

This certificate is presented to



Ten
Thousand
Coffees

Shiming (Shine) Zhou

for completing all requirements for:

T&O Diverse Mentoring Connections Experience

September 2023 – March 2024

Program curriculum:

Session 1: Goal Setting & Getting to Know Each Other

Session 2: Overcoming Career Roadblocks

Session 3: Collaborating at Work

Session 4: Embracing Change

Session 5: Increasing Visibility

Session 6: Understanding Inclusion and Allyship

Session 7: Reflection & Next Steps



Certificate ID: bmo-1c07d0d326b75f8e6e35a552