

# The Sudden Rise of the Diversity, Equity & Inclusion Professional



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Royal Bank



**Smith**  
SCHOOL OF BUSINESS

Queen's  
University



Future Workforce 2020

# Speakers

**Karen Jackson-Cox** – Executive Director, Career Center, Smith School of Business at Queen's University

**Stephanie Braid** – Director, Inclusion & Diversity at KPMG Canada

**Brien K. Convery** – National Director, Early Talent Communities and Inclusive Recruitment, Canada at RBC

**Derrick Raphael** – Co-Founder and CEO, ICON Talent Partners  
(Moderator)

# Question 1

How have things evolved internally at your organization regarding the importance of diversity, equity and inclusion?

# Question 2

What advice would you give companies who have recently created a Diversity, Equity and Inclusion role or department at their companies?

# Question 3

How do you perceive organizations that have the Diversity and Inclusion mandate report into HR or another department as opposed to directly to the CEO's mandate? Is it necessary to report to the CEO? Does that matter?

# Question 4

How do corporations support the DEI mandate internally to prevent the focus on Black or BIPOC communities from becoming the flavour of the month and more of an important and embedded part of the corporate fabric?

# Question 5

How do companies that have experienced DEI staff continue to retain their staff now that this sector is "hot" in the market and quite sought after?

# Question 6

Do you think that employee resource groups are valuable?  
And if so should professionals leading and supporting these groups be paid for their efforts?



# Question 7

What advice would you give HR professionals to ensure they are champions of DEI in their role and mandate that the lead?

# Question 8

When your organization makes decisions about whom to support or partner with regarding groups working in the Diversity, Equity and Inclusion space is any weight or importance given to groups that have been champions and advocates for this cause prior to the Black Lives Matter movements over the past few months or does prior engagement not factor into those decisions?

# Open Dialogue or Questions from the Audience

**Thank you for joining this session!**