

On behalf of Women in Aerospace Canada, my most heartfelt wish is that 2021 is off to a good start for you and your family. I don't think we can yet say that 2020 is fully in the rearview mirror...it feels like it's lurking dangerously in the blind spot! The struggle through the pandemic continues with hard-hitting impact in all aspects of our lives. It may be a while before life returns to "normal". So until then, we hope we can be a source of support, networking, and encouragement. We're in this together, after all.

For 2021, Women in Aerospace Canada will continue to support our community with quality programming using virtual platforms, at least until we can safely meet in person again. If anything, these virtual platforms have allowed us to bridge geographical divides. We have been able to come together on a more global scale with an expansive reach. In this quarterly newsletter you'll read all about what we've been up to as well as what we have planned for the months ahead.

And we are looking for new Directors to join our Board. You'll find information about the Open Call in this newsletter. We hope you'll consider joining our fine group of passionate and dedicated Directors.

Stay healthy and safe!

**Eva Martinez, Vice-President WIA-Canada**

**Recent Events**

**CliftonStrengths™ Workshop**

On Monday 23 November, WIA-Canada hosted a very special workshop based on Gallup's CliftonStrengths™ program, entitled: Your Talent DNA. Led by Elizabeth Yorski, the assessment tool and outputs allowed the participants to understand their talents and how these strengths complement and enhance work relationships.



The Clifton Strengths™ online assessment tool is used by 90% of Fortune 500 companies and has been completed by more the 24 million people worldwide. It explains the unique ways you accomplish your goals by building relationships, thinking strategically, executing plans, and influencing others. Ultimately, this knowledge is essential to empowering managers, developing employees, and improving overall organizational performance.

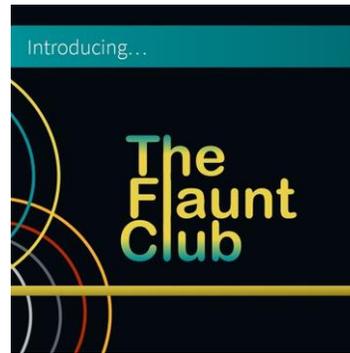
**Christmas Social 2020**

On Wednesday 16 December, we kicked off the Christmas holidays with a virtual social, featuring the talents of professional bartender Greg Solomon, who walked us through walking us through how to make three spectacular drinks including Parched in a Pear Tree, Playing Reindeer Games, and a Mrs. Claus' Mi-No-Sa mocktail.



**Upcoming Events**

**The Flaunt Club – Flaunt February**



Women in Aerospace Canada is proud to endorse the launch of The Flaunt Club – a free, online ([Instagram](#)) community that encourages everyone to live unapologetically confident. And by flaunt, we mean to radiate confidence.

The purpose of The Flaunt Club is to create a movement that redefines flaunting from being something negative to something positive.

A lack of confidence impacts one's ability to speak up, ask for a promotion or be seen and heard as a leader. Flaunting is a form of self-promotion – something which makes many of us uncomfortable. The Flaunt Club isn't just about showing off our wins, it's about feeling proud. In The Flaunt Club, we talk about feeling it and flaunting it – it's an inside-out process. The Flaunt Club aims to empower, equip and encourage women to feel proud of their accomplishments and share them with others. Join now and participate in Flaunt February...a month full of challenges (and awesome prizes) to help develop your flaunting skills. Follow [The Flaunt Club](#) today to learn new skills, support others and start flaunting your stuff! The community is open to all genders and inclusivity is one of our values.

**Becoming Your Authentic Self at Work**

Join us on Thursday 25 February 2021 for a workshop with Kathleen Redmond, an award winning certified Executive Coach and leadership training expert, to discuss how integrity and courage are key elements for success in the workplace. In this session, Kathleen will discuss authenticity and how certain tools and behaviours can transform your workplace to a Character Culture. Click [here](#) to register.



# International Women's Day

Save the date...Monday 8 March 2021 is International Women's Day and we are working on program details to help us celebrate this year's theme of #ChooseToChallenge – because a challenged world is an alert world and from challenge comes change. So let's all choose to challenge! Stay tuned for details!



## Catalyst Canada Workshops



WORKPLACES  
THAT WORK  
FOR WOMEN

[Catalyst Canada](#) is a leading non-profit working to build inclusive workplaces that work for women and where all individuals can thrive.

The RBC Foundation is seeking to play a more prominent role in advancing women in Canada. To do so, it has provided funding to Catalyst to offer training programs to other organizations and industry associations at no cost. WIA-Canada is planning two sessions with Catalyst Canada on Wednesday 14 April and 12 May 2021 to create more awareness around the barriers that women face in the workplace and society, and how organizations can work to be more inclusive to all. Stay tuned for details!

## CCWESTT 2022 – Save The Date

WIA-Canada is proud to announce that we will be cohosting the 18<sup>th</sup> Biennial [CCWESTT](#) (Canadian Coalition of Women in Engineering, Science, Trades and Technology) Conference in Halifax, Nova Scotia on May 12-14, 2022 with [WISEatlantic](#).



The conference logo, designed by Karly Barker, is based on Bellatrix (female warrior) – the bright star in constellation Orion. The theme for the conference is **Reach for the Stars: Creating Impact Together**. The aim of the conference will be to build alliances, highlight our achievements, and work together towards a more diverse SETT workforce in Canada. This conference will bring together CCWESTT members and other stakeholders from across Canada representing engineering, science, trades, technology, and mathematics for two-and-a-half jam packed days of inspiration, networking, learning, sharing best practices, collaboration and

previewing of the latest technologies and resources to support their activities. Sectors spanning academia to industry; and organizations, from provincial non-profit groups to associations will be represented at this – the largest assembly of women in SETT professions in the country! If you are interested in getting involved or sponsoring this event, please contact Eva Martinez at [atlantic@wia-canada.org](mailto:atlantic@wia-canada.org)

## Other News

### WIA-Canada Board of Directors – Open Call

We are looking to appoint new members to fill some vacancies on our Board. We are accepting applications up until 11 February 2021, 5pm ET. To be considered for the Board, you must have a WIA-Canada membership in good standing. You must embody the core values of the organization and be committed to growing and strengthening the community we serve in fulfilling our mission and objectives. To learn more, click [here](#).

### Atlantic Canada Study and Stay Mentoring Program



The [Atlantic Canada Study and Stay Mentoring Program](#) is looking for professionals currently living in Atlantic Canada to act as mentors and support international students in their last year of study to live, work, and stay in the region. A managed mentorship component is an integral part of the program, providing opportunities for students to apply their learning, build connections, and gain a deeper understanding of Atlantic Canada's workplace culture and labour market opportunities. Click [here](#) to apply.

## Stay Connected

### Are you a WIA-Canada Membership?

As a result of COVID-19, Women in Aerospace Canada has decided to level the playing field and make the 2021 Membership Rates the same across the country. While this may be seen as an unpopular decision by some, particularly as this pandemic continues to affect us and our industry in countless ways, we wish to recognize that it's not all negative. The ability to pivot to virtual events has allowed us to bridge the geographical divides that previously justified different regional pricing. Most of our events now boast national, even international, representation, thereby allowing attendees to grow their network by leaps and bounds. Although we haven't been able to meet in person, WIA-Canada remains a vibrant national organization committed to its members and the professional advancement of women in this industry. So don't delay, [join/renew](#) today!

### Check out our Website – [www.wia-canada.org](http://www.wia-canada.org)

To join our email list, send an e-mail to [leigh.kras@wia-canada.org](mailto:leigh.kras@wia-canada.org)!