

**IWIRC Ontario Network  
Board of Directors Meeting**

**MINUTES**

March 11, 2020 – 12:00 p.m.

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Held at Osler Hoskin & Harcourt LLP, 100 King Street West, Toronto, Ontario

**Present:** Constance de Grosbois – Treasurer  
Rachel Bengino – Director of Programs  
Sanja Sopic – Director of Communications  
Andrea Lockhart – Director at Large

**Phone:** Sara Van Allen – Secretary  
Natalie Levine – Director of Sponsorship  
Katherine Forbes – Director of Programs  
Nerina Jahja – Director of Membership  
Stephanie De Caria – Director of Community Service

**Regrets:** Toni Vanderlaan - Chair  
Deborah Hornbostel – Vice Chair  
Kyla Mahar – Past Chair  
Maya Poliak – Director of Educational Programs  
Tushara Weerasooriya – Director of Sponsorship

The meeting commenced at 12:00 p.m. and was chaired by Constance de Grosbois.

- 1. Minutes from February 12, 2020 Board Meeting and February 25, 2020 AGM**
  - **MOTION:** A motion was made by Rachel Bengino, seconded by Andrea Lockhart, and unanimously carried by the Board to approve the minutes of the February 12, 2020 board meeting and February 25, 2020 Annual General Meeting.
  
- 2. Programs – Rachel Bengino and Katherine Forbes**
  - AGM
    - Feedback was positive. We had a good turnout at the event and members enjoyed doing something different.
  - Next event is likely a lunch and learn in late April, however programs is playing everything by ear due to COVID-19. No firms are currently hosting large meetings. It is likely that the lunch and learn will be postponed until events are once again permitted. As such it is not worth the time and effort to plan the event now, only for it to be postponed indefinitely.

- 2020 Programs Calendar will be updated and circulated after the meeting, however it is subject to change due to COVID-19. Calendar overview:
  - May/June – summer social or the TIFF event in September
  - Delay speaker event to late 2020
  - High Tea during holiday season
- We should attempt to get sponsorship dollars for the TIFF event as it could be a marquee event going forward, and very expensive, potentially upwards of \$500 per person.
  - Constance noted that organizations already sponsor TIFF directly, so it may be an awkward overlap to request dollars to sponsor an IWIRC TIFF event.
  - Sanja noted that law firms typically don't sponsor TIFF.

### **3. Financial Update – Constance de Grosbois**

- Cash balance is currently \$11,847 after payment of the Hangar9 invoice.

### **4. Sponsorship – Natalie Levine**

- Natalie and Tushara circulated a draft sponsorship package prior to the meeting. It included various levels of sponsorship.
- Constance noted that naming the sponsorship levels after Canadian judges was a bit confusing.
- Natalie asked the board whether we want to limit the number of sponsors and, if so, perhaps we should ask for more money.
  - The board agreed with limiting the top sponsorship level to 2-3 organizations
- Constance noted that for membership sponsorships, the issue may be that firms already pay for memberships. Natalie noted that we may have a hard time getting cash donations. Rachel noted that firms may ask whose membership they are paying for.
- Sara suggested that instead of asking for membership sponsorships, we could ask for cash sponsors and then run our own scholarship program as one of the things that sponsors are funding, along with events etc. We could then subsidize people attending events, or memberships or even conferences.
  - Constance agreed with asking for cash sponsorships.
  - Rachel noted that we want the flexibility to use the money as we see fit, plus a couple event/venue sponsorships. She also agreed with instituting a program whereby the Network sponsors memberships.
- Natalie and Tushara will revise the sponsorship package based on the board's feedback.

### **5. Membership**

- Rachel noted that new members signed up as a result of the High Tea event
- Sara noted that our membership numbers are down and we are required to host at least one event each year that is designed to recruit new members.

- Andrea suggested getting our lunch and learn programming approved for CPD credits.
- Further discussion on membership was deferred to the next meeting.

**6. Communications – Sanja Sopic**

- Sanja advised that she will post photos of the AGM to the website and asked if we should send an email to members to see if there is any interest in getting involved with IWIRC.
- Rachel will forward an email regarding the benefits of membership.

**7. Community Service – Stephanie De Caria**

- Stephanie suggested increasing the fee for one of our events and donating the proceeds to a charity. One idea was the Boy/Girl Scouts. She also suggested continuing to pair a charity with the holiday event – ex. Shoebox project.
- Another idea is to participate in a program run by University of Toronto initiative Women in Business. Members of IWIRC could meet with women from law and business school and connect our network with people up and coming in our community.
- Constance mentioned she is a huge proponent of connecting with young women because they don't apply for jobs in investment banking.
- Stephanie suggested a roundtable discussion of women in the workplace and on boards attended by female students.
- Stephanie will look up programs at local schools and revert.
- Constance will check internally at BMO to see if they have any insight into appropriate programs.

Meeting adjourned at 1:00 p.m.



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Sara-Ann Van Allen  
Secretary