

# MAUREEN J. BROWN

*'Creating safe space for honest conversation'*

Maureen Brown is the founder of DiversityTrainersPlus, a company that provides assessment, strategic planning, training and implementation support to organizations seeking to make diversity an asset in their work and service environment. Her clients have included companies such as Sanofi Pasteur, Tim Hortons and Coleman Containers; municipalities (e.g. Hamilton and Markham); government (e.g. Ministry of the Attorney General); hospitals (e.g. Joseph Brant and Sick Children's Hospital); and, Professional Associations (e.g. Alabama College System Human Resource Management Association and Canadian Access for Professions and Skilled Trades). Maureen equips her clients in identifying barriers to becoming inclusive and in developing strategies for addressing those challenges. She directs her clients to key operational areas in which to embed change, then facilitates a process for drilling change through deep layers of the organization.

Training and equipping are crucial to managed change, starting at the leadership and senior management levels. Maureen has delivered leadership and senior management workshops in companies such as B2B Trust (Laurentian Bank), Desjardins Financial and Gucci Canada; and, in institutions such as Sunnybrook Hospital, Toronto's University Health Network and the City of Hamilton's Mayor and Council. With a background in journalism and a personal motto: "create safe space for honest conversation", she skillfully cuts through the jargon and misconceptions that so often surround discussions about diversity and inclusion, while at the same time creating opportunity for different voices to be heard in an environment of respect and openness.

Maureen is the author of the highly acclaimed studies"

- Growing Up Black in Oakville—The Impact of Community on Black Youth Identity Formation and Civic Participation; and,
- In Their Own Voices—African Canadians in the Greater Toronto Area Share Experiences of Police Profiling. The latter study was published in the book Racial Profiling in Canada: Challenging the Myth of 'A Few Bad Apples', published by University of Toronto Press.

She has written reports and training resources on diversity and inclusion, on topics such as AIDS/HIV as a disability; African Canadians and the criminal justice system; immigration; bias-free hiring; and, the Ontario Human Rights Code. She is currently writing a series of train-the-trainer kits.

As a conference and workshop speaker Maureen has addressed audiences in the U.S., Denmark and Canada. She has also been a guest lecturer on diversity at Laurier University and Sheridan College in Canada.

