



An Initiative of the Peace Network
for Social Harmony

Forum on Diversity and Inclusion

UNITING TO STRENGTHEN THE FIELD

April 21 and 22, 2022
At the Montreal Museum of Fine Arts

PROGRAM

In partnership with



Platinum Sponsor →





“Alone we can do so little; together we can do so much”

Helen Keller → was an American author, disability right advocate, political activist and lecturer, 1880 - 1968

“Great ideas, it has been said, come into the world as gently as doves. Perhaps then, if we listen attentively, we shall hear amid the uproar of empires and nations, a faint flutter of wings, a gentle stirring of life and hope. Some will say that this hope lies in a nation; others in a person. I believe rather that it is awakened, revived, nourished by millions of solitary individuals whose deeds and works every day negate frontiers and the crudest implications of history. As a result, there shines forth fleeting the ever-threatened truth that each and every person, on the foundation of his or her own sufferings and joys, builds for all.”

Albert Camus → French philosopher, novelist and playwright, 1913–1960

MESSAGE FROM THE PEACE NETWORK FOR SOCIAL HARMONY



Brian Bronfman

President, Peace Network
for Social Harmon

Photo credit: Sandra Larochelle

Welcome to the “Forum on Diversity and Inclusion: Uniting to Strengthen the Field,” an initiative of the Peace Network for Social Harmony, in partnership with the Montreal Museum of Fine Arts. To understand the Forum and the organization in question, one need only consider the names of the initiative and the organization that developed it.

The **Forum** is focused on **Diversity and Inclusion**, along with all that those words imply. As such, it is also a Forum on equity, on social justice, on respect, on dignity, on fighting discrimination, and on preventing racism in all its forms. The Forum engenders collaboration as a means of maximizing the impact of stakeholders working in the area... in other words, it is centered on **Uniting to Strengthen the Field**.

Looking at our organization, we are focused on **Peace**, not as an abstract concept or political agenda, but as a key element of our mental and physical well-being. We are a **Network**, whose core is a membership of 23 businesses and philanthropic foundations, plus we work with countless partners in the field on a daily basis. And all of our efforts at the Peace Network are geared to generating greater **Social Harmony**. As such, while we may be the Peace Network for Social Harmony, much like the Forum itself, we are also a Network for equity, for social justice, for respect, and for preventing racism and discrimination.

This Forum is an opportunity for those interested or actively involved in Diversity and Inclusion to meet in person and expand their networks, to share ideas

and best practices, and to generate synergies and partnerships. While the Forum and its two days of panels, presentations and workshops are the culmination of many years of work for the Network, the event is not the end of anything, but rather a beginning. It is a launching pad for ongoing collaborative efforts that advance the field of Diversity and Inclusion by helping us go further together than we ever could working in silos.

I would like to thank our many sponsors and donors, including Platinum Sponsor Desjardins, our incredible team at the Peace Network, especially Forum project leader Anna Krol, our many collaborators, volunteers and advisors, and the 14 members of our Consultation Committee, each of whom is a tremendous force in D&I. I also want to thank each of our presenters and panelists, our workshop facilitators and scribes, and of course the Montreal Museum of Fine Arts for being such a welcoming host and wonderful partner. And to everyone else who has contributed to or who is attending this Forum, your presence, your support, your participation, and your dedication have been essential to making this initiative a reality, and we are truly grateful. Finally, I would like to express my deepest gratitude to our Peace Network members, without whom our organization would not exist. The Network looks forward to continuing its efforts to maximize collective social impact with members, partners and allies like you.

Enjoy the Forum!

Brian Bronfman



MESSAGE FROM MAYOR OF MONTRÉAL

On April 21st and 22nd, 2022, the Peace Network for Social Harmony invites us to the Forum on Diversity and Inclusion.

This is an important opportunity to build valuable partnerships between stakeholders from different sectors. We hope that many of you will attend the workshops, panels and conferences to share your experiences and expertise and improve our collective practices.

For the city of Montréal, diversity and inclusion, as well as the full participation of its citizens in all aspects of our community, are priorities. We also reaffirm the importance of continuing to fight against racism and discrimination and to work towards achieving equality in the city.

Since the city's official acknowledgement of the systemic aspect of racism and discrimination in June 2020, significant progress has been made towards accelerating its organizational transformation.

This progress is namely reflected in the appointment of an elected official responsible for the fight against systemic racism and discrimination within our executive committee, the creation of an Office of the commissioner for the fight against systemic racism and discrimination, the appointment of

its commissioner, the amendment to the Montréal Charter of Rights and Responsibilities, the adoption of ambitious employment, promotion and representation targets as part of the 2021-2023 Master Plan for Employment Diversity, Equity and Inclusion as well as the adoption of Québec's very first *Policy on Police Checks*.

Our Bureau d'intégration des nouveaux arrivants à Montréal (BINAM) is also very active in accelerating the integration of immigrants, notably through the Montréal Inclusive Workplace Strategy.

Our administration is firmly determined to maintain its commitment and actions so that every person can feel represented and included at every level of Montréal's public service, so that they may reach their full potential.

I would like to thank the organizing team, the partners and participants of this Forum, as well as all those who work tirelessly to make Montréal an open and inclusive city.

I wish you all a great Forum!

Valérie Plante



Valérie Plante

Mayor of Montréal

*Photo credit: Ville de Montréal,
Sylvain Légaré*

MESSAGE FROM THE MONTREAL MUSEUM OF FINE ARTS



Stéphane Aquin

Director, Montreal Museum
of Fine Arts

*Photo MBAM,
Jean-François Brière*

The Montreal Museum of Fine Arts is pleased to once again partner with the Peace Network for Social Harmony by hosting the Forum on Diversity and Inclusion on April 21 and 22, 2022. For over 20 years, the Museum has worked with community, education and health care organizations to offer inclusive and enriching experiences through contact with art. In addition to reflecting its commitment to accessibility, these partnerships have radically transformed the Museum's educational practices. With its diverse programming and dedicated spaces for mediation, creation and art therapy, the Museum has evolved to become a forum that welcomes a diversity of perspectives and the sharing of ideas.

As society changes and history marches on, the way in which we view heritage and the roles we entrust to our

institutions are also changing. Museums and the works they conserve tell the story of the diversity of the worlds inhabited by the people of yesterday and today and give them new meaning. To ensure their continued relevance for future generations, museums have a duty to include the plurality of cultures and communities so that the latter are able to recognize themselves and continue to share stories reflecting their reality and imagination.

The Forum on Diversity and Inclusion is an important event. By contributing to the dissemination and sharing of best practices, it will ensure the sustainability of actions undertaken by a growing network of stakeholders working to promote peace, diversity and inclusion.

Enjoy the Forum!

[Stéphane Aquin](#)



MESSAGE FROM PLATINUM SPONSOR → DESJARDINS GROUP

The Desjardins Group and its commitment to Equity, Diversity and Inclusion.

It is with great enthusiasm that I welcome you to this first forum on diversity and inclusion. Thank you to the **Peace Network for Social Harmony** for having the vision to bring us together to discuss this theme.

The Desjardins Group is a leader in social and economic development! Therefore, our commitment endorsed by the Board of Directors of the Desjardins Group and its Management Committee, which is **“Welcoming each person, accepting them for who they are, learning from our differences, celebrating those differences and guaranteeing everyone the same treatment,”** translates our desire as a cooperative to be inclusive, diversified and equitable as an employer, but also as a supplier of products and services for members and clients.

We care about the well-being of the community, our members and clients, and our employees, which is why we have adopted a cross-cutting commitment to equity, diversity and inclusion for the entire Desjardins Group, and have set up an office dedicated to this mission since 2021, headed by Salwa Salek.

From parity to equity through diversity and inclusion, this is the path taken by our cooperative in the image of society!

Our commitment to the **Peace Network for Social Harmony** as a member and main sponsor shows our willingness to learn more about diversity and inclusion from our partners, on the one hand, but on the other hand, to co-build a society we can all be proud of.

As the spokesperson for the Desjardins Group during these two (2) days of reflection on the theme of “Uniting to Strengthen the Field,” I can say that I am proud of my organization, proud of the path it has taken and even prouder of everything we plan to put in place through our 2022-2024 plan.

Indeed, our integrated strategy of people management practices, business practices and social impact practices will certainly allow us to live up to our commitment to: “Always work in the interest of members and clients to enrich the lives of people and communities and be first in the hearts of people.” This is, and remains our priority!

In closing, I wish you pleasure in your exchanges and that your work will be fruitful and productive.

[Jean-Yves Bourgeois](#)



Jean-Yves Bourgeois

Executive Vice-President
Business Services
Desjardins Group

MESSAGE FROM THE HONOURABLE MICHÈLE AUDETTE, SENATOR



Michèle Audette

Senator

Photo credit: Sénat du Canada

Kuei! It is with great pleasure that I will be joining you, dear Forum on Diversity and Inclusion participants, in Tiohtià:ke, also known as Montreal.

The vast territory of Kapak is home to a wealth of diversity, including First Nations, Inuit, Quebeckers, migrants and the 2SLGBTQIA+ community. Everyone contributes in their own way to the beauty of this wonderful cultural fabric. We need to open up to each other and get to know or learn more about our neighbours so we can approach them with openness and sensitivity. Deep down, I believe it is so important to recognize, honour and include everyone in a fair and equitable way so that we can fully achieve social justice. Each group is different and unique;

engagement and action strategies need to be tailored in a way that respects each group's history, values, language, culture, and ways of knowing. All of us carry differently coloured glasses that give us different perspectives. All we need to do is take a moment, switch lenses, take a step back and realize just how much the way we see things affects how we do things. Together, we can blend the colours.

Kapak is made up of an immensely rich and beautiful cultural mosaic. Let's break the cycle of ignorance and reach out to our neighbour's hand extended to us. It's up to us to take that step!

Enjoy the Forum!

Michèle Audette

MESSAGE FROM THE RIGHT HONOURABLE MICHAËLLE JEAN

Dear friends,

We live in times of uncertainty. Peace is threatened or fragmented on all continents. The values of fraternity, solidarity, and respect for others in their dignity, their difference and their shared humanity are undermined. The devastating effects of global warming are far from being under control, with much greater effort needed before it is too late, given that the planet is suffocating and dying. For two years now, the Covid-19 pandemic has been showing us the consequences of our misguided ways, the flaws and chasms that are growing in our societies.

The world is afflicted by a resurgence of conflicts, violence and extreme poverty – evils and insecurities that put millions of women, men, youth and young children on a path to tragedy and forced exile. Never have we seen so many waves of migrants arriving from

all parts and all corners of the world. At the heart of the drama and hardships afflicting humanity is exclusion – an evil, worse than the plague, which is spreading and whose consequences are undermining and destroying lives. The hour is upon us and time is running out. This is why we support the Forum on Diversity and Inclusion, an initiative of the Peace Network for Social Harmony, because we must seize every opportunity to come together, to unite our forces, our perspectives, our expertise, our testimonies, our experiences and our meritorious civic actions, in order to counter polarization, the fragmentation of the social body, hatred, racism, systemic discrimination and all the violence that results from it. Linked together, the chain of our efforts becomes a movement that is essential for the safeguarding of universal humanism that we want to strengthen and see triumph.

The Right Honourable Michaëlle Jean and Jean-Daniel Lafond, co-founders and co-presidents of the Michaëlle Jean Foundation, an unwavering member of the Peace Network for Social Harmony since 2017.



Michaëlle Jean

Former Governor-General
of Canada



PROGRAM 2021



SCHEDULE FOR APRIL 21: → 12:00 – 19:30

12h00 – 12h45	Registration (1379 Sherbrooke St. West)
13h00 – 13h10	Host and Panel Moderator Déborah Cherenfant , Regional Director, Female Entrepreneurship, TD Bank Opening Presentations (Salle du cinéma) Brian Bronfman , President, Peace Network for Social Harmony Stéphane Aquin , Director of Montreal Museum of Fine Arts Jean-Yves Bourgeois , Executive Vice-President, Business Services, Desjardins Group
13h10 – 13h45	Keynote Speaker The Honourable Michèle Audette , Senator
13h45 – 14h45	Panel - Diversity and Inclusion: Where We Stand, Blind Spots, Approaches and Perspectives Rachida Azdouz , psychologist, specialist in intercultural relations and affiliated researcher at the Laboratoire de recherches en relations interculturelles (LABRRI) Fabrice Vil , lawyer, social entrepreneur and columnist
14h45 – 15h15	Discussion and Question Period
15h15 – 15h35	Break
15h35 – 16h35	Panel - Transversality and Intersectionality: Research Meets Practice Bohra Manai , Commissioner of the Fight Against Racism and Systemic Discrimination for the City of Montreal André Ho , activist for LGBTQ+ rights (Montreal LGBTQ+ Community Centre) and the fight against anti-Asian racism (Coalition asiatique pour une relève émancipatrice — CARE)
16h35 – 17h00	Discussion and Question Period
17h00 – 17h05	Survey
17h05 – 17h20	Traditional Musical Performance by Inuvialuit and Dine artist Nina Segalowitz and her guest
17h30 – 19h30	Networking Cocktail (Bronze Gallery)



SCHEDULE FOR APRIL 22: → 8:20 – 17:00

8 h20 - 8 h50	Welcome Registration (2075 Bishop Street)
9 h00 – 9 h05	Opening Remarks & the Objectives for the Day (Rainbow room) Anna Krol , Project Leader, Forum D&I, Peace Network for Social Harmony Brian Bronfman , President, Peace Network for Social Harmony
9 h 15 - 10 h25	Intersectoral Workshops, part 1 (Studios) → Organizational Transformation and Practice → Developing a Common Language: Diversity, inclusion, discrimination, racism, oppression → Representation → Gender and Intersectionality → Financing: Donor Relations
10 h25 – 10 h45	Break
10 h45 – 11 h30	Intersectoral Workshops, continued (Studios)
11 h30 – 12 h00	Sharing of results amongst the tables (Studios)
12 h00 – 13 h00	Lunch (Rainbow room)
13 h00 – 14 h20	Workshops by Sector, part 1 (Studios) → Education and Youth: Bridge-building and the fight against discrimination → Arts and Culture: Leadership and programming → Intercultural Relations: Continuous learning → Business and Workplace: DEI - Concepts and Practice → Immigration and Refugees: Approaches and support → Public Services: DEI
14 h20 – 14 h40	Break
14 h40 - 15 h45	Workshops by Sector, continued (Studios)
16 h00 – 16 h45	Plenary Session (Rainbow room) The Right Honourable Michaëlle Jean , former Governor General of Canada
16 h45 – 17 h00	Closing Address Anna Krol , Forum Project Leader, Peace Network for Social Harmony Brian Bronfman , President, Peace Network for Social Harmony

PANEL DISCUSSIONS & PLENARY

PANEL - Diversity and Inclusion: Where We Stand, Blind Spots, Approaches and Perspectives, with Rachida Azdouz et Fabrice Vil



Rachida Azdouz

Psychologist, specialist in intercultural relations and affiliated researcher at the Laboratoire de recherches en relations interculturelles (LABRRI)

Rachida Azdouz has been active and engaged in the Quebec intercultural scene for nearly 30 years. Her dual training in psychology and education sciences (University of Strasbourg), enriched by additional in-depth training in human rights and immigration law, has enabled her to develop an in-depth understanding of the issues associated with cultural communities, and to take an interdisciplinary look at the phenomenon of pluralism. Her expertise particularly focuses on identity strategies, the management of conflicts related to values and rights, political models for managing diversity, and intercultural skills. A researcher affiliated with the LABRRI (Laboratoire de recherche en relations interculturelles UDM), she was a member of the Conseil supérieur de l'éducation from 2001 to 2010, and has been a member of the Conseil supérieur de la langue française since 2013. She is also a regularly-invited analyst in the media for her commentary on current affairs. She has published a trilogy on the question of identity with *ÉDITO: Le vivre ensemble n'est pas un rince bouche* (2018), *Pas de chicane dans ma cabane* (2019), and *Panser le passé, penser l'avenir* (2021).



Fabrice Vil

Lawyer, social entrepreneur and columnist

Fabrice Vil is a certified integral development coach, lawyer and formerly a basketball coach. In 2011, he founded Pour 3 Points, an organization that trains sports coaches so that they also play a role of life coaches with youth in disadvantaged neighborhoods. Driven by equal opportunity for all, he regularly talks about issues regarding this ideal, in particular as a public speaker and facilitator of workshops in companies.

Fabrice is fascinated by the question of human consciousness. He wishes that people be curious about the invisible violence in which they participate and that they respond to it with kindness for themselves and others.

Photo credit: Sacha Bourque

PANEL - Transversality and Intersectionality: Research Meets Practice with Bochra Manaï and André Ho



Bochra Manaï

Commissioner of the Fight Against Racism and Systemic Discrimination for the City of Montreal

Bochra Manaï has been Commissioner for the Fight Against Racism and Systemic Discrimination since January 2021. At the City of Montreal, her mandate is to ensure the transition towards inclusion within the municipal administration. Holder of a doctorate in urban studies from INRS-UCS, a master's degree in immigration and interethnic relations and a master's degree in geography, she works in university and community circles on issues of social exclusion, racism and cohabitation in urban spaces. Author of *Les Maghrébins de Montréal* at Éditions PUM, she is the author of several books, chapters and articles, which mobilize concepts surrounding racism, inclusion and social exclusion. She is an affiliated researcher with LABRRI. As a professional, she headed the Montréal-Nord organization that promotes citizen mobilization aimed at social and territorial transformation, *Parole d'exclusEs*, and coordinated the Montréal-Nord Youth Concertation Table. A consultant to numerous organizations and institutions, she also contributed to the work of the Table on Diversity, Inclusion and the Fight against Discrimination, which sent recommendations to the City in the fall of 2019.



André Ho

Activist for LGBTQ+ rights (Montreal LGBTQ+ Community Centre) and the fight against anti-Asian racism (Coalition asiatique pour une relève émancipatrice - CARE)

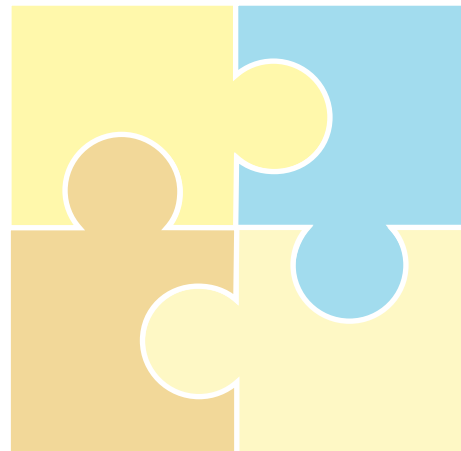
André Ho's quest for identity as a gay and Asian person motivated him to do his Master's degree in Social Work on the identity construction of LGBTQ+ people of immigrant background in Quebec. He has done over 15 years of social intervention work in community settings dealing with homelessness, mental health, justice issues, drug addiction, racism and LGBTQ+ realities, and has extensive experience in governance through his involvement in boards of directors and in the development of community initiatives. Currently, André is the coordinator of *Jeunesse engagée*, a program run by the Montreal LGBTQ+ Community Centre (which accompanies young people aged 15-30 in their community projects). To counter the resurgence of anti-Asian racism owing to the Covid-19 pandemic, he helped establish the *Coalition Asiatique pour une Relève Émancipatrice (CARE)*, through which Asian Montrealers carry out community projects to counter racism and promote the well-being of their communities. He also participated in the documentary film on racism, *Briser le code*. For André, marginalised communities are not the source of the problem, rather they carry problems imposed on them. As a result, his motto has been, "When we demand justice, we aren't disturbing others, it's the others who feel disturbed," which is an invitation for the communities he works with to speak up.

PLENARY SESSION



The Right Honourable Michaëlle Jean

Michaëlle Jean is the 27th Governor General, Commander-in-Chief of Canada. As soon as the mandate ended, on October 1st, 2010, the United Nations immediately called on her to become UNESCO Special Envoy to support reconstruction efforts in Haiti, her country of birth devastated that same year by a major earthquake. From 2011 to 2014, Michaëlle Jean also served as Chancellor of the University of Ottawa. Michaëlle Jean then was elected Secretary General of La Francophonie. Seasoned stateswoman and diplomat, her voice is gifted with the power to convene everywhere in the multilateral sphere, in every UN forum, from New York to Geneva, all the way to the Security Council, as well as within the European Union, the European Parliament, the OECD, the African Union. Starting in her 20s and for over 10 years, Michaëlle Jean is active within the Quebec feminist movement and has contributed to the implementation of the most important network of emergency shelters for women victims of violence in Canada. From 1988 to 2005, Michaëlle Jean enjoyed an outstanding career as a journalist, presenter and news anchor on Canadian public television, both French and English networks. She also takes part in documentary films produced by her husband, filmmaker, essayist and philosopher Jean-Daniel Lafond. Together, they founded and have chaired since 2010 the Michaëlle Jean Foundation, whose programs create platforms and support civic initiatives alongside some of the most vulnerable and disenfranchised - yet so eager and creative - young people in Canada, vigorously mobilized against exclusion.





INTERSECTORAL WORKSHOPS



RED STUDIO

Organizational Transformation and Practice

- How can life experience be valued and linked to requisite skills?
- How to determine best practices and make them evolve in an ever-changing context?
- How to measure progress?

ORANGE STUDIO

Developing a Common Language: Diversity, inclusion, discrimination, racism, oppression

- How important is a common language?
- What are we talking about when we talk about diversity, inclusion, discrimination, racism and oppression?
- How can we work towards a more inclusive language?
- How can we develop mutual understanding?

PURPLE STUDIO

Representation

- What are we talking about?
- How can we work on issues of representativeness to ensure equal opportunities in all circumstances?
- What is the link between representation and intersectionality?

BLUE STUDIO

Gender and Intersectionality

- The intersectionality between gender expression and ethno-cultural group affiliation.
- How do race, gender, sexuality and religion intersect, and can they be discussed together?
- How can intersectionality be applied?

GREEN STUDIO

Financing: Donor Relations

- How to improve relations with donors?
- How to match needs with ongoing programs?
- What are the best strategies for obtaining funding?
- How to identify available resources?

WORKSHOPS BY SECTOR

RED STUDIO

Education and Youth: Bridge-building and the fight against discrimination

- How to address these issues within education, especially with teachers and students?
- Cyberspace: Significance and methods of addressing issues of intercultural rapprochement, the fight against discrimination and cyber-violence?
- Which sector(s) should we work more closely with in order to maximize impact?

ORANGE STUDIO

Arts and Culture: Leadership and programming

- How to generate DEI in leadership and programming?
- Who should lead and manage these issues in order to generate change?
- Diversity and inclusion - who and what are we talking about?
- How do we approach and include diverse audiences, and how do we ensure the sustainability of initiatives?
- What criteria should be used to measure the impact of an initiative?
- Access to resources (e.g. funding, partnerships) - rethinking project evaluation criteria - how do we include the realities faced by communities and what is the role for the intersectional approach?
- Funding - budget required to generate, implement and sustain change?
- Which sector(s) should we work more closely with in order to maximize impact?

PURPLE STUDIO

Intercultural Relations: Continuous learning

- How to develop (new) skills?
- How to share best practices efficiently?
- How to connect stakeholders active within the same sector?
- Which sector(s) should we work more closely with in order to maximize impact?



BLUE STUDIO

Business and Workplace: DEI Concepts and Practice

- Diversity and inclusion: who and what are we talking about?
- DEI - what are we talking about?
- DEI in SMEs (small and medium-sized enterprises) and social economy enterprises - how to foster collaboration?
- How to increase innovation within business practices?
- Accessibility and equal opportunities: Which sector(s) should we work more closely with in order to maximize impact?



GREEN STUDIO

Immigration and Refugees: Approaches and support

- How to avoid the role of saviour as an organisation - working without power dynamics?
- How can training help us get beyond the awareness-raising stage on anti-discrimination and anti-racism issues?
- How to equip newcomers to become full citizens?
- How to address and work on mental health issues (for newcomers and staff)?
- Which sector(s) should we work more closely with in order to maximize impact?



J.A DE SÈVE ROOM

Public Services: DEI

- DEI - what are we talking about?
- The state of affairs.
- What are the best practices?
- How can we move forward effectively?
- Which sector(s) should we work more closely with in order to maximize impact?

BIOGRAPHIES



The Honourable Michèle Audette, Senator

Senator Michèle Taïna Audette grew up immersed in both the Innu and Quebec cultures. She was born in Wabush, Labrador, and spent her early years in Schefferville, Mani-Utenam and Montreal. From the moment she was born, she has experienced discrimination as both a woman and an Indigenous person, and she has dedicated herself to pursuing equality, equity, justice and social justice. Senator Audette is committed to advancing First Peoples' issues, including issues faced by Indigenous women, and to building bridges to create an inclusive and respectful society for all. She studied visual arts at the University of Quebec in Montreal (UQAM) and art education at Concordia University before receiving an honorary doctorate from the University of Montreal in August 2018 for her political and social advocacy on behalf of Indigenous women. Her past roles include serving as president of the Native Women's Association of Quebec (FAQ) and the Native Women's Association of Canada (NWAC) and as commissioner for the National Inquiry into Missing and Murdered Indigenous Women and Girls (NIMMIWG). In the fall of 2019, she joined Laval University as a senior advisor for reconciliation and Indigenous education. She was appointed senator in July 2021.

Photo credit: Sénat du Canada



Brian Bronfman

Brian Bronfman holds degrees in Philosophy (B.A., McGill), Law (LL.B. & B.C.L., McGill), Natural Resource Planning (M.S., University of Vermont), and Mediation (Cert. Med., Woodbury). In 2006, he established the Brian Bronfman Family Foundation, which supports efforts to prevent discrimination and violence in our society, and provides funding to initiatives that cultivate peace, social harmony, equity, respect and social justice. He subsequently co-founded the Peace Network for Social Harmony, a charitable organization that uses the power of collaboration to strengthen positive and concrete actions for a more peaceful society.

Brian has served on numerous boards and committees. The list presently includes: the YMCA Peace Medals (co-President), PLEDJ (Promoting Leadership for Education, Development and Justice), and the Montreal Holocaust Museum. In 2009, he coordinated the Dalai Lama's visit to Montreal. Professionally, he has taught conflict resolution, worked as a mediator, and founded the Social Mediation Division of Institut Pacifique. He now devotes 100% of his time to philanthropic endeavors. In 2010, he received the Canadian Institute for Conflict Resolution's Award of Merit, and in 2012 he received the Queen's Diamond Jubilee Medal for his work in philanthropy. In 2020, he was named an Officer of the Ordre national du Québec, in recognition of his contributions to Quebec society.

Photo credit: Sandra Larochelle



Déborah Cherenfant

Déborah Cherenfant is a women's entrepreneurship strategist who has been passionately involved in economic development and women's leadership since her arrival in Quebec in 2005. She is involved as a director on various boards, including the McCord Museum, the Fédération des chambres de commerce du Québec, Startup Montréal, the KANPE Foundation and Humanov-is. Since 2018, she sits on the Conseil du statut de la femme du Québec. With a degree in economics and entrepreneurship, Déborah has used her strategic skills over the past decade in business start-up and financing consulting, as well as in the development of entrepreneurship programs. An entrepreneur at heart, over the years she has created the Mots d'Elles blog, the fashion brand Atelier Coloré, and the concept store Marché Coloré. She also co-founded BiAS, a cultural and artistic think tank, and the BlindSpot Cabinet, for more EDI in the business world. In 2022, Déborah continues to collaborate as a radio columnist on Tout Un Matin on ICI Première and as a TV contributor to Le Fil on Noovo.

Photo credit: Doro Saiz



Nina Segalowitz

Nina Segalowitz is Inuvialuit and Dine, and comes from Fort Smith, Northwest Territories. She is an Inuit throat singer with 25 years' experience. She also performs spoken word and traditional hand drumming. Her performances are about sharing her lineage and traditions, and using music as a way to connect Aboriginal and non-Aboriginal people. She has performed with the Montreal Symphony Orchestra and given an impromptu performance with Bobby McFerrin. These moments show how versatile and contemporary First Nations and Inuit music is.

BIOGRAPHIES



Anna Krol, Ph.D.

Project leader for the Forum on Diversity and Inclusion, Anna Krol is a philosopher by training, having earned her Master's degree from the University of Adam Mickiewicz in Poznan, Poland, and a Doctorate in Philosophy from the University of Grenoble Alpes in France. Anna specializes in language analysis and the ethics of interpersonal communication. She worked in France in an interdisciplinary team on the fight against discrimination.

Arriving in Montreal, she collaborated with the City as part of the *Montréal Interculturel program*, and with the *Laboratoire de recherches en relations interculturelles (LABRRI)* at the University of Montreal, with which she is an affiliated researcher. Her skills and experience in interculturalism, in the fight against discrimination, and in the ethics of interpersonal communication provide tremendous strength to the Network and its initiatives.

Anna's faith in the possibility of building a better world, by joining the forces of people and organizations from different backgrounds, was a key motivator in her joining the *Peace Network*.

Photo credit: Michael Abril

SPONSORS AND DONORS

The Peace Network for Social Harmony would like to thank the Forum's sponsors and donors. Their generous contributions have made this initiative possible and contributed to its success. Their commitment to diversity, inclusion, social justice and equity demonstrates their willingness to be part of the solution.

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ACKNOWLEDGEMENTS

The Peace Network for Social Harmony would like to thank all those who contributed to the development of the Forum on Diversity and Inclusion: Uniting To Strengthen the Field. We appreciate the contribution of those who responded to the survey, and would particularly like to thank the members of the Consultation Committee and our collaborators who helped us develop the Forum's content, structure and facilitation strategy.



CONSULTATION COMMITTEE



André Ho

Activist for LGBTQ+ rights (Montreal LGBTQ+ Community Centre) and the fight against anti-Asian racism (Coalition asiatique pour une relève émancipatrice - CARE)



Bochra Manaï

Commissioner for the Fight Against Racism and Systemic Discrimination for the City of Montreal



Charlène Bélanger

Head of Education and Wellness - Programming, Montreal Museum of Fine Arts



Déborah Cherenfant

Regional Director, Female Entrepreneurship, TD Bank, past president & spokesperson, Jeune chambre de commerce de Montréal





Habib El-Hage

Ph.D., director of the Institut de recherche sur l'intégration professionnelle des immigrants (IRIPI), Member of the RAPS research centre, Board member at La Maisonnée and Qualifications Québec, Commissioner at the Office of Public Consultation of Montreal



Hayder Achouri

Executive director, ENSEMBLE for the Respect of Diversity



Julie Savaria

CEO and Founder, Bindia Savaria Consulting & JEDI Kids (Justice, Equity, Diversity and Inclusion)



Lawrence Witt

Labor, employment and human rights lawyer with Miller Thomson



Linda Gauthier

President, Regroupement des activistes pour l'inclusion au Québec (RAPLIQ)



Micheline Chevrier

Artistic & Executive Director, Imago Theatre



Nadine St-Louis

Vice-President of Operations, Partnerships and Finance, Sacred Fire Productions



Patrice Brodeur

Associate professor, Institute of Religious Studies at the Faculty of Arts and Science, University of Montreal



Rani Cruz

Director of Strategic Development, Welcome Collectiv



Souleymane Guissé

Head DEI training coordinator at CSMO-ÉSAC, President of the Conseil interculturel de Montréal

PARTNERS AND COLLABORATORS

- Filiale
- LABRRI
- Montreal Museum of Fine Arts

SPECIAL THANKS TO

- **Mélanie Deveault**, Director of Education and Wellness, Montreal Museum of Fine Arts
- **Orélie Brûlet**, Assistant Head - Events, Montreal Museum of Fine Arts
- **Salwa Salek**, Chief Diversity, Equity and Inclusion Officer, Desjardins
- **Audrey Cuirassier**, DEI Expert | Project & Event Manager, Communications & Public Relations, Desjardins Group
- **Iryna Lakhman**, infographics
- **Ida Stéphanie Ramde**, Program Officer - Diversity and Inclusion, Desjardins Group
- **Reford MacDougall**

KEYNOTE SPEAKERS

- The Honourable **Michèle Audette**
- The Right Honorable **Michaëlle Jean**

FORUM HOST AND PANEL MODERATOR

- **Déborah Cherenfant**, Regional Director, Female Entrepreneurship, TD Bank, past president & spokesperson, Jeune chambre de commerce de Montréal, 2020-2021

PANELISTS

- **Rachida Azdouz**, psychologist, specialist in intercultural relations and affiliated researcher at the Laboratoire de recherches en relations interculturelles (LABRRI)
- **André Ho**, activist for LGBTQ+ rights (Montreal LGBTQ+ Community Centre) and the fight against anti-Asian racism (Coalition asiatique pour une relève émancipatrice - CARE)
- **Bochra Manaï**, Commissioner of the Fight Against Racism and Systemic Discrimination for the City of Montreal
- **Fabrice Vil**, lawyer, social entrepreneur and columnist

OUTREACH PARTNERS

- BMO
- Canadian Commission for UNESCO
- Institute for Canadian Citizenship
- Michaëlle Jean Foundation
- Philanthropic Foundations Canada



DIALOGUE FACILITATORS

- Fatiha Bensalah
- Laurence Bourcheix Laporte
- Faty Diambang
- Sara Dilem
- Patricia Doss
- Mariem Fafin
- Marie-Michèle Filion
- Hanaa Haijoubi
- Mélissa Lormil
- Julie Morin
- Salima Moussouni
- Agapé Randrianandraina

NOTETAKERS

- Lou Joséphine
Chun Lan Judas
- Salimata Cissé
- Marianne Côté
- Hadiatou Diallo
- Juliette Klein
- Aurélia Morin-Clarke
- Nadège Paquette
- Nicolas Philibert
- Stéphanie Ramdé
- Vanessa Remy-Sauriol
- Leila Saiah

VOLUNTEERS

- Catherine Boulos
- Manon Cantin
- Mariam Colbert
- Maude Fauteux
- Maïa Hieminga
- Noah Jan Hieminga
- Nathanaëlle Vincent

ADVISERS

- Fatiha Bensalah
- Isabelle Comtois
- Patricia Doss
- Andrea Morrison
- Barry Schwartz
- Alison Silcoff
- Bob White

IN ADDITION TO

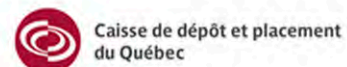
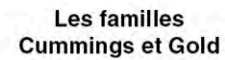
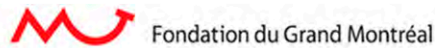
- Michael Abril, photographer
- Tanya Abitbol, Spector & Co
- Zoé Brunelli, infographics
- Cirque du Soleil
- Coop l'Argot
- EQUITAS
- Katasoho imprimerie & design
- Institut Pacifique
- Masters of Intercultural
Mediation Program, Université
de Sherbrooke
- SIVET - service d'interprétation
visuel et tactile

PEACE NETWORK FOR SOCIAL HARMONY TEAM

- Anna Krol,
Forum Project Leader
- Brian Bronfman
- Adriana Eslava Benjumea
- Dino Grifo
- Audrey Lamothe
- Marcia Wetherup

PEACE NETWORK FOR SOCIAL HARMONY MEMBERS

We would like to thank our members and friends for believing in the power of collaboration to strengthen peace-in-action. Without your financial support, the Peace Network would not exist. We tremendously appreciate your commitment and involvement.



MESSAGES FOR OUR SPONSORS

GOLD SPONSORS



Brian Bronfman Family Foundation Fondation de la famille Brian Bronfman

“The Brian Bronfman Family Foundation recognizes the extraordinarily important role that diversity and inclusion play in our well-being as individuals and as a society. On the positive side, we appreciate the richness of thoughts, of tastes, of artistic expression, and of perspectives that are brought into our lives when we are surrounded by diversity and we embrace its gifts. On the flip side, we have been witness far too often in recent years of what happens when diversity and inclusion are replaced by single-mindedness and division - from Charlottesville to Ukraine, the results are usually destructive and oftentimes tragic. That is why we are enthusiastic supporters of the Peace Network for Social Harmony and its

Forum on Diversity and Inclusion. We believe that the Peace Network’s approach, based in the power of collaboration, helps those working for a more peaceful and harmonious society to be more impactful in their actions. This Forum, which is centered on “uniting to strengthen the field,” is a tremendous example of how that mandate is being implemented in a concrete and beneficial way. Our foundation is encouraged by how many others in our realm have supported this endeavour; we hope that many others in philanthropy, business and society at large will join the movement. If we all contribute and work together, we can help to create the sort of just, inclusive and equitable society that will help our society to truly thrive.”

The **Paul Bronfman** Family Foundation

“The Paul Bronfman Family Foundation is proud to support the Peace Network for Social Harmony and its commitment to fostering diversity within our communities.

By embracing individuals with diverse talents, ideas, and experiences, we help promote an engaged society. It is our belief to champion

social responsibilities that create initiatives where everyone is treated with dignity and respect.

We must listen to different viewpoints and embrace a culture of inclusion. But most of all, we should have the courage to unite through our differences.”

SILVER SPONSORS

The Birks Family Foundation

“The Birks Family Foundation is delighted to serve as a Silver Sponsor of this innovative and unique event, just as The Birks Family Foundation is honoured and proud to be a long-time participating member of the Peace Network for Social Harmony.”

Cole Fondation

“Supporting diversity in theater and literature in Montréal”

colefoundation.ca

RBC

“At RBC, Diversity and Inclusion (D&I) is more than a value, it is core to our Purpose and corporate identity. Our D&I vision is to be among the most inclusive workplaces and successful companies, putting diversity into action to help employees, clients and communities thrive.

The values that underpin our approach to diversity and inclusion are rooted in an important, fundamental belief: our differences make us stronger. We stand behind these values, and it's why we are very proud to participate in this Forum and to support this initiative by the Peace Network for Social Harmony.”

Trottier Family Foundation

“Our mission is to support organizations that work towards the advancement of scientific inquiry, the promotion of education, fostering better health, protecting the environment and mitigating climate change. The Trottier Family Foundation strives to catalyze and scale transformative innovations, create cross sector collaborations, and take risks that others cannot.”

BRONZE SPONSORS

BMO

“As a Montreal-based economic actor, we are committed to build a more inclusive society for all those who face barriers in their daily lives. Building strong relationships to foster inclusion, racial justice, Truth and Reconciliation as well as promoting inclusive local economic opportunities are part of our Purpose-driven commitment to boldly grow the good in business and life.”

Claudine et Stephen Bronfman Family Foundation

“In loving memory of Barbara Bronfman, a member of the Peace Network since its founding in 2009, whose caring spirit remains an inspiration.”

Fiera Capital

“At Fiera Capital, we believe that diversity of thought and perspective fuels our ability to create innovative investment solutions for our clients, fostering sustainable prosperity for all our stakeholders. We are committed to driving positive and meaningful change in the investment industry, through a more diverse and inclusive workforce and a workplace where everyone can thrive and feel a sense of belonging.”

Lucie and André Chagnon Foundation

“Our mission is to prevent poverty by helping to create conditions that will enable all young people living in Québec to develop their full potential. At a time when so many children and youth are experiencing discrimination and inequality, we are pleased to support an event that offers a wide diversity of participants a space to meet and exchange ideas, as well as an opportunity to learn about and improve the scope of their actions.”

Lianne et Bruce Leboff

“With thanks to the Forum on Diversity and Inclusion for helping build a more kind and inclusive world.”

