

Wanda Deschamps, Principal, Liberty Co Biography

Wanda's ultimate goal is to increase the participation level of members of the neurodiverse population in the workforce with a special focus on autism due to her own diagnosis at midlife.

Prior to founding Liberty Co, Wanda enjoyed a twenty-five year career in the philanthropic sector, serving as a consultant for KCI (Ketchum Canada Inc.), a leading fundraising consultancy, as well as an institutional development leader. A champion for inclusion, she enjoys writing under the banner of the *Inclusion Revolution* a worldwide movement launched in 2018 to spearhead broader thinking about disability, especially disability employment. Wanda is also the catalyst behind the #women4women collective focused on gender equality through supporting other women. Combining these two goals provides an avenue for Wanda to be an advocate for women with autism, including as a participant in research into autistic women's experiences in the workplace. As a means to further help create safer and healthier workplaces, she is the co-founder of the National Day of Conversation about sexual harassment in the charitable sector.

Outside of work she relishes time with friends, exercising and reading biographies, as well as books about history and current affairs. Recently she was appointed to The Charity Report's Literary Review Circle which has given her a new forum to indulge this love of learning.

Wanda lives in Waterloo Ontario with her husband and their two sons.