



**CEC Nominating Committee  
Update to Members – September 19, 2023**

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**Meeting Information**

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When: Tuesday, September 19, 2023, 14:00 – 16:00 Eastern Time

Zoom Link: <https://us02web.zoom.us/j/84835760455?pwd=WVdlODRsK1dzTmlNNTRvdmxRdktFdz09>

**Invitees**

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- Representatives of CEC members
- CEC Nominating Committee

**Agenda**

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1. Bylaw and other policy updates
2. Update on Nominating Committee Activities
  - Activities since last meeting
  - List of candidates
  - Recommended Slate of Candidates
  - Skills matrix
  - Rationale for Candidates
3. Proposed Voting Process
4. Other Discussion
5. Adjourn

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## Update on nominating Committee Activities

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### ***Activities since last meeting***

- Completed call for nominations
- Received four formal nominations
- Conducted conversations with all four candidates
- Received confirmations from each current Board member standing for re-election
- Completed skills matrix
- Received requested terms (1 or 2 years) from some current Board members and randomized the rest.
- Finalized proposed slate
- Discussed election process for AGM and potential governance changes

### ***List of candidates***

- Candidates include 6 current Board members standing for re-election, 4 new candidates, and 2 Athlete representatives yet to be determined:
  1. Michelle Ang (current)
  2. Paul Dormaar (current)
  3. Joachim Stroink (current)
  4. Nicolas Valence (current)
  5. Mohammad Havaledar (current)
  6. Rahul Sapra (current)
  7. Joanne Carilli-Stevenson (New)
  8. Carrie Croft (New)
  9. Lesley Hillier (New)
  10. Diyana Noorey (New)
  11. Athletes' Commission (AC) Representative, (Female)
  12. Athletes' Commission (AC) Representative, (Male)
- A Bio for each new nominee can be found in Appendix A below

### ***Recommended Slate of Candidates***

- Based on a review of the candidates' application packages, discussions with the candidates and an assessment of skills matrix in aggregate, the Nominating Committee recommends the following slate of candidates for election to the Board:
  1. Michelle Ang (current) – British Columbia
  2. Paul Dormaar (current) - Alberta
  3. Joachim Stroink (current) – Nova Scotia
  4. Nicolas Valence (current) - Quebec
  5. Rahul Sapra (current) - Ontario
  6. Mohammad Havaledar (current) – Ontario
  7. Joanne Carilli-Stevenson (New) - US
  8. Carrie Croft (New) - Quebec
  9. Lesley Hillier (New) – New Brunswick
  10. Athletes' Commission (AC) Representative, (Female)
  11. Athletes' Commission (AC) Representative, (Male)
- We also recommend that Diyana Noory get more experience with the Canadian industry through the Diversity and Inclusion Committee, then re-apply for the CEC Board next year if she is still interested.

**Skills Matrix**

		Athlete #1	Athlete #2	Joachim Stroink	Paul Dormaar	Nicolas Valence	Rahul Sapra	Mohammad Havaledar	Michelle Ang	JoAnne Carilli-Stevenson	Carrie Croft	Lesley Hillier
Gender		F	M	M	M	M	M	M	F	F	F	F
Skill/Description	Priority											
Finance and Financial Acumen	H			M	H	M	H	H	L	M	L	H
Accounting (CPA)	H			M	M	L	M	M	L	L	L	H
HR	M			L	M	M	M	L	L	L	H	M
Board Governance	H			L	H	H	H+	H	M	H	L	H
Advocacy and Policy Development	H			H	M	M	H	M	M	H	H	M
Legal	H			L	M	L	H+	L	L	L	L	M
Technology and Digital Media	M			L	M	L	L	L	L	M	M	H
National sports organization	L			L	H	M	M	H	L	H	H	L
Marketing	M			H	M	M	L	L	L	H	H	M
Fund raising	H			H	M	M	L	L	M	H	M	H
Government relations	M			H	L	M	M	L	H	M	H	H
Global sporting organization	M			L	H	M	L	H	L	H	H	L
Competitive athlete	H			L	L	M	H	L	L	L	L	L
Climbing industry	M			H	H	H	M	H	L	H	L	L
Strategic planning	M			M	H	M	M	H	H	H	H	H
Stakeholder relations	H			H	M	M	H	L	H	H	H	H
Media and Public Relations	H			M	M	M	M	M	H	H	H	H
Risk management	H			L	H+	H	H	H	M	L	H	L
Culture development	M			M	H	H	H	H	H	M	H	L
Grassroots/Community development	H			H	M	M	H	M	H	H	H	L
Not-for-profit board experience	M			M	H	H	H	H	M	H	L	M
Bilingual (English/French)	H			L	L	H	M	H	L	L	H	L
Gender Diversity	H	W	M	M	M	M	M	M	W	W	W	W
Self-identified diversity (e.g., BIPOC, 2SLGBTQIA+, Disability)	H			L	L	L	H	H	H	L	L	L
Succession	H			M	H	M	H	M	L	M	L	H
Indepenent	M	L	L	H	H	H	H	M	H	H	H	H
Regional Diversity	M			E	P	Q	O	O	W	US	Q	E
Years to run for		1	1	1	2	1	2	2	1	1	1	2

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***Rationale for candidates:***

1. *Michelle Ang* is an avid recreational climber with a very strong professional background in the areas of policy, communications and government relations. She has made a significant contribution to CEC as a Board member for the last 2 years and before then on the Pandemic Task Force, the Diversity, Equity and Inclusion Committee, and has built an extensive knowledge of the CEC.
2. *Paul Dormaar* is the current Vice Chair, has grown as a Board member over the past 3 years and now has deep knowledge of CEC and our operations, governance, and challenges. He is an active climber who gives back to the community, with a specific passion for diversity, equity and inclusion. He also has extensive prior experience holding various board and volunteer positions with Alpine Club of Canada. Paul is also driving a stronger focus on risk and financial management for CEC that we believe will continue to be very important for the organization. He has demonstrated a willingness and ability to invest significant time and effort in the organization. Finally, he is also on both the IFSC Finance Commission and the IFSC Governance Commission, giving him great international experience in governance specific to the climbing industry.
3. *Joachim Stroink* is the current Chair, has been on the Board for four years, and has brought both a perspective from the Atlantic region as well as a strong understanding of the outdoor industry, government relations and marketing. He was pivotal in securing our sponsorship from Arc'teryx as well as driving our online retail presence, and is committed to continuing to drive a diversified financial model for CEC.
4. *Rahul Sapra* already has a long history with CEC, first as a competitive athlete representing Canada at IFSC events, for two years on the Diversity and Inclusion Committee, and then as a Board member for the past year. Professionally, he brings with him excellent legal, governance, finance, and risk management skills. His contributions so far to our policy and governance development have been invaluable.
5. *Mohammad Havaledar* is an invaluable asset to Climbing Escalade Canada's board. His dedication to the sport, extensive IFSC and UIAA experience in event management, and committee roles demonstrate his commitment to climbing's growth and excellence. Mohammad's insights and expertise greatly benefit CEC's mission and future endeavors.
6. *Nicolas Valence* has been exceptional on the CEC board. His extensive professional and climbing specific experience equips him with unique insights into the sport's needs and challenges. His passion, coupled with a strategic mindset, have contributed significantly to the board's mission and success.
7. *Carrie Croft's* impressive background in sports communications and governance, including her tenure with Canada Soccer's Women's National Team, makes her an invaluable candidate for the CEC board. Her expertise in media relations, strategy, and understanding of high-performance sports will greatly benefit the organization's growth and development.
8. *Lesley Hillier's* extensive experience in the sports industry, particularly her work with Skate Canada, showcases her strategic leadership and event management skills. Her dedication to fostering athlete development and growing the sport aligns perfectly with CEC's goals. She would be a valuable asset to the board.
9. *Joanne Carilli-Stevenson's* 25+ years of global experience in sales, marketing, and event management, coupled with her active role in USA Climbing, make her a standout candidate for the CEC board. Her strategic thinking, industry insights, and commitment to climbing's growth will be invaluable for CEC's future success.

## **Proposed Voting Process for AGM**

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### ***Proposed Voting Process***

- We propose that 11 directors be elected to the Board, including the two Athletes' Committee Reps.
  - A ballot will be put forward at the AGM allowing members to vote for a slate of 11 candidates.
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## **Appendix A – Candidate Bios**

### **Mohammad Havaledar**

Mohammad Havaledar is a dynamic leader with a deep-rooted passion for sport climbing. His journey into the world of sports began with swimming, table tennis, and volleyball but found its true calling with Sport Climbing during his university years. He quickly transitioned from a novice to a dedicated competitor.

Beyond competing, Mohammad ventured into various aspects of Sport Climbing, exploring coaching, routesetting, and judging. His commitment and knowledge led him to become a certified judge by both the International Federation of Sport Climbing (IFSC) and the International Climbing and Mountaineering Federation (UIAA).

Mohammad's global perspective is evident in his role as Vice President of the UIAA Ice Climbing Commission (ICC), where he oversees technical standards and regulations. He is also Chair of the Marketing and TV Commission at IFSC, contributing to the sport's visibility.

Combining his passion for climbing with business acumen, Mohammad is a skilled data analyst with experience at organizations like the Securities and Exchange Organization (SEO).

Mohammad's multifaceted expertise and commitment make him an ideal candidate to contribute to the Climbing Escalade Canada (CEC) board of directors.

### **Paul Dormaar**

Paul Dormaar MA, BA, is a dedicated and experienced professional with a passion for climbing and a strong background in finance and risk analysis. In his second year at Climbing Escalade Canada (CEC), he continued to contribute significantly to the organization's growth and development.

As Chair of the Audit and Risk Committee and a member of the Nominations Committee at CEC, Paul played a pivotal role in ensuring the organization's financial health and governance practices. He actively participated in crafting and implementing various policies and strategies to transform CEC into a mature National Sports Organization.

Paul's commitment to climbing extends beyond CEC. He has been actively involved in the climbing community for decades. His journey in climbing began in the 70s, and he has since embraced both indoor and outdoor climbing. Paul is not only an avid climber but also a mentor, organizing weekly group climbing sessions for bouldering and routes, both indoors and outdoors.

In addition to his climbing pursuits, Paul has dedicated his time to volunteering. He served as the Chair of the Calgary Section of the Alpine Club of Canada, advocating for mountain safety, women's mentorship, multiculturalism, and environmental sustainability. His dedication to giving back to the sport and community is evident in his active involvement in various roles.

Paul's professional background includes roles at Enron, Pan Canadian Petroleum, TransCanada Corp, and ATB Financial, where he honed his expertise in risk management and financial analysis. His educational qualifications include an MA in Financial Economics and a BA in Economics with a Pure Mathematics Minor.

Retired from his professional career, Paul now spends his time climbing and volunteering. His wealth of experience in finance, risk analysis, and climbing make him a valuable asset to both CEC and the International Federation of Sport Climbing (IFSC), where he has been a member of the Finance Commission and Governance Commission.

With his dedication, financial acumen, and passion for climbing, Paul Dormaar continues to make significant contributions to the climbing community and sports governance.

## **Rahul Sapra**

Rahul Sapra is a dynamic and accomplished individual with a diverse educational background and an impressive track record of achievements. Currently based in Toronto, Ontario, Rahul is a lawyer at Blake, Cassels & Graydon LLP in Toronto where he primarily advises clients in the financial services, aviation, and aerospace sectors.

As a former World Cup climber and back-to-back Ontario men's open provincial champion, Rahul is committed to helping CEC advance the interests of athletes. Since he joined the CEC Board in September 2022, Rahul has played an important role in improving CEC's governance and safe sport policies and practices to better reflect our values as an athlete-centred organization.

Prior to joining the CEC Board, Rahul chaired the Board of Directors of the University Students' Council of Western University, a not-for-profit corporation with an annual budget over \$35M. He is set to join two additional boards this fall.

Rahul obtained his law degree (JD) from Western Law, his HBA from the Ivey Business School, and BSc (major in Medical Sciences) from Western University, graduating with distinction from each concurrently in Spring 2022. In addition, he received his Diplôme de français pratique from Western University in Fall 2022.

While at school, Rahul held several leadership positions including President of the Student Legal Society, Editor-in-Chief of the Canada-U.S. Law Journal, Editor-in-Chief of the Western Journal of Legal Studies, case manager at the Sport Solution Clinic (a joint program between AthletesCAN and Western Law), and councillor with the Law Students' Society of Ontario. He received awards including the Justice Rosalie Silberman Abella Prize from the Royal Society of Canada, the Law Society of Ontario Prize from Western Law, the Student Recognition Award from the South Asian Bar Association of Toronto, the Malcolm J. McKinnon Award from his peers at Western Law, and several awards from advocacy competitions. He also worked as a research assistant for the Hidden Racial Profiling Project and a research assistant to Prof. Wade Wright, drafting updates to Constitutional Law of Canada, the most-cited book by the Supreme Court of Canada.

Additionally, Rahul earned a Certificate in Equity, Diversity, and Inclusion in Action and a Certificate in the Advanced Study of Gender Based Violence, reflecting his commitment to fostering inclusivity and equity. He further demonstrated this commitment by serving as co-chair (with Prof. Melanie Randall) of the Western Law Anti-Racism Working Group. The working group's final report included 53 recommendations for addressing racism within the law school, which were "fully accepted" by the Dean of the law school, a multi-million dollar commitment to equity and anti-racism.

Rahul's combination of legal acumen, academic excellence, and commitment to social justice makes him a rising star in the field of law and beyond.

## **Nicolas Valence**

Nicolas Valence, RPA, is a dynamic bilingual leader renowned for his expertise in managing multidisciplinary teams in the field of facilities management outsourcing. With a career spanning several prestigious organizations and vital sectors, including critical hospitals, Bell, Standard Life, and Air Canada, Nicolas has consistently been a key driver of success. His unwavering passion for client services has not only propelled organizational transformations but has also orchestrated impressive performance turnarounds.

Currently serving as the Vice-President of Facility Management & PPP at ENGIE Services, Nicolas oversees the management of the North American PPP Portfolio. His ability to build and nurture strong relationships has been instrumental in ensuring the ongoing success of his teams and projects.

During his extensive career, Nicolas has held various leadership roles, including Vice-President & General Manager at SCN-Lavalin Operations & Maintenance, overseeing portfolios for renowned clients like Bell Canada, Standard Life, CBC, Air Canada, and Purolator. His journey of excellence includes notable positions such as Senior Director of Performance, Quality & Contract, and General Manager.

Nicolas's educational background features a solid foundation in Business Administration from McGill

University, complemented by his professional accreditation as a Registered Professional Accountant (RPA) conferred by BOMI International.

As a dedicated professional with a proven track record of effective leadership, Nicolas Valence continues to play a pivotal role in the facilities management outsourcing industry, exemplifying commitment, expertise, and a relentless drive for excellence.

### **Joachim Stroink**

Joachim Stroink, BA, is a dedicated community builder with a remarkable 17-year track record in public and private senior leadership roles. His career spans diverse sectors, showcasing his expertise in business development, relationship management, and economic development.

Currently serving as a Business Consultant and Government Relations specialist at JAAZ Consulting in Halifax, Nova Scotia, Joachim excels in navigating government bureaucracy and assisting companies and organizations in achieving their goals.

Previously, as the Director of Community Development at ARMCO CAPITAL, a three-time recipient of Canada's 50 Best Managed Companies recognition, Joachim played a pivotal role. He oversaw government and stakeholder relations, managed daily operations, acted as a business development lead for commercial leasing assets, and served as Armco's spokesperson to the media.

During his tenure with the Government of Nova Scotia as a Member of the Legislative Assembly for Halifax Chebucto, Joachim represented constituents, led discussions on complex issues, and contributed to the development of recommendations for government bills. Notably, he created the Accessibility Plan for people with disabilities in Nova Scotia and played a key role in positioning Nova Scotia as a world leader in Ocean Science.

Joachim's entrepreneurial spirit also shines through his ownership of ZANNEKE ENTERPRISES LTD, where he led daily operations of The Trail Shop and Rackology. Under his leadership, he established new brands, implemented marketing strategies, negotiated business deals, and ensured the company's success.

Education-wise, Joachim holds a Bachelor of Arts in Geography from Saint Mary's University, and he has furthered his leadership development at the Robert J. Thompson Eastern Leadership Academy.

Outside his professional career, Joachim is deeply engaged in the community. He is a founding partner of Brigadoon Village, co-founder of the Not Since Moses Run, founder of the Great Canadian Backyard Campout, and has actively contributed to various organizations and events, including the Learning Disability Association and the Bluenose Marathon.



Joachim Stroink's dedication to community development, combined with his expertise in leadership and government relations, makes him a respected figure in the field, known for his impactful contributions.

### **Michelle Ang, MSc**

Michelle Ang, MSc, is a versatile professional with a strong background in government relations, strategic health policies, and stakeholder management. She brings her wealth of experience and a proactive mindset to the world of climbing and sports advocacy.

Michelle has been an active committee member at Climbing Escalade Canada (CEC) since March 2020, where she has made significant contributions to various committees. As part of the Pandemic Task Force, she played a pivotal role in chairing the development of the CEC COVID-19 Guidance Document. This document aimed to provide Canadian climbing gyms with essential tools and considerations for safely navigating the challenges posed by the COVID-19 pandemic.

Furthermore, Michelle is a dedicated member of the Diversity and Inclusion Committee at CEC, actively involved in shaping policies and initiatives to promote equitable representation within Canadian climbing. Her commitment to fostering diversity and inclusion within the sport is evident through her participation in the selection committee for CEC's first-ever gender equity community grant program.

Michelle's professional journey has equipped her with essential skills in government relations, interpersonal communication, research, and analysis. Her experience in project management and policy development, particularly in the healthcare sector, demonstrates her ability to drive initiatives to successful outcomes. Moreover, her artistic and creative talents, including proficiency with Adobe Creative Suite, complement her analytical skills.

Michelle's educational background includes a Master's of Science from the University of Toronto and a Certificate in Project Management from the University of Toronto Continuing Education.

Throughout her career, Michelle has consistently demonstrated her commitment to community involvement. She has helped organize the Treeline Outdoor Community Women's Climbing Festival, Project Pride Climbing Festival, volunteered for the Squamish Access Society, and the Ontario Alliance of Climbers, helping to brand their "climb in parks" campaign.

Michelle Ang's passion for climbing, coupled with her extensive professional experience and dedication to promoting diversity and inclusion, makes her a valuable asset to the CEC community. Her ability to navigate complex challenges and drive positive change positions her as a valuable contributor to the CEC's mission

## **Lesley Hillier**

Lesley Hillier, a seasoned professional with a rich background in finance, governance, and business development, enthusiastically submits her application for a position on the Climbing Escalade Canada (CEC) Board of Directors.

With a strong foundation as a CPA, CMA, and CITP, coupled with recent training in innovation governance, Lesley brings a wealth of financial acumen and strategic expertise to the table. Her impressive track record includes a directorship role at the Forum for International Trade Training (FITT), where she actively participated in the audit committee and the certification council.

Lesley's professional journey includes roles at prominent institutions such as the Business Development Bank of Canada (BDC), where she managed executive training and conferences to foster Canada's corporate venturing and innovation ecosystem. Her experience at TD Commercial Bank and Deloitte LLP further enriched her financial skills and portfolio management capabilities.

Her current role as Chief Executive Officer and Shareholder at Forsta Varme Technologies Inc. demonstrates her prowess in overseeing financial operations, human resources, and external stakeholder relationships. Lesley's remarkable career also extends to her tenure at NSBI Venture Capital, where she was responsible for investment analysis, capital raising, deal negotiation, and portfolio maintenance.

Outside the boardroom, Lesley is an athlete at heart, having grown up in sports like swimming, skating, and sailing. She now enjoys running, cycling, and spending time with her loyal companion, Finn, a black lab.

Lesley's commitment to growth and learning is evident through her enrollment in the U of T, Rotman ESG Designation Program, and her participation in various educational and professional development programs, including the FITT Certificate of International Trade.

Her volunteering efforts include membership in Canadian Women in IP and her role as a webinar panel speaker on IP series, demonstrating her dedication to industry involvement and collaboration.

With her impressive financial and governance background, coupled with a passion for sports and fitness, Lesley Hillier is excited about the opportunity to contribute to CEC's mission. Her diverse skills, experience, and commitment to excellence make her a valuable candidate for the CEC Board of Directors.

## **Carrie Croft**

Carrie Croft, a dedicated sports enthusiast with a remarkable career in international sports media and event management, presents her application for a role on the Climbing Escalade Canada (CEC) Board of Directors.

Having spent her life deeply immersed in the Canadian sports community, Carrie's journey began as an athlete and later expanded to encompass various roles, including volunteer and staff positions for major games and national/professional sports organizations. Her most notable role as the media officer for Canada's women's national soccer team during World Cups and Olympic Games showcased her passion for supporting athletes and her proficiency in communications.

Carrie's extensive experience in senior communications roles for multiple Canadian sports organizations is evidenced by her impressive track record. Her recent position at Temple Scott Associates sees her leading a communications consultancy practice, advising a diverse array of organizations, including businesses, professional and sports associations, and large family charitable foundations.

She offers a wide range of communications services, including media training, scriptwriting, media relations strategy, and crisis communications planning. Her advisory role extends to lobbying, advocacy, and government relations, where she provides strategic counsel to executives.

Certified as bilingual through McGill University, Carrie is proficient in both English and French, a valuable asset in the multicultural Canadian sports landscape.

Carrie's unique experiences with Canada Soccer's Women's National Team have honed her skills in managing interviews, press conferences, and broadcast relationships. Her expertise in media relations, communications strategy, and international events aligns well with the needs of CEC.

Furthermore, her understanding of elite athletes and the high-performance sports system in Canada, including Sport Canada and the Own the Podium program, equips her to tackle the challenges and opportunities that CEC may encounter in the coming years.

Carrie's passion for sports, coupled with her expertise in communications and governance, positions her as a valuable candidate for the CEC Board of Directors. Her commitment to promoting sports at all levels, from grassroots to high-performance, is evident in her diverse career.

For further insights into her qualifications and experience, please refer to her enclosed resume. Carrie is readily available for discussions and inquiries about her candidacy. Feel free to reach out to her at your convenience.

Carrie Croft looks forward to the opportunity to contribute her skills and dedication to Climbing Escalade Canada's mission. Your consideration of her application is greatly appreciated.

### **JoAnne Carilli Stevenson**

JoAnne Carilli-Stevenson is a visionary Sales and Marketing Executive with over 25 years of experience in leading growth and innovation programs for global B2B organizations. She is a recognized industry influencer and people-first leader known for fostering relationships that drive partnerships, marketing opportunities, and growth. JoAnne's comprehensive skill set includes expertise in digital marketing, commercial development, project management, event management, supply chain negotiations, and operations.

As the Senior Director of Membership Engagement & Strategy at the Outdoor Industry Association in Boulder, Colorado, JoAnne currently oversees the association's efforts to engage and grow its membership base.

JoAnne's remarkable career includes a significant tenure with White Labs Inc. Pure Yeast & Fermentation, where she served as Head of Business Development and Global Key Account Manager. During her time there, she led brand awareness initiatives through digital marketing campaigns, social media promotions, and international networking. She also played a pivotal role in developing relationships with distributors, professional breweries, distilleries, and homebrew retailers, contributing to the company's international expansion and growth.

Notably, JoAnne spearheaded a successful company rebrand, launching new packaging, digital campaigns, and social media strategies. She achieved substantial growth in the company's online presence, increased user engagement, and expanded the company's reach in various international markets.

JoAnne's international experience extends to her time with Lonza, Inc. in Basel, Switzerland, where she served as Associate Director of Commercial Development, Head of Microbial Business Development, and Biochemical Sales and Business Development. Her responsibilities included overseeing development activities, creating sales value propositions, and implementing North American sales and marketing strategies for the company's multi-divisional business unit.

JoAnne's dedication to the climbing community is evident through her volunteer work with USA Climbing. She has held various committee roles, including Nominating Committee Chair, Collegiate Committee Chair, Governance Committee member, and more. JoAnne's involvement includes event management, judging, and event organization, where her expertise has contributed to the success and growth of climbing competitions at various levels.

JoAnne Carilli-Stevenson's commitment to excellence, strategic thinking, and extensive experience make her a highly valuable candidate for the Board of Directors at Climbing Escalade Canada. Her passion for the sport and her ability to drive growth and innovation align perfectly with the organization's mission and goals. JoAnne's dedication to fostering relationships and her impressive track record of accomplishments make her an exceptional choice for this role.

### **Diyana Noory**

Diyana Noory is a dynamic professional with a rich tapestry of experiences spanning policy analysis, journalism, and community leadership. Her journey reflects a deep commitment to making a positive impact in various spheres.

As a policy analyst at Canadian Heritage, Diyana excels in crafting intricate policy arguments and adeptly managing public resources. Currently focused on the Copyright Act, she actively contributes to the development of legislation through drafting and policy discussions. Her previous work on the Online News Act highlights her instrumental role in legislative processes, where she prepared amendment drafting instructions, provided clause-by-clause analysis, and produced reference material and speaking points for parliamentary business. Her ability to navigate complex legal issues and stakeholder concerns is further underscored by her role in providing strategic policy advice to senior management, including the Deputy Minister and the Minister of Canadian Heritage.

Diyana's foray into sports governance research, working alongside Professor Richard H. McLaren, O.C., at Western Law, offered her unique insights into the intricacies of this domain. She engaged in in-depth research on match-fixing for an international sport governing body, crafted presentations on corruption and sport governance for global sports law organizations, and even contributed to tennis anti-corruption hearings, a high-stakes arena impacting players' careers and livelihoods.

In addition to her professional pursuits, Diyana is a fervent advocate for community-building and equality. She founded the Middle Eastern/North African (MENA) Law Students Association during her first year at Western Law, fostering mentorship programs and educational panels. Her dedication to fostering diversity and inclusion led her to organize Western Law's first Diversity Week and serve on the Dean's Anti-Racism Working Group.

Diyana's versatile skill set, adaptability, and strong communication skills make her a valuable asset in any endeavor. Her passion for working with diverse groups and her commitment to promoting equity position her as an excellent candidate for a board member position with Climbing Escalade Canada. Her creative thinking and positive attitude are poised to make a meaningful contribution to the organization.