



DEBORAH COTTER, GPC.D

**Chief Compliance Officer
SpeakEasy Cannabis Club Ltd /Enduro
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Fun fact:

My mama mini donkey, Ms. McGillicuddy gave birth recently and watching baby Millie run and frolic keeps me grounded and smiling on a daily, well, hourly, basis.

Why have you joined GPC?

Working in the junior mining and cannabis space, it is very important to me that these companies strive to be leaders in governance. Governance is a key component to the success of any corporation and it is also a misunderstood area. In addition, I have been craving a place where there is support amongst my peers and a place where I am able to remain current, satisfy my thirst for knowledge and to evolve my area of expertise.

Why do you think GPC is an important organization for any governance professional to belong to in Canada?

It is important to be surrounded by those you most want to be like, and GPC has so many leaders in governance connected to it, it is the perfect place for that. The GPC program has been an invaluable asset for me and I think that having the knowledge which is gained in GPC courses provides the governance professional with the confidence and expertise required to have a strong, educated voice on topics that matters very much.

How did you get into governance and your current role?

My role in governance evolved organically, starting out as a receptionist with a publicly traded mining company in my mid 20's, I was drawn to the legal/regulatory side of the business and from there, my desire and passion for governance was born. As governance and my knowledge evolved, so did my roles, from Admin Assistant, Legal, to Assistant Corporate Secretary, Corporate Secretary and eventually into my current role of Chief Compliance Officer.

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What does governance mean to you?

My brain works like a filing cabinet, so implementing and managing structures, systems, and practices into an organization makes complete sense to me. Assisting the Board so that they are organized, informed and prepared is a winning recipe for success in its oversight of the company and its management team.

What do you believe is a key topic right now in the governance industry?

Inclusion and diversity...in the current state of affairs we find ourselves in, people in general, are craving to be involved, respected, valued and connected. While diversity refers to the traits and characteristics that make people unique, inclusion refers to the behaviors and social norms that ensure people feel welcome. Inclusivity is crucial for diversity efforts to succeed.

Where do you see, or would like to see the role of governance in the next few years?

I think a GPC-d or equivalent should be the standard and required by anyone responsible for oversight of governance. I would like to see the role of a Governance Professional more commonly seen as a stand-alone position and valued at a senior level of the organization.

What is the most fulfilling part about your role in governance? What do you love most about your job?

Governance is an ever-changing environment and so it keeps my job interesting. While it certainly comes with its challenges, it is as equally fulfilling to create processes, work with the team and the Board to facilitate their implementation and then watch as they unfold and evolve.

What is the best career advice you can provide?

Hmmm...when embarking on a new career, follow the path where your interests lay, even if initially, it is not where you thought it was going to lead you. Stay the course, and eventually, you will know you are exactly where you are meant to be.