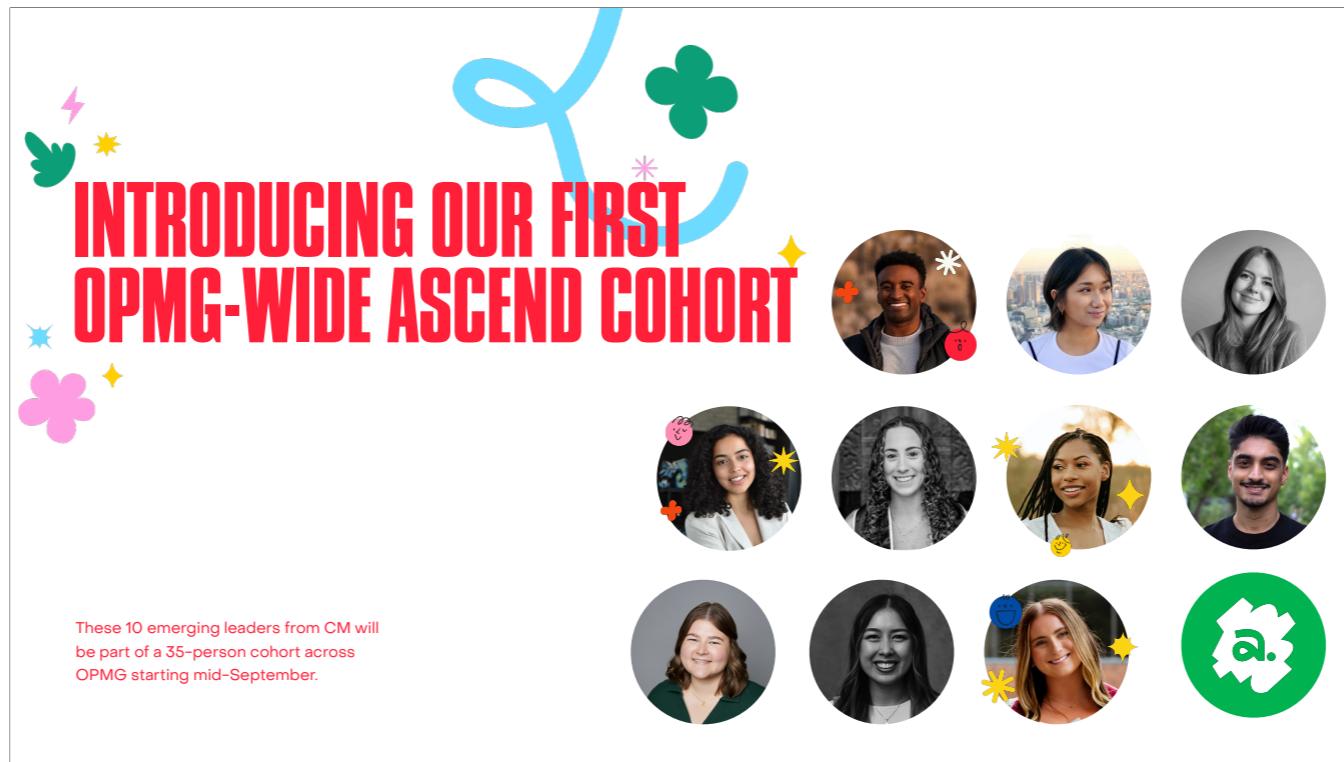




INCLUSION & IMPACT



After a competitive application and selection process, these CMers will be the part of the first OPMG-wide Ascend cohort starting mid-September.

Ascend is an 11-week program designed to bolster emerging leaders from across our network, offering weekly live trainings and professional development opportunities.

The selection process was highly competitive, and we want to thank everyone who applied and showed their commitment to growth. Please join me in congratulating our Ascend participants, pictured here.

I&I VOLUNTEER LIAISONS.

What You'll Gain:

- Access to I&I champions
- Access to board meetings and working sessions
- Opportunity to host fun AG/board events
- Increased visibility by presenting I&I updates at Town Halls

Reach out to Agnes Wong or Nzingha Crusoe if you have any questions.



Ready to make an impact?

Scan the QR code to get started.



The Inclusion & Impact (I&I) board is looking for volunteers to liaise between the I&I board and local offices as office liaisons. You will be able to create stronger connections between the I&I board and the wider CM community through close collaboration with each other and the global Affinity Group Leads (AGLs).

If you're ready to make an impact, scan the QR code to fill out an interest form. You can reach out to Agnes Wong or Nzingha Crusoe if you have any questions.



OPEN AGL ROLES (PAID)

Various Affinity Groups (Black, Indigenous, MENA, Latinx)

If you're interested in either of these roles please apply by Tuesday, October 7th | 5PM EST.

Have Questions? Reach out to Agnes Wong or Nzingha Crusoe for more information.

We're also looking for strategic and highly collaborative CMers to lead our open affinity groups such as Black, Indigenous, Middle Eastern North African, and more. These positions are paid, and will require more hours and commitment. The roles will start around end of October and end next December (2026) with the opportunity to renew for another term. You can scan the QR code or head to the #cmnews channel to learn more. If you're interested in either of these roles, please apply by Tuesday, October 7th | 5PM EST.

For any questions feel free to reach out to Agnes Wong or Nzingha Crusoe for more information.

HISPANIC HERITAGE MONTH

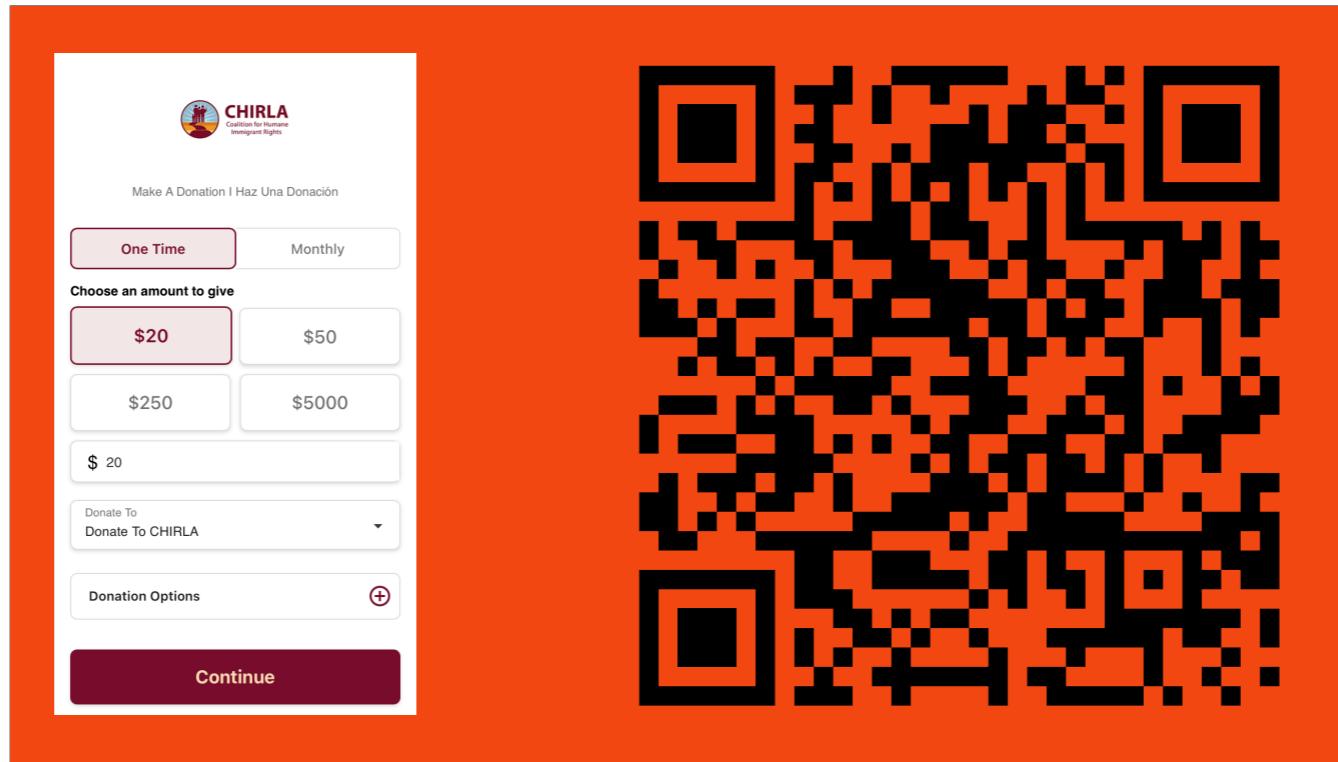


CELEBRATE & SUPPORT

Similarly to other Hispanic Heritage Month celebrations, this year we will have snacks and drinks from various latin american countries, but this time we will also ask for a voluntary small donation. We are partnering with CHIRLA and other NGOs across USA to raise funds that support immigrant rights. Monarch butterflies symbolize migration, so if you see this monarch butterfly icon, that means the product you are consuming comes from migrants and that they may need your support!



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CHIRLA is the biggest NGO for immigrant rights in California, and you can make the donations as big or small as you want. It can be a one time only or monthly. Please scan this QR code in case you wanna know more about how to donate. For the rest of NGOs, links and information will be shared through the multicultural and latinx AG channel.

For more info please follow these channels:

AG-LATINX AG-MULTICULTURAL

For any questions of how to donate please contact:

**RODRIGO RUIZ
GABRIEL CABRERA**



For more information please follow the ag-latinx and the ag-multicultural channels, and for any questions into how to donate, plase contact rodrigo ruiz or gabriel cabrera.

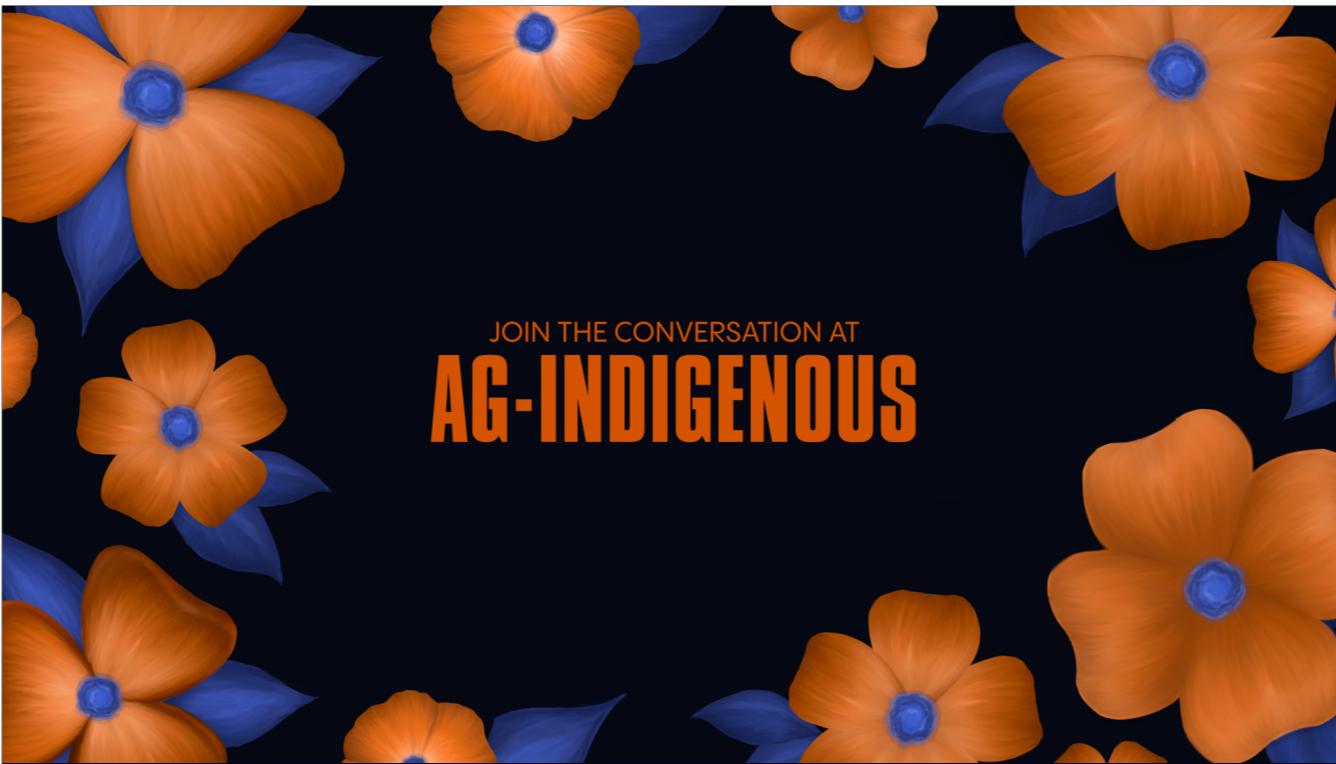


This Tuesday is the National Day of Truth and Reconciliation, also known as Orange Shirt Day. Held every September 30th, the day honours Indigenous children taken from their families to attend residential schools—part of a government policy to assimilate Indigenous peoples, which caused generations of harm. The flower shown here was created by allies to support the #everychildmatters campaign, which recognizes the importance of every child's identity and well-being, honours those who suffered or lost their lives at residential schools, and supports survivors still healing today.



The Indigenous Affinity Group's mission is to empower CM employees from all backgrounds to partake in their own Truth-seeking and Reconciliation journey and to become seekers of knowledge and engagement in their own communities.

We are dedicated to providing an inclusive learning environment that fosters curiosity, listening, and sensitivity around Indigenous Peoples' longstanding history. Through engaging activities, personal reflection, and education, we strive to deepen our personal journeys of decolonization in a gentle and inspiring way.



Join the conversation on Teams at AG-Indigenous! Participate in our journey toward reconciliation and connect with others through meaningful discussions.

How You Can Get Involved:

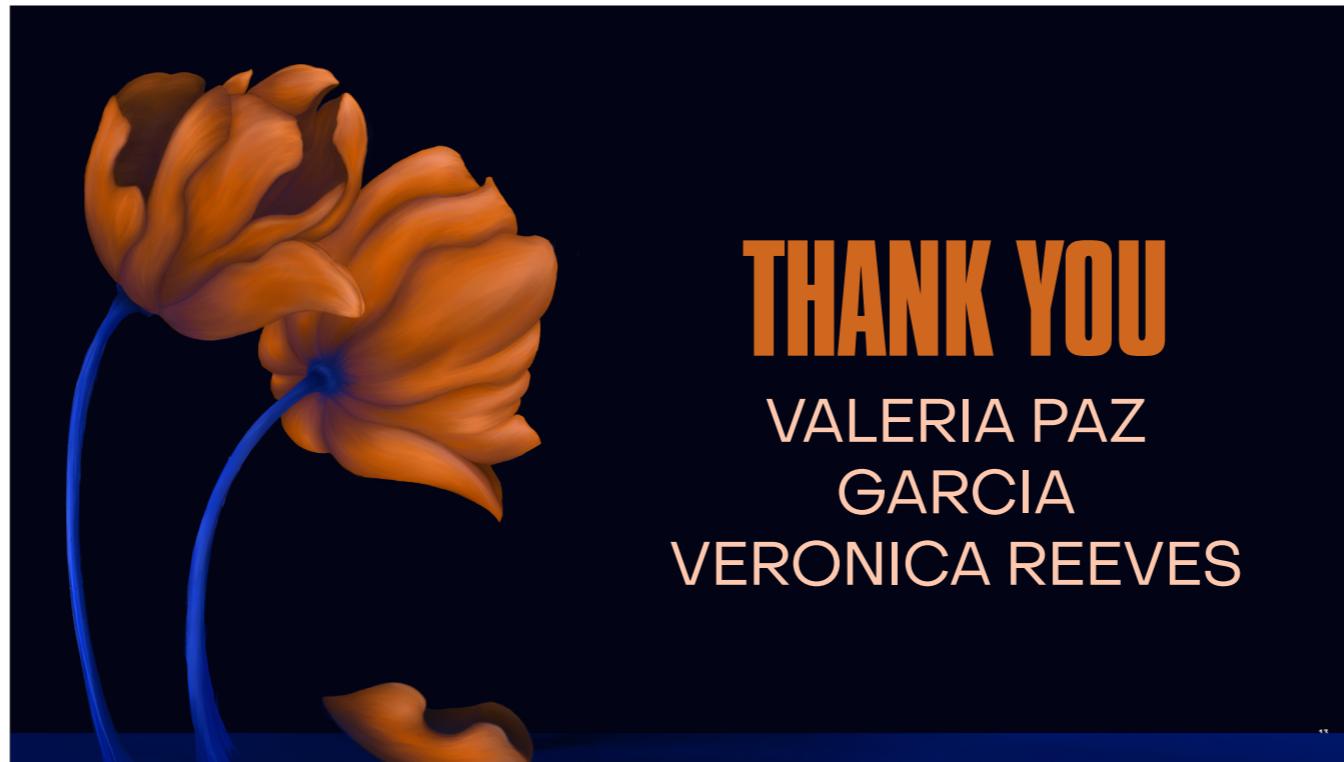
Wear an Orange shirt or an orange clothing item during September.

Join the conversation and connect with our community here: ag-Indigenous

Continue on your own journey to seek truth here.



The affinity group also hosts a variety of fun activities, such as last year's beading workshops and our 2nd Annual Bannock O'Clock during National Aboriginal Day last June! If you have any other ideas you'd like to share, please reach out to Tram Nguyen aligned to our Calgary office.



Finally, a big thank you to our affinity group allies and community member for their contribution to project Truth and Reconciliation.