Picking up on episode 4’s theme, there are a number of challenges when it comes to how organizations can meaningfully instigate and encourage movement on the equity, diversity and inclusion (EDI) front. Insufficient education about the benefits of EDI, misinformation about how to successfully implement EDI initiatives, and lack of accountability tend to sink the majority of even the most well-intended programs.

However, it’s been proven that businesses that share data around the make-up of their workforce and encourage the creation of employee resource groups are more successful at cultivating opportunities for under-represented groups.

Tune in to episode 5 of Diversonomics season 4 as hosts Roberto Aburto and Cindy Kou speak with Adrian Ishak - senior corporate counsel for global labour & employment at Salesforce and vice-chair of the Roundtable of Diversity Associations - about the key barriers to EDI success and the importance of remaining committed to continually moving forward.

**Episode tip:**

"...for everyone who's involved in the EDI space, our work is never done ... there’s always going to be opportunity for growth. There’s always going to be opportunity for education. There’s always going to be opportunity for moving the dial, even if it may sometimes feel like one step forward, two steps back."

- Adrian Ishak, senior corporate counsel, global labour and employment at Salesforce, and vice-
The Roundtable of Diversity Association is hosting a full day diversity conference on December 9. You can learn more or register for the conference on the Canadian Bar Association website.
Cindy: Earlier this season we spoke with Dr. Sarah Saska, co-founder and CEO of Feminuity, to speak about moving the dial on equity, diversity and inclusion within workplaces.

Roberto: Continuing on the same theme our guest today is Adrian Ishak, senior corporate counsel, global labour and employment at Salesforce. Adrian has over a decade of experience advising private and public sector employees on a domestic and international scale on labour and employment matters. Outside of the office Adrian has long been involved with equity seeking groups such as the Roundtable of Diversity Associations and the Association des juristes d'expression française. Adrian has also served as the CPD liaison of the OBA's Sexual Orientation and Gender Identity Group and is also a director of FrancoQueer, an organization for LGBTQIA Francophones and allies in Toronto and Ontario.

Cindy: Last year Adrian was kind enough to join Gowling WLG as one of the featured speakers at our D&I Fireside Chat in Toronto. He shared some great observations and experiences about meaningfully instigating and measuring change and about cooperation between different players.

This program will count for up to 30 minutes of EDI Professionalism credit toward the mandatory CPD requirements of the Law Society of Ontario.

This organization has been approved as an Accredited Provider of Professionalism Content by the Law Society of Ontario.

**Episode hosts**

**Roberto Aburto**

Roberto Aburto is a partner in Gowling WLG’s Ottawa office, practising in municipal law and civil litigation, with a focus on real estate disputes, land use planning law and commercial litigation.

He is also an active member in the swimming and lifesaving community, serving on the board of directors for the Lifesaving Society (Ontario Branch) as the corporate secretary/legal adviser, and on the Lifesaving Society (National Branch) National Team Selection Committee for Lifesaving Sport.

He is also co-chair of Gowling WLG’s Diversity and Inclusion Council and is committed to promoting these principles.
To learn more about Roberto, visit his bio, follow with him on Twitter or connect on LinkedIn.

Cindy Kou

Cindy Kou is a business law associate. She assists clients in a broad range of industries with corporate, commercial, and regulatory matters. She also regularly advises on technology law matters.

Cindy holds degrees in Common Law and Civil Law from McGill University and has worked in both common and civil law jurisdictions in Canada and abroad. She speaks French and Mandarin.

To learn more about Cindy, visit her bio or follow her on Twitter.

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Related Diversonomics

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