

### **Biographies of featured panelists:**

• **Jane Evans** is the Managing Director, Organization Effectiveness for BMO Financial Group. In this role, Jane is accountable for working with the senior leaders of the company to design the operating model of the company, challenge the norms of a 200+ year old bank, foster a high-performance culture, and inspire employees to pursue BMO's purpose, to Boldly Grow the Good, in Business and Life.



Jane has held senior roles in Human Resources and in Canadian Personal and Commercial Banking over her 20 plus years at BMO. She was the Managing Director, Leadership Development and led BMO's Canadian Diversity & Inclusion team, in addition to a range of HR Business Partner, Talent Management, Change Management, and Compensation design roles.

Jane was born in Saskatchewan, raised in Montreal, and lives in Toronto with her husband and two children.

• As the RSM Canada Alliance Leader, **Terri Ellis** is responsible for implementing RSM Canada's strategy to launch the RSM Canada Alliance - a platform designed to create a community of high performing professional services firms throughout Canada. Terri collaborates with RSM Canada, RSM US and RSM Canada Alliance members to ensure that member firms in Canada gain access to RSM's tools, expertise and practice management resources. This includes technical resources, marketing and business development, practice management, talent management and career development, dedicated client services, and networking opportunities.



Terri Ellis has 17 years of experience working with audit, tax and consulting firms. In her previous role as growth and market development partner, she acted as a strategic growth advisor to the RSM Canada leadership team, helping to grow the firm from \$35M to \$60M in four years. With deep experience with national accounting firms, she has developed and implemented go-to-market strategies, tools and processes, and brings a pragmatic approach to business combined with market insights and analytical skills.

• A catalyst for change, **Sandeep Tatla** is a forward-thinking executive leader with demonstrated experience successfully leading diversity, equity and inclusion change strategies across different and complex industries.

Her focus is on systemic and sustainable change. Her passion is creating cultures where we all thrive.

Sandeep is currently the VP, Head of Diversity, Inclusion and Social Responsibility at PointClickCare.

PointClickCare is the recognized leader in cloud-based software in the senior care market in North America.

Prior to joining PointClickCare, Sandeep served as a senior leader in diversity and inclusion for PwC Canada and Manulife's Global operations. Before delving deep into the diversity and inclusion sphere, Sandeep practiced labour and employment law, specializing in human rights law and regularly provided organizations with proactive and strategic advice on respectful workplace cultures. With her strong background in diversity and inclusion and deep experience and passion for making change is regularly asked to comment and speak on diversity-related topics. In addition to regularly being quoted in various professional publications, Sandeep has been asked to speak on D&I issues in the media and had a diversity column in the National Post. Sandeep has an Honours Bachelor of Arts Degree from York University, with a double major in Psychology and Law & Society; a Bachelor of Laws (Juris Doctor) from the University of Western Ontario; and a Certificate in Alternative Dispute Resolution from the University of Windsor. Sandeep was called to the Bar in Ontario in 2005.



• **Janet Hawkins** is president, CEO and co-founder of Opterus Inc., whose cloud-based software solutions simplify retail communications. Janet has more than 20 years of experience working in the Retail industry. Before launching Opterus in 2006, she held management roles with NCR and SAP where she focused on creating alliances, building partner programs and business development. Janet is the chair of the Opterus Rebel with a Cause Awards Advisory Board.



A scholarship for young women, between the ages of 18-25, who are pursuing a post-secondary educational path in STEM and Arts.

She is also an advisor for the Canaccord Genuity Advisory Program for Women Entrepreneurs. When she isn't solving problems for retailers and forging strategic alliances, Janet enjoys hiking near her Toronto-area home, painting and creating mosaic glass art, and traveling to awesome restaurants to fulfill her inner foodie. Janet graduated from York University with an English degree.

You can follow Janet on Twitter at @janhawk1969 and follow Opterus Inc. at @opterus

• **Anika Holder** is the head of Human Resources of Penguin Random House Canada, the country's largest and most celebrated book publishing company. Anika is passionate about making people the centre of all decision-making and ensuring a company cultural life that is inclusive and safeguards a sense of belonging.

Throughout her career, Anika has influenced company cultures, across four industries, helping them to achieve top employer accolades. And more recently, with Penguin Random House Canada employees who celebrated their contributions to a strong company culture that resulted in their selection as one of Greater Toronto's Top Employers for 2020.

In her time at Penguin Random House Canada, Anika has worked with her colleagues to bring additional focus to anti-racism, equity, diversity and inclusion, and to mental health and wellness among all things company culture. She is also strongly dedicated to reducing barriers for those who face the greatest number of obstacles pursuing a career in publishing. Learn more about Penguin Random House Canada at [penguinrandomhouse.ca](https://penguinrandomhouse.ca).

