

Charting a Path Together

Annual Report 2021



Message from the CEO and Chair

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Our Leadership

In business, disruption and innovation are two sides of the same coin. A manufacturer, for instance, innovates by electrifying their operations in response to the threat of climate change, benchmarking others in the sector to do the same. A tech company, after creating a new digital payment method, changes the landscape of e-commerce and online retail.

Central to this cycle of disruption and innovation is forward momentum. Business owners, entrepreneurs, researchers and planners debut new ways of living and working, which in turn become the standard. This is true of the Toronto region as well. Calls to build a handful of rail tracks – one of the Board's first advocacy priorities – evolves to campaigns for regional, high-frequency and electric rail. As communities sprawled, so too did the need for affordable housing, supply chain infrastructure, broadband and more.

Today, we face yet another major disruption – perhaps the most significant in the Board's 176-year history. More than a year into the COVID-19 pandemic, it has become clear there will be no flip of the switch, no immediate return to normal. Instead, the virus' impact on our lives and economy will be felt for years to come.

Yet, as always, disruption begets innovation. Many of our members are proof of this – adapting to accommodate remote work, physical distancing or new product lines. Businesses underwent years' worth of digital expansion in a manner of months. Small and medium-sized businesses attempted to reach consumers in new, creative ways while factories and manufacturers pivoted to making PPE and ventilators.

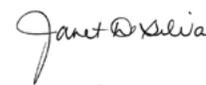
As long as the virus remains in our midst, we will continue to help our members adapt and endure. We launched the

Reimagining Recovery Framework in May 2020, which included dozens of reports, virtual events and advocacy campaigns and led to a series of new data-driven responses under the banner of *We're Ready Toronto*. We created the highly successful Recovery Activation Program to help businesses overcome pandemic challenges, and we scaled up other member programs by moving them online. To maintain one of the best benefits of being a member – the connections and relationship building opportunities – we launched new, member-exclusive networking options.

Still, there are also longer-term changes to consider. The region's businesses need a plan to attract, retain and develop talent without tried-and-true in-person methods. They need a plan to export in a global marketplace with travel restrictions. A plan for governments – faced with significant drops in transit, tourism and other revenues – to continue building economically-enabling infrastructure.

As a convener of expertise and long-time coalition builder, the Board has stepped in to facilitate such planning – charting a path for the region to emerge as a source of economic recovery and leader in reimagining the post-COVID urban area.

There is no going back to a pre-pandemic Toronto region, but there is hope for a better one. Let's meet this worldwide disruption as a challenge to do what business owners and city builders have always done: innovate, create and build, together.



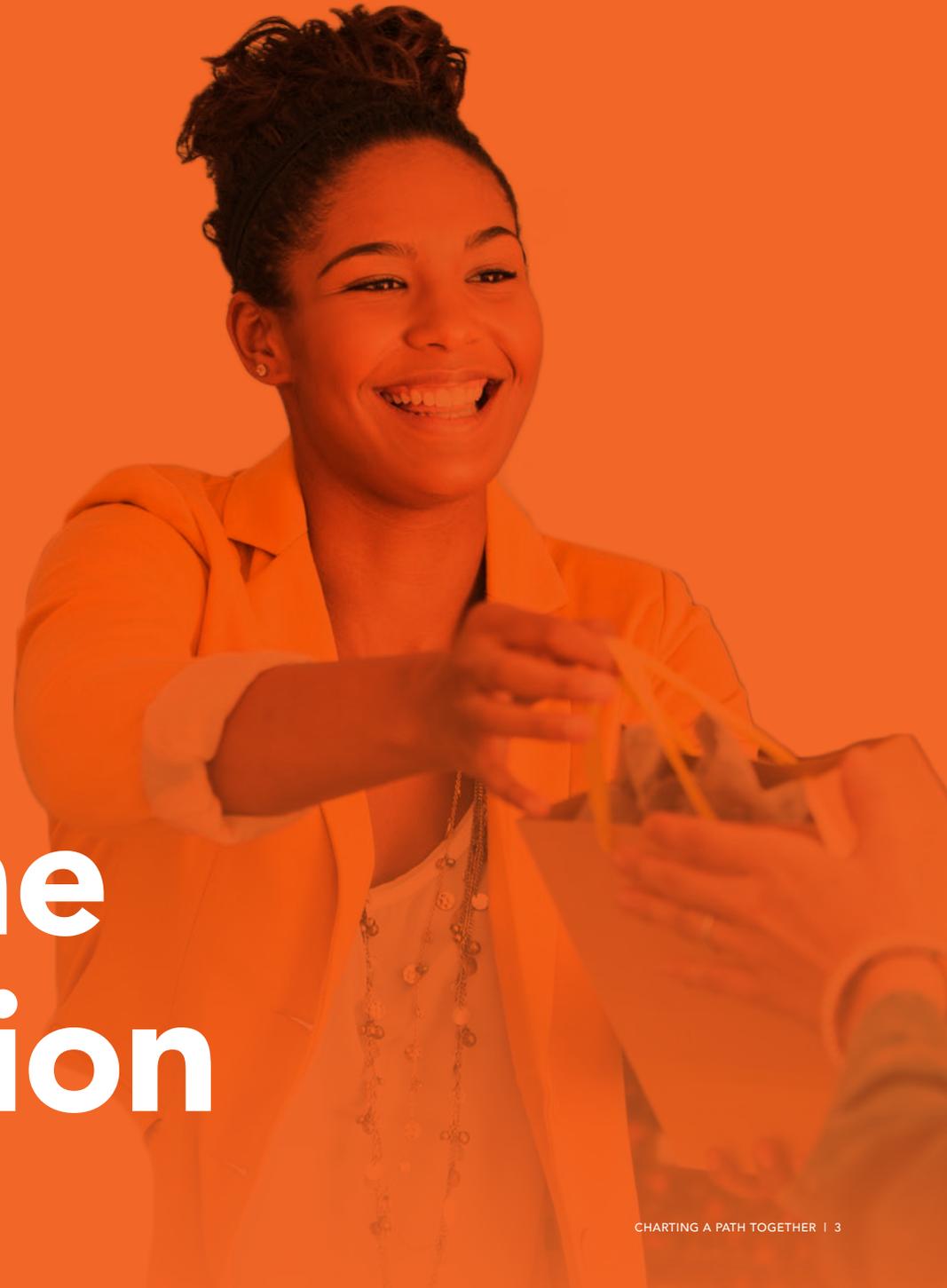
Jan De Silva
President & CEO



Leo Salom
Chair

Emerging from the
COVID-19 pandemic
as a better, more
prosperous region

Leading the Conversation



“

Partnership and collaboration are never more critical than during a time of crisis.

As a business that facilitates prosperity across the Toronto region, we remain committed to being an active partner that supports an economic restart and recovery. Initiatives like the RRF that facilitate mutual support and shared strength to keep businesses moving forward into recovery are critically important.

Deborah Flint, President and CEO of the Greater Toronto Airports Authority and member of the Reimagining Recovery Framework Steering Committee

APRIL TO SEPTEMBER 2020

Convening to Understand

To identify specific pain points and concerns facing the region’s businesses in the early stages of the pandemic, the Board partnered with the City of Toronto to create Business Insights Questionnaires – the results of which shaped the Board’s advocacy, including rent and wage aid for businesses.

The Board also organized quickly to launch a [Business Support Portal](#) – a virtual tool designed as a one-stop resource for information on private and public-sector business aide, COVID-19 related updates and other support programs. To date, the Business Support Portal has had more than 37,000 visitors and has since evolved to feature some of the Board’s new recovery projects and initiatives.

Then, in May 2020, the Board released the [Reimagining Recovery Framework](#) (RRF) – six work tracks that reflect core priorities for a strong and inclusive economic recovery following the pandemic. Beyond directly engaging leaders and experts with the Framework, the Board also launched the [Recovery Summit Series](#) – opportunities for the wider community to engage with topics addressed in RRF work tracks. The series, which included three day-long virtual summits, attracted an audience of more than 2,000 people and secured high-profile speakers from across Canada and around the world.

RRF WORK TRACK

OUTCOMES

Recovery Stages

Developing best practices to support businesses as they navigate operating through various stages of the pandemic.

- A digital toolkit for returning to physical workspaces, which became the first steps toward *We're Ready Toronto*.
- A new working group of senior human resource leaders.

Sector Recovery

Charting recovery horizons across the region's foremost industries, providing consolidated and tailored-to-industry advice.

- *Fast Forward*, sector strategies for accelerating the Toronto region's recovery.
- [11 recovery recommendation reports](#), informed by sector-specific tables on each, co-chaired with Toronto Global.

Retrofitting our Urban Region

Considering how to retrofit and redesign buildings, infrastructure and other physical spaces for the new COVID-19 reality and beyond.

- *Retrofitting Our Urban Region*, key recommendations for adapting buildings, transit and other public spaces.
- Urban planner and developer working tables, co-chaired with the Urban Land Institute of Toronto.

Cities and Corridor Blueprint

Mapping opportunities where municipalities can leverage their strengths and work together for a coordinated economic recovery.

- *Shaping Our Future*, a playbook for rebooting and reimagining the regional economy in Ontario's Innovation Corridor.
- Working group of Corridor city managers – along with provincial and federal representation – informed by data from the Board's Economic Blueprint Institute.

Business Recovery Programs

Helping small and medium-sized businesses (SMEs) digitally modernize their operations in response to COVID-19 conditions.

- The [Recovery Activation Program \(RAP\)](#), which has recruited nearly 1,200 SMEs and continues to help businesses embrace tech.

Getting Back to Trade

Promoting domestic and international trade in the region's recovery planning.

- A newly virtual [Trade Accelerator Program \(TAP\)](#) and [Market Activation Program \(MAP\)](#).
- Leading Canada's first virtual trade mission.
- A campaign to remove interprovincial trade barriers.

“

During this last year, the pandemic has proved more than ever that the Board's convening power and strength of voice into government has enabled the business community to amplify key transport and infrastructure policies that will aid in our recovery.

Yvonne Rene de Cotret, Partner,
National Transport and Future of
Mobility Leader, Deloitte

The Reimagining Recovery Framework's Milestones

+450

Experts and leaders engaged in 25 stakeholder tables and other RRF consultations.

+300

Businesses engaged, along with all three levels of government.

+2,000

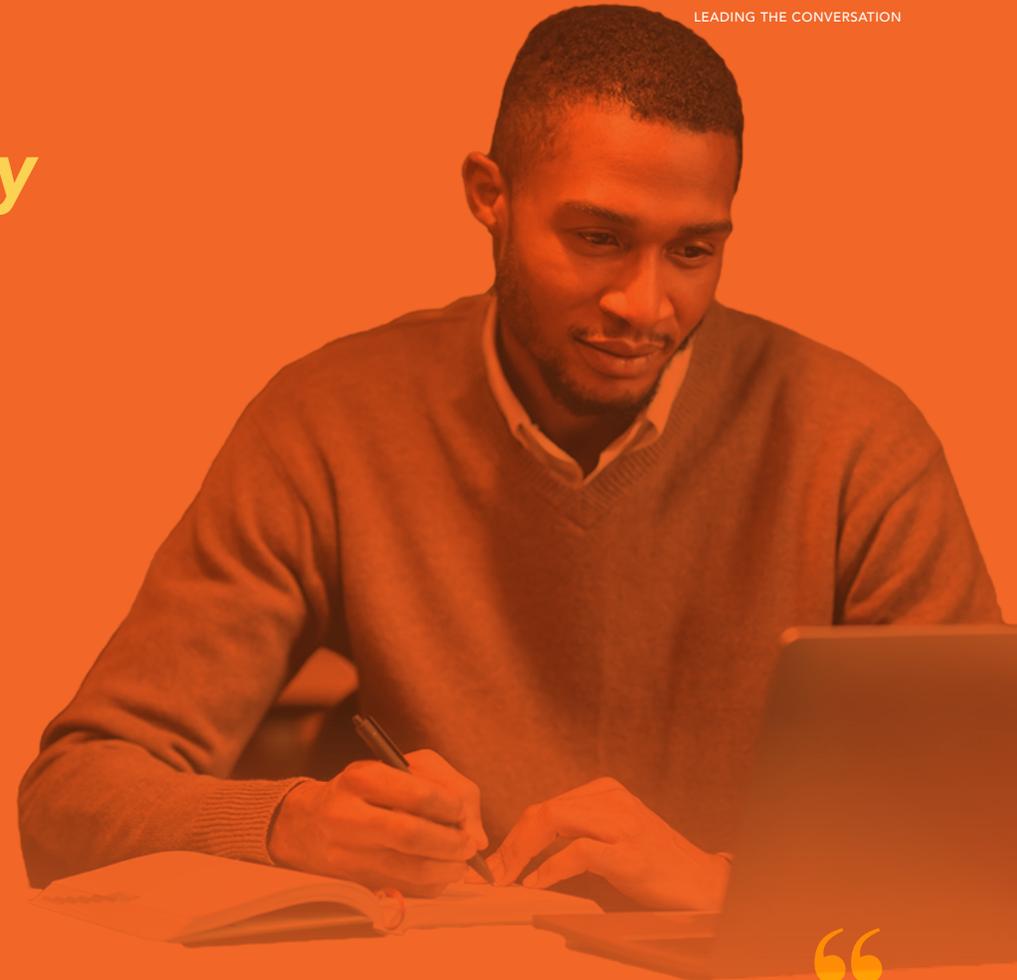
Registrants for the three day-long summits in the *Reimagining Recovery Summit* series.

3

Recovery reports, including *Shaping Our Future*, *Retrofitting Our Urban Region* and *Fast Forward*.

11

Additional sector recovery recommendation reports, highlighting priority investments for sectors like finance, health and entertainment.



“ Working together on the Reimagining Recovery summits, we brought together experts to explore the importance of building an inclusive and diverse workforce, reskilling and leading change for the next generation. The Board is an important voice for the GTHA and Canadian businesses of all sizes. **”**

Jeffrey Russell, President, Accenture in Canada

“

Participating in the Board's *We're Ready Toronto* campaign and collaborating with more than 70 thought leaders to prepare for the return of workers to the region's major business districts is

a key highlight of our membership with the Board.

Brandon Crombeen, President, Delos Canada and *We're Ready Toronto* partner

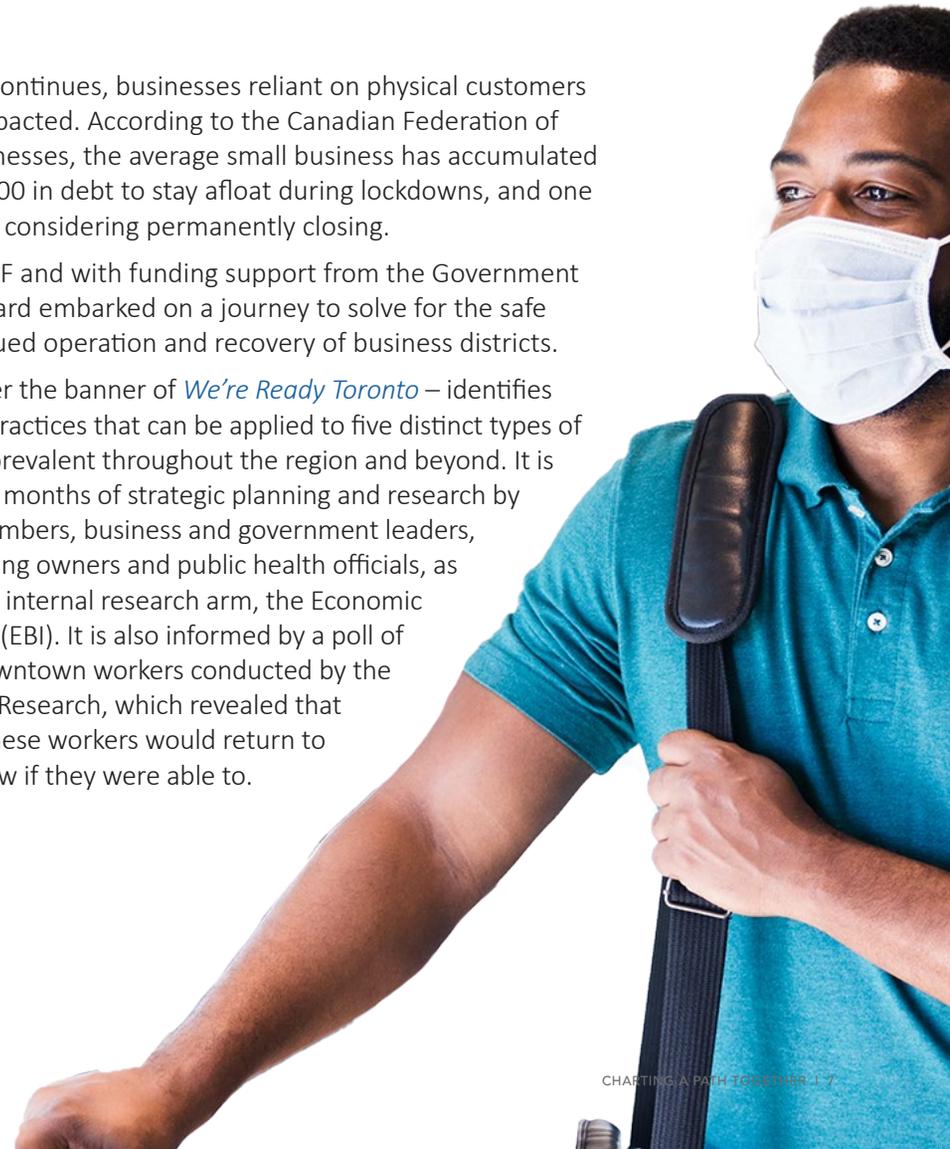
OCTOBER 2020 TO JUNE 2021

Convening to Build Readiness

As the pandemic continues, businesses reliant on physical customers remain gravely impacted. According to the Canadian Federation of Independent Businesses, the average small business has accumulated more than \$200,000 in debt to stay afloat during lockdowns, and one in six are seriously considering permanently closing.

Building on the RRF and with funding support from the Government of Canada, the Board embarked on a journey to solve for the safe reopening, continued operation and recovery of business districts.

The project – under the banner of *We're Ready Toronto* – identifies global mitigation practices that can be applied to five distinct types of business districts prevalent throughout the region and beyond. It is the culmination of months of strategic planning and research by Board of Trade members, business and government leaders, city builders, building owners and public health officials, as well as the Board's internal research arm, the Economic Blueprint Institute (EBI). It is also informed by a poll of more than 500 downtown workers conducted by the Board with Nanos Research, which revealed that nearly 7 in 10 of these workers would return to the office tomorrow if they were able to.



Business Districts

To better frame this work, the Board looked beyond just geographical places and focused on economic centres, areas that are defined by the work they do, the talent they attract and the benefits they bring. These clusters are called “business districts.”

Through research done by EBI, the five types of business districts identified include:



METROPOLITAN CENTRE
The dominant urban centre of our region, defined by its density and variety of service industries – such as marketing, consulting, finance, tourism and retail.



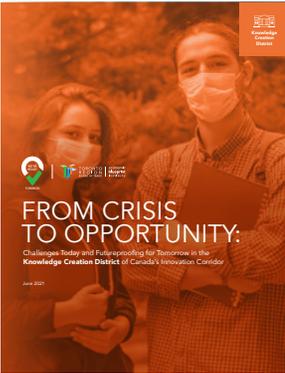
SERVICES AND MIXED USE
Less dense areas containing a mix of goods- and services-based activities including professional, industrial and retail operations.



GOODS, PRODUCTION AND DISTRIBUTION
Areas defined by the production and movement of goods — such as manufacturing, warehousing and logistics.



REGIONAL CENTRES
Smaller urban and suburban centres that are home to civic and government institutions and professional and retail businesses.



KNOWLEDGE CREATION
Engines of the innovation ecosystem containing post-secondary and health sciences institutions.

In the Innovation Corridor, 75 percent of all jobs are located in one of these five business district types. For each business district a detailed, research-rich report has been created to highlight learnings and recommend the mitigations that support the reopening, recovery and ongoing work across each district.

Pilot Zones

To relate the complexities of each business district to potential COVID-19 mitigations, three districts with very different characteristics were identified across the region. In each, a pilot zone was established, and key organizations were engaged to explore their needs and concerns around continuing to operate safely through the pandemic.



FINANCIAL DISTRICT PILOT ZONE

Part of the metropolitan centre with a majority of **professional, financial and service businesses**.

Encompasses **Union Station and the PATH underground network**, which is made up of over 30 kilometres of shops, restaurants and entertainment facilities.

Toronto's metropolitan centre is the **largest employment and commercial centre in the country** – home to more than 550,000 jobs.



PEARSON EMPLOYMENT AREA PILOT ZONE

Part of the goods, production and distribution district and is home to **manufacturing, logistical operations and the airport**.

This zone is the **second largest employment area** in Canada, with more than 300,000 jobs.



SCARBOROUGH CENTRE PILOT ZONE

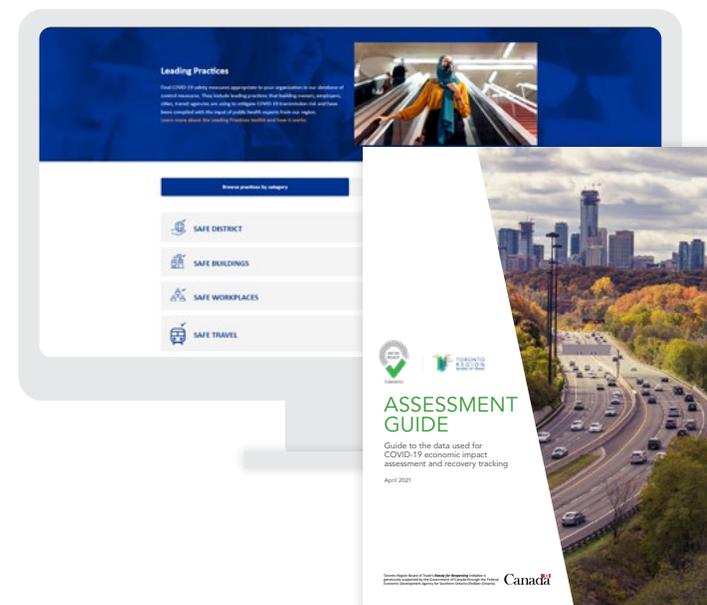
Represents **retail, small businesses and manufacturing-type industries**.

In essence, the **business suburb of the region** which has an employment base of 13,000 jobs.

Business Tools and Resources

Alongside these business district and pilot zone reports, the Board has built a set of tools that leaders in any region – nationally or globally – can reference to help support their recovery planning, all of which has been supported by ongoing stakeholder engagement. These include:

- A **leading mitigation practices toolkit** for any business – whether or not they're in a pilot zone – to find actionable, safe recommendations informed by public health protocols and reflective of global practices.
- An **assessment guide** to help others understand how the business district framework was developed and the types of insights that can be gained from such data.



We're Ready Toronto Milestones

+180

Companies engaged with the initiative, including more than 60 Board of Trade members.

+500

Downtown workers surveyed to inform their concerns and excitement about a possible return to work.

7 in 10

Downtown workers who would return to the office immediately if they were able to do so.

+70

Public, private and health sector leaders recruited for the Financial District Pilot Zone Steering Committee.

“

Canada Post's major processing facility in Pearson's pilot zone plays an important role in mail operations right across Canada, so the opportunity to engage with others on the immediate and future needs and opportunities for the Pearson area are critical to our shared success.

Chad Schella, General Manager, Government and Community Affairs, Canada Post and member of the Pearson Employment Area Pilot Zone Steering Committee



Influencing Policy and Creating Impact

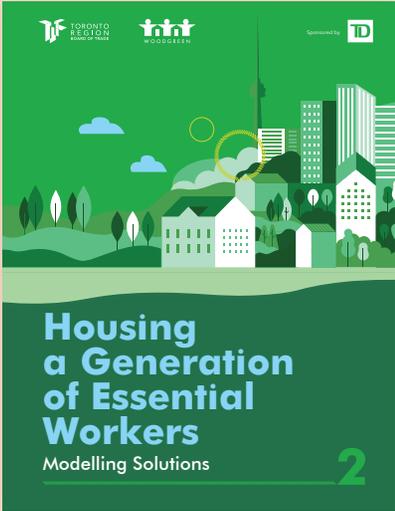
Widely considered a primary thought leader in the region, the Board regularly engages all three levels of government, convenes partners and works collaboratively across sectors to identify collective solutions through policy action. These policies are informed by member input, research evidence and global practices.

Grounded in the three **strategic areas of policy focus** (business growth, regional competitiveness and liveable cities), the Board this year released a series of policy reports, statements and proposals alongside its RRF and *We're Ready Toronto* objectives. Some key examples include:

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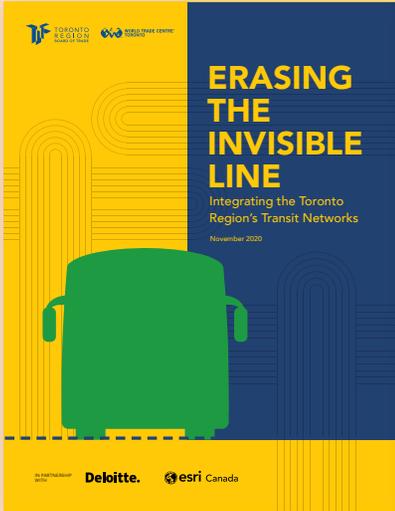
From the outset of the pandemic crisis, the Board assumed its historic role of convening the region's economic and political leadership to take stock of and address the challenges facing us.

Richard Joy, Executive Director, Urban Land Institute Toronto and co-chair of the Financial District Pilot Zone Streeting Committee



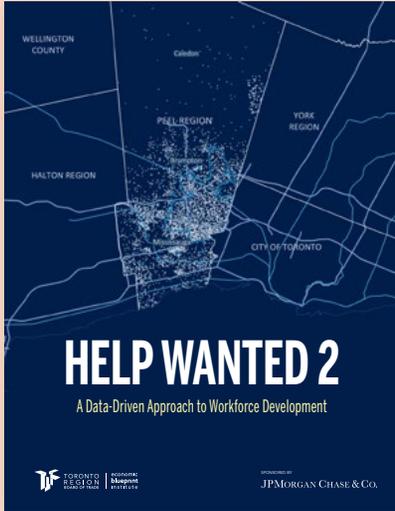
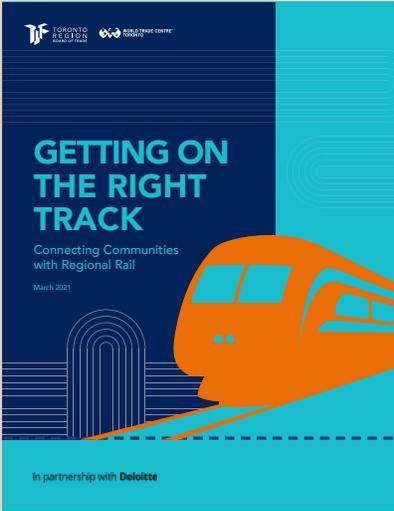
HOUSING A GENERATION OF ESSENTIAL WORKERS

Potential solutions for building affordable housing based on what's worked throughout the region and around the world.



ERASING THE INVISIBLE LINE & GETTING ON THE RIGHT TRACK

Two reports detailing a new future for regional transit in the Innovation Corridor – one with integrated fares across transit systems and capitalizing on existing rail infrastructure.



HELP WANTED 2

A follow-up report containing a data-driven approach to workforce development, especially as it pertains to in-demand occupations.

Policy Leadership Milestones

+40

Policy reports, statements and position papers.

+6

Policy committees, involving more than 100 committee members.

+1,550

Citations of the Board's work in media.

1.2 billion

Estimated impressions through these media stories.

175%

Growth in the Board's reach through news media from the previous year.

“

The pandemic has brought into focus how tightly connected we are as a region. The Board has been an important voice in highlighting those connections for years, and its role in helping shape the recovery of this region as we come out of COVID-19 will be ever more important. As Canada's largest and most research-intensive university, U of T is always glad to have a seat at the table and to work with the Board's leadership in shaping policy that helps make our communities more livable and a magnet for talent attraction and economic growth.

Andrew Thomson, Chief of Government Relations, University of Toronto

Business-to-business
connections helping
members endure
and grow

Strength in Community

“

The Business Crews are a great initiative that helped me expand my network, seize opportunities and contribute to the success of the participants I had the pleasure of meeting.

Michel-Olivier Bruyère, Vice-President
Business Development, Aon

“

Meeting with the same group of people created the right consistency to deepen connection and build a strong foundation for relationships. I learned many presentation and facilitation tips too. I'm really looking forward to the National Business Crews cohort.

Taz Rajan, Community Engagement Partner,
Bromwich+Smith

Due to the pandemic, it's more difficult than ever to connect and network with other business professionals. However, business-to-business networking and resource sharing is a foundational part of the Board's history and will remain a priority despite today's challenges.

To support this goal, the Board launched two new member-oriented networking initiatives supporting Board members as they connect with others from across the region and country: Business Crews and BOT Café. The Board also scaled up the frequency of Board-wide events, embraced new platforms to improve the virtual events experience and expanded opportunities for members to be profiled in Board endeavors.

Business Crews

Business Crews are an intensive series of weekly virtual meetings over the course of four weeks, during which participants network and discuss within a small group of professionals. Participants are paired based on a "smart-algorithm" which measures factors like desired business outcomes and shared career paths. Sessions are led by an experienced facilitator in order to maximize the networking experience and help participants develop deep and authentic relationships. Based on past Business Crews programs held by Business

Crews creators the Chamber of Commerce of Metropolitan Montreal (CCMM), 3 out of 4 participants reported concluding a business deal with second, third and even fourth-degree connections of those they had met in their crew.

Following the success of initial regional Business Crews sessions, the Board began recruiting for the inaugural National Cohort – teaming up with the CCMM, Greater Vancouver Board of Trade and The Winnipeg Chamber to offer this networking activity to participants from across Canada for the first time.

BOT Café

Paired with Business Crews is **BOT Café**, a self-guided online networking platform powered by Ten Thousand Coffees that allows members to connect with others and attend virtual sessions at their own time and pace.

Already with nearly 500 members and growing, BOT Café empowers users to schedule one-on-one or group video conversations. It's a less regimented but still valuable companion to Business Crews that allows for casual, customized searching for professionals to connect. The Board's own membership team has also been active on the channel, hosting fireside chats and social mixers in a community of business owners and leaders – further supplementing the frequent virtual events hosted by the Board throughout the year.

Milestones from Engaging and Reaching Board of Trade Members

3 out of 4

Business Crews participants call the networking format very or extremely effective.

+500

Members have created accounts on the BOT Café platform.

+14,500

Attendees to more than 130 virtual Board events.

+350

Expert speakers connected with Board members through events.

20%

Increase in the number of Board events from the previous year.

+3,880

New followers to the Board's social media channels within the past year.

+18,000

Engagements (likes, shares, comments) on Board social media posts.

“
I've always considered membership with the Board, having attended some events as a non-member. As a member now, I've signed up for the virtual networking events. Even though we can probably all relate to 'Zoom fatigue,' I still find virtual connections remarkable. We are really becoming a global village.

Brigitte Sachse, Owner and Executive Producer,
Bee Video Production Inc.

Tailored programs
and resources to
keep businesses on
a growth trajectory

Helping You Meet Today's Challenges

“

RAP was the kick-start that we needed to motivate and educate us.

The program inspired us to change from what we knew we should be doing to actually taking steps on our business journey towards digital transformation.

Janet Litchfield, North Perch Chamber of Commerce

At the start of the pandemic, a third of Ontario's small and medium-sized businesses (SMEs) had to close. Even as the province fluctuated between various stages of reopening, SMEs reliant on in-person interactions continued to suffer. Employment plunged to record lows – particularly amongst young professionals – and polling by the Board of more than 300 business owners revealed that while businesses knew digital tools could help them overcome challenges presented by COVID-19, half said they lacked the expertise or budget to implement digital solutions. To offer this tailored support without adding cost pressures, the Board launched new program offerings and pivoted existing programs.

NEW

Recovery Activation Program (RAP)

An initiative of the Board's Scale-Up Institute Toronto and World Trade Centre Toronto, the [Recovery Activation Program](#) launched in the summer of 2020 and became province-wide thanks to investments from the provincial and federal governments. Since then, RAP has been an essential resource for businesses throughout the pandemic – helping more than 1,150 Ontario-based SMEs digitally modernize their front, middle and back offices.

More than half of these enterprises are small businesses with less than 50 employees who benefit from the customized guidance offered

through RAP. Partnerships with chambers of commerce and business associations throughout the province also ensure participants are diverse in sector, size and leadership.

RAP's primary components include:

DIGITAL NEEDS ASSESSMENT

Analyzes a business against industry-specific benchmarks and identifies opportunities for digital modernization and evolution.

DIGITAL BLUEPRINT PROGRAM

Five immersive half-day workshops led by industry experts, followed by dedicated coaching and mentorship sessions.

DIGITAL CERTIFICATE PROGRAM

Tailored modules focussed on key topics for SMEs, including cybersecurity, digital marketing and how to remotely manage a team.

DIGITAL SALES ACTIVATION

Businesses with strong digital maturity leveraging the existing partnerships of the World Trade Centre Toronto to accelerate their business growth through networking opportunities and education sessions.

RAP WEBCASTS

Virtual events open to anyone discussing themes addressed by RAP's core programming, such as cybersecurity, e-commerce or virtual onboarding.



The Recovery Activation Program's Milestones

1,150

SMEs completed a Digital Needs Assessment, the first part of RAP.

\$8.7m

Total investment in digital technologies generated by SMEs following RAP.

3 in 4

RAP businesses are led by someone from a group underrepresented in business leadership.

+5,200

Registrants on RAP's public webcasts.

14

Countries visited through RAP's digital sales activation stream.

60+

Industry experts introduced to SMEs through RAP to give guidance and inform digital transformation plans.

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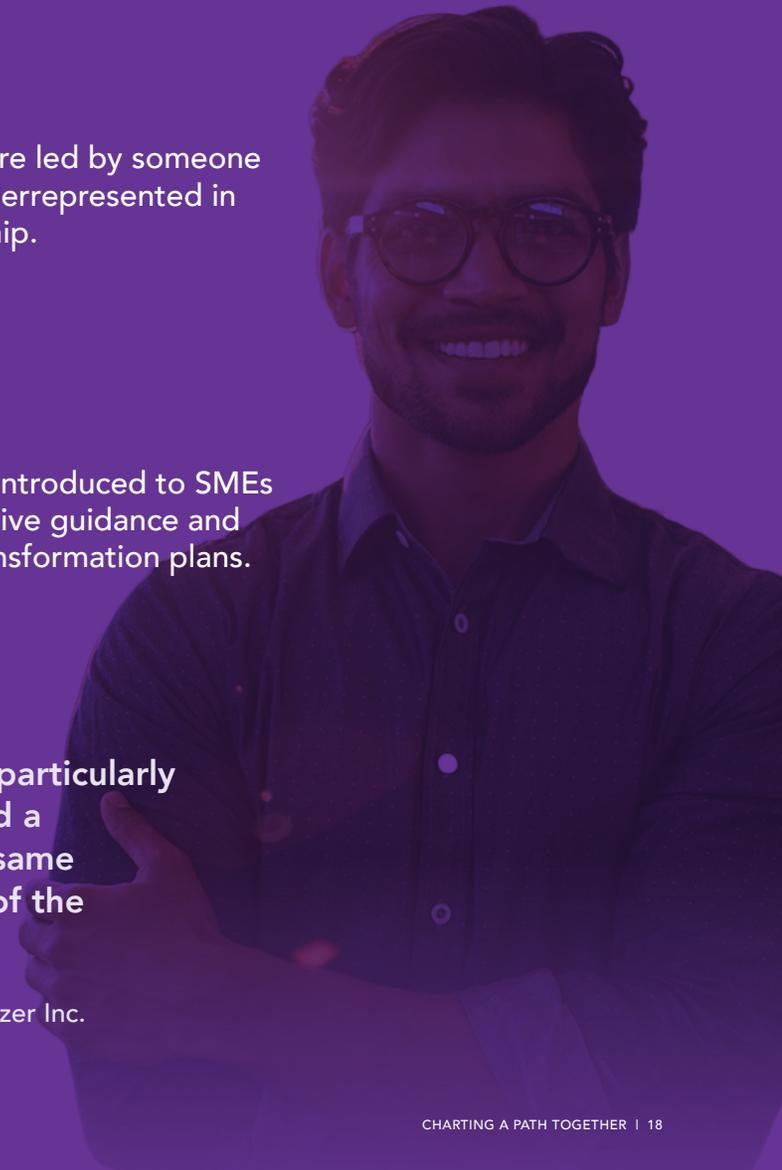
The sessions were extremely relatable to our business. By taking part in this program it allowed us to realize what we do well as a business, but also what we can improve on.

Sarah Wilson, Canadian Safety Group Inc.

“

The marketing session was particularly informative, and I scheduled a meeting with my team the same afternoon to discuss some of the things I learned in RAP.

Le Loung, Nurture Growth Bio-Fertilizer Inc.



“

TAP gave us great insights into international export and the resources available for SMEs with many of the programs free of charge. We enjoyed the interactive elements as this provided an opportunity to share ideas and learn from other businesses and industry partners.

Jessica Naman, Marketing Manager, Ventripoint Diagnostics

“

Before TAP, export was about tenth on my large list of priorities. After the second day, it's moved to the top of the list. I've realized what a fantastic opportunity export can be, and I now have the tools to prepare.

Denzil Wadds, CEO, Georgian Bay Spirit Co.

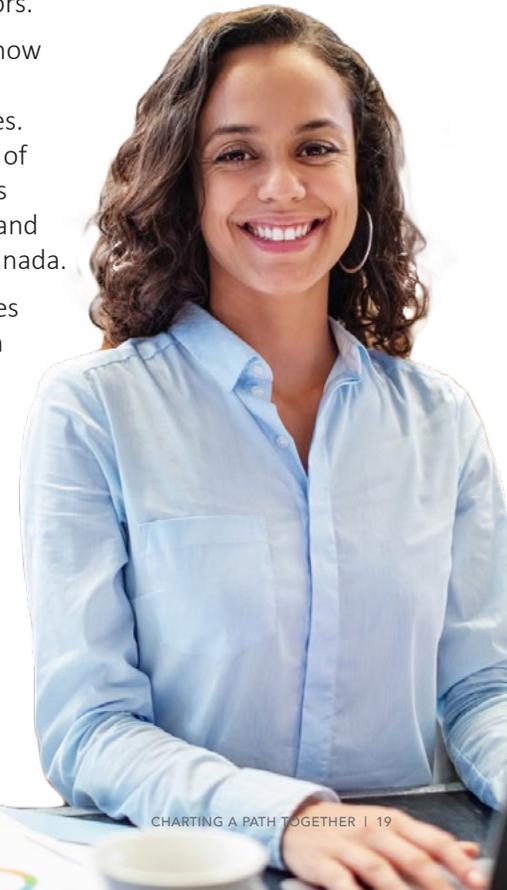
NOW VIRTUAL

Trade Accelerator Program (TAP)

Far from being slowed down by the pandemic, the Board's Trade Accelerator Program (TAP) shifted to virtual delivery and continued mentoring Canadian SMEs to build effective growth and international expansion skills and strategies. The virtual shift was an opportunity to re-think the content and formatting of the program, enhancing the experience for sponsors, partners and participating companies alike. This allowed TAP to reach out to companies located in more rural settings, focus on key sectors and offer flexibility and opportunities to prospective sponsors.

Thanks to TAP partners, the program is now offered to Canadian SMEs from coast to coast, and not only in large urban centres. It has become the Canadian benchmark of international coaching for entrepreneurs and continues to drive results for SMEs and accolades from export experts across Canada.

TAP's series of coaching modules includes workshops, activities and mentorship on strategic planning for export markets, international sales, tax, contractual law, marketing and finance, supply chain management and many more key topics related to global expansion.





The Trade Accelerator Program's Milestones

+1,300

TAP graduates with new plans to export globally.

33%

Growth in export revenues two years after participating in TAP.

21%

Growth in total revenues two years after participating in TAP.

+70

Countries TAP graduates are now exporting to.

7

Provinces where TAP participants are located.

1 in 2

TAP graduates led by someone underrepresented in business leadership, such as women, people of colour or people with different abilities.

“

The Trade Accelerator Program puts you on the fast track to getting your business ready for overseas. I highly recommend it as it was practical and actionable advice that gets you ready immediately. Every business that wants to trade overseas should take this program. Thank you to the TAP staff and presenters for doing such a wonderful job.

Vandana Taxali, Founder and CEO, Artcryption

“

One thing we found when we launched Bert's Foods was how important it was to network within the industry. Organizations such as the World Trade Centre act as a support system to help guide entrepreneurs through their business cycle, assist them in asking the right questions and knocking on the right doors. The value that MAP has is that it's an extension in resources that typically small business don't have.

David Spadafora, Founder and CEO, Bert's Foods

NOW VIRTUAL

Market Activation Program (MAP)

With COVID-19 creating travel restrictions, in-person trade missions became impossible. Not to be deterred, the Board's World Trade Centre Toronto responded by debuting a virtual [Market Activation Program](#), enabling traction for Canadian companies in global markets and catalyzing dynamic and rapid recovery from the global pandemic.

MAP's virtual missions offer SMEs the opportunity to build and refine their export strategy with best-in-class subject matter experts while virtually meeting one-on-one with industry buyers and key partners in high demand markets like China, the United Kingdom and Latin America.

MAP initiatives bring trade-ready Canadian businesses together with partners in global markets to exchange industry best practices and sector knowledge, build connections and do better business together. Additionally, MAP and other World Trade Centre expertise was brought into RAP's digital sales activation stream – allowing for a seamless cross-over seamless to the participating businesses.





The Market Activation Program's Milestones

26

Countries "visited" through MAP's virtual trade missions.

16%

Average growth in revenue after participating in MAP.

25%

Growth in MAP participants from the previous year.

+670

Meetings booked through MAP.

1 in 3

MAP participants from the past year are returning businesses interested in a new market.

“

Last year GnuSanté participated in the Vancouver-Toronto trade mission. We could not have been more honoured to have participated and are delighted with the opportunities that came from this interprovincial trade mission. Not only were the info sessions extremely insightful, but the one-on-one session led to numerous prospects that have helped bring our company to the next level. We are so thankful to have had this opportunity and highly recommend it to anyone.

Autumn Kendrick, Chief Marketing and Ideation Officer, GnuSanté

“

The Board's Young Professional Network and the Future Forward series has provided the region's ambitious young professionals with an opportunity to continue to network and to develop their careers during the COVID-19 pandemic. The workshops and events have provided access to mentors and peers as well as knowledge and training tools to ensure the region's young professionals continue to contribute to the GTA's economic prosperity and success.

Sarah Madden, Director of Marketing, Clarity Recruitment

NEW

Young Professionals Network (YPN) Recovery Programming

Young workers in Ontario were deeply affected by the pandemic, with youth employment declining at five times the overall pace of job losses. Ontario is also one of the toughest places in Canada for young people looking for work, with youth unemployment rates trending higher than the national average. As such, the Board's Young Professionals Network – the region's premier resource for early and mid-career professionals – created an ambitious set of new programming to connect and inspire emerging leaders.

First, YPN launched **Future Forward**: business-focused networking events and professional development opportunities to provide advice to rising leaders. Virtual events included webcasts on [managing stress](#) during the pandemic, planning for your [financial future](#) and learning from past [moments of disruption](#), among others.

YPN also launched **Rising in a Downturn** – a video series featuring Canadian leaders delivering messages to YPN members and young professionals throughout the region. These leaders included Deputy Prime Minister [Chrystia Freeland](#), former Prime Minister [Paul Martin](#), Canada's High Commissioner in India [Nadir Patel](#) and Olympians [Megan Lukan](#), [Erin Latimer](#) and [Sam Effah](#).



The Young Professionals Network's Milestones

+3,800

Young professionals in the network.

+1,500

Participants in virtual YPN events.

40%

Growth in YPN membership during the pandemic.

+700

Views on YPN's Rising in a Downturn videos.

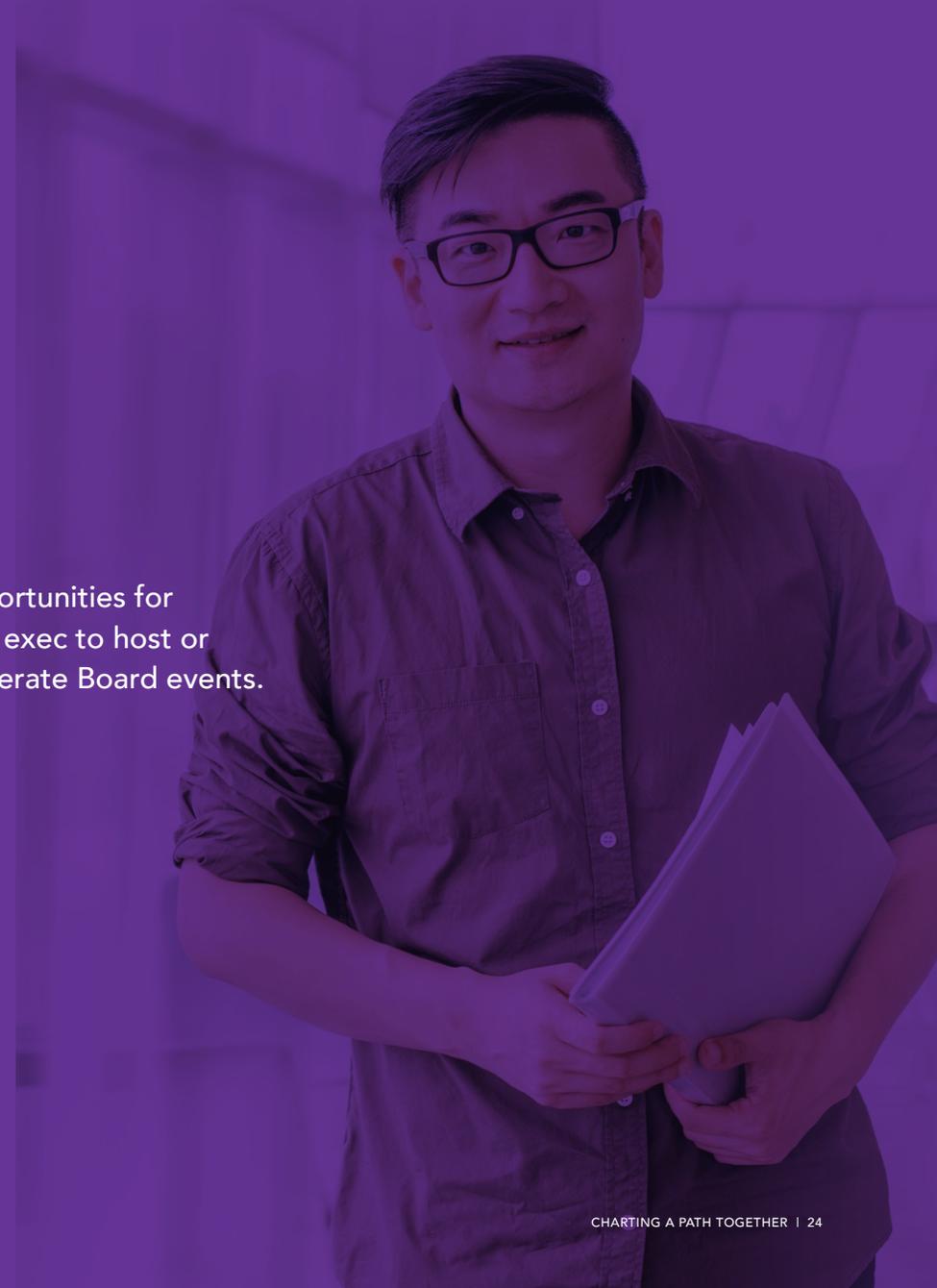
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Opportunities for YPN exec to host or moderate Board events.

“

The Young Professional Network's Future Forward series brings like-minded young professionals and industry experts together and provides a platform to openly discuss future workforce opportunities, anticipated challenges and indispensable skills for career progression.

Rea Nero, Project Lead, Rogers Cybersecure Catalyst at Ryerson University





Thank You to Our Speakers

From April 1, 2020 – March 31, 2021

All titles correspond to when they spoke at the Board of Trade, not presently.

Aaron Brooks

Senior Director of Strategy and GTM Enablement, Softchoice

Abhitej Singh

Manager, Sales and Marketing Consulting, Alta Consulting

Abigail Bond

Executive Director, Housing Secretariat, City of Toronto

Adrian Mah

Managing Director, Telecom, Media and Tech Sector, Accenture

Ahmed Otmani Amaoui

Product Marketing Manager Power Platform Canada, Microsoft

AJ Tibando

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