



Annual General Meeting 2023



Land Acknowledgment

In the spirit and intent of the Truth and Reconciliation Commission's recommendations, at the beginning of all Hispanotech meetings we acknowledge the traditional Indigenous territories on which we gather.

By learning, understanding and acknowledging, we wish to pay respect to Turtle Island, Mother Earth, and to the rich Indigenous history of Ontario.

We recognize that our work takes place on traditional Indigenous territories across Canada. We also wish to acknowledge that this meeting is taking place on the traditional Indigenous territory of the Huron-Wendat, Haudenosaunee and, most recently, the territory of the Mississaugas of the Credit.

This territory is part of the Dish With One Spoon Treaty, an agreement between the Anishinaabeg, Haudenosaunee and allied nations to peaceably share and care for the resources around the Great Lakes. This territory is also covered by the Upper Canada Treaties.

We wish to express our gratitude to Mother Earth for the resources we are using, and honour all First Nation, Métis and Inuit people who have been living on this land since time immemorial.

Tkaronto, Turtle Island

Annual General Meeting Agenda



1	Call to Order
2	Approve Agenda
3	About Hispanotech
4	Proposed 2023 Board
5	2022 Review & Plans for 2023
6	Motions and Questions
7	Recap & Adjourn

About Hispanotech



About Hispanotech.ca



- Launched 2009
- Not for profit corporation
- 100% volunteer organization

Mission



To help Latin American professionals
integrate and advance their careers in
Canada

Our programs and activities are geared
to Latino STEAM professionals but
everybody is welcome!

Connect • Succeed • Give back

Values



PROUD

We are **grateful** and **committed** to Canada, AND **proud** of our roots



PROGRESSIVE

We **embrace change** and continuous **improvement**



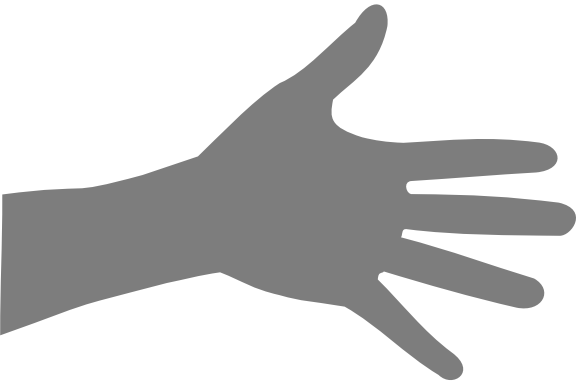
INCLUSIVE

We **accept** and **respect** that people are **diverse** in their opinions, ethnic background, religion, sexual orientation, and education



**COMMUNITY
ORIENTED**

We reach beyond our constituency to **help** and **share** experiences and know-how



Who we are - Membership Profile

47 Countries represented

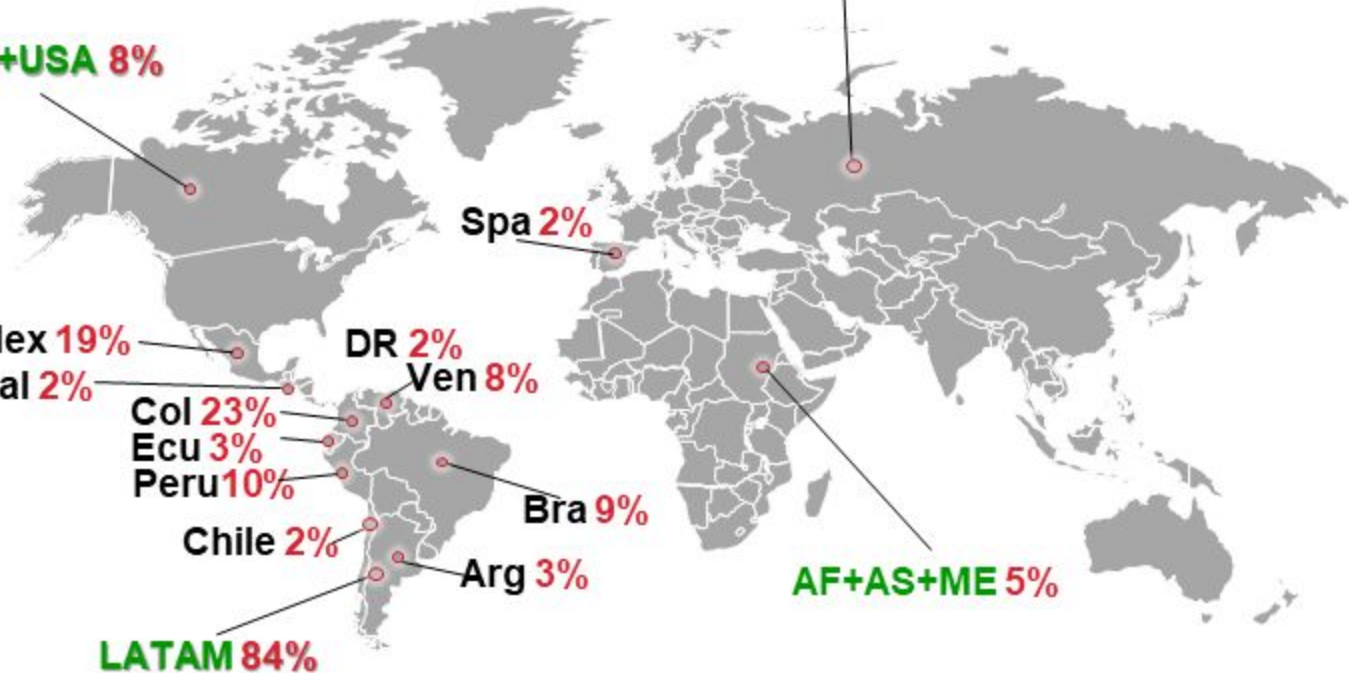
CAN+USA 8%

EU+UK 2%



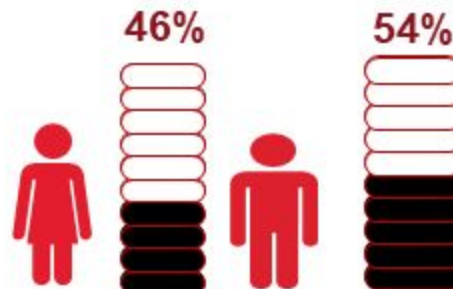
Age

55% age <42
45% age 42+



LinkedIn

1st 3,637
2nd 606,000



Year Landed

21% 2020-23
42% 2015-19
29% 2000-14
8% < 2000



Board of Directors



2022 Board

Area/Committee	Executive Director
President	Carlos Paz-Soldan
Alliances	Gabriela Roca
Events	Catherine Robles
Governance	Galo Ginocchio (Treasurer)
Marketing	Gabriel Seminario
Membership	Citlalli Rios
Mentorship	Cecilia Otero
Volunteers	Paola Castelblanco



Outgoing



Cecilia Otero
Mentorship Committee

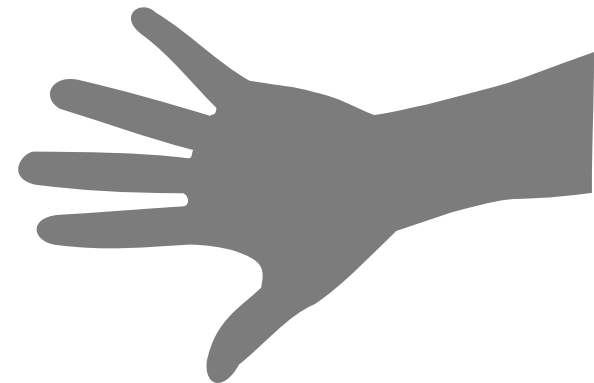
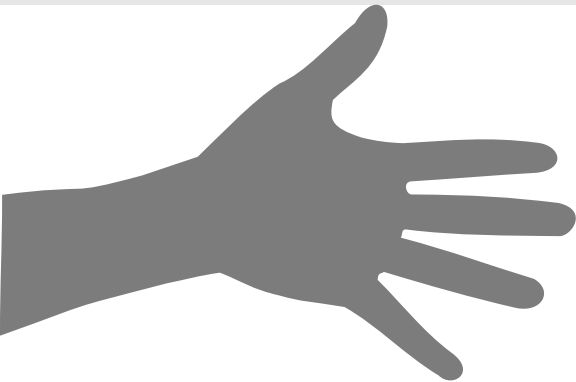


Gabriela Roca
Alliances Committee



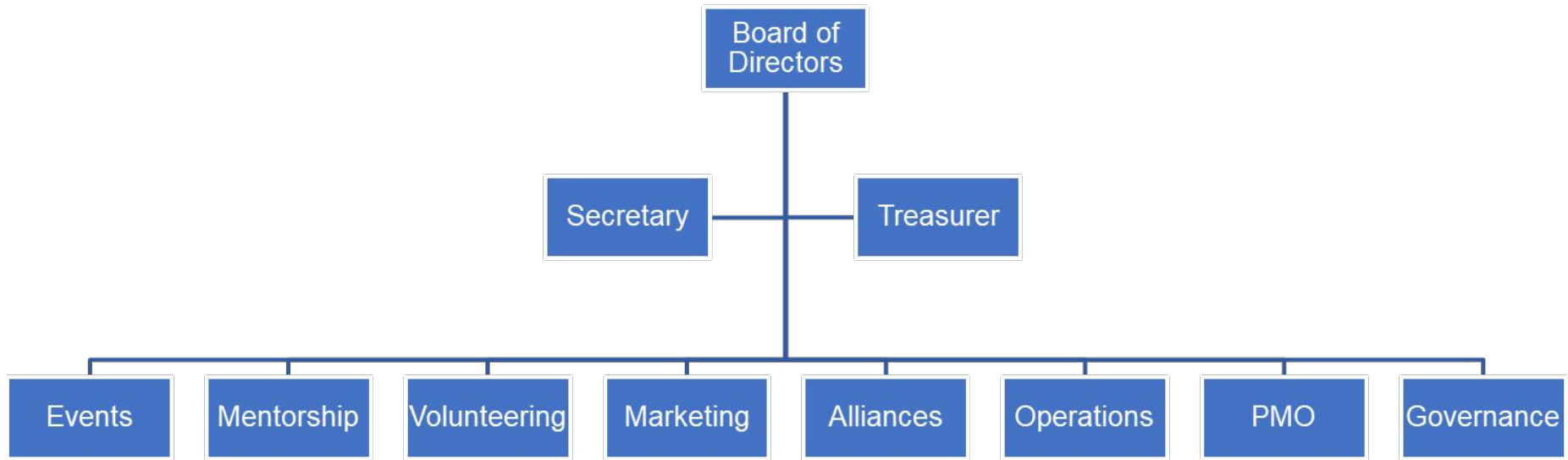
Brenda Avila
Events Committee

Thank you!



Executive Committees

(2023)



2023 Board

Area/Committee	Executive Director
Alliances	Citlalli Rios
Events	Catherine Robles
Governance	Raquel Insa / Galo Ginocchio
Marketing	Gabriel Seminario
Operations	Carlos Paz-Soldan
Mentorship Program	Nestor Castro
Volunteers	Paola Castelblanco
PMO	Gabriel Sorozabal
President	Carlos Paz-Soldan
Treasurer	Raquel Insa
Secretary	Galo Ginocchio

2022 in Review & Plans for 2023





Membership (2022)

Growth

- Registered Members: **1,409** +18%
- LinkedIn connections: **3,637** +8%
(1st+2nd = 606,000)

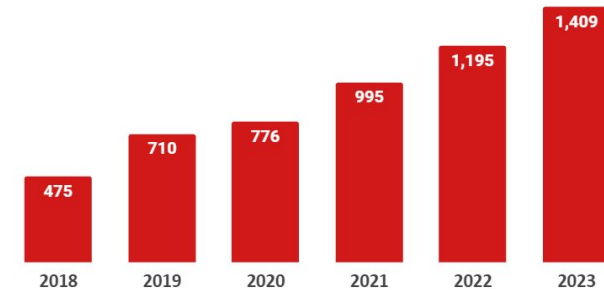
iAMS

- Successful implementation
- Member adoption is ongoing

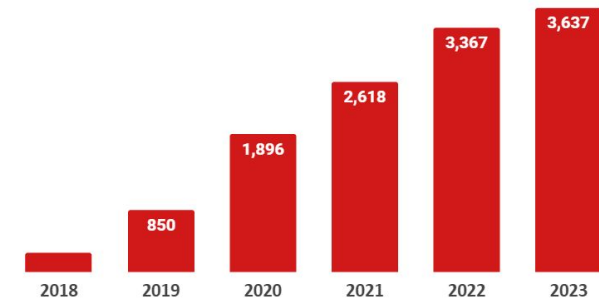
Feedback

- Fifth Annual Planning Survey
- NPS **84.6**

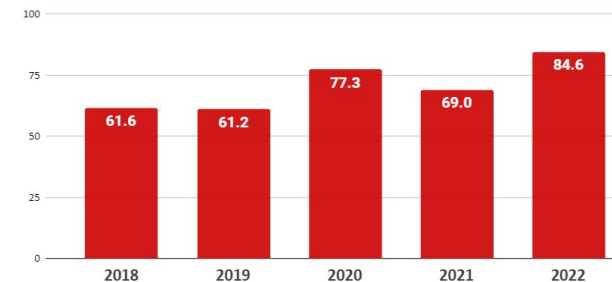
Membership (at AGM)



LinkedIn Connections (at AGM)



Net Promoter Score (NPS)





Membership (2023)



Goals

- Increase Member participation
- More Member programs and benefits

Growth targets

- Registered Members: **1,600+**
- LinkedIn connections: **4,000+**

Integrated Association Management System*

Thanks
EY!

- New Job Board & Volunteering Opportunities Board
- Members-only features and programs
- Premium Membership - to reward Volunteers & Mentors
- Mobile applications for Members and Admins
- Hispanotech Tienda (webstore)

(*) Personify



Events (2022)



May

2022 Annual General Meeting

- Report on 2021
- Moving Towards 2022

(our first hybrid event!)

June

- Using Yelp Data to Create & Evolve Products for Businesses and Consumers
- Mentorship Program Pilot

July

Privacy Trends and Value Generation

August

Networking for Hispanotech Volunteers





Events (2022)



September

- Digital Transformation in Canada's Finance Sector
- Annual Mentorship Program Kick-off
- How to Land your First GOOD Job in Canada
- Cyber Security Awareness - Workshop

November

- Taxation & Planning
- 2022 Mentorship Program Closing Ceremony

December

- TLN 10 most influential Hispanic Canadians
- THCC 10th Anniversary





2023 Pricing Strategy



⇒ In-person Events

⇒ Online Events

⇒ Hybrid Events



Event Pricing:

In-person

Non-Members \$35
Regular Members \$25
Premium Members 50% off

Online

Non-Members \$10
Regular Members \$5
Premium Members - Free



Technical & Soft skills and Networking Events (2023)



February

- 2023 Annual General Meeting
- Enbridge Technology + Innovation Lab

March

- OLA (Oracle Latin Association) online event: Employability at Netsuite

April

- ESG technology and digital solutions Webinar

May

- Imposter Syndrome: What is it & How to Overcome it
- Professional Profile Optimization Workshop

June

- Networking event - Let's kick off Summer!
- Leadership Mentorship (pilot)

July

- Volunteers Brainstorming Event



Technical & Soft skills and Networking Events (2023)



August

Mentorship Kick-off

September

Mentorship Mid-Term

October

Hispanic Heritage events

November

Mentorship Graduation

December

Hispanotech End of Year
Celebration



Volunteering (2022)

Volunteer Program:

- Volunteers Growth: 40+ volunteers
- Co-op program pilot (Student - College) -Tracked projects:
 - Documentation: Volunteer Committee processes
 - Documentation: Mentorship Program
- Volunteering recognition:
 - Appreciation program for active volunteers at the end of the year.



Volunteering (2023)

Volunteer Program

- Volunteers Growth: up from 40 to 70 volunteers
- Volunteering Integration Event (April - August)
- Update the Volunteer database including roles & functions
- Document Onboarding/Offboarding processes
- Implement Open Badge platform to issue digital credentials for Volunteer recognition
- Statistics

- Currently recruiting a new team of volunteers.

Register NOW!

Email volunteering.coordinator@hispanotech.ca





Mentorship Program (2022)

- 9th season
- Introduced new Mentorship Platform  Mentority
- **113 applications**
 - 55 Mentees
 - 58 Mentors
- 51 pairs created
- **48 mentees completed the program.**
- 94% graduation rate
- Sponsors: EY, Enbridge, CIBC





Mentorship 2023



- **10th Season** of Mentorship Program
- **Maximize Platform** (*Mentornity.com*)
- **Introduce ad-hoc mentoring** (Individually / Groups)
- **Program scalability and sustainability**
 - **Automation & blended learning model**
(videos, instructional design, etc.)
- Program **planning and processes documentation.**
- **Onboarding process** (mentors and mentees).
- Structure and document **success stories.**
- **Leadership Mentorship** (pilot).





Marketing & Comm (2022)



Increased Brand Awareness

- Leveraged social media to promote our events
- Supported the Mentorship Program
- Collaborated with Media Partners

Supported Hispanotech Growth

- Promoted Partner Events
- Supported Recognition with Certificates
- Supported Alliances and Partnerships



Marketing & Comm (2023)



Maximize Digital Presence

- Continue focus on Video Content on LinkedIn
- Maintain collaboration in Strategy Sessions
- Take advantage of current and new software

Increase Community Engagement

- Leverage our network by creating content to support our members
- Develop key relationships with Media
- Target new audiences

Alliances (2022)



- Maintained and strengthened existing partnerships with professional and government organizations supporting our mission (TRIEC PINs, OSPE, ACCES, THCC, CHC, etc.)
- Engaged new collaborators: Latinas in Tech, Yelp, Women in AI

Sponsorships

- Renewed sponsorship with EY
- New Sponsors for 2022 – Enbridge, CIBC

Alliances & Sponsorships (2023)



- Implement a CRM across the Alliances, Marketing and Events committees
- Maintain strategic partnerships (EY, Enbridge, CIBC, OSPE)
- Expand professional alliances (PMI, IEEE, ICTC)
- Expand partnerships with corporate ERGs
- Explore partnership with PSE institutions to complement our Mentorship program (special focus on bridging programs)
- Refresh & enhance sponsorship opportunities
- Job board



Operations (2023)



Technology Access

- Refresh Techsoup registration
- Sign up for Microsoft for Nonprofits
- Sign up for Atlassian for Nonprofits
- Renew Wild Apricot

Implement

- MemberClicks Job Board
- Open Badge Factory
- Open Badge Passport
- Mobile applications for Members and Admins
- Hispanotech Tienda (webstore)



PMO (2023)



- Build a new PMO team to support all Hispanotech teams
- Selected Jira as the platform to support and enhance our teams collaboration
- Promote processes, standards and best practices thru the organization
- Build Hispanotech organizational Knowledge base
- Deploy Help Desk Portal to support the organization using best ITIL practices

Governance Committee



Mission

To support the organization's objectives through adequate policies and processes that:

- Foster transparent decision-making that is aligned with bylaws
- Create an accountability framework for all volunteers
- Implementation of existing tools to facilitate onboarding of new volunteers
- Create Committee-specific frameworks and guidelines to improve planning and execution of programs
- Facilitate succession of volunteer roles for the Board and Committees

Governance Committee (2022)



Key documents approved by the Board:

- Policies & Procedures Manual (document reviewed annually)
- Organization Roles & Responsibilities

These two key documents will be used as the basis for creating:

- Financial Policies & Procedures
- Governance Process
- Document Management Guide

Also, the documents below will be updated to align with the key documents:

- Hispanotech Volunteer Guide
- Director's Handbook
- Member agreement (in line with Wild Apricot)



2 New volunteers joining the Governance & Treasury Committee:

WELCOME Andrea Amezquita and Fernando Sifuentes!

Planned tasks:

- Update and publish:
 - Governance Process
 - Financial Policies & Procedures
 - Document Management Guide
 - Director's Handbook
- New process documentation:
 - Hispanotech Volunteer Guide
 - iAMS Operations Manual
 - Mentorship Program Delivery
 - Member agreement (Wild Apricot)



**Vote Required
in the next two slides**



2022 Financial Report



**** CONTENT REMOVED FROM PUBLIC VERSION ****



Area/Committee	Executive Director
Alliances + Sponsorships	Citlalli Rios
Events	Catherine Robles
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Motions & Questions



Adjourn AGM



Survey Time!



Thank You!

