No matter how senior your position, it’s still hard to “come out” at work

Out on Bay Street honours inspiring professionals who are paving the way so others can proudly follow

TORONTO, September 15, 2016 – Tonight, Out on Bay Street honoured seven recipients of its 2016 Leaders to be Proud of award at the Art Gallery of Ontario.

Now in its sixth year, Out on Bay Street’s Leaders to be Proud of professional awards series recognizes exemplary achievement and/or service in Canada’s lesbian, gay, bisexual, transgender, queer, and ally (LGBTQA) community. The recipients are nominated by members of the professional community.

A recent Telus survey revealed that one third of its Canadian respondents (half of whom identified as lesbian, gay, bisexual, transgender or queer) don’t find their workplace safe and inclusive for lesbian and gay employees. Even more respondents (45 percent) echoed the same opinion regarding the experience of transgender employees. And just over half (57 percent) of LGBTQ Canadians are not fully “out” at work.

Out on Bay Street President, Albert Lam said these findings and the personal stories of professionals right across the country underscore the importance of recognizing the achievements and service of leading Canadians, because their stories serve as inspiration to LGBTQ students and young professionals who may be facing similar challenges today.

"Out on Bay Street is proud to honour seven LGBTQ or ally Canadian executives for their professional excellence and success in their respective industries,” said Lam. “The winners are true leaders and by accepting this award, have the power to inspire LGBTQ students across Canada who are our next generation of leaders.”

Paul Skippen, Partner at Deloitte said the firm is proud to be a long-standing sponsor of the Awards.

“In a post-Orlando world, visibility for the LGBTQ community is more important than ever. The Leaders to be Proud of Award honours senior and successful professionals who happen to be LGBTQ, and the allies and advocates that helped them get there. This year’s winners are exceptional at their job each and every day – while being out at work – which moves the glass ceiling up higher for all of us.”

The 2016 Leaders to be Proud of Award Winners are:

**Lifetime Achievement Award**
- Mary Lou Maher, Partner/GTA Audit & Chief Inclusion Officer, KPMG Canada

*The Lifetime Achievement Award recognizes an individual’s contributions to the business or professional community, including exceptional leadership, market presence, strategic vision and/or economic value, pioneering new methods, being influential and showing personal integrity.*

Mary Lou Maher’s professional success is without question. She has served KPMG Canada as its CHRO, CAO, and as its CFO during the global economic downturn.
In these roles, Mary Lou’s legacy was shaped by challenge and opportunity. Responsible for the execution of the firm’s five-year growth strategy, she drove the firm’s strategic vision to ensure a strong financial position.

As KPMG’s Chief Inclusion Officer, Mary Lou is keen to ensure the firm is at the forefront of equality and inclusivity across all factions of KPMG—employees, clients, and community involvement. She has been instrumental in the formation of the pride@kpmg group and recently co-led KPMG’s Syrian refugee sponsorship program. Mary Lou is also actively involved in women’s initiatives, including the Women’s Network Mentoring Program, Women In Line for Leadership, and she chairs the board of the Women’s College Hospital.

**Professional Leadership Award**
- John Clifford, Partner, McMillan LLP
- John Mountain, Director, Investment Funds & Structured Products Branch, Ontario Securities Commission
- Timothy Thompson, Chief Operating Officer, TD Asset Management

*The Professional Leadership award is given to an experienced senior professional who has shown exceptional ability and a strong track record of leadership, professional excellence and vision, innovation and/or entrepreneurial spirit and is publicly recognized as a role-model for the community.*

John Clifford is a Partner and National Group Coordinator for the Business Law Group at McMillan LLP. John has held many leadership positions within the firm, including as chair of partner compensation. He is a founding member of McMillan’s Inclusion and Diversity Committee and Fierté McMillan Pride. Leveraging his large U.S. practice, John has been an active member of the American Bar Association (ABA)’s Business Law Section, where he has several leadership roles. John speaks regularly about the importance of inclusion and diversity and his experiences as an openly gay partner of a Bay Street law firm.

John Mountain’s team regulates all investment products that offer securities for sale to the public in Ontario, including mutual funds, exchange-traded funds, structured products and scholarship plans. Previously, for 11 years, John was an executive at NEI Investments where his team was responsible for legal affairs, compliance, corporate secretarial and the company’s corporate social responsibility program. John serves as a professional role model to the LGBT community. Most recently, he has been the co-sponsor of the first OSC LGBT Pride Reception and Employee Resources Committee.

In his role as COO of TDAM, Timothy Thompson is responsible for managing institutional distribution, as well as leading the relationship management and product specialist teams. Timothy has held a variety of progressively senior roles since joining TD in 1990. In Timothy’s most recent role as Senior Vice President, TD Canada Trust, Timothy was the head of the Mass Affluent Strategy, which implemented new and innovative ways of serving key customer segments. In addition to his corporate responsibilities, Timothy is the Executive Chair of TD’s Lesbian, Gay, Bisexual, Transgender and Allies diversity committee.

**Emerging Leader Award**
- Frances Mahon, Lawyer, Martin + Associates

*The Emerging Leader Award recognizes a leader within the first five years of their career. The recipient shows exceptional ability in leadership, professional*
excellence and vision and demonstrates a strong potential to become a recognized leader in the community.

Frances Mahon has demonstrated incredible leadership on issues and cases involving fundamental human rights and constitutional principles in her relatively short time in the legal profession. She has done this while maintaining an active and vibrant leadership presence in several important community initiatives. Frances has been at the forefront of groundbreaking LGBTQ legal issues and policy advocacy since her early days as a student. Prior to law school, Frances founded the Trans Partner Network, a program to provide structured support and a safe space for partners of trans individuals.

**Leading Executive Ally Award**
- Jennifer Tory, Group Head, Personal & Commercial Banking, Royal Bank of Canada (RBC)

The Leading Executive Ally Award recognizes strong contributions to advancing LGBTQ issues within their company and the broader business community through advocacy and outreach as an active, empowered ally.

Jennifer Tory has been a tireless and long standing champion of diversity and inclusion, and specifically the LGBT community, well before it was the strong and more widespread strategic priority it is today. She has sat on the Diversity Leadership Council, chaired by the CEO, and is also a past chair of the RBC Canadian Banking Diversity Leadership Council. During her tenure as Regional President, Jennifer increased sponsorship to cultural and community markets where there was both significant need and opportunity. This included youth-at-risk, LGBTQ2S, Women, Human Rights, and Urban Aboriginals, among others.

**Pride at Work Canada Advocate Award**
- Matt Petersen, Senior Director, Diversity & Inclusion, Canadian Imperial Bank of Commerce (CIBC)

The Pride at Work Canada Advocate Award recognizes active leadership in supporting a LGBTQ employee inclusion group, as well as contributed to the broader community. The recipient makes significant contributions in the area of LGBT workplace advocacy, such as supporting LGBT-inclusive policies, mentorship, and/or creation of an employee resource group (ERG).

Matt Petersen has continually cultivated a space for CIBC’s LGBT clients and team members to thrive. Over the past decade at CIBC, Matt has advanced LGBT workplace inclusion through policy changes, education, ground-breaking programs, and provided infinite guidance and direction the CIBC Pride Network. He has also become the go-to advisor to CIBC’s most senior executive leaders on the topic of LGBT inclusion. In his 5 years at Pride at Work Canada, Matt demonstrated an innovative approach to LGBT workplace inclusion, including the introduction of Canada’s first ever LGBT Workplace Inclusion Summit.

**About Out on Bay Street**
Out On Bay Street is a registered non-profit organization that facilitates the professional development of LGBTQ students as they transition through school to career. The organization undertakes this task by providing mentorship, education, and networking opportunities. By recognizing the experiences and achievements of these exemplary individuals and role models, Out On Bay Street strives to celebrate
the contributions of LGBTQ leaders and youth to leading Canadian corporations, the business community, and society.

**About Deloitte**
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