



Canada 

**CANADIAN LGBTQ
BUSINESS TRADE MISSION**

Denver, Colorado, USA
August 15 - 18, 2023

Directory of Delegates



CGLCC Trade Mission to Denver

Canada's 2SLGBTQI+ Chamber of Commerce (CGLCC) is pleased to be leading a LGBTQ Trade Delegation to Denver, Colorado, USA - joining with our Global LGBTQ Chamber Affiliate NGLCC for the annual International Business & Leadership Conference.

The delegates who join us demonstrate the strength, creativity and dynamism of Canada's LGBTQ enterprises. In these we see the range of economic activities and services offered as well as the importance of Canada's LGBTQ business community's contribution to a thriving and inclusive global economy.

This directory provides a short description of the activities and fields of expertise of the Canadian certified diverse businesses participating in this trade mission, as well as contact information for their representatives.

We encourage you to talk to members of the Canadian delegation and explore with them how they can become your next best business partner, and how Canadian businesses and internationally certified LGBTQ suppliers bring unique solutions to your business needs.



In Partnership with





About CGLCC



Canada's 2SLGBTQI+ Chamber of Commerce is a coalition of LGBTQ business owners, allies, government liaisons, corporate members, and community partners. We advocate for and work towards a more inclusive North American economy – one connection at a time.

CGLCC's Global Program

By connecting Canadian enterprises to a global network of other LGBTQ chambers of commerce, governments, corporate partners, businesses, and individuals – CGLCC's Global Program helps LGBTQ certified suppliers access international business opportunities.

We also equip members with practical information about how to do business abroad and insider information about trends in trade and various markets. Our development programs and government partnerships give certified suppliers the opportunity to speak with the right people and get the right information to expand their potential globally.

Let us introduce you to the benefits of working with the many LGBTQ businesses of Canada. To learn more about CGLCC's Global Program, visit www.cglcc.ca/programs/global-initiatives

Or contact Cass Elliott, Global Manager for CGLCC.



Cass Elliott

He/Him
Manager, Global

+1 (866) 300 7556 ext.13

+1 (613) 407 8858

cass@cglcc.ca

www.cglcc.ca

Global Program
supported in part by





Ottawa, Canada K1A 0H5



Dear Delegates:

As Canada's new Minister of Small Business and a former fellow entrepreneur, I am delighted to welcome you to Canada's 2SLGBTQI+ Chamber of Commerce's (CGLCC) fourth business delegation to the United States.

The work done by CGLCC, including its unwavering support for 2SLGBTQI+ entrepreneurs and its role in fostering an inclusive approach to trade, does not go unnoticed. Its commitment toward advancing diversity is inspiring and aligns perfectly with our government's priorities for creating a more inclusive and prosperous economy.

In June 2023, our Government announced a \$25-million investment aimed at establishing the world's first-ever 2SLGBTQI+ Entrepreneurship Program. I am committed to the success of this program, which includes initiatives to support more trade missions like this one. In collaboration with my colleague, the Honourable Mary Ng, Minister of Export Promotion, International Trade and Economic Development, I am striving to provide 2SLGBTQI+ entrepreneurs with the best resources to venture into new markets and leverage the benefits of global trade.

Through the Trade Commissioner Service, our government has supported successful trade missions to Philadelphia in 2018, Tampa in 2019, and to Las Vegas in 2022. As you embark on this trade mission, remember that your innovative spirit and the diversity you bring play a vital role in Canada's economic prosperity. I stand by you, and, together, we will work to break down barriers and open up our economy.

To all the trailblazing 2SLGBTQI+ entrepreneurs participating in this business delegation, I am looking forward to witnessing your success. I am certain that your endeavours will create an impact and inspire future generations of diverse entrepreneurs.

Sincerely,

The Honourable Rechie Valdez, P.C., M.P.

Canada 

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ATLAS

Executive Search, Recruitment, Head Hunting

Atlas is your premier executive search partner, connecting top organizations with exceptional talent. Our unwavering commitment to excellence and vast industry network delivers tailored solutions for your needs. In today's dynamic business landscape, finding high-impact candidates is a challenge. Atlas transforms candidate search with proactive, technology-driven strategies and global teams.

Our Approach and Edge:

- Client Collaboration: Deeply understand your culture, goals, and needs.
- Extensive Research: Smart talent mapping for ideal matches.
- Targeted Outreach: Discreetly engage candidates through our network.
- Assessment & Evaluation: Rigorous triple-screening ensures alignment.
- Smooth Onboarding: Seamlessly transition through negotiation.
- Deep Industry Expertise: Specialists provide precise talent recommendations.
- Global Reach: International presence ensures a diverse talent pool.
- Confidentiality & Discretion: Safeguard interests of both parties.
- Proven Track Record: Successful placements underscore our effectiveness.

Roles We Seek: Mid-to-senior level vacancies, Minimum salary: \$60k, Average salary: \$100k+. All industries covered except accounting.

DELEGATES



Alex Hobbs

He/Him
Founder & CEO

+1 (279) 895 9799
ahobbs@atlasesr.com
atlasesr.com



Sam Hobbs

He/Him
Operations Manager &
Lead Recruiter

+1 (279) 895 9797
shobbs@atlasesr.com
atlasesr.com





BREAKFAST CULTURE

Consulting

Breakfast Culture™ Inc. is a change management and marketing communications consultancy.

We help organizations increase revenue by working with external and/or internal stakeholders to cultivate diverse, equitable and inclusive workplace cultures, garner new and diverse audiences, create new lines of business and foster productivity.

We work where marketing communications intersects with diversity, inclusion and belonging. Breakfast Culture's services include: Stakeholder Engagement Audits (Employee Workplace Culture & Marketing Communications), Inclusive Leadership Counselling (Group Training, Individual Coaching, & Difficult Conversation Facilitation), Inspirational Talks & Motivational Keynotes, and Woke Marketing & Communications Strategy.

Let's break some eggs!™

DELEGATES



Jefferson Darrell

He/Him
Founder & CEO

+1 (416) 357 0234
jefferson@breakfastculture.ca
www.breakfastculture.ca



Scott Dagostino

He/Him
JEDI Consultant

+1 (647) 839 8973
scott@breakfastculture.ca
www.breakfastculture.ca

BROWNS CONSULTING

Consulting

Your Partner for Transformation. Browns Consulting offers virtual speaking, training, consulting, coaching, and counseling services, specializing in working with Black, Racialized, Queer, Non-binary, Trans, and Ally clients. Our focus is on transforming organizations into anti-oppressive, accessible, and inclusive environments.

Since 2001, Browns Consulting has been dedicated to accessible and transformative speaking and training. Tenniel, an accomplished trauma psychotherapist and leadership speaker, brings over 18 years of experience. Marcus, a wealth-building expert and trans inclusion speaker, has over 20 years of experience in customer service, retail, and financial services.

We specialize in designing tailored solutions that enhance employee retention and team resilience. Our expertise in effective equity and inclusion work empowers organizations. With a community-building, unifying, and solution-focused approach, our services inspire purchasing confidence.

Key Services: Customized inclusion training series; Certification services; Inclusive leadership keynotes; Storytelling services; Mental and financial wellness workshops.

DELEGATES



Marcus Brown

He/Him

CEO | Trans Inclusion Speaker

+1 (416) 857 5762

kadeembconsulting@gmail.com

www.brownsconsulting.com



Tenniel Brown

She/Her

CEO | Leadership Speaker

+1 (647) 886 5865

tennielbconsulting@gmail.com

www.brownsconsulting.com





CALANBRECKON.COM

Website development, SEO, Online Business, Tech

Calan Breckon is a dedicated Business Coach & Consultant, empowering entrepreneurs, influencers, and businesses with essential skills for operating successful online ventures. His expertise spans blogging, online courses, memberships, podcasting, and the critical role of effective SEO.

A distinguished board member of the QueerTech Qonference set to unfold in Montreal this November 2023, Calan is also the dynamic host of "The Business Gay" podcast. This platform delves into entrepreneurship, marketing, and the nuances of online business. Previously, he co-hosted the acclaimed podcast "Gay Men Going Deeper," recognized as one of the top 10 LGBTQ+ podcasts of 2022 by the People's Choice Podcast Awards.

Connect with Calan Breckon for:

- Increasing Google ranking and click-through rate.
- Optimizing content performance and saving advertising costs.
- Harnessing AI for rapid business expansion.
- Developing new revenue streams.

Services: Website search engine optimization (SEO); Google ranking growth strategies and leveraging AI technology; Keynote & panel speaker on entrepreneurship, personal development for business growth, and podcasting for SEO; and Group training & workshops.



DELEGATE

Calan Breckon

He/Him

Owner

+1 (416) 936 4239
info@calanbreckon.com
calanbreckon.com



CTRS SOLUTIONS LIMITED

Professional Services - Research

Imagine a world where your business decisions are backed by real-time insights, global expertise, and a commitment to creating a better future.

CTRS, the leading Market Intelligence partner for B2B and B2C enterprises, specializes in providing comprehensive and actionable market intelligence to help you stay ahead of the competition, expand internationally, and drive sustainable growth. At CTRS, we understand the importance of accurate and timely information.

Our team of experts leverages cutting-edge technologies and in-depth research knowledge to deliver precise market analysis, competitor assessments, and customer insights. We provide you with the knowledge you need to make informed strategic decisions, optimize your operations, and seize new opportunities.

CTRS has been in business for over 20 years, has worked with 700+ organizations and is looking to meet any company that is thinking about entering new markets with their products/services or trying to introduce a new product/service to an existing market. We also love talking to companies that are concerned that they are missing opportunities because they don't have the time to keep on top of market trends.



DELEGATE

Aaron Cruikshank

He/Him
President

+1 (778) 908 4560
aaron.cruikshank@ctrs.co
ctrs.co



ENHANCE LEADERSHIP

Professional Services, Consulting

We offer professional leadership development for enhanced workplace efficiency and team performance. Specializing in 2SLGBTQI+ Leadership, Workplace Culture, Communication, and Inclusive Leadership practices.

Why enhance?

The workforce is complex, expansive, and fast-moving. Leaders are overwhelmed, overworked, struggling to be inclusive. We see tension, conflict, burnout, and wasted resources. If your teams are suffering, it's time to Enhance.

Services at a Glance:

- Leadership Development: Empower leaders with essential skills.
- Team Development: Enhance communication, coaching, and inclusive leadership.
- LGBTQ2+ Leadership Development: Break the glass ceiling through specialized programs.

Results:

We create inclusive, high-performing, self-sufficient teams that outperform competitors. Improve self-awareness, executive presence, team & performance management. Develop a Team Development Strategy with assessment, coaching, and targeted training. Help LGBTQ2+ Leaders break the glass ceiling through our Authentic Leaders program.



DELEGATE

Jeremy Long

He/Him

Founder, Lead Coach

778-773-4099

hello@enhanceleadership.ca

www.enhanceleadership.ca



GRENGINE INC.

Manufacturing

Grengine Inc. is an award-winning, Edmonton based, manufacturer of advanced battery technology, led by founder and CTO Connie Stacey since September 2014.

Grengine's patented plug-and-play products are easy-to-use, silent, emissionless and can be charged by renewables such as solar, wind or by the grid.

The smart battery designs and storage solutions for individual, commercial and industrial customers are leading Grengine to their mission of reducing GHG emissions and to end energy poverty. For good.

Connie Stacey founded Grengine in 2014 with a desire to create a clean energy alternative to diesel generators - silent, no fumes, no carbon emissions. She has won numerous leadership and business awards, including; Global Woman of Vision; named to the World Changing Women list; named one of Canada's top 50 Changemakers; named Alberta Women Entrepreneur of the year; and won the national Pitch for the Purse. Additionally, Connie has led Grengine to many product and innovation awards including; a US DoD Innovation Award; CGLCC Business of the Year; the National Product Innovation Award; and the International Mining Innovation Institute's (iMii) Alternative Energy Systems Challenge Winner.



DELEGATE

Connie Stacey

She/Her

Founder & President

+1 (780) 488 0527

connie.stacey@growinggreener.ca

www.grengine.com



INDIE TECH

Information Technology

Indie Tech revolutionizes risk management for top financial institutions. Our proprietary platform ensures real-time supplier performance tracking, driving better purchasing choices and post-contract risk mitigation. With patent-pending third-party risk technology, we empower enterprises to make informed decisions, align supplier risk with ERM models, and save costs.

Reshaping the Landscape: Facing limited supplier performance data and varying risk measurement standards, major financial players seek a transformative solution.

Pioneering Solutions: Indie Tech's breakthrough Sw3PiQ™ framework unveils unprecedented supply chain insights, echoing commodities trading practices.

Forward-Thinking Collaboration: We invite forward-looking financial institutions to engage in proof of concept projects, advancing quantified supplier risk and performance measurement.

Engaging Key Clients: Our solutions resonate with Chief Procurement Officers, EVPs of Enterprise Risk Management, and more, offering tailored benefits.

Gaining Momentum: Collaborating with global banks for paid proof of concept projects alongside US Regulator researchers.

Indie Tech empowers financial enterprises with streamlined risk management, ushering in a new era of supply chain excellence



DELEGATE

Sophia G. Contreras Stone

She/Her
Founder, CEO

+1 (647) 980 1557
sophia@indietech.ai
indietech.ai



LEADING MOBILITY CONSULTING

Transportation Planning, Urban Planning, Government Relations

Leading Mobility transforms mobility projects through evidence-based transportation planning for public sector agencies, stakeholders, and suppliers. Our services encompass project development, stakeholder support, transit planning, and policy formation.

Our Expertise:

- **Major Transit Project Planning:** Strategic advice for all rapid transit stages, from development to implementation, with a focus on feasibility, approvals, and robust consultation programs.
- **Stakeholder Advisory Support:** Technical guidance for influential stakeholders, tailored strategies for effective influence, and communication narratives.
- **Transit Service Planning:** Operational plans, performance measures, fleet strategies, and implementation planning for transit systems.
- **Navigating Complexity:** Strategic solutions for navigating intricate municipal and regional government processes, fostering relationships, and streamlining decision-making.
- **Transportation Strategy and Policy:** Guidance on policy development, alignment with initiatives, evaluation, and project governance.
- **Emergency Response and Recovery:** Strategy and support for unplanned emergencies and business continuity.
- **Transit System Electrification:** Planning and strategy support for battery-electric bus deployment.
- **Mobility Technology Policy:** Strategy, policy, and government relations support for emerging transportation technologies.

Partner with Leading Mobility for transformative transportation solutions that drive success.



DELEGATE

David Cooper

He/Him

Principal

+1 (403) 836 3796

david@leadingmobility.com

www.leadingmobility.com



LEADING PROFESSIONALS

Professional Services

Leading Professionals is a consultancy that helps professional services firms lead. Our services focus on workplace culture and leadership, marketing and business development, and change management.

Our work supports firms attract and engage both clients and employees toward business objectives. We have worked with boutique and global firms the provide professional services such as architecture, consulting engineering, and business advisory.

We start with a genuine commitment to clients' businesses, workplace culture, and people. We are experts in the areas of: Leadership Development, Workplace Culture & Employees, Marketing and Branding, Employer Branding & Attracting Talent, and Supporting Diversity.

Owner Russell Pollard is a consultant, guest speaker, and entrepreneur embedded in the design and architecture professions and in queer business communities. His work supports professional services firms in how they manage people, workplace culture, and change, and shape marketing and business development. Russell has a Master of Business Administration, Bachelor in interdisciplinary leadership, and certificates in leadership and inclusion.



Russel Pollard

He/Him

Owner

+1 (647) 393 6291

russell@frameworkleads.com

www.frameworkleads.com



NONA VEGAN

Food

NONA Vegan provides the comfort and nourishment of an Italian mama's home cooking. Our plant-based Italian sauces bring everyone to the table, no matter their dietary restrictions or preferences, to enjoy mealtimes together. We have secured two US distribution partners (UNFI & KeHE).

The targets for this mission would be to meet with buyers from grocery retailers (preferably natural channel, both large chains and smaller independents or mid-size chains), as well as food service customers (institutional, restaurants) and food service distribution partners. Meeting diverse companies would also be beneficial to the business.

Kailey Gilchrist started NONA as a dedication to her late Italian mama. She likes to say "Tutti a tavola" ("Everyone to the table"). Regardless of dietary restrictions or preferences, she hopes to bring folks together to indulge in a delicious meal. Kailey has been the 'Sauce Boss' of NONA Vegan since 2013.



DELEGATE

Kailey Gilchrist

She/Her

Founder and "Sauce Boss"

+1 (416) 836 9387

kailey@nonavegan.com

nonavegan.com



SILVERMAN CONSULTING & RETAIL SERVICES

Management Consulting

Since 1991 the consultants at Silverman Consulting & Retail Services have provided liquidation services, by creating and managing highly successful "Sale Events" for independent, consumer goods retailers across Canada and in the US.

We started in the jewelry sector and are best known for that, but in recent years we have worked with several different retailers including clothing, hardware, and more.

We generally work directly for the retailers looking to retire or close their store, but on occasion have provided our services to Banks, Trustees, and Estates to generate the greatest revenues for our clients, while managing all aspects of the "Sale Event".

Our Sale Events regularly exceed the previous years sales in a 6-12-week Sale Event. Looking to meet with Special Loans Unit Bankers, Insolvency Practitioners, Estate Lawyers.



DELEGATE

R. Bruce McDonald

He/Him
President

+1 (888) 955 1069, ext. 2
bruce@silvermancanada.com
www.silvermancanada.com



SKYMATTX

Marketing, Promotional, and Advertising Services

Skymattix is a unique breed of digital media agency that designs and delivers innovative, ROI-driven marketing and communications services to progressive organizations that want to make an impact for their businesses and for the markets and communities they serve.

Our positioning statement is "Let The People In", which extends far beyond impressions and conversions. It means that we are fully inclusive in all aspects of our business operations, our client interactions, and our messaging.

Our experienced, international team of marketers, visionaries, storytellers, and tech geeks have, each in their own way, said goodbye to the world of templated, over-priced, risk averse corporate marketing and brought their talents together to disrupt the status quo and deliver the unexpected.

At Skymattix, there are no bad ideas, different perspectives are welcome and encouraged, and creative thinking is, literally, 'off the chain'. For any organization we work with, this creates the conditions for a totally authentic client experience and line of sight to the best ideas and campaigns, no matter what you're selling (or dreaming about selling).



DELEGATE

Daniel Holland

He/Him

Chief Client Officer

+1 (416) 574 4747
daniel@skymattix.com
www.skymattix.com



UPHOUSE INC.

Marketing, Promotional, and Advertising Services

UpHouse is an award-winning marketing and PR agency that believes in elevating messages that need to be heard. People consume media whether they want to or not, so we feel it's our role to make sure it's authentic, accessible and diverse.

UpHouse walks the line between an outside advertising agency and a member of your in-house marketing department. We don't minimize or replace the talent you already have. Instead, we fill in the skill gaps and offer guidance along the way.

An agency challenges your thinking and injects a new perspective that sparks big ideas. UpHouse does that. An in-house marketing leader boosts the skills of the entire team and builds a plan for long-term success. UpHouse does that too.

Core Competencies:

- **Production Support:** Elevate your marketing with diverse content creation, from video to graphics, collaboratively developed by experts in design, web development, writing, and digital marketing.
- **Public Relations:** Navigate various scenarios, from openings to crises, leveraging our extensive PR expertise and media training to enhance and safeguard your reputation.
- **Corporate and Product Brands:** Revitalize or create brands, crafting compelling narratives and identities that resonate, realign, and invigorate marketing efforts.
- **Marketing and Sales Campaigns:** Fuel growth, visibility, and change with innovative campaigns that capture your essence, guided by our comprehensive approach.



DELEGATE

Alex Varricchio

He/Him

Agency Co-owner

+1 (431) 478 1473

alex@uphouseinc.com

www.uphouseinc.com



WARSHIELD

Consulting and Legal

Warshield is an Indigenous management consulting and research firm that provides

1. strategic counsel to corporate and philanthropic organizations on socio-economic development partnerships with Indigenous communities across Canada,
2. government relations and strategic communications, and
3. advice on corporate governance and inclusion, diversity, equity, and accessibility (IDEA) strategies.

Our current clients are from across North America, South America, and Australia.

If you want to learn more you should speak with Chief Impact & Strategy Officer, Tristan Smyth (they/them). Tristan is a trusted advisor to clients on engagement, investment, and negotiations with Indigenous communities in Canada and on the development of inclusion, diversity, equity, and accessibility (IDEA) strategies.

In addition to their work with Warshield, Tristan teaches about impact investing for Carleton University's School of Public Policy & Administration and serves on the boards of the Table of Impact Investment Practitioners and Canadian Centre for Gender & Sexual Diversity.



DELEGATE

Tristan Smyth

They/Them

Chief Impact & Strategy Officer

+1 (819) 208 9323

tristan@warshield.com

www.warshield.com



ZUBAS FLETT LAW

Legal Services

Zubas Flett Law is an established employment law boutique located in downtown Toronto, Ontario, Canada.

Advising employers and clients of independent contractors, the Firm's lawyers carefully analyze a client's legal issues and makes a plan for action in this ever-changing and specialized area of law. We customize an efficient path to our client's desired result while compassionately appreciating that our clients are often making tough decisions in trying circumstances on a timeline and budget.

Areas of practice include: employment contract drafting and negotiation, employee policies, termination and discrimination disputes, executive compensation, performance management and discipline, employment standards compliance, statutory workplace investigations, and general human resources matters.

Small and mid-size employers contending with legal issues in a separate jurisdiction require employment counsel that is experienced yet reasonable in client file management and is mindful of the associated costs and benefits. At Zubas Flett Law, we offer competent, precise counsel in this quickly-evolving area of law.



DELEGATE

Ted Flett

He/Him

Principle Lawyer

+1 (416) 593 5844

ted@employment-lawyers.ca

www.employment-lawyers.ca



CANADA'S 2SLGBTQI+ CHAMBER OF COMMERCE

Diversifying Canadian Business, One Connection at a Time.

CGLCC, Canada's 2SLGBTQI+ Chamber of Commerce, advocates for and works towards a more inclusive Canadian economy. As the only certifying body of LGBTQ owned businesses in Canada, CGLCC's Certified Supplier program is internationally recognized by the NGLCC, global corporations, and Canadian government partners.

We are actively welcoming new corporate partners who want to help champion 2SLGBTQI+ business in Canada and around the Globe. Let us share our success with you!

Connect with one of our Delegates, or visit www.cglcc.ca, for more information.

DELEGATES



Darrell Schuurman

He/Him
Co-Founder & CEO

+1 (866) 300 7556 ext.11
+1 (416) 910 5077
darrell@cglcc.ca
www.cglcc.ca



Cass Elliott

He/Him
Manager, Global

+1 (866) 300 7556 ext.14
+1 (613) 407-8858
cass@cglcc.ca
www.cglcc.ca



Ashleigh Brown

She/Her
Director, Business Development

+204-899-4154
ashleigh@cglcc.ca
www.cglcc.ca



NOTES

PLATINUM MEMBERS



CORPORATE AND GOVERNMENT MEMBERS



RESOURCE MEMBERS





WHEN YOU GO FROM COURIER TO CARGO SHIP

THAT'S THE EXPORT IMPACT



Confidently enter new markets,
reduce financial risk and grow your business.

Visit **EDC.ca** and see what the Export Impact
can do for your business.

Canada

Export
Development
Canada  **EDC**



We bring businesses **GLOBAL**
cglcc.ca/programs/global-initiatives



[illegible]



Black & White Gala

November 10, 2023

The Carlu. Toronto.

Shaping the landscape of businesses
and communities in Canada

www.cglcc.ca/gala