

### DANIÈLE BOND – ASSOCIATE

A bilingual subject-matter expert for employment equity at Bell Canada during the 1992 to 2004 period, Danièle Bond is now a full-time consultant in the area of employment equity and diversity.

As Bell's primary contact for Human Resources Skills & Development Canada (HRSDC) and the Canadian Human Rights Commission (CHRC), Danièle was accountable for the strategic planning, implementation and management of corporate initiatives to meet legislative and business requirements in the area of employment equity and diversity.

Moreover, Danièle was a member of FETCO's Employment Equity Committee, a committee made up of Federal Employers in the Transport and Communication industries and was actively involved in drafting a Position Paper for the Parliamentary Review of the Employment Equity legislation in 2002.

A selection of Danièle's work for Graybridge Malkam includes:

- Provided Employment Equity consulting to ensure compliance with the Federal Contractors Program for a national health care provider.
- Provided Employment Equity consulting and training for a major international financial institution

#### Feedback:

*"Danièle has proven to be clear-minded and very knowledgeable in the implementation of the Employment Equity Act by focusing on what works and what doesn't work and on bringing to the fore suggestions for improvement within the present legislative framework."*

*"In managing projects, Danièle was always a consummate diplomat, displaying the patience and leadership that successfully kept diversity on the communication agenda of the company. Feedback on Danièle's performance would be incomplete without mentioning her superior planning and project management skills, particularly on complex projects."*

*"The Employment Equity Plan is a crucial requirement of the EE Act. Many large organizations are struggling to develop meaningful plans with the required short and long term hiring goals and measures aimed at removal of barriers for the designated groups. One of the most difficult tasks is to develop short-term hiring goals for business units that managers can relate to and are willing to implement. Danièle's proposed goals (at Vice-President level) should overcome this difficulty and, when aggregated, form the basis of the corporate plan. Danièle's contribution in this area is outstanding"*