



Full Program

Thursday, May 30, 2019

2:00 – 6:00pm

Conference Registration

School of Sustainable Design Engineering (SDE), 128 A & B

2:00 – 3:30pm

Making Your Communication Style Work For You (Optional)*

SDE, room 128 A

A WinSETT Special Topics Workshop

This 90 minute session is beneficial for women and their male colleagues in SETT, by providing valuable insight into navigating common workplace situations. Current research, tips, and strategies on communication styles will be discussed. Separate registration required, you can register here: <https://actcommunication.eventbrite.ca>

**Separate Registration Required*

2:00 – 4:00pm

Respectful Workplaces for Women*

SDE, room 128 B

**A workshop for Tradeswomen and Apprentices*

What does a respectful workplace look like? What's happening in a respectful workplace? What's not happening? What needs to change? These are some of the questions we will explore in this workshop and then identify actions needed to make workplaces welcoming and respectful for tradeswomen.

Moderators:

- **Nan Armour**, CCWESTT Board Member, and former Executive Director, Hypatia Association
- **Bonnie Douglas**, Project Coordinator, Equity and the Trades: A Code of Practice, CCWESTT
- **Devin West**, Ontario and Research Lead, Equity and the Trades: A Code of Practice CCWESTT

5:00 – 6:30pm

Reception & Networking

Atlantic Veterinary College, McCain Foundation Learning Commons

Welcome message by **Dr. Katherine Gottschall-Pass**, VP Academic & research, on behalf of Dr. Alaa Abd-El-Aziz, President, UPEI

Welcome Message by **Dr. Tamara Franz-Odendaal**, *Professor of Biology and NSERC Chair for Women in Science and Engineering, Mount Saint Vincent University*

6:30 – 8:00pm

Screening of 'The Woman Who Loves Giraffes'

Atlantic Veterinary College, Theatre A

This award-winning documentary tells the story of Canadian scientist Dr. Anne Dagg as she retraces her 1956 journey to South Africa to study giraffes in the wild.

Friday, May 31, 2019

8:30 – 10:00am

Conference Registration

School of Sustainable Design Engineering (SDE), 128 A & B

9:00 – 9:15am

Welcome Message

SDE, room 128 A & B

Minister Responsible for Status of Women, PEI

9:15 – 11:00am

What's Been Happening

SDE, room 128 A & B

Various organizations will give quick updates on activities and progress since ACT 2017 regarding women in SETT in Atlantic Canada.

- **Dr. Nola Etkin**, Dean of Science, UPEI
- **Dr. Nicholas Krouglicof**, Dean of Engineering, UPEI
- **Nan Armour**, Former Executive Director, Hypatia Association, and CCWESTT Board Member
- **Jeanette Southwood**, Vice President, Corporate Affairs & Strategic Partnerships, Engineers Canada
- **Jillian Kilfoil**, Executive Director, Women's Network PEI
- **Coralie Rochefort**, Program Officer, Scholarships & Fellowships, NSERC
- **Susan Hollett**, Leadership Program Coordinator, WinSETT Centre

Nutrition Break during session

11:00 – 11:45am

Panel One – Inclusion in the SETT Workforce

SDE, room 128 A & B

How are organizations attracting and supporting diversity? How can we create inclusive work environments where every member feels accepted and valued? What work is being done to ensure we don't continue to perpetuate a gender gap in SETT? Panelists in this session will discuss various strategies being implemented to foster diversity in the workforce.

11:00 – 11:45am

Panel One – Inclusion in the SETT Workforce

SDE, room 128 A & B

Moderator:

- **Dr. Tamara Franz-Odendaal**, *Professor of Biology at Mount Saint Vincent University and NSERC Chair for Women in Science and Engineering, Atlantic Region*

Panelists:

- **Dr. Linda Campbell**, *Professor and a Senior Research Fellow at Saint Mary's University*
- **Dr. Nola Etkin**, *Dean of Science and Chemistry Professor at University of Prince Edward Island*
- **Keilah Bias**, *Continuous Improvement Engineer, StandardAero*

11:45 – 12:35pm

Break-out Session One – Inclusion in the SETT Workforce

SDE, room 128 A & B

12:30 – 1:30pm

Lunch

1:30 – 2:15pm

Panel Two – Retention of Women in SETT

SDE, room 128 A & B

After hiring, women often leave the workplace for a variety of reasons. Retention of women is crucial to shift the workplace culture. In this panel we will hear local leaders share strategies their companies/organizations have made (or plan to implement) to retain the women they have hired into the SETT workplace. We will also hear from individuals who will share real examples of what processes or procedures they have either experienced first-hand that have made them feel welcome and that has provided them with a sense of belonging in their workplace.

Moderator:

- **Dr. Amy Hsiao**, *Associate Professor in the Faculty of Sustainable Design Engineering, University of Prince Edward Island*

Panelists:

- **Leigh-Anne Dingwall** – *VP Human Resources, Maplewave, Halifax*
- **Cassandra Polyzou** - *Interim Manager of Diversity and Outreach, Engineers Canada*
- **Dr. Marianne Rodgers** – *Scientific Director, Wind Energy Institute of Canada*

2:15 – 3:00pm

Break-out Session Two– Retention of Women in SETT

SDE, room 128 A & B

3:00 – 3:15pm

Nutrition Break

3:15 – 4:00pm

Panel Three – Strategies for Hiring Women

SDE, room 128 A & B

A discussion of best-practices and effective strategies for hiring Women in SETT as Highly Qualified Personnel. This discussion will include real examples of what is working within the various SETT sectors in Atlantic Canada. We would like to hear from local representatives from companies, universities, non-profits on what is working for them OR strategies that are being planned for future hiring.

Moderator:

- **Christine MacKinnon**, *Acting Director of Municipal Affairs, Gov. of PEI*

Panelists:

- **Josée Owen** – *Associate Director, RDT, Agriculture and Agri-Food Canada, Fredericton*
- **Steve Lecuyer** – *Regional Managing Principal, GHD*
- **Adrienne Power** - *Industry Outreach, Development & Corporate Relations Officer, Faculty of Computer Science, Dalhousie University*

4:00 – 4:45pm

Break-out Session Three– Strategies for Hiring Women

SDE, room 128 A & B

4:45 – 5:00pm

Nutrition Break

Program continues on next page...

5:00 – 6:30pm

Professional Resiliency for Women

Dr. Dayna Lee-Baggley, Ph.D., R. Psych. Registered Clinical Psychologist

This workshop will review practical, hands-on strategies to help improve personal and professional resiliency and decrease burnout. Participants will be introduced to some of the latest empirically based skills and techniques that have been shown in research to improve well-being and resiliency as well as to increase work performance and behavioral effectiveness. Participants will have the opportunity to clarify their professional values and identity. The presentation will highlight some of the issues commonly faced by women in the workplace that hinder effectiveness and potential ways to manage them at the individual, team, leadership, and organizational level.

6:30 – 7:00pm

Closing/Wrap-up