

2011 Catalyst Honours Champions

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Monique F. Leroux

Company/Firm Leader Champion

Chair of the Board, President & CEO, Desjardins Group

As the first woman elected Chair of the Board, President and CEO of Desjardins Group and the first woman to lead a Top 10 financial institution in Canada, Monique F. Leroux has taken giant steps to increase diversity at Canada's largest financial cooperative group. Throughout her accomplished career, Ms. Leroux has been a woman of firsts, but she wants to ensure she is among the last to face the tremendous obstacles women often encounter as they advance up the corporate ladder. Her work at Desjardins, as well as her advocacy and mentorship of women, has already paid dividends in this area.

"While I'm passionate about the world of finance, I'm also passionate about helping people reach their potential. Sometimes, we create our own "glass ceiling" out of self doubt. But with the support of friends and mentors, it's possible to break through. Ultimately, developing strong business leaders will make Canada stronger also."

A true visionary and strategist, Ms. Leroux implemented an unprecedented organizational restructuring at Desjardins. To assist with this work, Ms. Leroux established ten multidisciplinary taskforces with equal numbers of women and men on each, sending a clear message about gender equality to the cooperative. In addition, she focused on making the recruitment and talent management processes more transparent and fair by insisting that candidate pools for every position contain at least 30 percent female representation at the executive, management, and branch levels.

Ms. Leroux is a passionate mentor and sponsor to many women, often recommending them for awards and encouraging them to develop skills and experience by becoming members of internal and external boards, committees, and groups.

In addition, she has established a structured mentoring program for executives, as well as the Spend a Day with the President program, which allows small groups of female

and male employees to shadow her during a normal workday. Ms. Leroux also speaks regularly to the various Desjardins women's networks.

To build a pipeline of women in banking, Ms. Leroux has helped Desjardins launch scholarships and internships for young women interested in finance. Ms. Leroux is also active with many boards and organizations across Canada that support the development and advancement of women, and she has been recognized many times for this work. Ms. Leroux has been with Desjardins Group since 2001, and has been Chair of the Board, President and CEO since 2008. Before joining Desjardins, Ms. Leroux held various senior level positions with Quebecor Inc., RBC, and Ernst & Young. Ms. Leroux has successfully led change in a traditional organization dominated by men, creating a culture of inclusion and posting the best financial results in the history of Desjardins. She is a champion for women in the financial industry and a role model for senior leaders across Canada.

Jennifer Tory

2011 Business Leader Champion

Regional President, Greater Toronto Region, RBC

As Regional President of the Greater Toronto Region at RBC for the past five years, Jennifer Tory has worked tirelessly to advance women and visible minorities both in the bank and her community. As a committed mentor and advocate, Ms. Tory actively sponsors women into executive roles at the bank. Ms. Tory's innovative approaches, such as restructuring regional market responsibilities to create additional development opportunities important for the advancement of high-potential women and visible minorities, are fundamental to her overall strategy of cultivating talent for results. Her determination to identify talent early, proactively develop, and publicly sponsor individuals make Ms. Tory a role model, and her practices are a guide for her colleagues and other business leaders.

Ms. Tory is a member of RBC's Diversity Leadership Council (DLC) and is Chair of the Canadian Banking business unit's DLC. These positions allow her to significantly influence and impact the bank's diversity agenda, plans, and goals. Ms. Tory participated in the development of RBC's Diversity Blueprint, a strategic outline of the bank's diversity priorities and objectives. In particular, she assisted in the development of the components related to women, visible minorities, and newcomers to Canada.

Her commitment to advancing women and diversity extends beyond her role at the bank into her community. Ms. Tory is the Chair of Sunnybrook Hospital Foundation's Capital Campaign, and sits on the Boards of Directors of the Toronto Board of Trade and the Toronto International Film Festival. As she does at RBC, Ms. Tory challenges these organizations to advance women and visible minorities in order to generate results by reflecting the populations they serve.

“One of RBC’s core values is diversity for growth and innovation, and I’m fortunate to be part of an organization that believes in championing women and supports efforts to move the bar in senior leadership representation. It is a wonderful thing to be recognized for what, for me, has provided my greatest satisfaction in my 33 years at RBC—Developing people.”

Ms. Tory joined RBC in 1978. Prior to her current role, she was Senior Vice President of Operations for Canadian Banking RBC. In 2010, she was named one of Canada’s Most Powerful Women: Top 100 by Women’s Executive Network.

A dedicated sponsor, passionate speaker, and active community member, Ms. Tory continues to develop and advance women while providing an example for others of the value of diversity.

Michael Bach

2011 Human Resources/Diversity Leader Champion

Director of Diversity, Equity and Inclusion, KPMG LLP

In his time as Director of Diversity, Equity and Inclusion, Michael Bach has championed diversity at KPMG, both within Canada and on a global level. He authored the business case for dedicated resources for diversity and inclusion at KPMG and created his role as Director of Diversity at the firm.

“This award is such an honour for all of us at KPMG. I’m so proud to accept this award on behalf of the inspiring women I have the privilege of working with at KPMG, and the many more that we hope will be attracted to our firm as a place that welcomes and celebrates diversity.”

Mr. Bach is effective at influencing leaders and bringing them on board with diversity initiatives. On several occasions, he has been able to convert diversity objectors into diversity champions. Mr. Bach was instrumental in creating and implementing targets for women becoming partners at the firm, which has resulted in an increase in the proportion of women and visible minorities in new partner classes at KPMG from 40 percent in 2009 to 51 percent in 2010.

Besides influencing changes at the organizational level, Mr. Bach has also affected the careers of countless women and diverse employees. He is committed to developing employees of all backgrounds through mentoring and sponsorship, and he is known as someone who will advocate for high-potential employees with senior leaders.

Mr. Bach’s commitment to diversity stretches beyond KPMG and into his work with several community organizations. He is the Founder and Board Chair of Pride at Work Canada, and he is an advisory board member for the Canada’s Most Powerful Women: Top 100 award run by Women’s Executive Network.

He is also heavily involved with the Canadian Board Diversity Council and the Rotman School of Management's Back to Work Program. In addition, Mr. Bach is an influential speaker on the issues of diversity and inclusion.

Before taking on his current role, Mr. Bach was Manager – Operations Improvement Advisory Services with KPMG. Prior to joining KPMG, he owned and operated an independent IT/ web consulting firm.

As a diversity champion, Mr. Bach raises awareness of stereotypes every day and challenges preconceived ideas about women and other individuals with diverse backgrounds.