



INFORMATION TECHNOLOGY
ASSOCIATION OF CANADA



ASSOCIATION CANADIENNE
DE LA TECHNOLOGIE DE L'INFORMATION

ITAC Industry Insider Newsletter

June 8, 2018

ITAC delivers three women-focused events in Calgary; similar events to be held in Edmonton this fall

On May 10 and 11, ITAC and Women in Communications and Technology (WCT) collaborated with CGI and Microsoft to put on three events in Calgary: a *Women in Leadership* event, a speakers' series that is open to men and women of all career levels; an invitational roundtable to address women's participation and advancement in the digital economy; and a Board Discovery Day aimed at increasing the number of women serving on boards of directors.

"The tech sector is an important force in the Alberta economy," said Denise Shortt, Vice-president, Industry Development of ITAC. "Apart from being a significant employer in its own right, it is a huge enabler of all the innovation that is driving other sectors such as the energy sector. Women are playing an active part in the industry, but we need more of them, particularly in leadership positions and on boards of directors."

The overall goal of the events was to identify where women are in the Alberta ICT industry and to explore the barriers to retention and advancement that they face. They featured frank discussions that helped to provide advice, counsel and inspiration to women building or considering careers in technology, and were part of an overall initiative undertaken through a partnership with the Province of Alberta, with funding provided by the Government of Canada through the Canada-Alberta Job Fund.

"As Alberta works to diversify its economy with a strong focus on growth in its ICT industry, a more diverse and inclusive ICT sector will be a key competitive differentiator" says Joanne Stanley, Executive Director of WCT. "WCT is pleased to unite with ITAC and the Province of Alberta toward the outcome of stronger engagement and retention of women in Alberta's digital industries."

Alberta Women in Leadership Series

The ITAC/WCT Women in Leadership series is a successful program featuring senior leaders from the Canadian technology industry participating in frank discussions of the issues and challenges that women face in digital industries and successful strategies to address them.

For the Calgary event, on May 10, the keynote speaker was Angela Brown, President and CEO of Moneris, Canada's leading fintech company and an ITAC National Board of Directors member. Angela was in conversation with Lisa Carroll, Senior Vice-president, CGI and Co-chair of ITAC's Diversity Council. They discussed their own career journeys, their perspectives on the importance of creating more diverse technology organizations and their views on the most effective



measures for building them. It was an interactive program with questions from the audience welcomed. More than 100 men and women attended.

Invitational Roundtables to Review Blueprint for Women's Advancement in the Digital Economy

In 2016, WCT received funding from Status of Women Canada and support from ITAC to conduct seven roundtables (including one in Calgary) focused on effective strategies for advancing women in digital industries. WCT released the report from these roundtables in January. Closing the Gender Gap: A Blueprint for Women's Leadership in the Digital Economy in addition to being a report on what WCT learned in the roundtable discussions, also serves as a guide to implementing the strategies of the leaders in diversity and inclusion in the digital economy. WCT shared its findings face to face with technology leaders in Calgary on May 11 and explored regional discrepancies or suggested improvements to their model of best practices.

ITAC's Board Discovery Day in Calgary

Women play a vital role in improving the governance of privately-held companies and other organizations by bringing their expertise and perspectives to serve on Boards of Directors. To address the problem of the significant under-representation of women on Canadian technology company boards of directors, ITAC established an ITAC Women on Boards Registry. To inform and educate potential registry participants, ITAC hosted a "Board Discovery Day" in Calgary on May 10.

This event was day-long seminar featuring educators, experienced corporate directors and thought leaders on board governance. It was designed to equip potential directors with the resources they need to prepare for and occupy positions on corporate boards. A number of board-ready women are now being assessed and vetted for ITAC's Women on Boards Registry.

All three events, with new industry experts selected for the Women in Leadership event, will be held in Edmonton in September. Details to follow closer to the event.