach

### SINCE 2017, DI HAS PRODUCED:



**85 research reports**

► Explore our  
[Reports and  
Publications](#)  
listings for more



**61 journal articles and  
book chapters**



**89 papers and presentations**  
for refereed domestic and international  
conferences



**500+** events and  
presentations



**36,000+** stakeholders  
engaged

# DIVERSITY & INCLUSION RESEARCH

Canada's competitiveness in a rapidly evolving global market depends on our ability to leverage the skills of a diverse workforce. Our diversity and inclusion research projects apply a gender and diversity lens and our systems-level ecological model to the barriers and enablers impacting the economic participation of equity-deserving groups in Canada.

DI research has uncovered influential data and insights on representation in business leadership, emerging employment trends, and critical opportunity gaps. Our research projects promote diverse leadership and more inclusive workplaces and establish alternative pathways to learning, entrepreneurship, and employment.

## KEY OUTCOMES



DiversityLeads research helped shape **Bill C-25**, an act to amend the Canada Business Corporations Act

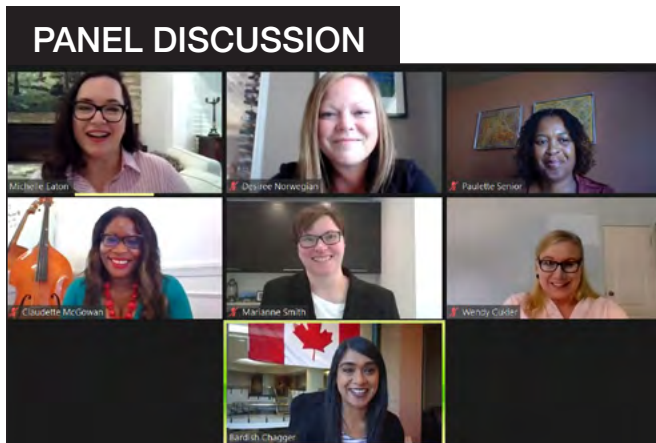


**DI DEVELOPED** a **Publicly Available Specification (PAS)** to support the implementation of the Government of Canada's **50 - 30 Challenge**

# DiversityLeads

DiversityLeads began as a seven-year SSHRC-funded Community-University Research Alliance project that tracked diversity in leadership among more than 6,000 senior leaders in six sectors of the economy in the Greater Montreal Area and Greater Toronto Area.

Former Minister of Innovation, Science and Economic Development Navdeep Bains recognized the DiversityLeads project as influential in shaping Bill C-25, an act to amend the Canada Business Corporations Act and enhance diversity on corporate boards and in management positions.

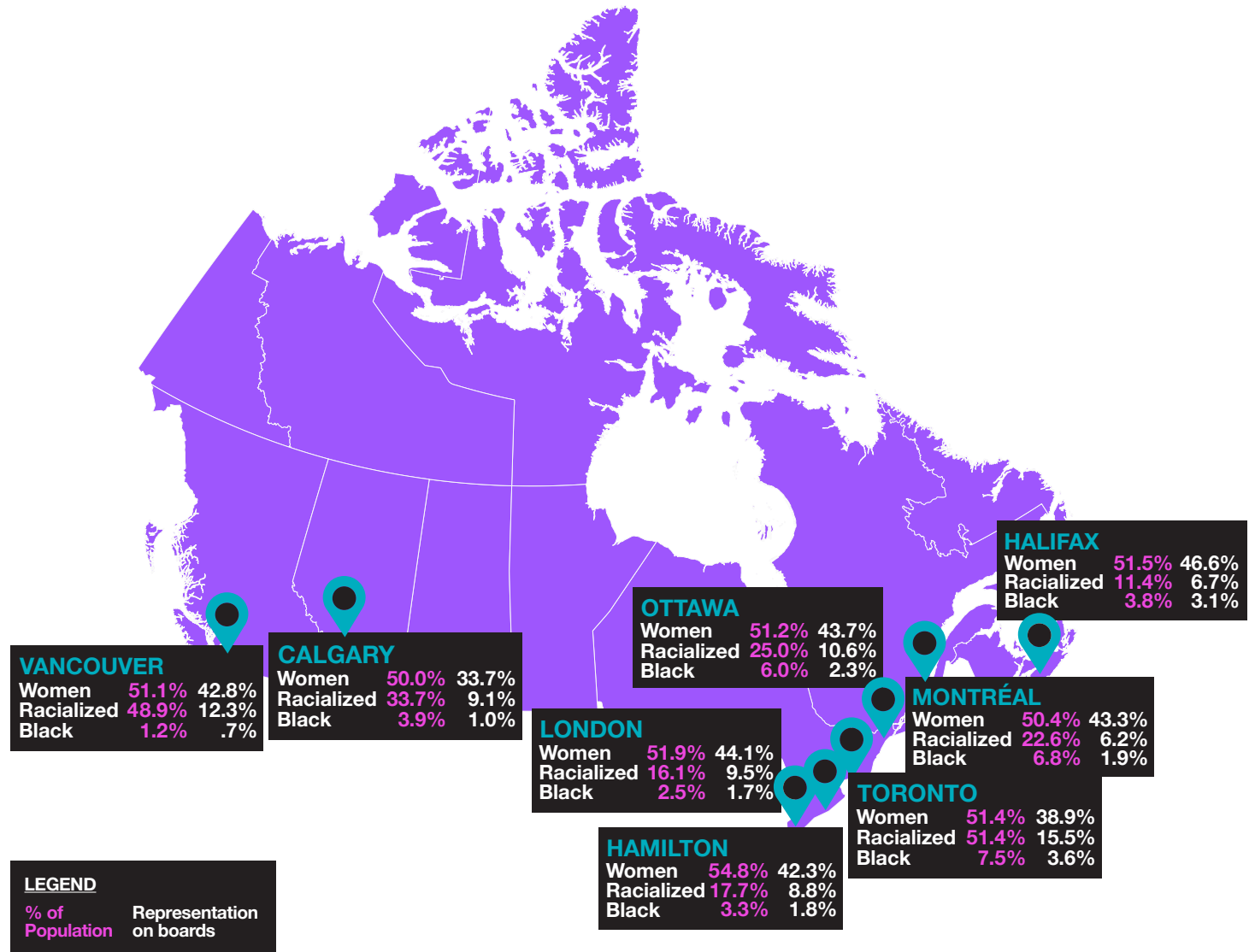


Diverse Representation on Boards  
– AUGUST 2020





DiversityLeads research expanded in 2020, in partnership with TD Bank, to assess diversity in senior leadership across eight Canadian cities. The new report analyzed the representation of women, Black people, and other racialized persons among 9,843 individuals on the boards of directors of large companies; agencies, boards, and commissions; hospitals; the voluntary sector; and educational institutions.



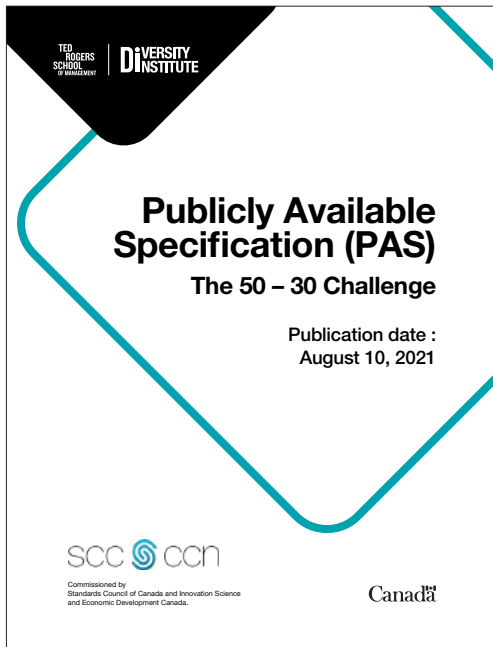
**New study finds less than 1 per cent of Canadian corporate leaders are Black**

TORONTO STAR

*“Of 1,639 board members from 178 corporations, the study found just 13 Black board members (0.79 per cent), while white members held 1,483 spots (91 per cent), and other racialized members held 61 spots.”*

# The 50 – 30 Challenge

DI is a partner on the Government of Canada's 50 – 30 Challenge, a voluntary code to advance gender equity (50%) and diversity (30%) in leadership and on boards across sectors. DI developed a Publicly Available Specification (PAS), sponsored by the Standards Council of Canada, to support implementation of the 50 – 30 Challenge. The PAS sets out key terms and definitions informed by consultations with approximately 400 stakeholders and experts.



In December 2021, the federal government announced that DI was selected as one of five 50 – 30 Challenge Ecosystem partners that will support the adoption of the What Works Toolkit. DI will help 50 – 30 Challenge participants meet their diversity and inclusion goals by linking them to best practices and tools, providing guidance, and advising them on other diversity supports specific to each organization's unique needs.

**1,400+**  
organizations  
committed to the  
50 – 30 Challenge

**400**  
stakeholders  
consulted for  
the PAS

# Diversity Assessment Tool

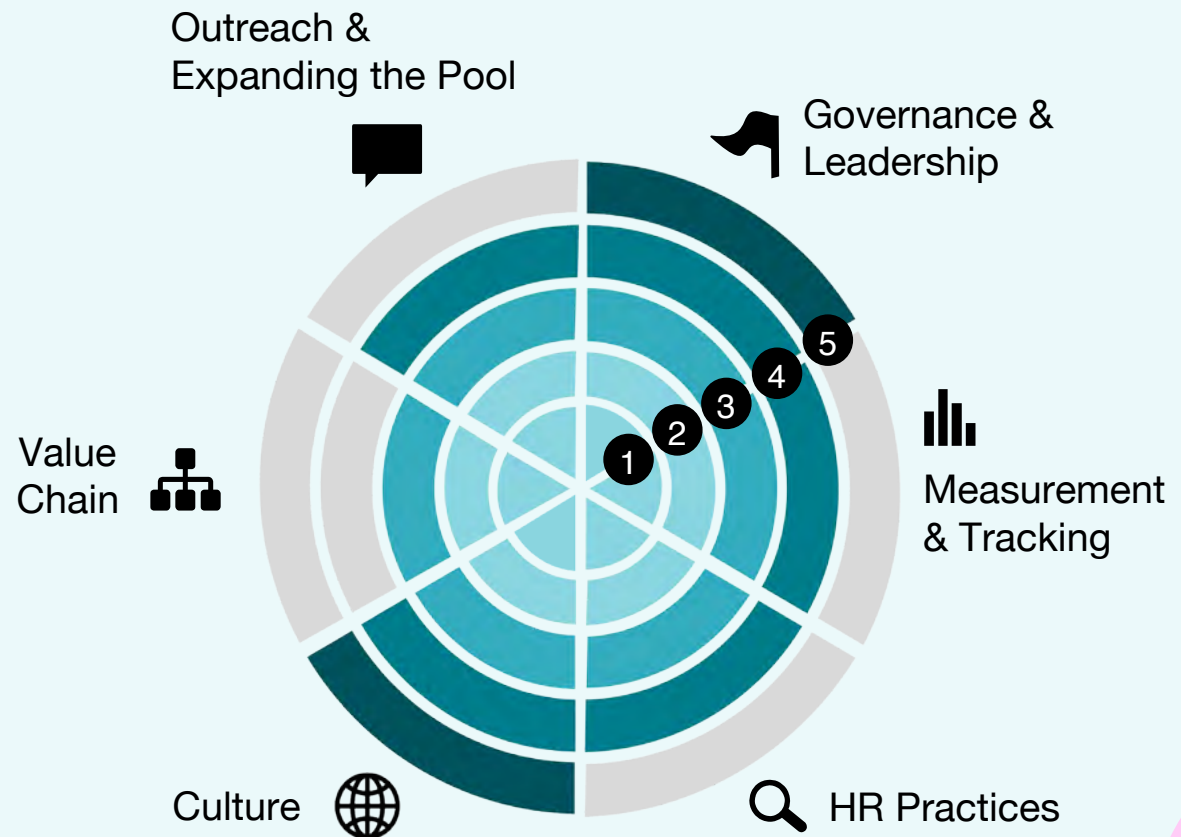
Building on our research, DI has developed the proprietary **Diversity Assessment Tool (DAT)** to support organizational transformation.

## Benchmarking

*Example of an Organization with Level 4 Average*

### Levels

1	Minimal & Regulatory Compliance
2	Foundational Demonstration
3	Advanced Implementation
4	Strategic Integration



Supported by the Diversity & Inclusion Playbook, the DAT examines organizational practices, processes, and policies through six drivers of diversity and inclusion in the workplace:

-  Governance, leadership & strategy
-  Recruitment, selection & promotion
-  Values & culture
-  Measurement & tracking of equity, diversity & inclusion
-  Diversity across the value chain
-  Outreach & expanding the pool

The DAT has been used to identify gaps and develop best practices for information and communications technology, financial services, incubators and accelerators, innovation systems, education, health care, policing, government agencies, federally regulated organizations, and non-profits.



**Tackling toxic 'bro culture' in the workplace**

THE GLOBE AND MAIL

*“Organizations and employees also need to nurture workplace cultures of inclusion where diversity is valued. Ms. Cukier says it has to be more than the typical unconscious bias training.*

*‘It’s something that has to be reinforced virtually every day in how leaders lead, how people treat each other, what gets rewarded and what gets prioritized,’ she says.”*

**20+**  
consulting  
projects

**DAT**  
applied

by the City of Markham, Hamilton Health, Carizon, Canada’s Children’s Hospital Foundations, Rogers Communications, Music Canada, and more

**CONFERENCE**



CCSBE 2021: Driving Economic and Social Recovery  
– AUGUST 2020

# INCLUSIVE INNOVATION & ENTREPRENEURSHIP

DI draws on a network of academic and industry experts, social innovators, and community and government leaders to build **inclusive innovation and entrepreneurship** pathways and a highly competitive workforce.

These projects illuminate and dismantle the barriers excluding equity-deserving groups from full participation in the innovation economy.

## KEY OUTCOMES



Helped shape more **INCLUSIVE COVID-19** pandemic relief programs, including the Canada Emergency Wage Subsidy (CEWS) and the Canada Emergency Response Benefit (CERB)



Submitted a **brief** to the federal government's Standing Committee on the Status of Women that was cited in its **report** on the impacts of the **COVID-19** pandemic on women



**\$5 million** additional investment in the Women Entrepreneurship Knowledge Hub (WEKH) in Budget 2021



**1,600+** attendees at the 2021 Women Entrepreneurship Conference

# Women Entrepreneurship Knowledge Hub (WEKH)

In 2018, DI was successful in its bid to establish the Women Entrepreneurship Knowledge Hub (WEKH) — a network of over 250 partner organizations and 10 regional hubs across the country. WEKH builds support in the entrepreneurial ecosystem for diverse women entrepreneurs while eroding barriers at all levels of the innovation ecosystem. To date, WEKH has published 55 reports in English and French on various dimensions of women’s entrepreneurship.

Our accessible digital databases include:

- > 3,000+ ecosystem organizations
- > 2,250 research publications
- > 1,000 award-winning, diverse women entrepreneurs in Canada



Women Entrepreneurship Knowledge Hub



Mikwam Makwa Ikwe (Ice Bear Woman): A National Needs Analysis on Indigenous Women's Entrepreneurship

## PANEL DISCUSSION



Breaking Barriers: Indigenous Women Entrepreneurship & the Power of Community  
– DECEMBER 2020

**3,000+**  
ecosystem organizations mapped

**2,250+**  
articles and reports on women's entrepreneurship

**1,000+**  
features of award-winning, diverse women entrepreneurs

**250+**  
partner organizations

**10**  
regional hubs

**28**  
WEKH reports published

**\$5 million**  
committed in Budget 2021

**1,000+**  
members on the WEKH/The Forum Sharing Platform



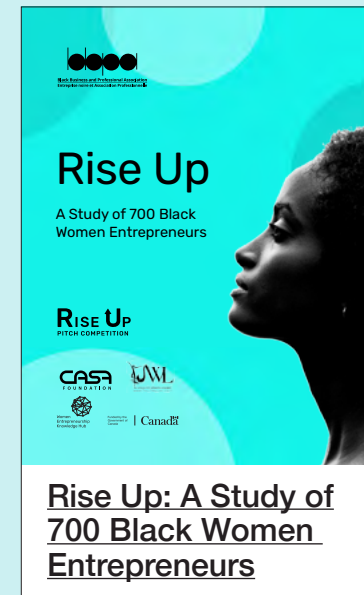
WEKH's flagship report synthesizes the latest academic, industry, and government research on the opportunities and challenges faced by women in the innovation ecosystem.

The State of Women's Entrepreneurship in Canada 2021 places particular emphasis on analyzing the impacts of the COVID-19 pandemic on diverse women entrepreneurs and evaluating emerging initiatives to support them.



*“The Women Entrepreneurship Knowledge Hub is a pivotal part in helping us understand the information and the data. The Knowledge Hub is connecting diverse ecosystems across the country. With partners like WEKH, I know we are going to continue to support and promote diverse participation in our economy, for the benefit of everyone.”*

- The Honorable Mary Ng, Minister of International Trade, Export Promotion, Small Business and Economic Development



**Most Black female entrepreneurs face barriers to financing: report**

CTV NEWS

*“A study has found the vast majority of Black women who are entrepreneurs in Canada say they face significant barriers to financing, including the cost of borrowing.”*

# Women Entrepreneurship Conference

The Women Entrepreneurship Conference debuted in 2021, presented by WEKH alongside Women's Enterprise Organizations of Canada.

Moved online as a result of the COVID-19 pandemic, the conference tackled the most pressing topics facing women entrepreneurs and the innovation ecosystem in six sessions over five weeks.

1,600+ attendees



## PANEL DISCUSSION



**She-Covery: The Role of Women's Entrepreneurship in Pandemic Recovery**

*February 23, 2021 - 12 PM EST*



SESSION INFO

**WOMEN ENTREPRENEURSHIP CONFERENCE**

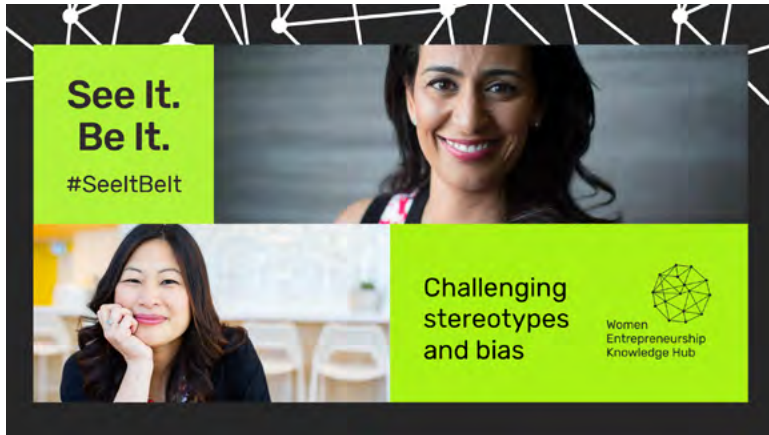


#WEKH21

**She-Covery: The Role of Women's Entrepreneurship in Pandemic Recovery**  
- FEBRUARY 2021



## See it. Be it.



If you can see it, you can be it. Women need to see successful women entrepreneurs so they can dare to become one.

WEKH's See It. Be It. Database features the inspiring profiles of **1,000+ diverse, award-winning women entrepreneurs** who are crushing societal stereotypes of what an entrepreneur is and looks like. Alongside the database, WEKH launched a multimedia campaign spanning social, print, and online media channels to shine a spotlight on Canadian women entrepreneurs.



### *See it Be It initiative connects Black Women Entrepreneurs*

THE GLOBE AND MAIL

*"Name three successful entrepreneurs. Great. Now name three successful Black women entrepreneurs. That's okay. We'll wait.*

*It's not your fault – media reporting, business organizations, services and traditional networks are overweighted in the direction of white, tech, masculine models of business, and people like Bill Gates, Mark Zuckerberg and Steve Jobs. But one of the most important elements of entrepreneurial success is seeing people who look like us and have achieved the aims we aspire to."*

## Sharing Platform



Produced in partnership with [The Forum](#) and developed by [SheEO](#), WEKH's [Sharing Platform](#) is an easy way for women entrepreneurs and the organizations that support them to connect. The Sharing Platform's 1,000+ members share business advice, network, and collaborate.

## Inclusive Innovation and Entrepreneurship Network (IIE-Net)

In 2020, Wendy Cukier was awarded a Social Sciences and Humanities Research Council (SSHRC) Partnership Grant of nearly \$2.5 million to fund the six-year [Inclusive Innovation and Entrepreneurship Network \(IIE-Net\)](#)—which includes 100 community and industry partners from across Canada, Europe, and the United States.

IIE-Net will examine the barriers that women and diverse groups face and determine strategies to strengthen Canada's innovation and entrepreneurship ecosystem. The project is working toward engaging more than 1,000 stakeholder organizations and 100,000 entrepreneurs.

# FUTURE SKILLS RESEARCH

Our collaborative **Future Skills research** focuses on strengthening and promoting inclusion in Canada's skills and training ecosystem.

We have created a cross-sectoral network of diverse partners and stakeholders across the skills development and training ecosystem to leverage existing expertise and investments, build capacity, and identify shared priorities.

## KEY OUTCOMES



**9,200+**  
ecosystem  
organizations  
mapped



**40+**  
Future Skills  
**REPORTS**



**HELPED  
INFORM  
Ontario's  
Digital  
and Data  
Strategy**

# Future Skills Centre

The Diversity Institute is a research lead for the Future Skills Centre (FSC), a forward-thinking centre for research and collaboration dedicated to preparing Canadians for employment success in a changing labour market. DI ecosystem mapping has identified and categorized over 9,200 organizations that contribute to skills development across the country.

FSC research helps Canadians better understand future skills priorities, knowledge gaps, and leading practices, and will support capacity building to address these demands.



***Canada needs to invest in tutoring for students falling behind during the pandemic***

THE GLOBE AND MAIL

*“Canada prides itself on a strong system of public primary and secondary education. But when it comes to the effect of COVID-19 on student learning and educational equity, we have fallen far short.”*

## WORKSHOP



**Tutoring in the Time of COVID**  
– NOVEMBER 2021

# Skills for the Post-Pandemic World



The Skills for the Post-Pandemic World project, published in partnership with the Public Policy Forum and the Future Skills Centre, tackled key questions facing policymakers, employers, training providers, and workers in a post-pandemic world with eight reports on a wide range of topics, including immigration, digital infrastructure, inclusive workplaces, and post-secondary education.



The project built on the collaborative success of the Skills Next series of 14 reports, which explored what is working in workplaces, universities, and the labour market—and where workers are falling through the gaps in our skills training system.

## Skills Next

research helped inform Ontario's Digital and Data Strategy



### New report examines growing job polarization in Canada

MARKETS INSIDER

*“Released today as part of the series is a report analysing the growing job polarization in Canada from 1989 to 2019, [which] shows a steady increase in high-skilled jobs while mid-skilled jobs dwindle in Canada. It also shows that women are making gains in high-skilled jobs, and youth and immigrants are engaging more in low-skilled jobs, creating inequitable access to the labour market and a large wage gap.”*

### PANEL DISCUSSION

PANEL DISCUSSION

**Digital Transformation**  
How do we skill for inclusive innovation?

@RyersonDI  
ryerson.ca/diversity

The Public Policy Forum | DIVERSITY INSTITUTE | Future Skills Centre | Canada

**Digital Transformation: How Do We Skill for Innovation?**

– MARCH 2021

# Survey on Employment & Skills



## Survey on Employment & Skills

The Survey on Employment & Skills, conducted by the Environics Institute in partnership with the Future Skills Centre and the Diversity Institute, began as an exploration of Canadians' experiences with the changing nature of work.

The survey was expanded following the onset of the COVID-19 pandemic to investigate the impact of the crisis on Canadians' employment, earnings, mental health, and work environments.



**Making up time**  
The impact of the pandemic on young adults in Canada

Environics Institute For Survey Research | Future Skills Centre | TD BANKS | DIVERSITY INSTITUTE

Making Up Time: The Impact of the Pandemic on Young Adults in Canada



**Widening inequality**  
Effects of the pandemic on jobs and income

Environics Institute For Survey Research | Future Skills Centre | TD BANKS | DIVERSITY INSTITUTE

Widening Inequality: Effects of the Pandemic on Jobs and Income

PANEL DISCUSSION

Rebuilding for an Inclusive Recovery



Environics Institute | Future Skills Centre | DIVERSITY INSTITUTE

Rebuilding for an Inclusive Recovery  
– APRIL 2021



*As the economy restarts, Canada needs to focus on those hardest hit by the pandemic*

TORONTO STAR

*“The challenge remains getting help to those affected most – including women, racialized and Indigenous peoples, and those with disabilities – and ensuring our attention to fairness and inclusivity continues even after the emergency has passed.”*

# INNOVATIVE PROGRAMMING

The Diversity Institute turns research into action to develop and test **innovative programming** that addresses emerging challenges in employment, entrepreneurship, and skills development in real time and to assess what works for whom.

Building on our research, our programming leverages technology and social innovation to promote inclusive education and career development opportunities and improve access to high-quality training.

## KEY OUTCOMES



Provided **FREE TRAINING** for  
**1,800+**  
**students & entrepreneurs**

# Advanced Digital and Professional Training (ADaPT)



The Advanced Digital and Professional Training (ADaPT) program is a skills development and work placement program that aims to prepare recent graduates and students in their final semester for a changing world of work.

ADaPT meets employer needs, provides recent graduates with 70+ hours of no-cost training on in-demand skills through professional and digital workshops, and offers alternative pathways to meaningful careers. ADaPT recently expanded to Eastern and Western Canada.

**1,000+**  
participants  
trained since  
2014

**90%**  
job  
placement  
rate

**77%**  
of participants  
belong to equity-  
deserving groups

**88%**  
satisfaction  
rate

**20+**  
post-secondary  
institutions  
represented



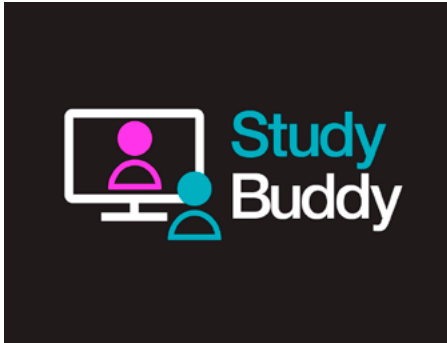
**Ryerson University's  
Diversity Institute and  
TECHNATION create  
new pathways to  
technology roles for  
under-represented  
groups**

YAHOO! NEWS

*“The pace of digitalization has accelerated across sectors and research shows that digital skills include a wide range of competencies. Finding alternative pathways for non-science, technology, engineering, and math (STEM) graduates, as well as ways to up-skill and re-skill existing employees, are among the greatest challenges facing Canada’s workforce. To address this, the Future Skills Centre (FSC) is re-investing in ADaPT, Defining Digital Competencies.”*



# Study Buddy



The Study Buddy program emerged at the height of the COVID-19 pandemic to support parents and students struggling to adjust to online learning.

Established in May 2020 as a unique collaboration between DI, Ontario Tech University, the Jean Augustine Centre, and the Lifelong Leadership Institute, the Study Buddy program provides free, one-on-one, online tutoring support to traditionally under-served communities and is working to remove barriers to high-quality, individualized education.

Since its debut, Study Buddy has provided over 5,000 hours of tutoring support to hundreds of students.

6,200+  
hours

325+  
families

9,000+  
sessions

500+  
students

300+  
tutors  
from five  
universities

# Rise Up Pitch Competition



Rise Up: A Study of 700 Black Women Entrepreneurs is the largest-ever study of its kind in Canada and draws from data on Black women entrepreneurs collected through the Rise Up Pitch Competition.

Presented by the Black Business and Professional Association (BBPA), Casa Foundation, and deSedulous Women Leaders—with support from BDC, BMO, Loblaws, and WEKH—the Rise Up Pitch Competition provided Black women entrepreneurs with skills training, networking opportunities, and funding to grow their businesses.

700+  
applicants

8 entrepreneurs  
awarded  
\$10,000  
each



## Cher-Mère's Aba Mortley wins Canada grant pitch competition

TRINIDAD AND TOBAGO  
NEWSDAY

*“It was a great opportunity. Even if I didn’t win it was just a learning opportunity and it would open a few more doors.”*

*She recalled the competition provided her and the other participants with a lot of seminars on marketing and other topics, and she was given a one-on-one pitch coach. She also received help with her pitch from her fellow BBPA members.”*

## Workplace Innovation and Inclusion Project (WIIP)

The Workforce Innovation and Inclusion Project (WIIP) brings together settlement agencies, diverse employers, and non-profits to address the employment needs of newcomers and produce a skilled and resilient Canadian workforce.

Funded by Immigration, Refugees and Citizenship Canada, WIIP built an extensive partner network to collaborate on research and evaluate innovative tools, models, and approaches to improve service delivery outcomes.

747  
programs  
mapped

100+  
partners  
engaged

12  
pilot  
programs  
tested



### Start-Up Challenge: Halifax

*In celebration of International Women's Day 2020, WIIP hosted Start-Up Challenge: Halifax to provide immigrant women entrepreneurs the opportunity to pitch to win \$5,000 to further develop their business ideas.*

*The winner of the competition was the new owner of a long-established local shop, who had only been in Canada for eight months prior.*

# Newcomer Entrepreneurship Hub (NEH) & Women's Entrepreneurship Hub (WE-Hub)

The Newcomer Entrepreneurship Hub (NEH) and the Women's Entrepreneurship Hub (WE-Hub), presented by the Diversity Institute and Scadding Court Community Centre, offer free entrepreneurship training, business mentorship, networking, and idea-testing opportunities, as well as wraparound supports to newcomers and self-identifying women entrepreneurs.

## WE-HUB SUCCESS STORIES

*"I know I would not have started a successful business if it weren't for WE-Hub."*

- JANELLE JORDAN, FOUNDER OF FUSION FIT FOODS



Janelle's Fusion Fit Foods



Donna's Brushes and Cocktails

**40+**  
hours of  
entrepreneurial  
training

**230**  
WE-Hub  
participants

**65%**  
matched  
with mentors  
**89**  
new businesses  
launched

**130**  
NEH  
participants

# Lifeline Afghanistan

Housed at DI, Lifeline Afghanistan is a collaboration between 30 organizations and a series of projects to accelerate economic pathways for Afghan refugees through innovative employer-centred programs to assess, develop, and utilize skills.

DI is studying innovative approaches to pre-arrival assessments; skills development for employment, including language skills, social capital, and networking; supports for youth; and trauma-informed approaches, including mental health supports.

LIFELINE   
**Afghanistan**

# LOOKING FORWARD

The last few years have been an incredible journey for DI. Expanding from a staff of 21 in 2017 to over 100 in 2021, our reach and impact has likewise grown exponentially.

By turning research into action through a systems approach, DI creates concrete change at the societal, organizational, and individual levels. Leveraging the power of networks and collaboration, our work has a tangible, positive impact in the lives of diverse entrepreneurs, students, and workers.

This is only the beginning. As we look at 2022 and beyond, we are eager to continue this work to drive diversity and inclusion alongside our partners across Canada.

Follow the Diversity Institute on [Twitter](#) and [LinkedIn](#) to stay up to date with news and events.

