

# 2010 Catalyst Honours Champions

Ed Clark..... 2  
Colleen Sidford ..... 4  
Sylvia Chrominska..... 6

# Ed Clark

## **2010 Company/Firm Leader Champion**

### **President and Chief Executive Officer, TD Bank Financial Group**

In his eight years as President and Chief Executive Officer of TD Bank Financial Group, W. Edmund Clark has successfully created a cultural shift within the bank to make it a more inclusive employer of choice. Having established diversity as a strategic business priority, Mr. Clark seeks to understand the barriers to advancement for women and diverse groups at TD Bank Financial Group. His drive to engage TD employees to ensure they feel included regardless of gender, ethnicity, religion, sexual orientation, abilities or disabilities, through focus groups, interviews, and surveys of employees, has made it possible to maintain an ongoing dialogue while producing lasting change.

“Creating an inclusive workplace for women and helping all employees reach their full potential is more than just the right thing to do—in fact, it’s essential to our success,” says Ed Clark. “While a few decades ago, the industry saw a challenge around numbers and recruitment of women, today we’re addressing more nuanced issues such as changing perceptions around workplace flexibility and more focused career planning. By ensuring inclusiveness and fostering diversity, we’ve been able to unleash huge amounts of energy and talent at TD.”

Mr. Clark is committed to developing high-potential employees in the pipeline, through informal mentoring and active sponsorship of aspiring executives. His personal initiation of the CEO’s Assistant Program, allows participants, half of whom have been women, to shadow him, so that they gain both experience and visibility. And his commitment to diversity is one he expects other senior leaders at TD to mirror, holding them accountable through performance reviews at the most senior levels and tying inclusiveness to leadership at the bank.

Mr. Clark has extended this commitment to the community. He and his wife are supporters of the Homeward Bound program of WoodGreen Community Services, which provides shelter, daycare, and education to single mothers living in poverty, along with a guaranteed career-track job and access to affordable housing when they graduate. As the chair of

WoodGreen's Industry Council, Mr. Clark uses his influence and personal network to bring together other business leaders in support of this cause.

He has had a long and distinguished career in financial services and government, working for companies such as TD Canada Trust, Canada Trust Financial Services Inc., Merrill Lynch, and Morgan Financial Corporation. He graduated from the University of Toronto with a Bachelor of Arts degree and earned his Master's degree and Doctorate in Economics from Harvard University. He has also received honorary degrees from Mount Allison University and Queen's University. In July 2010, Mr. Clark was made a Member of the Order of Canada, the nation's highest civilian honour, in recognition of his many contributions to public life in Canada.

Mr. Clark has influenced TD Bank Financial Group to champion inclusiveness and diversity, and as a powerful role model, he inspires others to become diversity champions.

# Colleen Sidford

## **2010 Business Leader Champion**

### **Vice President, Treasurer, Ontario Power Generation Inc.**

During her years as Vice President, Treasurer, [Ontario Power Generation Inc. \(OPG\)](#), Colleen Sidford has been a champion for women's advancement both within OPG and in the community. She meets with the managers and directors at OPG to discuss gender biases and how supervisors can encourage women in their business sectors. Her results speak for themselves: Ms. Sidford's direct reports have become extremely diverse within the last five years and include 28 percent visible minority women, 28 percent white women, and 16 percent visible minority men.

**“Gender diversity is not a Human Resources initiative. It needs to be embraced and woven into the culture of an organization so that we all become ‘Champions for the Advancement of Women in Business,’” says Colleen Sidford. “At Ontario Power Generation, we launched the emPOWERed Women program, a comprehensive leadership and career development initiative that’s reaching women working across the province. Its objective is to provide formalized mentoring opportunities for women to help each other grow their professional capabilities and leadership skills.”**

The nuclear/utility industry is male-dominated, and it was for that reason Ms. Sidford founded a leadership development and mentoring program called emPOWERed Women at OPG to help women with their networking, career development, and mentoring skills. More than 300 women have participated to date. The participants in emPOWERed Women are developed into “diversity ambassadors,” leaving the program with the goal of mentoring and helping other women. Ms. Sidford is also an active member of [Women in Nuclear \(WIN\)](#), speaking at its annual conference and events and acting as an ambassador for the program.

Prior to OPG, Ms. Sidford owned a private consulting business and held financial positions with The Molson Companies Limited, Bank of America, and the Bank of Nova Scotia.

Through her efforts, a large number of women inside and outside of OPG have had opportunities to develop, advance, and become diversity champions themselves.

# Sylvia Chrominska

## **2010 Human Resources/Diversity Leader Champion**

### **Group Head, Global Human Resources and Communications, Scotiabank**

As Group Head, Global Human Resources and Communications, at [Scotiabank](#), [Sylvia Chrominska](#) has been instrumental in championing a diversity and inclusion strategy that has shaped Scotiabank's ability to attract and retain employees with varied skills, abilities, experiences, and backgrounds. The result is an organization that draws on the skills of all employees, generating more innovative thinking and stronger business results.

“I am deeply honoured by this recognition, and I am hopeful for the day when we no longer need champions to advance the interests of women in business or in broader society,” says Sylvia Chrominska. “I believe very strongly in the need for continued vigilance in order to make progress. And, I also believe strongly in the benefits of achieving progress. I am continually impressed by the women I meet and have enjoyed the opportunity to work with many of them as they explored their interests and potential. It is gratifying to see them succeed.”

When she assumed the leadership of Scotiabank's Human Resources department, Ms. Chrominska recognized the diversity that already existed at Scotiabank and had the foresight to develop inclusion strategies that would build upon the bank's strength. With the support of the Chief Executive Officer and other members of the executive team, she used her influence to bring people together across the organization to establish a working environment that is inclusive, collaborative, and accessible for all employees.

An avid mentor, champion, and founder of [Scotiabank's Advancement of Women \(AoW\)](#) strategy, Ms. Chrominska has overseen significant progress in this area. Her innovation and dedication have led to managerial accountability for hiring and promoting women at senior levels. She helps Scotiabank operations in other countries adapt and implement AoW in their local areas. As a direct result of her efforts, many women have access to development opportunities, have gained visibility with executives, and have had the

opportunity to succeed. The bank documented its progress in [\*Unlocking Potential, Delivering Results: The Advancement of Women \(AoW\) Initiative\*](#), a demonstration of its commitment and actions. This initiative to advance women was a 2007 winner of the Catalyst Award.