

Message from Marni Panas, BHAdmn, CCIP.D

Canadian Centre for Diversity and Inclusion Board of Directors

Dear colleagues, partners, and friends,

I'm writing to share that after five years as Chair of the CCDI Board of Directors, I chaired my final meeting on June 17, 2026.

This has been a deeply meaningful journey for me—both professionally and personally. Serving as Chair was my first board experience, and I learned a tremendous amount along the way. Much of that learning came from the people around me—our board members, leadership team, staff, and broader inclusion community—whose support, insight, and partnership I will always be grateful for.

Over the past seven years, CCDI has navigated several important transitions. Some were complex and, at times, challenging. Those moments required focus, resilience, and a shared commitment to strengthening the organization for the long term.

At the same time, we were building a strong foundation for the future. We enhanced our governance practices, established a thoughtful board recruitment approach grounded in a robust skills matrix, and ultimately built what I believe is the strongest board CCDI has had. We also had the privilege of recruiting a new CEO, whose leadership in her first year has been exceptional and has helped shape a truly strong and cohesive leadership team.

Today, CCDI is in a position of strength. The organization is healthy, focused, and continues to grow its influence. It has evolved into a trusted national thought leader in diversity, equity, and inclusion, with a strong and respected brand among employer partners and across industries.

While I'm proud of what we accomplished together, I am most proud of how we did that work—with care, kindness, thoughtfulness, and a genuine commitment to one another, even through the most challenging moments.

To the CCDI team: thank you for your passion, dedication, and the work you do every day to move this important mission forward.

To our employer partners and industry peers: thank you for your trust, your collaboration, and your continued commitment to advancing inclusion across Canada.

And to my fellow board members: thank you for your partnership, your support, and for helping me grow in this role.

As I step away, I do so with great confidence in the board, the leadership team, and the future of CCDI. It has been an honour to serve, and I look forward to seeing all that comes next for this organization and for all of you.

With gratitude,

Marni Panas, BHAdmn, CCIP.D

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