Last question Pamela, what tips and or advice would you give to aspiring female professionals in building their leadership experiences in working towards C-Suite level roles?

I think it can start really early and certainly the students who my account encountered over the last number of years have really impressed me with their energy and their can do attitude and I think it starts very early with volunteers. Volunteering for things like the hedge conference, which I know is coming up, volunteering for different community activities, different activities in school life. Clearly there are going to be a lot more of them and a lot easier to come by when we're all together physically again, and you get something different out of that, but it's never too early to start and the covid shouldn't impede the desire and the will to get out there and just meet people. Networking is so important, it's never too early to get mentorship, to ask for advice to meet students in upper year and find out what their experiences are and learn from them.

And I've really enjoyed you know, growing up with the students who I've been mentoring over the years and seeing them become mentors and for me to go back to them and say, hey, there's a new student I'd really like you to meet. I think they would get a kick out of you and you're closer to their career than I am. You know, it's never too early for you to start mentoring, and so I think that pay it forward in that continuous cycle of helping each other and I haven't stressed female, not female, BIPOC, it doesn't matter. I think, we're all better when we all help everyone.

Females I do hear and feel as well that that perhaps we do suffer more from that impostor syndrome, that is talked about so much.

So it's getting out there and understanding that everybody has insecurities and you just have to go out and try, and what's the worst that can happen?

You learn from failures you learn from success, and if you don't do it, you won't know, so it's always that encouragement by me. Hey, go try and do a speaking gig, go try and moderate, you know. Moderating is often easier than actually being on the panel. Try that.

Try helping with the organizing committee. Try raising some funds you might like, you might meet a lot of really interesting people along the way.

So it's putting your hand up and really volunteering and trying all sorts of different things and for that reason I think the Co-op system is amazing because it gives students a safe opportunity to try different careers, different industries, different types of positions or roles so that you have a much better idea of what might satisfy you and what might fit, and the culture that might fit when you graduate, and I think that is just tremendous, so taking advantage of those opportunities, particularly now for SAF when you don't have to, you're not stuck in that, public practice thing you can actually try some public practice and do the auditor thing or do the consultant thing and then you can try what a position as an analyst or something like that is like in an operating company and see and compare and contrast and see what elements really attract you and gravitate towards. So I think that is a really great element of the University of Waterloo experience. It's unique, it's wonderful, and I think SAF has done an amazing job as well as the whole University.

So trying new things don't be afraid, failures OK, and take advantage of that Co-op opportunity.

It really is amazing.

Some fantastic tips and advice. Thank you, thank you so much, Pamela.