



NSERC/HP CANADA CHAIR FOR WOMEN IN SCIENCE AND ENGINEERING

September 12, 2007

Re: Ann Holmes & Associates

To Whom It May Concern:

I have worked with Ann Holmes since 2003. Our initial interactions were associated with her position at the Ontario Women's Directorate (OWD) but we have continued to work together since she left the Directorate and created "Ann Holmes & Associates".

In 2003 I was awarded the NSERC/HP Canada Chair for Women in Science and Engineering for the Ontario region. The mandate of the Chair is broad – to address the under-representation of women as students and professionals in science and engineering. I invited Ann to be a member of the advisory board for the Chair and she has been invaluable support in terms of strategic planning, network development and process analysis and improvement.

Under the OWD "Partners for Change" program, Ann and I worked together to develop the "Science and Technology Consortium" which is a province-wide network with a particular focus on outreach in rural and northern Ontario. Although the "Partners for Change" project has been completed, the consortium continues to be active across Ontario. I know that this is due in part to Ann's careful work as she facilitated the creation of the consortium. She thought about sustainability and helped us to build the processes and activities to ensure longer term actions.

I have great respect for Ann's skills as a facilitator. We worked together to present "Gender and Communication in the Engineering Faculty" workshops in 2006. In her role as facilitator, Ann made sure that the workshop materials were up-to-date, complete and relevant to each venue. She did an excellent job in engaging the audiences which included engineering faculty, students and staff. She fielded some tough questions as well as challenges but she was able to keep the process on track and accomplish the goals of the workshops.

In conclusion, I think that Ann Holmes can provide excellent support to the Arts Etobicoke Board for its strategic planning and meeting facilitation. If further information is required, do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "V.J. Davidson".

V.J. Davidson, Ph.D., P.Eng.
NSERC/HP Canada Chair for Women in Science and Engineering
Professor, School of Engineering