



SPEAKERS' BIOS AND SESSIONS' DESCRIPTIONS

WELCOME REMARKS:

Hellas Uddin, Regional Manager, Public Services and Procurement Canada and CIPMM Regional Workshop Chair (Volunteer)

Hellas' regular job is with Public Services and Procurement Canada (PSPC) as the Regional Manager of Procurement, Ontario Region. He has over 20 years of experience in the areas of procurement, people management and change management. Hellas has been a member of the CIPMM board of directors from 2019 and chairs the Regional Chapters and Regional Workshop Committees. Hellas holds a Bachelor of Commerce (BComm) degree from Ryerson University, Toronto, Ontario and a Master of Business Administration (MBA) degree from Laurentian University, Sudbury, Ontario. On a personal level, Hellas lives in Vaughan, Ontario with his wife and two sons. Hellas is a fan of cars and likes to go for long drives.

Sandra Leslie, Supply Team Leader, Public Services and Procurement Canada and CIPMM Regional Lead (Volunteer)

Sandra Leslie has been working in the Federal Government for over 16 years. She worked in several federal departments, including Natural Resources Canada, Employment and Social Development Canada, and Immigration, Refugees and Citizenship Canada.

While working in the Federal Government, she had the privilege to meet and work with some great people, which has enabled her to learn new perspectives. With these new perspectives, she has enhanced her leadership and thinking things through skills. In 2021, Sandra got appointed to the Supply Team Leader, Client engagement role at PSPC Ontario Region's Procurement Directorate, where she is currently working.

Sandra holds a Professional Designation in Supply Chain Management Professional (SCMP) with Supply Chain Canada.

CIPMM PRESIDENT REMARKS:

Carolyn Montague, Partner, Performance Management Network Inc and President, Canadian Institute for Procurement and Materiel Management (Volunteer)

Carolyn is the President of CIPMM as well as a Partner at Performance Management Network Inc, a management consulting firm located in Ottawa. Carolyn started in

procurement in 1982 as an Intern Officer at what was called Supply and Services way back then. It is now PSPC. Over her 39 years in procurement, she has procured almost every type of service as well as software, hardware and many types of goods. She has delivered at one point or another all of the courses required for the Procurement and Materiel Management certification program on behalf of CSPA as well as developing and delivering over 35 different courses for various federal departments and agencies.

KEYNOTE # 1 FROM PREMIER PARTNER

Mohammad Murtaza, Regional Director, Procurement Directorate, Ontario Region, Public Services and Procurement Canada

As Regional Director, Procurement, Mohammad provides executive leadership for providing procurement services to federal departments and agencies which includes comprehensive services for acquiring goods and services and real property contracting services.

Mohammad has over 22 years of federal public service working in 3 different federal departments and agencies which includes Public Services and Procurement Canada (PSPC), Canadian Environmental Assessment Agency (CEAA), and Canadian Food Inspection Agency (CFIA). Prior to his current role he was the A/Regional Director, Corporate Services, Strategic Management and Communications with PSPC and Regional Manager, Environmental Services.

Mohammad has led number of different priorities; Regional Accessibility Advisory Group, Greening Government, Occupational Health and Safety Committee and is currently involved in advancing the government priority of Indigenous, Social and Green procurement. He is also currently serving as the Champion for the Ontario Region Employee Charitable Campaign (ECC) and co-chair of Ontario Region's Interdepartmental Reconciliation Opportunities Committee (ROC).

Mohammad was born in Karachi, Pakistan and immigrated to Canada in 1999. Mohammad has a Master's Degree in Environmental Engineering from National University of Science and Technology (NUST), Rawalpindi, Pakistan and Bachelor's Degree in Civil Engineering from NED University in Karachi, Pakistan. Mohammad is married and has a daughter. In his free time, he prefers to stay active and enjoys reading and birding. Mohammad and his family live in Brampton, Ontario.

Adam Yule, Regional Director, Procurement Assistance Canada, Public Services and Procurement Canada – Ontario Region

Adam Yule has been working for Public Services and Procurement Canada (PSPC), Ontario Region for over 17 years. He has held various positions ranging from Regional Manager of Contaminated Sites Management and Program Manager Port Hope Area Initiative. He currently leads the Ontario Region Procurement Assistance Canada team which is committed to supporting businesses in participating in federal procurement. Procurement Assistance Canada supports companies by sharing knowledge, tips and tricks and their experience, through seminars, coaching programs and one on one

support. As Regional Champion for Indigenous Reconciliation for PSPC Ontario Region from 2019 to 2022, he is committed to being an ally in advancing Truth and Reconciliation priorities and economic opportunities for Indigenous businesses.

CONCURRENT SESSION # 2

REVIEWING AND IMPROVING ONTARIO'S INDIGENOUS PROCUREMENT PROGRAM

The Indigenous Procurement Program (IPP) plays a vital role in supporting Indigenous business growth, building capacity, and enhancing collaborations with non-Indigenous partners in Ontario. The Strategic Planning and Economic Policy Branch at the Ministry of Indigenous Affairs has been tasked with reviewing the program to make several key enhancements. Initiatives within the program being explored for improvement include examining provincial targets, updating guidance and tools, marketing the program and how to help establish new relationships for Indigenous communities and businesses with the broader public sector and business sectors.

Stephanie Davis, Policy Co-op Student, Strategic Planning and Economic Policy Branch, Ontario Ministry of Indigenous Affairs

Stephanie Davis (She/Her) is a current Master of Public Service candidate at the University of Waterloo from Treaty 13 territory. Stephanie completed her undergraduate degree at the University of Toronto with a double-major in Criminology and History, focused on Indigenous-Settler history, treaties and land claim agreements, Indigenous Law, and socio-legal issues. Stephanie currently works within the Strategic Planning and Economic Policy Branch at the Ontario Ministry of Indigenous Affairs, assisting on several branch files including economic development, housing, and justice.

CONCURRENT SESSION # 3

GC SURPLUS - CLIENT INTERFACE

Karen Da Silva, GCSurplus, Customer Service and Operations Supervisor, Public Services and Procurement Canada

Karen Da Silva is the Customer Service and Operations Supervisor at GCSurplus since April of 2023, as well as a Certified Federal Specialist in Materiel Management. She joined GCSurplus in 2018 as a Sales Representative and since then, has been assisting over 100 Federal Departments and Agencies as well as other provincial and municipal entities with divestment strategies and inquiries. She is passionate about establishing strong relationships with clients and providing the best advice and guidance to ensure fair, open, and transparent divestment options, while still achieving the best value for the Crown.

Cedric Grenon, Systems Division Manager, GCSurplus, Receiver General and Pensions Branch, Public Services and Procurement Canada

Cedric embarked on his Public Service career in the autumn of 2019, following more than two decades of experience in the retail industry, where he served as both a manager and company president. Since becoming a part of GCSurplus, Cedric has assumed various key roles, including those of a supply specialist, finance & HR team lead, and IT Team Lead.

Currently, as the Manager of the Internal Systems Division and the lead for project planning and development of GCSurplus' suite of IT applications, Cedric and his team of developers are entrusted with the responsibility of overseeing the day-to-day operations of our systems. They are also committed to continually enhancing and modernizing our IT infrastructure, ensuring its optimal functionality and performance.

CONCURRENT SESSION # 4

CASE STUDIES: RESOLVING COMMON PROCUREMENT ISSUES

One of the key pillars of OPO's mandate is to review complaints received by suppliers. In this presentation, OPO will provide 2 case examples of issues brought forward to our office and examine both the supplier and federal department's view of the complaint. We will go step by step through the case studies to identify the issues and the ultimate conclusion of the reports.

The presentation will include 2 case studies:

1. Where the Ombudsman found merit to the supplier's complaint and the recommendations provided to resolve the issue.
2. Where the Ombudsman did not find merit to the complaint and highlight the way in which the federal department correctly adhered to the rules, regulations and policies of the procurement process.

From this, procurement professionals will gain a better understanding of both pitfalls and best practices in practical case study examples.

David Rabinovith, Deputy Procurement Ombudsman, The Office of the Procurement Ombudsman

David Rabinovitch has been a member of the Federal Public Service since 1998, and has over 30 years of private and public sector experience leading and managing teams.

Prior to joining the public sector, he lived and worked in the Kansai region of Japan for 5 years, first teaching English as a second language, and then founding a small company that developed curriculum and provided training to Japanese business executives in preparation for overseas postings.

Upon returning to Canada, David obtained Civil and Common Law degrees from McGill University in Montréal, and was called to the Bar of Ontario in 1998. Since joining the Federal Public Service, he has specialized in the areas of investment analysis, policy development, client service, financial management, strategic and business planning, and communications.

David previously worked at the Office of the Procurement Ombudsman (OPO) as the Director of Communications and Corporate Management, prior to joining the Department of Fisheries and Oceans as Senior Director of National Portfolio Strategy. He rejoined OPO as Deputy Procurement Ombudsman in April 2017.

CONCURRENT SESSION # 5

GREENING THE SUPPLY CHAIN PROMOTES MORE SUSTAINABLE ENERGY PROJECTS

Given the increased recognition of Environmental, Social and Governance (ESG) reporting, and our Net Zero energy and carbon objectives, we will discuss the ways that procurement could request ESG information from the suppliers and consider the sustainable energy aspects in their evaluations. Numerous global programs like CDP, GRI, GRESB and others cover a broad range of issues. Products, services or space that are procured, all require energy for some aspects of their creation and delivery. Requesting a measurable carbon footprint and showing the suppliers how lower GHGs will be considered in the evaluation of their offer could entice more suppliers to make investments in sustainable energy options. It could be using more recycled inputs, investing in energy efficiency and renewable energy produced at site or purchased, decarbonizing their facilities and transportation, and requesting the same sustainable energy from their supply chain. Suggesting suppliers use programs like RETScreen that now provides more decarbonization assessment capabilities for all types of investments and Green Globes Net Zero Energy and Carbon programs for buildings, will advance our Net Zero objectives. Requesting Environmental Product Declarations which include the GHG content will also increase their development and use. The International EPD System is open to private and public organizations from most countries, and any product category. As of today, +400 organizations from almost 50 countries publish their EPDs via the program. Ontario has renewable energy in their new plans and the federal government is providing incentives, loans and clean energy tax credits that should be promoted.

David Katz, Board Chair, Ontario Sustainable Energy Association

With corporate procurement and planning experience at Canadian Bechtel, J&J and Ontario Hydro, David Katz established Sustainable Resources Management in 1993. Trained on Applied Decision Analysis, Expert Systems and Life Cycle Costs, David provides training and consulting services in the application of these programs to use resources more sustainably. His current focus is on making buildings smarter, healthier and energy efficient using people, programs and products in a holistic way. He is currently Board Chair of the Ontario Sustainable Energy Association and a speaking Ambassador for the Association for Smart Homes and Buildings. He also provides technology development and marketing to global companies and represents their products and services to the Canadian market. He has previous experience in emissions trading working on the early NOx So2 and the previous Cap and Trade program. He currently helps companies meet the new ESG measurement and reporting requirements while saving money as they do it.

PLENARY SESSION # 6

ELIMINATING PREVENTABLE WORK TO FREE UP YOUR TIME

Procurement specialists and their supporting functions often find it impossible to keep up with demand – and are caught in a chronic cycle of overload, rushing and stress. There is hope to find and free up capacity so that the work does not require heroics and is more humane on the humans working in the process.

Some procurement shops spend 20-50% of their capacity on something that is called Preventable Work or Failure Demand.

Failure Demand is demand on our people that occurs because something:

1. Failed to be done correctly the first time, resulting in preventable work to fix an error, e.g. clients make mistakes that must be corrected by Procurement;
2. Failed to be done at all, resulting in a preventable contact to provide missing information, e.g. clients do not provide important details, causing Procurement to chase information;
3. Failed to be done clearly the first time, resulting in a clarification contact, e.g. Solicitation documents are unclear to vendors, resulting in multiple rounds of Q&A and extra work;
4. Failed to be done quickly enough, resulting in a “where’s my stuff?” progress-chasing; the process takes too long so Procurement, clients and vendors chase progress and provide excessive progress reporting.

Each of these are within the control or influence of Procurement groups.

In this talk, participants will learn about the root causes of each of these four types of Failure Demand, and what real-life Procurement shops have done to reduce or eliminate them – freeing up capacity and allowing the work to get done the first time through with less stress fewer heroics.

Craig Szelestowski, Founder, Lean Agility Inc., Director, Lean Programs, Telfer Business School Centre for Executive Leadership, University of Ottawa

Craig is a Lean/Agile transformation specialist with more than two decades of experience implementing dramatic turnarounds. He founded Lean Agility Inc. in 2010 to apply Lean exclusively to knowledge work / government organizations. With his coaching, his clients have reduced delivery times by up to 95%, increased capacity by up to 400% and created outstanding levels of employee engagement.

In his public service career, as a Vice President, he led the Royal Canadian Mint’s Lean transformation which helped move the organization through a challenging era of cutbacks and job losses into an extended period of financial and organizational health and stability. During his tenure, the Mint realized tens of millions of dollars of Lean improvements, dramatically reduced the time and effort to deliver its products and services, moving from a financial loss to a profit of over \$68 million. In terms of employee engagement, it improved from 100 grievances per year to 20 per year and was named by Maclean’s magazine as one of “Canada’s Top 100 Employers” from 2007 to 2010.

Craig has served multiple times as a part-time professor at the Telfer School of Business at the University of Ottawa. He is currently the Director of Lean content at the Telfer Centre for Executive Leadership and has taught Lean to Telfer's MBA students.

He is a contributor to Canadian Government Executive magazine and various other publications, contributing both articles and podcasts. He founded the annual Lean Government Summit in 2011.

CONCURRENT SESSION # 7

PROCUREMENT LESSONS FROM PROVINCIAL AND MUNICIPAL LEVELS

Delegates will have the opportunity to hear from panelists drawn from Provincial, Municipal and Academic institutions on some of the challenges and issues facing procurement officials at different public sector settings and have the opportunity to learn about ideas that might be applied at the federal level.

Moderator:

- Carolyn Montague, Partner, Performance Management Network Inc and President, Canadian Institute for Procurement and Materiel Management (Volunteer)

Panelists:

- Hugh Amiel, Senior Director, Procurement & Supply Chain, University Health Network (UHN)
- Pooja Nagra, Director of Procurement Services, City of Vaughan
- Sunita Chander, Chief of Strategy, Programs and Partnerships, Supply Ontario

Carolyn Montague, Partner, Performance Management Network Inc and President, Canadian Institute for Procurement and Materiel Management (Volunteer)

Carolyn is the President of CIPMM as well as a Partner at Performance Management Network Inc, a management consulting firm located in Ottawa. Carolyn started in procurement in 1982 as an Intern Officer at what was called Supply and Services way back then. It is now PSPC. Over her 39 years in procurement, she has procured almost every type of service as well as software, hardware and many types of goods. She has delivered at one point or another all of the courses required for the Procurement and Materiel Management certification program on behalf of CSPS as well as developing and delivering over 35 different courses for various federal departments and agencies.

Hugh Amiel, Senior Director, Procurement & Supply Chain, University Health Network (UHN)

Hugh has worked in both Public and Private Sector Procurement for the past 18 years and has spent the last ten at University Health Network, Canada's Largest Research Hospitals and top four in the world, leading an award-winning procurement team responsible for more than \$1 billion annually. In his current role as Sr. Director for UHN Procurement and Supply Chain, Hugh worked to develop new Procurement Policies and Standardized Procurement processes across the organization. He has overseen the

development new systems for tracking Procurement activity as well as the implementation of an Online Procurement Evaluation tool and an Electronic Document Signing tool.

Hugh is a leader inside, and outside UHN, where he is also a VP at the Canadian Public Procurement Council and a Special Advisor at the Universal Public Purchasing Certification Council (UPPCC), the governing body for procurement certification in Canada and the U.S.

Pooja Nagra, Director of Procurement services, City of Vaughan

Pooja is a supply chain professional with over 25+ years of expertise in the public and private sector. Currently, she is the Director, Procurement Services at the City of Vaughan. Pooja is dedicated to transforming procurement through innovation, efficiency, and continuous improvement.

As a passionate procurement professional, Pooja is driven by a relentless pursuit of excellence in supply chain management. With a deep belief in the power of innovation, her mission is to revolutionize the procurement landscape and driving lasting change. Pooja thrives on challenging the status quo and exploring leading edge procurement strategies. She is committed to fostering a culture of continuous learning and growth within procurement teams, seeking ways to streamline processes and elevate performance. Reducing costs through optimizing processes and strengthening supplier relationships ensures that the organization will operate strategically at its peak potential.

Sunita Chander, Chief of Strategy, Programs and Partnerships, Supply Ontario

Sunita joined Supply Ontario in October 2022.

As Chief of Strategy, Programs and Partnerships, Sunita is responsible for strategic planning, monitoring and reporting, policy development and implementation, governance, stakeholder relations and communications.

Sunita joined Supply Ontario from the Ministry of Finance, where she most recently held the position of Assistant Deputy Minister of the Strategy, Stewardship and Program Policy Division. In this role, Sunita provided important leadership in the delivery of COVID-19 programs, ensured an effective relationship and alignment with the Canada Revenue Agency, and provided leadership for a comprehensive policy review and consultation around the Ministry's tobacco tax strategies.

Sunita brings a solid background in stakeholder management, relationship-building competencies and an ability to translate complex, technical policy issues for decision-making and communication purposes.

CONCURRENT SESSION # 8

COMPUTERS FOR SCHOOLS PLUS - SURPLUS ICTS TO SUPPORT OUR COMMUNITIES

The Computers for Schools Plus program focusses on the reuse of ICTs to empower communities with access to technology, hands on work experience for youth and sound

recycling of e-waste. RCT manages the CFS+ program in ON and has led the introduction and adoption in the Electronic Reuse and Refurbishing Standard (ERRS) requirements in Ontario. Come join RCT to find out more about the positive impacts of the CFS+ program that your donations could support, share best practices in managing your surplus ICTs and discover how we can guarantee the safe handling of your valuable donations.

Shauna L. McCaffrey, Executive Director, Renewed Computer Technology

Shauna L. McCaffrey is the Executive Director of Renewed Computer Technology. Prior to focussing on the renewal of technology to foster digital inclusion, she was President of CTAM Canada, an Association for professionals working in Marketing in the Cable and Telecom industries. Her career has also focussed on communications, marketing and business development. Shauna is a recipient of the ERC Hall of Fame with the Lifetime Achievement Award, the first Canadian to be awarded CTAM's TAMI among other awards in innovation and communications.

CONCURRENT SESSION # 9

MANAGING ASSETS IN UNIQUE LOCATIONS

The panel will share some of the challenges and lessons facing their organizations in managing assets in unique locations.

Moderator:

- Carolyn Montague, Partner, Performance Management Network Inc and President, Canadian Institute for Procurement and Materiel Management (Volunteer)

Panelists:

- Tamara McNulty, Director – Asset Transformation, Real Property and Assets Directorate, Parks Canada
- Josée Doucet, Senior Director, GC Surplus, Public Services and Procurement Canada
- Logan Murphy, Program Manager – Land Fleet, Royal Canadian Mounted Police

Carolyn Montague, Partner, Performance Management Network Inc and President, Canadian Institute for Procurement and Materiel Management (Volunteer)

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Tamara McNulty, Director - Procurement, Grants and Contributions at Parks Canada

Throughout her career, Tamara McNulty has devoted her passion and strategic approaches to operational challenges through functional leadership of various teams providing contracting services for goods, professional services, information technology, construction, as well as architectural and engineering services. Since 2015, in her role as Director, Tamara has led a transformation of Parks Canada's procurement and grants and contributions functions by building a team of over 60 functional experts in the delivery of procurement for goods, services, construction, A& E services, materiel management (including fleet), and transfer payments. Tamara and her team support value-added services to support to enable the delivery of Parks Canada's mandate to operate our national parks, national historic sites and national marine conservation areas for visitors to learn about, enjoy and protect for future generations. She began her career at Public Works and Government Services Canada in 2001 and spent 4 years in the procurement of Large Computers and Telecommunications as well as in the procurement of Specialized Professional Services (translation, training, subscriptions) before moving on to Canada Revenue Agency where she spent 11 years in progressively more senior roles leading the procurement of hardware and software as well as in Strategic Sourcing to establish national e-catalogues for various goods and services and in the procurement of Professional Services including Information Technology. This broad experience in the procurement of various types of goods and services continues to serve her well. Tamara has recently returned to her procurement roots, having benefitted from new challenges and experience gained on a project where she provided executive leadership and support for the organizational and functional design for Parks Canada's real property and asset communities that is transforming how the Agency invests in and manages its assets and set it up for long term funding approaches. Tamara holds a Bachelor of International Business degree from Carleton University.

Josée Doucet, Senior Director, GCSurplus, Public Services and Procurement Canada

Josée Doucet joined the public service in 2009 following a full and rewarding career in the Canadian Armed Forces. She worked within the Department of National Defence as a Senior Policy Analyst and advisor in the area of Materiel Management and as a Senior Procurement Authority responsible for the management of a variety of contracts including Optimized Weapon System Management, Repair and Overhaul and Foreign Military Sales. Josée joined Public Services and Procurement Canada in 2014 as the manager responsible for the divestment of surplus controlled goods and specialized assets. Josée was appointed GCSurplus Senior Director in March 2020 and takes great pride in GCSurplus's increased leadership role in Materiel Management.

Logan Murphy, Program – Land Fleet, Royal Canadian Mounted Police

Logan Murphy has 15 years of experience as an Asset and Materiel Management specialist in the federal public service, specializing in the use and configuration of Systems, Applications, and Products (SAP) as well as extensive knowledge in fleet management and inventory management disciplines. Logan serves as the Program Manager of the Land Fleet for the RCMP's National Fleet Program Policy Centre,

responsible for the support of a portfolio of over 15,000 land-based transportation assets including light-duty, heavy-duty, commercial, and off-road vehicles.

CONCURRENT SESSION # 10

ALTERNATIVE DISPUTE RESOLUTION TO PREVENT OR RESOLVE FEDERAL PROCUREMENT ISSUES

Procurement contracts are legally binding agreements between buyers and sellers of goods and services. However, sometimes disputes arise over the performance, quality, delivery, payment, or interpretation of the contract. Alternative Dispute Resolution (ADR) is a means used to resolve a procurement issue other than through litigation. It offers different ways to resolve a contract dispute such as facilitated discussion, coaching, mediation, arbitration. It can offer several advantages over litigation, such as lower costs, faster results, more flexibility, more confidentiality, more cooperation, or more satisfaction.

Johanne Vernet, Manager, Business Dispute Management Program, Public Services and Procurement Canada

Johanne Vernet is the Manager for the Business Dispute Management Program at Public Services and Procurement Canada (PSPC). She is an experienced Alternative Dispute Resolution practitioner (accredited mediator and certified arbitrator) pursuing a Master of Arts in Dispute Prevention and Resolution through Sherbrooke University's law department. Prior to joining PSPC, she worked for the Correctional Services of Canada, the Correctional Investigator and the Office of Procurement Ombudsman in different capacity.

CONCURRENT SESSION # 11

FAIRNESS MONITORING: WHAT'S IN IT FOR ME?

Learn how independent fairness monitoring can contribute to the procurement process. This presentation will examine what a fairness monitor is and how fairness monitoring works at PSPC, and share some observations collected from fairness monitors.

Nina Goodwin, Program Manager, Public Services and Procurement Canada

Nina Goodwin is the Program Manager of the Fairness Monitoring Program at PSPC. She has been with the department for over 15 years and with the Program now for 5 years. In addition to working closely with the fairness monitors contracted by the Program to provide their services for the many procurements they are monitoring, she collaborates with the PSPC contracting authority community to gather their feedback on how to improve the Program.

CONCURRENT SESSION # 12

BRAINSTORMING HOT MATERIEL MANAGEMENT TOPICS: WISDOM TO ACTION

Blair Hurd, Assets Manager, Canada Border Services Agency

Blair Hurd is Assets Manager, Materiel and Assets Management Division, Canada Border Services Agency and has over 15 years' experience in the Materials Management field. Blair started his career at Industry Canada in 1998 in the warehouse at the Communications Research Centre and has gained his experience in the field of

procurement and assets management over the years. Blair has worked in various modules in SAP, such as the Materials Management Module, the Plant Maintenance Module and the Assets Accounting Module of SAP and is a strong promoter of the systems capabilities.

Minh-Khai Trinh, Director, International Procurement, Policy and Community Development (AAO), Global Affairs Canada

Minh Khai Trinh has 20 years of professional experience in procurement, assets and fleet management. As a director of international procurement, policy and community development at Global Affairs Canada (GAC), Khai currently leads a division mandated to provide Real Property and Security Services procurement in support of GAC's vast Missions network. Prior to joining GAC, Khai had worked at CIDA, DND and PSPC (PWGSC) where he had the opportunities to lead and be involved in major IM/IT procurement initiatives and Defence projects/programs including the CF-188, the Snowbirds and the ammunition programs. Khai holds a science degree from l'Université de Montréal and a mini-MBA from McGill.

CONCURRENT SESSION # 13

THE BUILDING DIVERSE LEADER PROGRAM PILOT INITIATIVE

A Regional talent management initiative designed for federal public service employees in the Ontario region, who identify as members of at least one of the four designated equity groups as per the Employment Equity Act.

Latricia Beeston, Business Expertise Senior Consultant / BDSB, Service Canada, Ontario Region

Latricia Beeston began her career with Employment and Social Development Canada (formerly known as Human Resources Development Canada seventeen years ago on term contract as a Team Leader to run the Lakeside summer student centre. Since then Latricia has held many titles at various levels. In her current role, she is a Business Expertise Senior Consultant leading the Diversity & Inclusion (D&I) team for Benefits Delivery Services Branch, and the Developer & Co-Project Manager of the Building Diverse Leaders Program; a talent management (pilot) initiative for employment equity groups that aims to enhance the federal public service leadership landscape in the Ontario Region.

Additionally, Latricia is an active member of a number of networks, most recently nominated as an Ontario Region Black Employee Network (BEN) Representative. She is an active member of several Communities of Interest (Cols) and Communities of Practice (CoPs). As an active Steering Committee member for the Ontario Region Col on D&I, Peer Coaching CoP member and a Peer Coach and a Joint Learning Program Facilitator, Latricia's work speaks directly to fostering a healthy holistic environment for employees within the Service.

Latricia is passionate about working in the area of Equity, Diversity and Inclusion where she strives to impact organizational change.

James Bailey, Coordinator, Ontario Federal Council Secretariat, Federal Economic Development Agency for Southern Ontario

James Bailey is the Coordinator for the Ontario Federal Council (OFC) Secretariat where he supports the OFC Manager and 48 senior regional leaders from across 44 federal departments and agencies. The OFC Secretariat engages with all levels of government outside of the National Capital Region (federal, provincial and municipal) to promote national federal horizontal priorities. Additionally, James directly supports the Chairs and Champions of 13 Federal Networks to connect across the Ontario Region and advance mutual priorities and projects – such as the Diversity and Inclusion Community of Interest that launched the Building Diverse Leaders Program (BDLP). He is thankful for the opportunities he has to apply his knowledge and skills to advance positive change in the Ontario Region and looks forward to the success of the BDLP pilot and its outcomes.

CONCURRENT SESSION # 14

RETHINKING SECURITY REQUIREMENTS IN THE FEDERAL PROCUREMENT PROCESS

This session will provide an overview of requirements, best practices and considerations surrounding contract security.

John P. Von Zuben, Property and Facility Manager: Security, Centre of Expertise, Ontario Region, Public Services and Procurement Canada

John P. von Zuben is a security specialist for Public Services and Procurement Canada - Ontario Region. John is a graduate of the University of Toronto earning a degree in the field of criminology and has over 30 years of security experience the majority of which being with the federal public service.

In 2009, in conjunction with the Office of Small and Medium Enterprise, now known as Procurement Assistance Canada, John developed a highly successful monthly seminar to assist the private sector in understanding and navigating the Canadian Industrial Security Directorate's (now the Contract Security Program) security registration process.

Recently, John, who is considered a security subject matter expert, has taken on a new challenge within PSPC lending his depth of knowledge of the Policy on Government Security and Contract Security Program to the regional Assets and Facilities Management Services. An avid reader, photographer and accomplished musician, John loves spending time with his family and living vicariously through the achievements of his wife and children.