What do you believe needs to change to see more women in C-Suite roles?

It's a great question and it's been coming for a long time and I like to think I'm a part of a larger cohort that has been more successful in coming into the C-Suite and more women that you're seeing more and more everyday. I think Pandemic has actually democratized a lot of boardrooms and executive table, in that everybody is on zoom or teams together and there's no one big physical presence which was a big thing dominating it's more Democratic discussion that you can see, and I believe it's given some people more opportunities.

What can we do further? I think it's all about pay it forward, I have been speaking to a number of people in business that don't actually say it's even a nice to have anymore to have women and other visible minorities etc included in the pool of candidates for an executive position. They are requiring now and saying no, you have to have one of these four representative groups and they have to be successful in the role. I don't take no for an answer and that's great.

I know a lot of organisations at the very least say within the pool of candidates it must be a diverse pool and that's wonderful to see.

And I also see that around board tables and it's all about pay it forward.

You all, all of us know people who are deserving and they just need their time in this spotlight, they need their opportunity, and we need to provide it.

I think you're seeing that happen more and more as we make and reach a critical mass in the boardroom tables, as well as the executive tables in Canada.

It will be fantastic to see more and more female representation, and even BIPOC representation at the executive levels, because I agree with you Pamela, that diversity and diverse perspectives, diverse opinions are valuable to ensure future success for all Canadian organisations.

Well, not just Canadian, but worldwide. So great to hear.

Great to hear that executive teams are starting to consider and put that as priority to consider BIPOC and female representation.