



EMPLOYER HEALTH PAYROLL TAX WILL HURT SMALL BIZ

Survey finds two-thirds of small businesses will be subject to B.C.'s new tax

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SOUNDING BOARD



THE OFFICIAL PUBLICATION OF THE GREATER VANCOUVER BOARD OF TRADE AND ITS MEMBERS | JUNE 2018 | VOLUME 58 / ISSUE 6 | BOARDOFTRADE.COM

Greater Vancouver finishes 7th overall in Scorecard 2018

ECONOMY | Report compares 20 regions around the world on a range of social and economic issues

The Greater Vancouver Board of Trade released its *Greater Vancouver Economic Scorecard 2018* on May 10, which ranks 20 metropolitan regions around the world in 38 different categories.

Building on the seminal work of the inaugural *Scorecard 2016*, this year's report includes a comprehensive analysis of how Greater Vancouver stacks up against 19 other regions on a myriad of social and economic indicators.

Some of the other metropolitan regions analyzed in *Scorecard 2018* include Toronto, Montreal, Calgary, Seattle, Portland, San Francisco, Manchester, Rotterdam, Singapore, Shanghai, Hong Kong, and Sydney.

Overall, Greater Vancouver earns a "B" grade in *Scorecard 2018*, up two spots from 2016 to rank 7th overall of the 20 regions examined.

However, this year's report has good news and bad news for our region and identifies a number of challenges we must address head



Dr. Daniel Muzyka, Immediate Past President of the Conference Board of Canada, shares results from *Scorecard 2018* with the media on May 10 alongside Greater Vancouver Board of Trade CEO Iain Black. | MATT BORCK

on, including housing affordability, business tax competitiveness, and regional coordination.

"Although the report confirms that our region is generally safe, clean, and boasts a diverse population, there are also some very serious issues in Greater

Vancouver that put our competitiveness at risk," said Iain Black, President and CEO of the Greater Vancouver Board of Trade.

"Solving those challenges will require a truly holistic, regional approach. It is imperative that we start operating as — and

being viewed as — a region, not 23 separate municipalities with individual agendas."

Greater Vancouver receives a "B" grade on Economic indicators in *Scorecard 2018*. We rank 7th of 20 regions measured, up from 9th in 2016.

Due to recent U.S. tax cuts, Greater Vancouver's Marginal Effective Tax Rate (METR) on capital investment ranks lowest among our competitor city-regions.

We do well on indicators that measure growth, but less well on indicators that measure levels. We have comparatively low numbers of international visitors and conventions, but competitive office rent rates, a low unemployment rate and improved venture capital investment per capita.

Our region also plays a key role in our national economy, given its position as Canada's Gateway to the Asia-Pacific.

Greater Vancouver also receives a "B" grade on Social indicators in *Scorecard 2018*. Our region ranks 8th of 20 regions measured, down

one spot from 7th in 2016.

Five new indicators were added to the Social benchmarks in 2018. Our region's air quality, diversity, homicide rate and democratic setting earn high grades, and our female workplace participation and income equality are relatively strong.

But Greater Vancouver's climate is considered middling and our housing affordability and transit scope rank low against our 19 competitor city-regions.

Produced in partnership with the Conference Board of Canada, the full report includes other indicators such as average income, average commute time, productivity, GDP, port container traffic, inbound airplane seats, international tourism, and more.

The report also includes a "Special Lens" section that focuses on regional coordination and governance. SB

To see the full results, visit the *Scorecard 2018* microsite at boardoftrade.com/scorecard2018.



Federation Flight

100 B.C. business, Indigenous, labour, and community leaders take a historic trip to Alberta

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ECONOMY | Small businesses will bear the brunt of Employer Health Payroll Tax

Nearly two-thirds of survey respondents say their businesses will be subject to B.C.'s new tax

The Greater Vancouver Board of Trade and the Independent Contractors and Businesses Association released an independent survey of business owners late last month on the impacts of the B.C. government's new Employer Health Payroll Tax.

According to our survey results, small- and medium-sized businesses will bear the brunt of the new Employer Health Payroll Tax. The survey — conducted by Mustel Group between March 21 and April 4, 2018 — consisted of an association member sample of both organizations.

Businesses with fewer than 50 employees are defined as small businesses in B.C. Those with payrolls of \$500,000 or higher will be subject to the Employer Health Payroll Tax, which takes effect on January 1, 2019.

More than 60 per cent of respondents say they expect to pay the tax. Among the overall membership of our organizations, 75 per cent say they have payrolls exceeding \$500,000 and will be

subject to the tax.

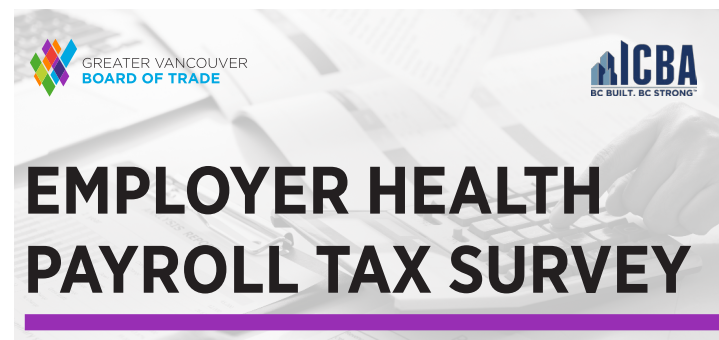
In response to the new Employer Health Payroll Tax and in the face of rising taxes and operating costs, our member businesses clearly tell us they will take a variety of measures, including reducing staff and/or reduce benefits.

Survey Highlights

- 61 per cent of our member businesses with fewer than 50 employees will pay the tax.
- 36 per cent of our member businesses with fewer than 50 employees presently pay MSP premiums on behalf of their employees. They will be "double-taxed" for one full year, since the Employer Health Payroll Tax takes effect January 1, 2019, but MSP premiums do not end until December 31, 2019.
- 49 per cent of association members who meet the \$500,000 payroll threshold will experience this "double-taxation."
- 64 per cent of our member businesses with fewer than

50 employees do not presently pay their employees' MSP premiums, but will be required to budget and pay for a brand new tax when it takes effect January 1, 2019, while their employees will still be paying MSP.

- The average annual payroll tax bill reported by respondents to our association member survey is \$157,233.
- For the 51 per cent of member businesses currently not paying MSP premiums that will now have to, the additional tax will be an average of almost \$135,000. Businesses with less than 50 employees will pay an average of almost \$55,000 more per year. This is a *new* cost to those businesses.
- 28 per cent of our member businesses said they expect to reduce employee benefits because of the tax and the increased cost to their business.
- 24 per cent said they expect to reduce staff. When you isolate businesses with fewer than 50 employees, that number increases to 30 per cent.



EMPLOYER HEALTH PAYROLL TAX SURVEY

"The survey results today confirm what we have heard from our Members since the B.C. Budget was announced: this unexpected payroll tax will hit small- and medium-sized businesses hard. The fact that this is a tax on the amount of an organization's overall payroll — before other taxes and any profits — eliminates any option for a business to plan for a lean year," said Iain Black, President and CEO of the Greater Vancouver Board of Trade.

"Payroll taxes are job-killers, as they increase the cost of employing people and growing businesses," added Chris Gardner, President and CEO of the Independent Contractors and Businesses Association.

"When you add it to the NDP's carbon, income and other tax increases, record-high gas prices, cities passing along their own payroll tax costs through higher property taxes, and shaken investor confidence in B.C., it's perfectly understandable that job creators are reeling. The BC NDP must rethink this tax."

The survey was conducted by the Greater Vancouver Board of Trade and the Independent Contractors and Businesses Association in partnership with the B.C. Tourism Industry Association and B.C. Restaurant and Food Services Association. **SB**

For more information, visit boardoftrade.com/payrolltax.

UPCOMING EVENTS

See our full events calendar at boardoftrade.com/events

Is there a speaker you'd like to hear from or topic you'd like explored? Make a suggestion at boardoftrade.com/suggest

SATURDAY, JUNE 9, 2018

CYP Community Outreach Initiative

Great Canadian Shoreline Cleanup

11 a.m. – 1 p.m.

Coopers Park
1020 Marinaside Crescent, Vancouver

Platinum Program Partner: BCIT Business

Event Partner: Red Truck Beer

Preferred Media Partner: Daily Hive Vancouver

TUESDAY, JUNE 12, 2018

Company of Young Professionals

Leadership Cafe: Cultivating an Entrepreneurial Mindset

5:30 – 7:30 p.m.

Pinnacle Harbourfront Hotel
— Tuscany Ballroom
1133 W Hastings Street

Event Sponsor: Chartered Professional Accountants of British Columbia

Platinum Program Partner: BCIT Business

Event Partner: Red Truck Beer

Preferred Media Partner: Daily Hive Vancouver

FRIDAY, JUNE 22, 2018

Indigenous Opportunities Forum 2018

Presented by CN

7:30 a.m. – 12 p.m.

Fairmont Hotel Vancouver
— B.C. Ballroom
900 West Georgia Street

KEYNOTE

David Jimmie, MBA

Chief and CEO, Squiala First Nation

PANEL SESSION 1: PARTNERSHIP

PANEL SESSION 2: PROCUREMENT

PANEL SESSION 3: PROGRESS

SPECIAL SPEAKER

David (Wugadusk) Isaac

President, W Dusk Energy Group

Title Sponsor: CN

Supporting Sponsors: Vancity, Teck

Breakfast Sponsor: FortisBC

Interactive Networking Break Sponsors:

SFU Beedie School of Business, BCIT

Community Sponsors: Port of Vancouver, Ledcor Group

Presented in partnership with: World Trade Centre - Vancouver

TUESDAY, JUNE 26, 2018

Members Only

Annual General Meeting

2:30 – 3:45 p.m.

Pan Pacific Hotel — Cypress Suite
999 Canada Place

Anne Giardini, O.C., Q.C.

2017-18 Chair

Greater Vancouver Board of Trade

Lori Mathison

2017-18 Senior Vice-Chair

Greater Vancouver Board of Trade

Iain Black ICD.D

President and CEO

Greater Vancouver Board of Trade

SATURDAY, JUNE 9, 2018

Special Event: Summer in the City

5:30 – 7:30 p.m.

Brock House Restaurant
3875 Point Grey Road

Platinum Program Partners: BCIT Business, Scotiabank

Gold Program Partner: British Columbia Securities Commission

Preferred Media Partner: Daily Hive Vancouver

GREATER VANCOUVER BOARD OF TRADE

PRO-AM GOLF TOURNAMENT

Tuesday, July 10, 2018
Northview Golf & Country Club

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boardoftrade.com/golf

FRIDAY, JULY 20, 2018

Summer Series

Members' Reception at Pinnacle at the Pier Hotel

5 – 7 p.m.

Pinnacle at the Pier Hotel
— North Vancouver
138 Victory Ship Way, North Vancouver

Pillar Partners



Preferred Media Partner:



ECONOMY | Federation Flight bridges rift between B.C. and Alberta

100 business, Indigenous, labour and community leaders from across B.C. make historic trip to Edmonton on May 17

On May 17, a delegation of 100 British Columbians boarded a flight to Edmonton aimed at reinforcing the fundamental partnership that is the Canadian federation.

Known as the Federation Flight, the purpose of the journey was to help bridge the threatening rift between the governments of British Columbia and Alberta over the Trans Mountain Expansion Project and demonstrate that British Columbians of all walks of life support the project and Canada's energy industry.

The delegation included representatives from 10 different B.C. First Nations, as well as labour, youth, business representatives and chamber leaders from all corners of the province.

"The Federation Flight is a continuation of the Confidence in Canada coalition's efforts and supports a positive relationship among all Provinces of Canada, with the Trans Mountain Expansion Project as its catalyst. But this trip is about much more than a single project," said Iain Black, President and CEO of the Greater Vancouver Board of Trade.

"This one-day trip to Alberta is a chance to reinforce the current importance of this country's energy and resource sectors for the benefit of all Canadians."

Black also pointed to a number of recent polls that show the

majority of British Columbians and Canadians support the expansion of the pipeline from Alberta to B.C.'s coast, reinforcing that this is a project firmly in the national interest.

The Federation Flight departed from YVR airport early on May 17 for Edmonton. The visit was a full day including meetings with Alberta government officials and Premier Rachel Notley, a luncheon presentation hosted by the Edmonton and Calgary Chambers of Commerce, and networking opportunities with many of Alberta's business, Indigenous, community, and labour leaders.

"This is a meaningful initiative that highlights the importance of internal trade within Canada. There is a lot of talk, and rightly so, going on about market access and pipelines. This summit is about that, but also so much more. Alberta and B.C. have critical business-to-business relationships, regardless of what is going on between governments, and we're looking forward to strengthening these," said Sandip Lalli, President and CEO of the Calgary Chamber of Commerce.

"We've joined together with our colleagues at the Greater Vancouver Board of Trade and Calgary Chamber because the economic future of Albertans and all Canadians is in jeopardy," said Janet Riopel, President and

CEO of the Edmonton Chamber of Commerce.

The historic goodwill trip to Alberta generated media interest across the country, with many delegates being interviewed by national media outlets to share why the project was important to them and why they joined the flight. **SB**



For photos from the trip, visit [facebook.com/boardoftrade](https://www.facebook.com/boardoftrade).



Federation Flight delegates are greeted on the steps of the Alberta legislature by Premier Rachel Notley on May 17, 2018. | MATT BORCK

ECONOMY | It's time to restore Confidence in Canada

While last month's announcement that the Trans Mountain Pipeline project will move forward in the national interest is encouraging, the recent events and the need for federal tax payers to purchase this project have exposed fundamental flaws in the regulatory systems at all levels of government.

We cannot build confidence in Canada if we continue to allow our country's economic assets and natural resources to be held hostage by obstructionist governments, misinformation, or an inability to uphold the rule of law and project approvals.

While Canada has an opportunity to be an energy supplier to the world, we are developing a reputation as a country which is too complex, too costly and taking too much time to do business. This is particularly damaging when our closest competitors are looking at ways to reduce taxes and ease the regulatory burden facing investors.

As the Confidence in Canada coalition has said all along, this

is about more than a pipeline.

Our regulatory processes are fundamentally broken and continue to create uncertainty for communities, companies, employees, and Indigenous peoples. At risk is the ability to create jobs, attract investment and sustain overall confidence in the Canadian economy among large and small businesses and local and international investors.

The time has come for a national conversation on how we can restore confidence in Canada. Natural resources and permitted sectors have and should continue to drive our economic prosperity, our quality of life and the innovations necessary to create a more sustainable, lower-carbon future.

In the coming weeks, the Confidence in Canada partners from across the country will identify next steps and opportunities to advance the national interest and create certainty for Canada's economic future. **SB**



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ABOUT THE PUBLICATION

Sounding Board is the Greater Vancouver Board of Trade's official publication, distributed to all its Members, as well as all subscribers of Business in Vancouver newspaper. Sounding Board is published 11 times per year by Business in Vancouver Media Group in partnership with the Greater Vancouver Board of Trade. The newspaper is read by business leaders and elected officials across B.C. and beyond, with a conservatively estimated total readership of 37,500.

ABOUT THE BOARD OF TRADE

The Greater Vancouver Board of Trade is Western Canada's most active and influential business association. We accelerate business success through our advocacy and public policy initiatives, our four Signature Programs for professional development, and our 100+ events each year, which educate and connect our region's business community. We engage with decision-makers to develop our region as a vibrant hub for commerce, trade, travel, and free enterprise. And we've been doing it with tangible results, for more than 130 years.

MISSION STATEMENT

OUR PURPOSE is to support sustainable prosperity throughout the Greater Vancouver region.

OUR VISION is to be an active, innovative, trusted, credible business organization, known for influencing decision-makers, and educating, connecting with, and engaging our communities.

OUR MISSION is to provide leadership, information and connections, and public policy support that help ensure the Greater Vancouver region is competitive and the preferred Pacific Gateway for trade, commerce, and travel.

WE ARE informed, respectful, principled, collaborative, and professional.

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LEADERSHIP | A year in review

Anne Giardini reflects on the past 12 months and her term as Chair of the Greater Vancouver Board of Trade

BY ANNE GIARDINI

This June marks the end of my time as Chair of the Greater Vancouver Board of Trade and the start of the term of your next Chair, the very able Lori Mathison. Seldom has time gone so quickly or enjoyably.

This year has been a busy and successful one at the Board. Among other achievements, we hosted well over 100 events on topics including the B.C. budget, leadership skills, housing, higher education, higher taxes, entrepreneurship, networking, natural resources and much more.

We hosted a range of speakers including, notably, two wildly successful sold-out events with former U.S. First Lady Michelle Obama.

Over the year, our Trade Accelerator Program helped dozens of participating businesses throughout the province learn how to better navigate the complexities of the global trade ecosystem and gain greater access to trade and investment resources.

We carried out advocacy work on both federal and provincial taxation. In part as a result of our efforts, last fall the federal government retrenched from some of the announced taxation measures relating to capital gains and passive investments.

The fourth annual 2017 WE FOR SHE Forum was one of North America's largest gatherings of women's organizations, companies, experts, business leaders, advocates and young women. They gathered to advance equality and expand the Canadian economy by championing diversity in leadership throughout businesses and other organizations.

Earlier this spring, we launched our well-received Scorecard 2018, providing a comprehensive analysis of how Greater Vancouver performs as one of

20 international city-regions measured on 38 economic and social indicators.

In May, CEO Iain Black led dozens of senior British Columbia business, community, Indigenous and labour leaders on a flight to Edmonton aimed at reinforcing and celebrating our Canadian confederation.

Throughout the year, we have worked especially hard to integrate sustainability into the work we do and the issues we tackle. Just this month, on June 9, Members of our Company of Young Professionals and Leaders of Tomorrow program and their guests are meeting at Inlet Park in Port Moody for their fourth annual Great Canadian Shoreline Cleanup. This event is messy, wet, muddy, collaborative, somewhat disgusting and a lot of fun. A (dubious) honour is awarded at this event to the participant who picks up the strangest item from the shoreline. You'd be amazed at what ends up in our waters that has no business being there.

Over the past twelve months, I have learned from, engaged with and worked with Members from small, medium and large enterprises across the region. Our Membership has grown in numbers, commitment and accomplishment.

Our 31st Annual Governors' Banquet in April was an opportunity to celebrate. We presented a Rix Award for Engaged Corporate Citizenship to Beedie, an iconic B.C. company that has been giving back to the community since it was first founded by the late Keith Beedie in 1954, and we presented Gordon and Leslie Diamond with a Rix Award for Engaged Community Citizenship in recognition of their many philanthropic endeavours and decades of community service.

I look back with a sense of success and completion, and ahead with hopes and expectations for

more exciting work in the year ahead under Lori's leadership.

I have every confidence that the Greater Vancouver region will continue to thrive and grow, and that the Board of Trade will carry on being a meaningful contributor to this region's liveability and prosperity.

There is a lot of work to do. The high cost of housing and critical skills shortages remain perennial constraints on our well-being. We need to continue to find ways to balance development with the needs of the earth. To often, narrow, entrenched positions prevent us from listening to and speaking with each other and from finding workable solutions to the many challenges that are an inevitable part of living together in society.

Many of us were struck by Michelle Obama's commitment to ethical and principled behaviour, reflecting her advice to graduating Jackson State students a few years ago: "When they go low, I go high."

What I have most enjoyed during this time working with the Greater Vancouver Board of Trade is the similar commitment here to remain at all times informed, respectful, principled, collaborative, and professional. We know that we are only able to continue to carry out our mission of supporting sustainable prosperity throughout the Greater Vancouver region if we remain credible and trusted.

It remains my hope that Mrs. Obama's visit and the conduct of our team and our Members will model and inspire others to "go high" no matter where others might be headed.

Thank you for the great honour of serving as your Chair. **SB**

Anne Giardini, O.C., Q.C., is 2017-18 Chair of the Greater Vancouver Board of Trade. She is a corporate director and Chancellor of Simon Fraser University.



Tuesday, June 26, 2018

2:30 - 3:45 p.m.

Pan Pacific Hotel, 999 Canada Place

ANNUAL 131 GENERAL MEETING

Members are invited to attend our 131st Annual General Meeting where the new slate of Directors will be elected, the audited financial statements will be approved, and a motion to amend the bylaws will be proposed.



Anne Giardini, O.C., Q.C.
2017-18 Chair, Greater Vancouver Board of Trade

Lori Mathison
2017-18 Senior Vice-Chair, Greater Vancouver Board of Trade

Iain Black, ICD.D
President and CEO, Greater Vancouver Board of Trade

Register online at boardoftrade.com/agm2018

LEADERSHIP | 'Get outside your comfort zone regularly'

Q&A with Board of Trade Director and Taymor Industries Owner and CEO Vivian Zalkow



Vivian Zalkow

Give us your elevator pitch and describe what you do.

I lead a great group of people at Taymor Industries Ltd. to stretch farther, embrace challenges and believe in our collective capability to accomplish beyond our expectations

Where is your hometown and how did it shape you as an individual?

Vancouver is my hometown. Its natural beauty and geography have shaped my love of skiing, hiking, jogging, and biking that bring me tremendous peace of mind. The many communities that I have been fortunate to be a part of here in Vancouver have given me a sense of belonging and connections that enrich my life and that of my families.

What was your first job?

My first professional job was a summer student and subsequently an associate at Peat Marwick Thorne (today KPMG). My most memorable work experience prior to that was a crisis counsellor on the youth line of the Vancouver Crisis Center. Both outstanding learning experiences.

What is the most important lesson you learned from your parents?

The importance of believing in oneself and living with passion and determination to overcome the many obstacles and setbacks life inevitably delivers.

Why did you join the Greater Vancouver Board of Trade?

I am committed to working towards a healthy business environment here in B.C. and the Greater Vancouver Board of Trade provides me an opportunity to advance this through our work in advocating and influencing public policy, developing leadership, and creating connections. It has been an honour to be on such an effective board with strong female representation and a commitment to diversity.

How do you think our region will be different 10 years from now?

As migration, immigration, and demand for living in this region continues, I hope to see a solution of increased densification. I anticipate the development of more compact and affordable urban communities, with

efficient transportation solutions. I expect the region to continue to play a critical role as a gateway port to the Pacific Rim, and hopefully become more of a technology hub. With continued efforts to preserve our natural beauty and recreational activities, continue to flourish as a great tourist destination.

What were you like in high school?

Conscientious, insecure, social, and loved team sports.

What advice would you give your younger self?

Pursue your passions. Get outside of your comfort zone regularly. Don't be afraid to fail.

What was the first concert you ever saw – and the most recent?

First: Supertramp. Most recent: Sting at the Commodore.

What is the most difficult thing you have ever done?

Letting go of people I love.

What is something most people don't know about you?

I've been stung by a scorpion and lived to tell the tale.

If you could be anywhere else right now, where would you be and why?
Hiking at Whistler. Because it clears my head and allows me to appreciate the awe of life.

If you retired tomorrow, how would you keep busy?
Travelling and hopefully spreading positive energy and impact.

What does a perfect day look like to you?

Coffee and a morning jog through the endowment lands and the beach, a family dinner with my daughters, and in between a day filled with conversation, connections, laughter, productivity, and doing at least one small thing that made someone smile or feel good.

What is the secret to happiness?
Your own state of mind and perception of what makes you happy. **SB**

Vivian Zalkow is owner and CEO of Taymor Industries Ltd.

The Greater Vancouver Board of Trade is fortunate to have 36 of our region's top executives and business leaders on its board of directors. Learn more about these exceptional individuals at boardoftrade.com/directors.

GREATER VANCOUVER BOARD OF TRADE
PRO-AM
GOLF TOURNAMENT

Tuesday, July 10, 2018
Northview Golf & Country Club
The Ridge Course

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IN FOCUS | Photos from recent events and activities at the Board of Trade



The Honourable Selina Robinson, B.C.'s Minister of Municipal Affairs and Housing, was the keynote speaker at the Greater Vancouver Board of Trade's 2018 Housing Forum on May 25. In her keynote address, Minister Robinson outlined some of the Provincial Government's priorities and housing policies. Following her remarks, she sat down for an audience Q&A moderated by Evi Mustel, Vice-Chair of the Board of Trade. Listen to Minister Robinson's speech and Q&A at boardoftrade.com/housing2018. | MATT BORCK



Industry and planning experts take part in one of three sessions at Housing Forum 2018, focusing on 'Getting to Yes: Policies and Barriers to Increasing Housing Supply.' | MATT BORCK



Head table guests join Metro Vancouver Chair Greg Moore on stage following his sixth and final annual Board of Trade address on May 23. Moore will not be seeking re-election. | VISION EVENT PHOTOGRAPHY



Andrew Dilts, Vice-Chair of the Greater Vancouver Board of Trade's Company of Young Professionals, welcomes guests to the annual Big Idea Pitch Contest at CBC Vancouver's studios on April 24. | VISION EVENT PHOTOGRAPHY



Bryan Cox, President and CEO of the Mining Association of British Columbia, gives his annual address to the region's business community on May 16. In his remarks this year, Cox outlined how the mining industry can support Canada's transition to a clean tech, low-carbon future. | MATT BORCK



Members of the Board of Trade's under-35 program, the Company of Young Professionals, volunteered at the annual Walk For Alzheimer's on May 6. Learn more about the program and how to get involved at boardoftrade.com/cyp.

Did you know the Greater Vancouver Board of Trade hosts over 100 speaker events, seminars and networking receptions each year?

More photos at [facebook.com/boardoftrade](https://www.facebook.com/boardoftrade)

RECOGNITION | Moving the dial on diversity and inclusion

Women's Leadership Circle celebrates five exceptional individuals with annual Wendy McDonald Diversity Awards

Five outstanding B.C. women were honoured with Wendy McDonald Diversity Awards during a sold-out reception at TELUS Garden on May 23.

Presented by the Women's Leadership Circle, the awards recognize that gender and diversity in leadership contribute directly to business and organizational success.

The awards are given in five categories that mirror the contributions and qualities of the late Wendy McDonald, who served as the first female Chair of the Greater Vancouver Board of Trade in 1990. A pioneer in business and leadership, Wendy's courage and determination overcame adversity and propelled her business on to the global stage.

Below are the five winners of this year's awards.

DIVERSITY CHAMPION



Kory Wilson
Executive Director, Indigenous Initiatives & Partnerships, BCIT

Kory Wilson has fostered the understanding of Indigenous

issues both on BCIT's campus and in the community as a whole through the creation of "Indigenous Awareness Modules." She also created and teaches the "Indigenous 101" seminar that increases awareness of Indigenous issues and challenges and that has been attended by more than 500 BCIT employees and others across the Greater Vancouver region. Kory has helped develop and teach indigenization and reconciliation through initiatives at UBC, the Banff Centre, Langara, VCC, the Justice Institute of BC, and the Institute of Indigenous Government. She chairs the National Indigenous Education Committee of Colleges and Institutes Canada.

COMMUNITY CATALYST



Jill Earthy
Chief Growth Officer, FrontFundr

Jill Earthy has co-founded a number of initiatives aimed at increasing gender equality including We for She, the largest North American gathering championing gender diversity, and WEB Alliance, a

collective of women's business networks collaborating for change. Jill co-founded The RAISE Collective which engages women to invest in early stage and growing companies, and helps women entrepreneurs to access capital for growth in new ways. She is Chief Growth Officer of FrontFundr, a new model of financing for early stage companies across Canada that is inclusive, transparent, and modern.

ENTREPRENEURIAL INNOVATION



Carolyn Cross
Chairman and CEO, Ondine Biomedical Inc.

More than 300,000 patients around the world have been treated with Ondine's Photo-disinfection technology. Under Carolyn's leadership, Ondine's non-antibiotic nasal decolonization technology has helped reduce surgical site infections at Vancouver General and UBC hospitals, preventing infection in 600 patients and leading to recognition by the World Health

Organization. Ondine's new Sinuwave treatment for chronic sinusitis provides hope for half a million North Americans suffering from this disease. Carolyn was recognized with a Meritorious Service Cross by the Governor General of Canada for developing first-of-kind, non-antibiotic, light-based therapies to treat and prevent antimicrobial resistant infections.

OUTSTANDING MENTOR/SPONSOR



Joan Sheehan
Senior Vice-President of Sales, STEMCELL Technologies

Joan Sheehan has helped grow STEMCELL into a powerhouse biotechnology company today, with a sales staff of 200 people selling 2,000 products globally. Her staff consistently average 20 per cent annual revenue growth. Joan has mentored her sales team so that 85 per cent of senior managers have been with the company 10 years or more. She is a role model for women in both business and the sciences: Three-quarters of her leadership team are women and her sales team has full gender equity. Joan's colleagues credit her with building

a company culture of quality, innovation and drive, calling her "a true leader who inspires those around her through her incredible energy, determination and willingness to take chances."

WOMEN TO WATCH



Careesa Liu
Biomedical Engineer, NeuroTech Lab

Careesa Liu is a researcher advancing medical technologies to improve disease diagnostics and therapeutics. She researches non-invasive evaluation of brain function with applications to dementia, brain injury and other neurological disorders. Careesa has been successful in competing for grant funding from the Canadian Institutes for Health Research (CIHR). She mentors emerging STEM leaders and is co-founder of SCORE (the Surrey Collaborative Outreach and Research Experience), training students from high school to graduate levels in medical technologies. SCORE won a 2016 Global Best Award for excellence in STEM education and Careesa received the Spirit of Canada 150 Award for outstanding community service. **SB**

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ANNALISA KING, ICD.D

GOVERNANCE COMMITTEE CHAIR, VANCOUVER AIRPORT AUTHORITY
DIRECTOR, FIRST CAPITAL REALTY INC., THE NORTHWEST COMPANY, SAPUTO FOODS INC.

The Directors Education Program (DEP), jointly developed by the Institute of Corporate Directors and the University of Toronto's Rotman School of Management is offered nationally at Canada's top business schools. Since the launch of the DEP, over 5,000 directors have completed the program, taking the first step towards acquiring their ICD.D designation.

APPLICATION DEADLINE: July 31, 2018 **CITY: Vancouver**

MODULE I: September 24-26, 2018 **MODULE III:** February 1-3, 2019
MODULE II: November 16-18, 2018 **MODULE IV:** March 4-6, 2019

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MARGIE PARIKH, MBA, CFP

BOARD MEMBER, BC OIL & GAS COMMISSION, CISV INTERNATIONAL
FORMER CHAIR, MOUNTAIN EQUIPMENT CO-OP

The NFP Governance Essentials Program (NFP Program), jointly developed by ICD and the University of Toronto's Rotman School of Management, is an intensive program focused on key accountabilities and responsibilities for not-for-profit directors through extensive use of team-based learning.

CITY	PROGRAM DATES	APPLICATION DEADLINE
Vancouver	May 13-14, 2019	April 11, 2019

NFP PROGRAM SCHOLARSHIP

The NFP Program is supported by the RBC Foundation. A limited number of RBC Foundation scholarships valued at \$1,000 are available for each offering.

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