



Wanda Deschamps, M.A.

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Wanda Deschamps is the founder and principal of Liberty Co—a consultancy focused on increasing neurodiverse employment with a special emphasis on autism due to Wanda’s own diagnosis at midlife. Her approach is centered on the Inclusion-Diversity-Equity-Accessibility (IDEA) framework and highlights inclusive leadership, entrepreneurial thinking and employee retention. Prior to founding Liberty Co, Wanda enjoyed a 25-year career in the philanthropic sector serving with leading Canadian institutions. Now a neuro-inclusion thought leader and speaker, she partners with public, private and nonprofit organizations and is known for bringing creativity as well as passion to every session, panel and keynote. Her story of undiagnosed autism has been published in Broadview magazine as well as Reader’s Digest in Canada and the U.S. Her article “Working Toward Neurodiversity Inclusion” is featured in the September/October 2023 issue of Plans and Trusts, and her insights on autism, neurodiversity and disability have been shared in The Globe and Mail. Wanda gives back to the community and industry in various ways, including as a Research Advisory Board Member for the Conference Board of Canada and as a Research Advisory Group Member for the University of Toronto. She was recognized as the 2023 Life Sciences Ontario Volunteer Award recipient. Wanda holds a master of arts degree in history from the University of Regina and a bachelor of arts degree with an advanced major in sociology from St. Francis Xavier University.