

Agenda Item 4(a)
September 19/23 EOC Meeting

From: Harri-Morar, Tejal <Tejal.HarriMorar@bmo.com>
Sent: Thursday, September 7, 2023 12:24 PM
To: Keith Martin <Keith.Martin@cafii.com>; Brendan Wycks <brendan.wycks@cafii.com>
Cc: Troy Woodland <Troy.Woodland@cafii.com>; Shanay Smith <Shanay.Smith@cafii.com>; Robyn Jennings <Robyn.Jennings@cafii.com>
Subject: FW: EOC Meeting - Diversity, Equity and Inclusion Committee Update

Hi Keith and Brendan,

Hope you both had a good summer.

Given that we all returned back from the summer and are all still catching up, can I propose the following:

1. Cancel the meeting for 11 September, 2023;
2. In the interim send the research out to everyone that was done for review;
3. In the same email, we can then invite other members to contribute to any other research that they have done or embark on in the next month for open discussion at our next meeting?

Let me know if this approach works for you and Brendan too?

Thanks, Tejal

From: Harri-Morar, Tejal <Tejal.HarriMorar@bmo.com>
Sent: Thursday, July 13, 2023 2:02 PM
To: Keith Martin <Keith.Martin@cafii.com>; Brendan Wycks <brendan.wycks@cafii.com>
Cc: Jake Becker <jake.becker@cafii.com>
Subject: RE: CAFII Board Diversity Working Group Meeting

Dear Keith and Brendan,

Kindly find attached hereto the initial research that I put together into a spreadsheet for purposes of having an overview as to what other or relevant industry associations currently have in place for diversity. It is high level but we can distribute it to other members and they can add research they have done into this spreadsheet. This will allow everyone to have an overall idea on what is currently out there, what CAFII members can build on and leverage for the work done by this working group.

Please feel free to amend or refine as you both see fit.

Thanks
Tejal