



Soroptimist is a global volunteer organization that provides women and girls with access to the education and training they need to achieve economic empowerment.

SOROPTIMIST INTERNATIONAL OF THE AMERICAS, INC.®

Candidates for 2025-2027 SIA Board of Directors Electoral Area 2

- Gertrud Hocke, SI of Cambridge
- Jennifer Oliver, SI of Guelph



Resume for SIA Board of Directors

Name: Gertrud Hocke

Member, SI of Cambridge

in Canada

Region ECR

SOROPTIMIST EXPERIENCE

Club president of SI London 2014-2016__(Include **significant** Club, Region, Federation, and International Soroptimist service **during the past ten years with dates**):

2020-2022 Governor-elect ECR
2022-2024 Governor ECR
2024-2025 Past Governor
2014 Charter Member SI London
2004-2009 Member of SI Europe, Charter Member of SI Bautzen
Since 2009 Member of SIA

EDUCATIONAL BACKGROUND:

1981 Dipl. Oec. Troph, Diploma in Nutrition Science
1988 PhD in Human Biology
1999 Habilitation in Genetics, PhD Genetics
2005 Certificate in Social Psychiatry
2008 Certificate in Medical Quality Management
2009 Degree in Clinical Ethics
2013 Certificate of Completion of Adler Trained Coach Training
2016 Certificate in Pastoral Ministry from St. Peter's Seminary, London,
Enrolled Master of Theology at St. Peter's Seminary, Western University, London

BUSINESS/PROFESSIONAL EXPERIENCE:

1984-1987 Assistant Professor, Department of Human Genetics, Philipps University of Marburg, Germany
1989 Researcher at the „Behring Werke“ Marburg Germany
1989-1991 Research Associate at the Scripps Clinic and Research Foundation. La Jolla, CA, USA
1992-1997 Associate Professor at the Department of Genetics at the University of Erlangen, Germany
1999-2009 Head of the clinical laboratory of the Saxony Hospital Großschweidnitz, Germany
2007-2009 Head of the quality management division of the Saxony Hospital Großschweidnitz, Germany
2010-2011 Clinical Ethics Fellow of Westminster College London, St. Joseph's Health Care and London Health Sciences Centre
2012 Leadership and Life Coach with “Tree of Coaching”

OFFICES/BOARD SERVICE/MEMBERSHIPS IN OTHER ORGANIZATIONS during the past ten years:

2011-2022 Volunteering with London Health Science Center and St. Joseph Health Care, London
2012-2011 Volunteering with Holy Family Parish, London
2022-present Volunteering with Springbank Catholic Family of Parishes, London
2010-present Facilitator with New Day, a faith base volunteer organization to support people with mental health issues

CANDIDATE'S RESPONSES

Please answer the following questions. Total page limit for all responses is two pages.

- 1. From your Soroptimist and personal activities share examples of how you have specifically supported the Soroptimist mission both in service and financially.**

As a leadership and life coach, I have facilitated seminars on leadership development at the SIA Convention in Orlando (2016), our Regional Leadership Academy, and various volunteer clubs. When members understand different leadership styles and their unique strengths, they become more inclined to appreciate the diverse talents each person brings to the table, leading to a stronger sense of community and increased productivity.

With the support of SI Cambridge, I played a key role in chartering a new club in London, expanding our efforts to support women and girls in the area. To establish financial stability for the new club, I introduced and organized the "Lunafest" fundraising event, which also helped raise public awareness. The LYD Award winner was featured at the event, and other volunteer organizations were invited to showcase their work, fostering a sense of collaboration within the community.

As Governor of ECR, alongside the Governor of WCR, I helped organize a webinar series addressing the challenges faced by Indigenous women. During the UN Commission on the Status of Women, we participated as NGOs and hosted a webinar highlighting the situation of women in Canada and emphasizing education as a key strategy for overcoming poverty. Providing educational opportunities remains at the heart of our organization's mission.

I actively support my club's fundraising initiatives, such as sponsoring a hole at the golf tournament and securing donations and sponsors for our events. Additionally, I am a proud supporter of the Laurel Society and the Soroptimist Foundation of Canada.

- 2. As a member of the SIA Board of Directors you will represent the organization as a whole and not your respective electoral area when it comes to making decisions on the board. This is referred to as being a "representative of" versus a "representative for." There may be times when decisions need to be made that are in the best interest of the Soroptimist organization but may not be a popular decision within a Board Director's electoral area. Share how your decision-making process will ensure that you are making decisions that are in the best interest of the Soroptimist organization.**

I value the diversity within our organization, where members from different countries and cultures unite to work toward a common goal. As a Board, we operate as a cohesive team, always prioritizing the organization's best interests.

My experience as an Ethics Fellow at LHSC Hospital and St. Joseph's Hospital exposed me to challenging situations and conflicting viewpoints, where the primary goal was to make sound decisions in the patient's best interest. As a Board member, I will prioritize the organization as a whole in the decision-making process.

Similarly, in a coaching relationship, the client ultimately decides what is in their best interest, while the coach's role is to support and guide that decision. Drawing from my experience, I will approach each situation from multiple perspectives to ensure decisions align with the organization's best interests.

- 3. What is there specifically in your background, training, education, experience, and interests which qualify you to serve as a member of the SIA Board of Directors?**

The situation of women has been a focus of mine since my early academic years when I joined a women's group advocating for women's rights. As a female professor, I served on

the Election Committee to support female candidates. When the opportunity arose to join Soroptimist, I was fortunate to become a charter member of the first SI club in Bautzen, Germany.

My leadership roles in research groups in Germany and the U.S., as well as my experience leading a clinical laboratory, have equipped me with valuable leadership skills. Facilitating various volunteer groups, including study circles and support groups for individuals with mental health issues, has taught me to listen attentively, balance differing opinions, and keep discussions focused.

My background in ethics and quality management has provided me with the tools to approach problems from multiple perspectives. Through my coaching experience, I have learned that success often requires embracing change. These skills will be invaluable in my role on the Board.

4. How will you leverage your skills and experiences to help SIA achieve our 2021-2031 Big Goal of Investing in the dreams of half a million women and girls through access to education?

The overarching goal of increasing our impact and empowering more women to reach their full potential is close to my heart. I believe the new UPLIFT program is a vital tool for achieving this goal. By using the extensive experience of our clubs and sharing their successes in a structured way throughout the year, we can encourage broader involvement across more clubs. I am excited to promote this initiative, which exemplifies how the SIA Board made a meaningful difference by listening to clubs and members.

I look forward to learning more about our members' work and finding ways to amplify our success. Promoting and recognizing the efforts of our clubs and members is essential. By highlighting the achievements of LYD award winners and showcasing the impact on DiBi girls, we can attract potential supporters. Partnering with organizations that share our goals will further enhance our success, and I am eager to contribute to these efforts. In order to secure substantial financial support from donors in countries outside the U. S, it is important that our organization explores opportunities for tax-deductible donations.

5. Why do you want to serve on SIA's Board of Directors?

I would be honored to serve on the Board of an organization dedicated to improving the lives of people on the margins of society. Supporting Soroptimist's mission to enhance economic opportunities through access to education is a cause I am passionate about, and I would take great pride in helping shape the future of SIA. Additionally, this role would offer a valuable opportunity to deepen my understanding of SIA's structure and operations.

Serving on the Board would also allow me to connect and collaborate with representatives from all regions of SIA, showcasing our organization's international reach. My experience working with Western Canada on various projects, such as the newspaper "Soroptimist Across Canada," has highlighted the shared goals in our work, even when using different approaches, and has opened valuable learning opportunities.

I have always valued the chance to learn about and experience different cultures. Originally from Germany, having worked in the U.S., and now being a proud Canadian, I have gained insights into diverse ways of life. I look forward to collaborating with representatives from various countries across our organization.



Resume for SIA Board of Directors

Name: Jennifer Oliver

Member, SI of Guelph in Eastern Canada Region

SOROPTIMIST EXPERIENCE

Club president of SI/___Guelph_____ (dates)

(Include **significant** Club, Region, Federation, and International **Soroptimist** service **during the past ten years with dates**):

Chair of the ECR nominations committee 2023/24

Past Governor ECR- 2023

Governor-Eastern Canada Region- 2020/22

Governor Elect-Eastern Canada Region- 2018/20

- Fundraising Chair
- Serve on the Finance Committee

Director Programs-2016-2018

- Responsible for promoting the program objectives of the SIA strategic plan and work with the federation directly on program issues including education and leadership. Implementing the Dream It Be It program across Eastern Canada Region

Director - Programs and Services- 2014-2016-

- Ensuring the Womens Opportunity Award delivered within the Region and reported as required.

Responsible for promoting the program objectives of the SIA strategic plan and work with the federation directly on program issues including education and leadership.

Guelph Club 1986 to 2014,

President X2,

Secretary,

Treasurer,

Programs

Soroptimist of the year 2004-2005

EDUCATIONAL BACKGROUND:

Bachelor of Arts Degree (Psychology/Sociology), University of Guelph, 1986

Diploma- Public Sector Leadership Institute- Rotman School of Management Executive Programs- University of Toronto, 2016

Diploma in project management

Writing requests for Proposals.

BUSINESS/PROFESSIONAL EXPERIENCE:

Dynamic executive with proven experience at the operational, regional and corporate levels in the Ontario Public Service. Known for managing high profile files with successful outcomes; inspiring strong teams through collaborative efforts across all levels of government; introducing innovations through project management that deliver transformative results.

Throughout my career in the Ontario Public Service (OPS), (33 years) including 7 years as an executive in leadership positions, I have garnered a solid foundation in leading, the planning, development and implementation of complex public policies, programs and operational and strategic services. Through strategic leadership and the demonstration of a strong understanding of government decision making processes, as evidenced through Correctional Services and Ontario Ministry of Agriculture Food and Rural Affairs, I have experience promoting excellence, delivering results and managing risks based on a foundation of collaboration, inclusion, mentoring, including training and professional development and customer service that have advanced the Correctional Services mandate and priorities in challenging environments. I have built collaborative relationships with credibility across divisions, ministries and with stakeholders including inter jurisdictional working groups and collaborations.

Director, Strategic Operational Initiatives,

Director, Program and Operational Policy Statistics and Evaluation Branch

Director, Ontario Correctional Services College

Acting Assistant Deputy Minister

- Awarded the Exemplary Service Award and subsequent 30 year bar, presented to employees with over 20 years experience including 10 years of front line.
- Ovation Award in 2016.
 - the development of the first Trans policy implemented within Ontario Correctional Services institutions.

I am currently retired from the OPS and own and operate a farm business with my spouse which specializes in beef, crops and horses.

OFFICES/BOARD SERVICE/MEMBERSHIPS IN OTHER ORGANIZATIONS during the past ten years:

Boards and Committees

- Justice Analytics and Innovation Hub; The purpose of the Task Force was to bring together senior leaders from MAG, MCSCS and MCYS to develop an evidence informed strategy for transformation in the criminal justice sector, including opportunities for collaboration, a review of systemic challenges relating to the bail and remand system and strategies to relieve capacity pressures in the adult corrections system.
- Violence Against Indigenous Women/ walking together- The launch of Walking Together (the Long-Term Strategy) represented a culmination of the work of the Joint Working Group on Violence Against Indigenous Women (JWG).
- Premiers Gender Based Violence Initiative; a response to domestic violence in Ontario and the continuation of work on government commitments (e.g., SVHAP, EVAIW, Human Trafficking). A broader gender-based violence strategy increasing inclusiveness and providing greater coordination across initiatives.
- Homelessness initiative under the Ontario poverty strategy

CANDIDATE'S RESPONSES

Please answer the following questions. Total page limit for all responses is two pages.

- 1. From your Soroptimist and personal activities share examples of how you have specifically supported the Soroptimist mission both in service and financially.**

I have been a member of Soroptimist International of Guelph for 38 years. My mother was also a member of SI Guelph and My daughter is a member, however she is currently living in China.

Throughout my years of membership I have served in all positions on the Club executive, including being President twice.

I served on the Eastern Canada Region, Soroptimist International of the Americas board executive for 9 years serving in all positions in our Region with the exception of the Treasurer of the ECR.

I was chair of the Fundraising committee for ECR raising over \$60,000 during my tenure for live your dream programs. I have also raised funds through Birthday donations to the Soroptimist Foundation of Canada. As Governor I enabled ECR to paint for Ukraine raising raised over \$2,500 through the ECR Paint for Peace fundraiser. Sent to SI Europe for the Disaster relief fund.

My tenure as Governor was during the beginning of COVID. This was a particularly challenging time as we know COVID was a disruptor. We were nimble and were able to adapt by switching to virtual platforms and ensuring that members stayed in touch. Our meetings became much more accessible, and we noticed our attendance increased many fold. Many more members attended meetings as zoom opened access so that people didn't have to leave their home, their living room or even their chair. We took lemons and made lemonade!

I have supported the Soroptimist mission through various initiatives;

As a member of SI Guelph I led the development of a proposal for our club, working with the World Health Organization to address female genital mutilation in Africa for the President's quadrennial project. Being in the top 5 finalists for consideration. (2000)

In 2023 I was also part of the coordinated effort of SI ECR and SI WCR team which developed a proposal for Funding from Red Cross Community Services Recovery Fund.

I have attended the United Nations Commission on the Status of Women, Under Non Governmental Organizations virtually. This year I worked with a committee coordinated effort by SI Eastern and Western Canada to present NGO CSW#68 – Virtual Parallel Event, "Roads to Overcoming Poverty: Canadian Stories" (Event #15344)

- 2. As a member of the SIA Board of Directors you will represent the organization as a whole and not your respective electoral area when it comes to making decisions on the board. This is referred to as being a "representative of" versus a "representative for." There may be times when decisions need to be made that are in the best interest of the Soroptimist organization but may not be a popular decision within a Board Director's electoral area. Share how your decision-making process will ensure that you are making decisions that are in the best interest of the Soroptimist organization.**

When involved in decision making at times you have to consider the greater whole while ensuring all parties are heard from. Not everyone will always agree on an approach or the outcomes of a decision. Most people will accept the outcomes if included in the decision and having felt heard through that process. Throughout my professional experience in Government and volunteering I have always followed ethical procedures regarding a potential or perceived conflict of interest. if there is a potential or potential conflict of interest I ensure that I declare that. As a representative of the organization I would ensure I was representing the best interests of the Organization even if it meant that I wasn't necessarily initially supportive.

- 3. What is there specifically in your background, training, education, experience, and interests which qualify you to serve as a member of the SIA Board of Directors?**

Reporting to the Deputy Minister, Correctional Services and the Assistant Deputy Minister Operational Support, MCSCS with responsibility to provide corporate strategic leadership to the Program Effectiveness, Statistics and Applied Research, Institutional and Community Operational Policy Units, Strategic Organizational Renewal Unit, Operational Program Unit, the Interministerial Domestic Violence lead Unit, Corporate Health Care, Correction IT, Professional and Shared Services Units.

- Providing leadership and strategic advice and expertise to the Assistant Deputy Ministers, Deputy Minister and Minister's Office on correctional priorities, policies, strategic planning, stakeholder relations, emerging correctional issues, trends and opportunities.
- As Director of the Ontario Correctional Services College I was able to ensure the infrastructure and processes for the accelerated COTA program increased candidate graduation by 25%.
- Ensuring policies/programs are developed and evaluated within the broad context of the government's agenda and that there are linkages between the ministry's Program Review, Renewal and Transformation (PRRT), business plans, performance measures and the development of strategies.
- I have an HR background which assists in dealing with individuals and groups to ensure equitable access and treatment.
- I also have project management training and experience.

My Diploma from the- Public Sector Leadership Institute- Rotman School of Management Executive Programs- University of Toronto, furthered my leadership attributes as an executive in the Ontario Public Service.

4. How will you leverage your skills and experiences to help SIA achieve our 2021-2031 Big Goal of Investing in the dreams of half a million women and girls through access to education?

Through communication with members and ensure they understand the means and the necessity of their involvement in achieving the Big Goal. I have experience public speaking and relaying messaging through use of appropriate media. Investing in the dreams in women and girls through access to education is a resounding message accepted by most members of our federation and not a hard sell and many feel passionate about that objective.

5. Why do you want to serve on SIA's Board of Directors?

I am a long standing member of SI and have served at various levels. I feel that by serving on the SIA Board of Directors, I can add to a balance of views of membership and to ensure everyone has a seat at the table and feel heard. I also have the educational and career experience that I feel would be beneficial to SIA.