

THE OFFICIAL PUBLICATION OF THE GREATER VANCOUVER BOARD OF TRADE AND ITS MEMBERS | FEBRUARY 2017 | VOLUME 57 / ISSUE 2 | BOARDOFTRADE.COM

Board of Trade unveils 2017 Provincial Election Platform

ADVOCACY | Report identifies priorities of our region's business community heading into the campaign

BY GREG HOEKSTRA

The Greater Vancouver Board of Trade has released its 2017 Provincial Election Platform, a 15-page document that outlines key issues and priorities of the regional business community and makes a series of recommendations to the parties running to form the next Provincial Government.

The Platform, which was developed over the past five months, is based largely on the results of the Greater Vancouver Board of Trade's Provincial Election Member Survey, conducted in Fall 2016. In that survey, the local business community was polled on a wide swath of issues, ranging from housing affordability and transit and transportation priorities, to energy and natural resource development, PST reform, ridesharing, and more.

"Our organization has a proud 130-year history of

2017 PROVINCIAL ELECTION PLATFORM

evidence-based, non-partisan advocacy on behalf of our region's business community," says Iain Black, President and CEO of the Greater Vancouver Board of Trade. "This Election Platform is a

reflection of our Membership, which includes more than 5,000 businesses of all sizes, from all industries, across the entire region. By releasing this Platform, we hope to ensure the priorities of our region's business community are integral part of conversations on the campaign trail leading up to the May 9 election."

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The Platform also draws heavily upon results from the Greater Vancouver Economic Scorecard 2016, an unprecedented research report that the Board of Trade released in May 2016 in partnership with the Conference Board of Canada. Armed with that research, the Board of Trade has identified four key "Priority Focus Areas" for the 2017 Provincial Election: Transit & Transportation, Human Capital, Business Competitiveness, and Gateway Resources. Within those four broad categories, the Platform identifies specific issues that require attention from the Province. Each section concludes with a set of policy recommendations for the next Provincial Government.

"This Platform is the foundation on which we will be providing commentary throughout the election. As the parties roll out their own policies and platforms in the weeks ahead, we will be assessing their ideas through this lens, to determine whether each party's vision for the province aligns with the business community and is in the best interest of the Lower Mainland's economy." **SB**

Read the full Election Platform at **boardoftrade.com/platform2017.**

A vision for UBC

Professor Santa Ono, UBC's new President and Vice-Chancellor, gives his first GVBOT address next month Transportation Summit returns with focus on regional transit

BC Hydro CEO introduces new 'seed' initiative in annual address



Director spotlight Q&A with Kirsten Sutton, Board of Trade Director and Managing Director of SAP Labs Canada Photo highlights from recent Board of Trade events and activities

Recruitment expert Wyle Baoween on overcoming unconscious bias 7

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TRANSPORTATION | Key to the future of our region

Transportation experts and elected officials take centre stage at Transportation Summit 2017



lhe Greater Vancouver Board of Trade's annual Transportation Summit returns on March 3 with a slate of speakers ranging from Mayor Gregor Robertson to TransLink CEO Kevin Desmond and B.C.'s Minister Responsible for TransLink, Peter Fassbender.

The year ahead will be a critical one for transportation in Greater Vancouver — and one that will fundamentally shape the future of our region.

Important decisions such as Phase 2 transit funding, investments in trade-enabling gateway infrastructure, and the future governance of Canada's airports and ports will significantly impact transportation in and around Greater Vancouver for years to come.

The Greater Vancouver Economic Scorecard 2016, released last May by the Board of Trade and Conference Board of Canada, identified just how crucial the movement of people and goods is to our region. It also underscored how, as Canada's Pacific Gateway, our transit and transportation networks are key to keeping our regional, provincial and national economies moving.

This year's Transportation Summit will provide an opportunity for the business community to discuss the future of our region's transit and transportation networks and the decisions that will guide our economic growth for the next 25 years and bevond. sB

See the full list of speakers and register at boardoftrade.com/ transportation 2017.

EDUCATION | A vision for UBC

Professor Santa Ono gives his first Board of Trade address March 28

he University of British Columbia's new President and Vice-Chancellor, Professor Santa Ono, will give his inaugural address to the Greater Vancouver Board of Trade on March 28.

As a global centre for research and teaching, UBC is consistently ranked among the 40 best universities in the world.

In his remarks to the business community, Ono will discuss how UBC fosters bold thinking and helps develop ideas that can change the world.

Professor Ono officially stepped into his role as President and Vice-Chancellor of UBC on Aug. 15, 2016. As a professor of medicine and biology, Professor Ono has worked at Harvard, Johns Hopkins, University College London, and Emory universities. Last year he was inducted by Johns Hopkins into its Society of Scholars, which honours former faculty who have gained distinction in their fields.

He was the first Asian-American president of the University of Cincinnati when he was appointed in 2012. Previously, he served as the University Provost and Senior Vice President for Academic Affairs.



Professor Santa Ono

Ono is deeply committed to diversity and his achievements were recently recognized by the American Council on Education with an award that honours individuals who have demonstrated leadership and commitment on a national level to the advancement of racial and ethnic minorities in higher education. Inside Higher Education named him America's most notable university president in 2015. se

Tickets for this event are `` now available online at boardoftrade.com/ono.

UPCOMING EVENTS

See our full events calendar at boardoftrade.com/events

THURSDAY, FEBRUARY 9, 2017

Regional Prosperity, Interconnected Urban Centres, **Driving Change**

11:30 a.m. – 2 p.m.

Sutton Place Hotel Vancouver —Le Versailles Ballroom 845 Burrard Street, Vancouver

Greg Moore Mayor, City of Port Coquitlam Chair, Metro Vancouver Board of Directors

Presenting Sponsor: Port of Vancouver Community Sponsor: Hatch

FRIDAY, FEBRUARY 10, 2017

2017 B.C. Election Series

Pillar Partners

A Conversation with BC NDP Leader John Horgan

11:30 a.m. - 2 p.m. Four Seasons Hotel Vancouver – Park Ballroom 791 West Georgia Street, Vancouver THURSDAY, FEBRUARY 16, 2017 Thrive Series

Tax Planning for Small Businesses 7 – 9 a.m.

Pinnacle Hotel Harbourfront 1133 West Hastings Street, Vancouver Panellists

Angela Chang, Tax Partner, MNP Ryan Hoag, Tax Partner, MNP Nancy King, Tax Partner, MNP

Event Partner: MNP LLP Platinum Program Partner: Scotiabank

Gold Program Partner: British Columbia Securities

THURSDAY, FEBRUARY 16, 2017

Members' Reception at Mount Seymour Resort

5 – 8 p.m.

Mount Seymour Resort – Earl Pletsch Room 1700 Mount Seymour Rd, North Vancouver Event Partner: North Vancouver Chamber

boardoftrade.com/governorsbanquet

WEDNESDAY, FEBRUARY 22, 2017

B.C. Budget Recap with Hon.

Fairmont Waterfront, Vancouver

Premier, Province of British Columbia

Governors' Banquet

and Rix Awards

Monday April 03, 2017

Presenting Sponsor: Chartered Professional

900 Canada Place, Vancouver

2017 B.C. Election Series

Christy Clark

11:15 a.m. – 2 p.m.

Hon. Christy Clark

Accountants of British Columbia



Celebrating B.C. Food and Drink: An Exclusive Culinary Experience

5:30 – 9 p.m. Mercedes Benz Vancouver — West Building

Is there a speaker you'd like to hear from or topic you'd like explored? Make a suggestion at **boardoftrade.com/suggest**

> 550 Terminal Ave, Vancouver Panellists

Angus An, Executive Chef & Owner, Maenam

Weimar Gomez, Executive Chef, Yew Restaurant at the Four Seasons Hotel

Peter Higgins, President & Chocolate Scientist, Purdys Chocolatier

DJ Kearney, Director of Wine, New District

Matt Stowe, Director of Culinary Operations, IRG Group and Winner of Season 3 Top Chef Canada

Moderator: Caren McSherry, Chef & Owner, The Gourmet Warehouse

Event Partners: Purdys Chocoloatier, New District, LaStella, Yew Seafood + Bar, Maenam, Joseph Richard Group, The Gourmet Warehouse, EdgeCeptional Catering, Mercedez-Benz, Tom Lee Music

BCIT







BLUE CROSS



TRANSPORTATION | Garneau talks shipping, ports, airports and trade

Canada's Minister of Transport draws a soldout crowd for first Board of Trade address

BY GREG HOEKSTRA

A sold-out crowd of West Coast business leaders gathered in Vancouver on Jan. 25 to hear from Canada's Minister of Transport, the Honourable Marc Garneau.

In his inaugural address to the Greater Vancouver Board of Trade, Minister Garneau focused on the federal government's new \$1.5-billion Oceans Protection Plan and plans to improve responsible shipping and protect coastal communities here in B.C.

Following his address, Board of Trade Members had an opportunity to participate in an interactive Q&A with the Minister, which covered topics ranging from the role of Canada's coast guard in the arctic in light of climate change, future plans for infrastructure investment in the Pacific Gateway, and whether the government was, in fact, serious about privatizing Canada's ports and airports.

"Please do not make the assumption that because you hear about it in the papers, this is a



Minister Garneau speaks to the Board of Trade on Jan. 25, 2017.

done deal," said Garneau, in response to the question about privatization. "It is by no means a done deal, it's just a new government exploring different possibilities."

Garneau downplayed the possibility of privatization, acknowledging that ports and airports are "very well run" and a crucial part of our national economy.

Speaking about the Pacific Gateway, Garneau affirmed that Ottawa will be investing in trade-enabling infrastructure in our region, as part of a national \$10.1-billon plan announced last year, to help address bottlenecks and keep goods moving smoothly. "I'm aware that there is an enor-

mous amount of trade that is arriving or departing [in Greater Vancouver] and how important it is to move all of that as efficiently as possible," said Garneau.

"If we don't move our goods to foreign markets efficiently, our clients will look elsewhere. They have choices."

Listen to the speech and Q&A at **boardoftrade.com/garneau**.

ENERGY | BC Hydro seeds new idea at GVBOT

Innovative approach would help meet electricity demand in downtown Vancouver

B^C Hydro's President and CEO, Jessica McDonald, introduced the organization's new "seed" proposal during her annual Greater Vancouver Board of Trade address on Jan. 24. The "seed" program is an innovative new approach that would see substations built underground, allowing BC Hydro to upgrade downtown Vancouver's electricity infrastructure while funding new community amenities like new schools, daycare spaces and park upgrades.

Demand for electricity in downtown Vancouver is expected to grow by over 75 per cent in the next 30 years due to population and densification. BC Hydro currently has three substations in the downtown core, two of which are nearing end-of-life.

With "seed", BC Hydro is the first utility in North America to consider a new, city-wide approach, proposing to build two new substations underground in the West End and Yaletown, so the space above them can be used for new schools, new daycare spaces and improved parks.



BC Hydro President and CEO Jessica McDonald at GVBOT

At this stage, the concept has been shared with the City of Vancouver, the Vancouver School Board and Vancouver Park Board for their consideration. BC Hydro will also seek feedback from the public from Jan. 20 to Feb. 28 through an online feedback form, open houses and roundtable discussions.

Learn more and share your thoughts at **bchydro.com/seed.**

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CHAIR'S MESSAGE

SOUNDING

PUBLISHER: Business in Vancouver Media Group EDITOR: Greg Hoekstra, 604-640-5450 AD SALES: Katherine Butler, 604-608-5158

As the official publication of the Greater Vancouver Board of Trade, Sounding Board provides analysis and discussion of regional and national issues facing the business community, along with input from Member companies, allowing them to raise their profile in the business community. Sounding Board is published 11 times per year by Business in Vancouver Media Group in partnership with the Greater Vancouver Board of Trade. Sounding Board is read by leading business executives and their employees. The paper has a primary

circulation of 12,500 and a conservatively estimated total readership of 37,500.

ABOUT THE GREATER VANCOUVER BOARD OF TRADE

The Greater Vancouver Board of Trade is Vancouver's chamber of commerce. Since 1887, the Board of Trade has been an active proponent of business in the Vancouver region. The World Trade Centre Vancouver is the international division of the Greater Vancouver Board of Trade and is affiliated with more than 300 WTCs worldwide.

OUR MISSION STATEMENT

The Greater Vancouver Board of Trade works in the enlightened interest of its members to pronote, enhance and facilitate the development of the region as a Pacific centre for trade, co merce and travel.

OUR BASIC PRINCIPLES

The Board of Trade believes that the market system is the only system that works effectively in the The board of fiscal centers and the market system and only system that works energy in the allocation of scarce economic resources for efficient and stable economic growth and job creation. The Board of Trade recognizes the imperfections of the market system and supports the need for publicly provided services such as social services, health services and public education. The Board supports the philosophy of less government involvement in the business sector and believes that governments should not do what can be done in whole or in part by the private sector.

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LEADERSHIP | Taking your priorities to Victoria

2016-17 Chair Robin Silvester on why we developed our 2017 Provincial Election Platform

BY ROBIN SILVESTER

s vou may have read on the cover of this month's Sounding Board, the Greater Vancouver Board of Trade released its 2017 Provincial Election Platform last week – a thoughtful, 15-page document that our Policy Council and public policy team have been working on for the past five months.

The goal of the Platform is to clearly identify the key priorities of you — our 5,000 Members - and make a series of recommendations that are in the best interest of the business community and our regional economy. The Platform was primarily informed by two sources of information: our Provincial Election Member Survey (conducted in Fall 2016) and the Greater Vancouver Economic Scorecard 2016 (released in Spring 2016).

Our hope is that the Platform will serve as a useful tool for the parties vying to form our next Provincial Government as they develop their own policies over the next 13 weeks leading up to the May 9 election. This Platform will also be the foundation on which we will be providing commentary throughout the election. As the parties release their own platforms, we will be assessing their ideas through this lens, to determine whether each party's vision for the



Robin Silvester

province aligns with the business community and is in the best interest of the Lower Mainland's economy.

Our organization has a proud 130-year history of evidencebased, non-partisan advocacy on behalf of our region's business community. This Platform is just the latest step in that longstanding tradition of meaningful engagement and public policy leadership, and it's the most thoughtful and coordinated approach we've taken to a Provincial Election in recent history. Rather than being reactive during the campaign, we are being proactive and clarifying what we will be focusing on ahead of time.

By clearly defining our priorities, the parties now know where our Members stand and what they want to see from the next Provincial Government.

Now, it's over to the parties to tell us how they plan to deliver, should they win the election on May 9.

Hear from the party leaders this month

In addition to the release of our Election Platform, the Greater Vancouver Board of Trade is also planning a series of events in the coming weeks, including conversations with the leaders of the BC Green Party, BC NDP, and BC Liberals this month.

Our 2017 B.C. Election Series kicked off with a discussion with Dr. Andrew Weaver, Leader of the BC Green Party, on Feb. 3. One week later, BC NDP Leader John Horgan will join us on stage to discuss his party's vision for the economy, health care, schools, and much more. And finally, we are excited to announce that we have just confirmed an event with Premier Christy Clark on Feb. 22, one day after the 2017-18 Budget is tabled in Victoria.

I hope you'll join us for these important conversations with the parties vying to form our Provincial Government for the next four years.

The dialogue and input of you, our Members, is crucial to everything we do here at the Board of Trade. SB

Robin Silvester is the 2016-17 Chair of the Greater Vancouver Board of Trade. He also serves as President and Chief Executive Officer of the Vancouver Fraser Port Authority.

GREATER VANCOUVER BOARD OF TRADE 2017 B.C. Election Series February 3 February 10 February 22

Dr. Andrew Weaver Leader, BC Green Party



John Horgan Leader, BC NDP



Hon. Christy Clark Premier, Province of British Columbia

boardoftrade.com/events

LEADERSHIP | From 'ring leader' to 'business leader'

In this Q&A, GVBOT Director Kirsten Sutton opens up about her passions – from cooking to cultivating B.C.'s tech sector

Describe what you do in 10 words or less.

I'm the roadie and promoter for 3,000-strong SAP Labs Canada.

Where is your hometown and how did it shape you as an individual?

I was born in Champaign, Illinois on the 4th of July, but moved to Vancouver only six short weeks later. I am a dual citizen, but truly Canadian, and at my core, a Vancouverite. Growing up in this amazing city where the creative spirit is only outshone by the majesty of the natural environment around us instilled in all Vancouverites a fierce gratitude for the environment, an unmatched resourceful streak, and an unquenchable desire to ensure that I live here forever.

What was your first job?

After my paper route and babysitting gigs in junior and high school you mean? My first real paid job was as a camp counsellor for special needs kids in the summer Grade 11. It is amazing to come full circle today at SAP where one of our initiatives is Autism@Work. Under that program we have hired 1 per cent of our workforce on the autism spectrum. I wish I had kept in contact with the kids from camp — it could very well be that we've hired one of them.

What is the most important lesson you learned from your parents?

Psychologists should not marry other psychologists. And when they divorce, they definitely should not marry another psychologist or a psychiatrist. Yes. That is how I grew up. That said, I've had the benefit of many years of free, unwanted therapy and learned a great deal about human behavior.

What qualities make someone successful?

Humility, resilience, passion, authenticity. All at different levels at different times but all in the toolkit.

Why did you join the Greater Vancouver Board of Trade?

I'm a Vancouverite through and through and was honored to be asked to join. I'm looking forward to contributing to our amazing city and representing my slice of the tech industry here in Vancouver.

How do you think our region be different 10 years from now?

We will overtake all other provinces with respect to job creation, innovation and sustainability practices. Our secret is out, and with the momentum we have and the amazing ideas and natural resources, we will be the envy of all of Canada.

What is your creative outlet?

Two things: I am a certified chef, so spend many hours in cooking stores, pouring over cookbooks and online recipes and making too much food for family holidays and gatherings. I also sew Halloween costumes every year for my family, which I start early July and finish at 5 p.m. on October 31.

What were you like in high school? Exactly the same as I am now. People have always characterized me as a leader. Back in high school, I was what was referred to as a "ring leader" and now a



Kirsten Sutton

"business leader" but essentially still employing the same strategies then and now.

Favourite vacation spot?

My couch and Netflix. I travel for work and vacation at my home.

What is the last TV show you binge-watched?

House of Cards. Excellent show. But, who knew that reality would be stranger than fiction in politics over the past year.

What is your favourite restaurant in Greater Vancouver?

As a chef in a previous life, this question is impossible for me to answer. With the diversity of

cuisines and access to freshly farmed ingredients, the quality and variety of top-notch eateries here in Greater Vancouver is second to none. If you want, I could narrow down maybe to 25 favorites. No, I think the lowest I could go is 30.

If you could witness any event (past, present, or future) what would it be?

Future: the day world peace is realized.

If you retired tomorrow, how would you keep busy?

I would work out daily, eat healthy and stop rushing everywhere. Nah, who am I kidding. I will fill my days to the brim with decadent meals and volunteer engagements that keep my calendar as full as it is today.

What is the secret to happiness? Butter. And laughing a lot. **SB**

Kirsten Sutton is Managing Director of SAP Labs Canada.

The Greater Vancouver Board of Trade is fortunate to have 36 of our region's top executives and business leaders on its board of directors. For more information on these exceptional individuals, visit **boardoftrade.com/directors.**



Welcome to some of our newest members

Companies

Aeromexico aeromexico.com

Alexander College alexandercollege.ca

Angel Hands Integrative Centre drcathysevciknd.com

Arbuckle Consulting Group Inc. arbuckleconsulting.com

BC Regional Council of Carpenters bcrcc.ca

Coast Capital Savings coastcapitalsavings.com

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Electrameccanica Vehicles Corp. electrameccanica.com

G4S Secure Solutions (Canada) Ltd. g4s.ca

Grant Thornton LLP GrantThornton.ca

Hewlett-Packard (Canada) Ltd. hpe.com

Modern Advisor Canada Inc. modernadvisor.ca

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Pacific Safety Consulting Group pacificsafety.ca

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PQA Testing pqatesting.com

Primus Home Inspections Ltd. primushomeinspections.com

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Pamela Bishop **Marion Lochhead** Samantha Shorter Rob Rees **Chanelle Dupre** Adrian Upward Ge Li Susan Archibald **Darren Schemmer** Tawanda Masawi **Richard Bao** Jenna Franze Ken Wong **Michael Clarke** Yuchen Yao Christopher Liew Musonda Mwango Jeffrey Fan Brianna Roberts

IN FOCUS | Photos from recent events and activities at the Board of Trade



Representatives from the BC NDP and BC Liberals squared off on Jan. 20 at the Board of Trade's 28th annual Economic Outlook Forum, presented by National Bank. The panel, moderated by CBC Radio's Rick Cluff, gave the parties a chance to speak to the business community before this spring's election. L-R: Rick Cluff; Carole James, Opposition Critic for Finance; Bruce Ralston, Opposition Critic for Natural Gas Development, Trade, Multiculturalism, Softwood Lumber Agreement, Manufacturing, Oil and Gas Commission; Andrew Wilkinson, Minister of Advanced Education; and Shirley Bond, Minister of Jobs, Tourism and Skills Training and Minister Responsible for Labour. | MATT BORCK



Stefane Marion, Chief Economist for National Bank of Canada, shares his 2017 forecast with Board of Trade Members on Jan. 20. | MATT BORCK



GVBOT Director Kari Yuers is interviewed by Global BC (foreground) and CEO Iain Black is interviewed by CTV (background) about how Donald Trump's Presidency could impact NAFTA and B.C. businesses that export. | MATT BORCK



Hussein Hallak, General Manager of Launch Academy, speaks to Members of the Board of Trade's under-35 program, the Company of Young Professionals, on Jan. 11. His remarks focused on 'intrapreneurship' or thinking like an entrepreneur while working within any company. | NORAVERA VISUALS



Students and mentors in the Leaders of Tomorrow program take part in the annual Speed Networking Night event, held Jan. 10 at The Loft at Earl's. Learn more about our mentorship program at boardoftrade.com/lot. | KEVIN HWANG



Iain Black, President and CEO of the Greater Vancouver Board of Trade, speaks at a press conference at Waterfront Station on Jan. 17. The event celebrated an increase in SkyTrain and Seabus service as part of Phase One of the Mayors' Vision. | TRANSLINK

DIVERSITY | Unconscious Bias: It's in our people and our processes

Recruitment expert Wyle Baoween outlines a three-step approach to overcoming unconscious bias

BY WYLE BAOWEEN

re you biased? The uncomfortable truth is yes. "Most of us believe that we are ethical and unbiased. We imagine we're good decision makers, able to objectively size up a job candidate or a venture deal and reach a fair and rational conclusion that's in our, and our organization's best interests," states Harvard University researcher Mahzarin Banaii. However, decades of research shows that we all live with unconscious biases and they often conflict with our consciously held beliefs of who we are and what we stand for.

All day long our brains are making quick judgements and assessments of people and situations without us even being aware. This is "unconscious bias"; it's autopilot. At any one moment, we are faced with roughly 11 million pieces of information but we can only consciously process 40. Meaning, we are in fact living 99.999996 per cent in our unconscious, according to Timothy Wilson, professor of psychology at the University of Virginia.

When it comes to hiring, these unconscious, snap decisions often correlate to a lack of diversity within an organization. According to new research by McKinsey, this lack of diversity has a direct impact on an organizations financial performance.

Everyone has biases; it's part of being human. Unconscious bias is influenced by our individual backgrounds and experiences and often more prevalent when multi-tasking or working under time pressure. So what can we do about it? Consider this threestep model:

Step 1

Awareness is an important first step. In order to tackle our unconscious bias, we first need to



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recognize that we have biases and identify what they are. The most effective tool available for this is the set of Harvard Implicit Biased Tests.

Step 2

Training is a helpful tool to facilitate awareness of unconscious bias. It starts to bring consciousness to the decisions we are making as individuals and as organizations. Investing in training also sends a message that tackling bias and fostering diversity is a business priority.



Step 3

Technology is a growing area in the world of unconscious bias. It is a practical way to address the biases that are embedded in our systems and processes. A number of new startups have launched in recent years, offering a range of tools from analyzing job postings for gender bias, to those that collect information on social networks to find and target diverse candidates, as well as tools that strip resumes of information that could discriminate against candidates in the screening process.

Are we biased? Yes. Can we bring awareness to our biases and implement tools to help make positive change? Yes. And in doing so, leaders can reap the benefits of a diverse team, and individuals receive fair and equitable treatment. **SB**

Wyle Baoween is CEO of HRx Technology, a Vancouver-based startup that provides technology solutions and services to address unconscious bias in hiring. He is also the founder of #FairGame, a community where like-minded people come together to discuss, raise awareness and influence positive change related to discrimination in hiring.

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