

Alethia O'Hara-Stephenson CIP, BA, MBA



Alethia O'Hara-Stephenson is a wife, mom of three amazing children and a business professional in the Financial Services industry with over 20 years of progressive leadership experience. She is the President and Founder of the Dufferin County Canadian Black Association that was established in June 2020. Alethia is passionate about giving back to her community through volunteering, advocacy, and using her skills and leadership experience to help drive change. She is most passionate about advocating for our youth, racialized and marginalized individuals and believes that by providing mentorship and different opportunities for our youth so that they will be empowered to take on new challenges and realize their full potential. She wants to ensure that no child is left behind or is denied access to opportunities and is one of the many reasons why she gets involved with our youth in the schools as well as having this as a key mandate for the newly formed Dufferin County Canadian Black Association. Not only is Alethia a community leader, she also has a track record of getting things done.

She has successfully championed and led several initiatives, such as the request to declare Black History Month for the first time in Dufferin County, which was unanimously approved by council, along with the first Pan African Flag raising ceremony that also gained unanimous approval by council. Through her efforts, the Pan African Flag was raised at the Museum of Dufferin, Town of Shelburne and Dufferin County Offices. Alethia organized the first Black History Month celebration in partnership with the Museum of Dufferin and

students from the Youth Advisory Committee at Center Dufferin District High school.

Alethia successfully presented a recommendation to Dufferin County Council to establish a Diversity, Equity and Inclusion committee which was adopted by council and established in October 2020. She is a member of the Hills of Headwaters Collaborative Community Wellness Community, Dufferin County Accessibility Committee and Director of the Center Dufferin District High School Youth Advisory Committee as well as the Chair of the Anti-Black Racism, Racism & Discrimination Task Force for the Town of Shelburne. Alethia has emerged as a strong leader for the Black community and one of the faces of transformative changes occurring in Shelburne and Dufferin County. Her determination and passion to address inequalities and systematic discrimination has made her one of the most sought-after leaders as her knowledge and expertise is in high demand.

Alethia's commitment to uplift the Black and Racialized community in Dufferin County has led to her work being recognized across the industry. In particular, she was the recipient of the Town of Shelburne's she is the recipient of the Town of Shelburne's highest award, the Community Excellence Award, Recipient of the RBC Global Citizen Award, recognized as one of myFM's 2020 Women of Influence, Nominee for the for the Dufferin Women in Business "Rising Star Award" and a Nominee for the Tallberg/Eliasson Global Leadership Prize.

Alethia holds a Bachelor of Arts Degree in Political Science from York University and an MBA in Leadership & Innovation from Edinburgh Napier University in Scotland. Alethia has delivered presentations on Diversity & Inclusion, a research paper at the Management Governance and Ethical Finance Conference in Scotland, Lectured on Leadership, Ethics and Governance in the US and delivered a keynote address in Montreal on Leadership and Education. She has also hosted town hall sessions with community leaders on issues regarding anti-discrimination and equity for marginalized individuals in society.