



The Catalyst Canada Honours

Celebrating Champions of Women in Business

2010 Human Resources/Diversity Leader Champion



Sylvia Chrominska

Group Head,
Global Human Resources and Communications
Scotiabank

As Group Head, Global Human Resources and Communications, at Scotiabank, Sylvia Chrominska has been instrumental in championing a diversity and inclusion strategy that has shaped Scotiabank's ability to attract and retain employees with varied skills, abilities, experiences, and backgrounds. The result is an organization that draws on the skills of all employees, generating more innovative thinking and stronger business results.

When she assumed the leadership of Scotiabank's Human Resources department, Ms. Chrominska recognized the diversity that already existed at Scotiabank and had the foresight to develop inclusion strategies that would build upon the bank's strength. With the support of the Chief Executive Officer and other members of the executive team, she used her influence to bring people together across the organization to establish a working environment that is inclusive, collaborative, and accessible for all employees.

An avid mentor, champion, and founder of Scotiabank's Advancement of Women (AoW) strategy, Ms. Chrominska has overseen significant progress in this area. Her innovation and dedication have led to managerial accountability for hiring and promoting women at senior levels. She helps Scotiabank operations in other countries adapt and implement AoW in their local areas. As a direct result of her efforts, many women have access to development opportunities, have gained visibility with executives, and have had the opportunity to succeed. The bank documented its progress in **Unlocking Potential, Delivering Results: The Advancement of Women (AoW) Initiative**, a demonstration of its commitment and actions. This initiative to advance women was a 2007 winner of the Catalyst Award.

In 2005, she won the YWCA Woman of Distinction Award for Corporate Leadership for helping to advance the careers of women. **Women's Executive Network (WXN)**, a Canadian organization dedicated to the advancement and recognition of executive women, included her on its list of Canada's Most Powerful Women: Top 100 for four consecutive years beginning in 2003 and inducted her into its Hall of Fame in 2007.

Ms. Chrominska began her career at Scotiabank as a Credit Analyst. She achieved progressively more senior roles until her appointment as Senior Vice-President, Corporate Credit. On her move to Human Resources, she was appointed Executive Vice-President, the first woman at the bank to hold that title.

Among her many and varied community activities, Ms. Chrominska has worked with Sheena's Place, Interval House, Habitat for Humanity, Goodwill, and Women's College Hospital, to help women resolve complex social and personal issues. She graduated with an Honours Degree in Business Administration from the University of Western Ontario.

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