



Women in Leadership Canada

Elevating the Role of Women in Government

Online → Thursday, November 3, 2022 & Wednesday, November 9, 2022

Agenda Overview

Women have made a tremendous impact in the government, advocating for change, influencing policy and law, and paving the way for future generations. Despite the continuous efforts made, women remain underrepresented within the public sector landscape. Women are still facing challenges and barriers that only increase if they are a woman of colour, are part of the LGBTQ2+ community, or have disabilities. There is a significant disparity of women in leadership roles within both public and private sectors. This is due to longstanding stereotypes and biases, which impact women from the time they are young girls. Systemic change is required to overcome and shift the perception surrounding women's leadership.

Statistics show that having women in positions of leadership directly influences and improves the socio-economic landscape for all. It is reported that there is a direct correlation between women leaders in government and the creation and implementation of more inclusive and equitable policies both internally and within our communities.

In this fifth segment of Public Sector Network's Women in Leadership series 2022, we will explore key factors that continue to hinder or discourage women leaders, and how we can address and overcome them. We will discuss the importance of mentorship programs, allyship and leadership development. We will examine what it takes to make a great leader and how to challenge common barriers. Most importantly, we will highlight the strategies needed to quash what is problematic within our system and what we can all do to pave the road for the next generation of women wanting to pursue a leadership role.

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Benefits of Attending



Examine **key strategies today's women leaders are implementing to close gaps within their workspaces**

Discuss the **importance of creating mentorship programs** and what you can do to help lead the next generation of women leaders

Learn how to become a better ally to all unrepresented groups and champion change at work and in your community

Who You'll Meet

Chiefs/Directors/Heads of:

- HR
- Recruitment
- Organizational Performance
- Learning & Development
- Talent Management Diversity & Inclusion
- Employee Experience
- Workplace Analytics
- Workforce Planning

Your Inspiring Speakers

Women in Leadership Canada East



**THE HONOURABLE LENA
METLEGE DIAB**
Member of Parliament
House of Commons Canada



NOSA ERO-BROWN
Chief Talent Officer
Ontario Public Service



RAMNEET AUJLA
Chief Human Resources
Officer
Metrolinx



GINETTE SÉGUIN
Chief Petty Officer First Class
Royal Canadian Navy



LISA SMYLIE
Director General, Research,
Results and Delivery and
Centre of Expertise
**Women and Gender Equality
Canada**



WENDY BULLION-WINTERS
Director General and Chief
Human Resources Officer
**Canada School of Public
Service**



JOSIE SCIOLI
Deputy City Manager,
Corporate Services
City of Toronto



PAM LOVELACE
Deputy Mayor
Halifax Regional Municipality



ERICA FLECK
Assistant Chief, Emergency
Management
**Halifax Regional Fire and
Emergency**



SUZANNE OBIORAH
Director, Gender and Race
Equity, Inclusion, Indigenous
Relations and Social
Development
City of Ottawa



TANIA TAJIRIAN
Chief Medical Information
Officer and Chief of Hospital
Medicine, **CAMH &** Assistant
Professor, **University of
Toronto**



CANDACE THOMAS
Deputy Minister, Justice and
Deputy Attorney General
Government of Nova Scotia



BRENDA LANDRY
President
Evoke Consulting

Women in Leadership Canada East | Thursday, November 3, 2022

12:00pm ET **Welcome from Public Sector Network**

12:05pm ET **Welcome from Chair**
Brenda Landry, President, **Evoke Consulting**

12:20pm ET **Government Keynote:**
Challenging Bias and Barriers: Envisioning the Future of Women in Leadership

- What factors are currently impacting the representation of women leaders in the government?
- How can women better identify and address bias and barriers at work?
- What can we do to ameliorate diversity within women leadership?

The Honourable Lena Metlege Diab, Member of Parliament, **House of Commons Canada**

12:40pm ET **Spotlight Session:**
How to Champion for Change and Become a Better Ally in the Workplace

- As women, how can we help other marginalized groups within our organizations?
- What are some key tips to building a more compassionate, inclusive and understanding culture?
- As a leader, how can we help influence and encourage other leaders to drive change?

Nosa Ero-Brown, Chief Talent Officer, **Ontario Public Service**

1:00pm ET **Panel Discussion:**
Looking Back at What Shaped Us: How Life's Defining Moments Can Make You Better Leaders

- What or who motivated you to step up and want to become a leader?
- What has been the most significant barrier in your career, and how did you overcome it?
- Through your experiences, what factors make for a good leader, and why?
- What is one moment in your life that helped shape you as a leader, and why?
- What is the most rewarding experience you've had as a leader?

Ramneet Aujla, Chief Human Resources Officer, **Metrolinx**
Josie Scioli, Deputy City Manager, Corporate Services, **City of Toronto**
Pam Lovelace, Deputy Mayor, **Halifax Regional Municipality**
Erica Fleck, Assistant Chief, Emergency Management, **Halifax Regional Fire and Emergency**
Tania Tajirian, Chief Medical Information Officer and Chief of Hospital Medicine, **CAMH &** Assistant Professor, **University of Toronto**
Moderated by: Brenda Landry, President, **Evoke Consulting**

2:00pm ET **Break**

2:05pm ET

Panel Discussion:

Navigating the Complexities of Being a Leader Today and Where Do We Go from Here

- How has the landscape for women in leadership changed over the past decade and how is this influencing leadership practices today?
- How can we calculate the positive impacts of having women in the organization?
- How can we push for systemic change when faced with adversity?
- What action can leaders take to help remove barriers for Indigenous women and women of colour wanting to pursue leadership roles?
- How can men play a bigger role in advocating for more inclusivity within the workplace?

Wendy Bullion-Winters, Director General and Chief Human Resources Officer, **Canada School of Public Service**

Ginette Séguin, Chief Petty Officer First Class, **Royal Canadian Navy**

Lisa Smylie, Director General, Research, Results and Delivery and Centre of Expertise, **Women and Gender Equality Canada**

Suzanne Obiorah, Director, Gender and Race Equity, Inclusion, Indigenous Relations and Social Development, **City of Ottawa**

Candace Thomas, Deputy Minister, Justice and Deputy Attorney General, **Government of Nova Scotia**

Moderated by: Brenda Landry, President, **Evoke Consulting**

3:05pm ET

Closing Remarks from the Chair

Moderated by: Brenda Landry, President, **Evoke Consulting**

3:10pm ET

Virtual Event Adjourns

Thank you to our **Event Partner**

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Your Inspiring Speakers

Women in Leadership Canada West



HONOURABLE MELANIE MARK
Member of the **Legislative Assembly, Vancouver - Mount Pleasant**



MAUREEN TOWLE
Assistant Deputy Minister, Service Alberta Data, Information and Privacy Services Division
Government of Alberta



ANGELA COOKE
Associate Deputy Minister, Housing, Construction Standards, Multiculturalism & Anti-Racism
Ministry of Attorney General and Responsible for Housing, Government of British Columbia



JO-ANN O'CONNOR
Deputy Director, Finance
City of Victoria



VALERIE GIDEON
Associate Deputy Minister
Indigenous Services Canada



LYNETTE TREMBLAY
Chief Operating Officer
Invest Alberta



NIKI SHARMA
Member of the Legislative Assembly, Deputy Caucus Chair and Parliamentary Secretary for Community Development and Non-Profits
Province of British Columbia



LALITHA FLACH
Chief Operating Officer, Assistant Chief Electoral Officer
Elections Ontario



JENNIFER RICE
City Councillor
City of Edmonton



ELISE BELZIL
Executive Director, Status of Women and Inclusion
Alberta Culture and Status of Women



ERIN GOBOLOS
Director, Marketing and Communication
Edmonton Unlimited



DAWN THOMAS AA AP WAA IIK
Vice President, Indigenous Health and Diversity, Equity and Inclusion
Island Health



KATHY BISHOP
Associate Professor and Program Head, MA Leadership & GC Values-Based Leadership Leadership Studies
Royal Roads University



RHEANA LYE
Chair
Toronto Network of Women (TOnow)

Women in Leadership Canada West | Wednesday, November 9, 2022

9:00am PT **Welcome from Public Sector Network**

9:05am PT **Welcome from Chair**
Rheana Lye, Chair, Toronto Network of Women (TONow)

9:20am PT **Government Keynote:**
Challenging Bias and Barriers: Envisioning the Future of Women in Leadership

- What factors are currently impacting the representation of women leaders in the government?
- How can women better identify and address bias and barriers at work?
- What can we do to ameliorate diversity within women's leadership?

Angela Cooke, Associate Deputy Minister, Housing, Construction Standards, Multiculturalism & Anti-Racism, Ministry of Attorney General and Responsible for Housing, Government of British Columbia

9:40am PT **Spotlight Session:**
How to Encourage Talent Development, Training and Upskilling for Women within Public Sector

- What sort of strategies can leaders implement, at all levels, to promote professional development for all women
- How can women become mentors, or seek mentorship in the office?
- Ensuring that training and development programs are both inclusive and accessible to all

Maureen Towle, Assistant Deputy Minister, Service Alberta Data, Information and Privacy Services Division, Government of Alberta

10:00am PT **Panel Discussion:**
Looking Back at What Shaped Us: How Life's Defining Moments Can Make You Better Leaders

- What or who motivated you to step up and want to become a leader?
- What has been the most significant barrier in your career, and how did you overcome it?
- Through your experiences, what factors make for a good leader, and why?
- What is one moment in your life that helped shape you as a leader, and why?
- What is the most rewarding experience you've had as a leader?

Erin Gobolos, Director, Marketing and Communication, Edmonton Unlimited
Honourable Melanie Mark, Member of the Legislative Assembly, Vancouver - Mount Pleasant
Jennifer Rice, City Councillor, City of Edmonton
Elise Belzil, Executive Director, Status of Women and Inclusion, Alberta Culture and Status of Women
Kathy Bishop, Associate Professor and Program Head, MA Leadership & GC Values-Based Leadership Leadership Studies, Royal Roads University

Moderated by: Rheana Lye, Chair, Toronto Network of Women (TONow)

11:00am PT **Break**

11:05am PT **Panel Discussion:**

Navigating the Complexities of Being a Leader Today and Where Do We Go from Here

- How has the landscape for women in leadership changed over the past decade and how is this influencing leadership practices today?
- How can we calculate the positive impacts of having women in the organization?
- How can we push for systemic change when faced with adversity?
- What action can leaders take to help remove barriers for Indigenous women and women of colour wanting to pursue leadership roles?
- How can men play a bigger role in advocating for more inclusivity within the workplace?

Valerie Gideon, Associate Deputy Minister, **Indigenous Services Canada**

Lynette Tremblay, Chief Operating Officer, **Invest Alberta**

Niki Sharma, Member of the Legislative Assembly, Deputy Caucus Chair and Parliamentary Secretary for Community Development and Non-Profits, **Province of British Columbia**

Lalitha Flach, Chief Operating Officer, Assistant Chief Electoral Officer, **Elections Ontario**

Dawn Thomas, Vice President, Indigenous Health and Diversity, Equity and Inclusion, **Island Health**

Moderated by: Rheana Lye, Chair, **Toronto Network of Women (TOnow)**

12:05pm PT **Closing Remarks from the Chair**

Rheana Lye, Chair, **Toronto Network of Women (TOnow)**

12:10pm PT **Virtual Event Adjourns**

Thank you to our **Event Partner**

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