

# MICHELLE D. DOUGLAS

April 15, 2019

To whom it may concern,

As the Chair of WE Charity's Canadian Board of Directors, I have had the pleasure of working closely with Marc for over 15 years, seeing first hand the incredible impact Marc and WE Charity have had on millions of lives around the world and here at home.

Marc, along with his brother Craig Kielburger, co-founded WE Charity in 1995 with the goal of giving young people like them a voice. Today, WE Charity's domestic WE Schools programming has reached 4.3 million young people across Canada, the U.S., and UK. It has built more than 1,500 schools overseas and has empowered more than a 1,000,000 people to lift themselves out of poverty.

Marc has been a tireless volunteer for the charity for almost 25 years. As a remarkable entrepreneur and innovator, Marc has helped change the perception of service and charitable giving and pioneer a national framework around social enterprise to support charity.

Marc was trained at Harvard University, and then received a Rhodes Scholarship to study law at Oxford University. He could have pursued any career path but choose to dedicate his career to the non-profit sector.

I first met Marc when he was in his twenties and was immediately struck by his passion, his authenticity and his dedication to helping the less fortunate. Even more, I saw this deep commitment to the well-being of his team.

Through the years, Marc has never wavered in his professionalism and passion nor his dedication to his team. He treats all around him, especially in the WE Charity staff, with the utmost of respect, curtesy, and kindness.

Because of my relationship with Marc, working so closely together for so many years, I have had the privilege to see a side of him of which few others are aware. While the organization has grown exponentially, he still hand writes birthday cards and congratulatory notes to team members, visits employees in the hospital and sends personal notes of condolence when someone experiences a loss. One team member shared with me a story of receiving a beautiful flower arrangement from Marc when her cat passed away. He is without a doubt an incredibly kind and loyal leader.

Of course, an organization does not grow from a group of volunteer youth to a global movement with 1,000 full-time employees operating on four continents without challenges and missteps. However, Marc is always learning and overcomes these challenges with grace,

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patience and professionalism, always making time to hear other points of view and treating colleagues of all levels with the utmost respect.

On a personal level, Marc is one of the most genuine and compassionate people I know. His generous spirit, integrity and all-around decency make me proud to call him my friend.

I recall in the early days of working with Marc, as I was about to take on the role of chair of the board of directors. I asked him frankly if he would have any reservations about having me at the "governance helm" of the organization, given that I am an openly gay person. I recall, even these years later, that he reacted with surprise at my question. His immediate reply was to say, "... of course I have no concerns. I support you and I know that you can do this job". That meant a lot to me as I have not always received such unequivocal support. Over the many years that I have worked with Marc, I have seen his sincere and unbending respect for all people. He has stood up for those who are marginalized. His commitment to human rights is authentic and deep.

Working with Marc – seeing first hand his tireless efforts to better the lives of millions of people around the world and inspire the next generation of activists – has been one of the highlights of my own 30-year career as both a public servant and human rights activist.

I am just one of many, many voices who would always be more than willing to stand up for Marc. I believe I know him more than most, as my relationship with him has spanned more than one third of his lifetime. You can gain a true measure of a person over such a time span. What I know of Marc is that he is a truly fine person; a person of deep intelligence, passion, respect, commitment and integrity.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Douglas", with a long, sweeping horizontal line extending to the right.

Michelle D. Douglas  
Chair, Board of Directors  
WE Charity Canada