

The past 12 months has been a period unlike any other for all of us. I wanted to take a moment to reflect and highlight the many accomplishments and opportunities that WIA-Canada has been able to offer over the past few months. When faced with the difficulties this year has brought us, we have demonstrated our tenacity and creativity as we continued with robust programming and quality events. However, we must also acknowledge that the past year has been stressful and challenging. I hope that our events have provided support, connectivity, and interesting and relevant content to help you cope and persevere during these difficult times.

We are pleased to report we had over 300 people register for International Women’s Day: Choose to Challenge – the first-ever global event with sister organizations Europe and the USA. In February Kathleen Redmond spoke about the Authentic Self and last month Catalyst Canada offered a webinar on Unconscious Bias.

Despite the current environment, WIA has had a significant amount of corporate member engagement and support throughout the year – and we are so incredibly grateful. We want to acknowledge and thank MHI, Collins Aerospace, Safran, Stella North America and Ultra.

Lastly, I wanted to take a moment to thank each of you for your continued support during these tumultuous times, especially in our efforts to transition what would normally be in-person events to virtual. A bonus of this new virtual space is the opportunity to bring all of us together no matter where in the world you are. We look forward to eventually returning to in-person events while incorporating virtual participation for an enhanced experience.

**Val Wilson, President WIA-Canada**

**Recent Events**

**WIA Quebec Lunch and Learn**



Despite the pandemic, WIA Québec continues its mission of providing regular events for all, in the aerospace industry. With sponsorship from Heroux Devtek and the collaboration of Innovsa and PB dimension RH, we proudly hosted a virtual Lunch and Learn February 24, 2021.

The mandate was to provide a toolbox to manage our new virtual routine due to the pandemic. Mission accomplished with an excellent presentation of the available technologies to facilitate our new working environment and how to better manage the stress related to the confinement and the pandemic. Special thanks to Sophie Marin, Innovsa and Paméla Bérubé, PB Dimension RH for their energetic contributions to this event.

**Becoming Your Authentic Self at Work**

On Thursday 25 February 2021 **Kathleen Redmond**, an award winning certified Executive Coach and leadership training expert, talked to WIA-Canada about the importance of integrity and courage as key elements for success in the workplace.



Kathleen talked about authenticity and how certain tools and behaviours can transform your workplace to a Character Culture. Kathleen’s three key takeaways include:

- leading people is one of the most challenging aspects of the workplace
- coaching is a powerful and important leadership skill for every leader to tap the potential of their team members, and
- the current situation has broken boundaries between work and home and requires a new focus for leaders – starting with taking care of yourself.

Special thanks to:



**International Women’s Day 2021**



On Monday March 8, 2021, Women in Aerospace Canada joined forces with Women in Aerospace Europe and Women in Aerospace (USA) to celebrate International Women’s Day. With participants from 15 different countries across 14 different time zones, the virtual event was truly an international celebration. Three speakers, each representing a WIA region, came together to highlight their careers and their accomplishments, while inspiring those in attendance to **#ChooseToChallenge** because a challenged world is an alert world and from challenge comes change. These included **Nancy Barber** (former Chief Operating Officer at Bombardier Aviation), **Pamela Melroy** (retired Colonel, United States Air Force), and **Simonetta di Pippo** (Director of the United Nations Office for Outer Space Operations) whose stories and personal experiences were an inspiration, exemplifying the kind of success that we envision for ourselves as women working in aerospace.

**Catalyst Canada – Unconscious Bias to inclusive Leadership**



[Catalyst Canada](#) is a leading not profit working to build inclusive workplaces that work for women an where all individuals can thrive. Wit support from the

RBC Foundation, Catalyst provided a free webinar on Wednesday April 14 on **Unconscious Bias to Inclusive Leadership**. The workshop provided invaluable insight into how unconscious bias manifests itself personally, interpersonally and at an organizational level.

The many participants were expertly guided on how to conduct a deep-dive into how biases present themselves in different environments, and then learn and practice behaviors that will mitigate and interrupt those biases.

### Advancing Women in Aerospace Leadership Training



Congratulations to the successful graduates of the **Advancing Women in Aerospace Leadership Certificate Training Program!**

We are thrilled to announce the addition of 27 alumnae to the roster for the completion of Part 1. The four modules covered in this highly engaging and interactive program included Brand Yourself, Positively Confident, Developing Leadership Presence, and Handling Challenging Situations.

WIA-Canada and Evoke Consulting will be offering Part 2 to these graduates with modules that include Navigating the Political Landscape, Growing Your Network, Building Strategic Relationships, and Adapting to Change. Keep an eye out for a repeat offering of Part 1 in Fall 2021.

### Upcoming Events

#### Catalyst Canada – Inclusive Communication



Catalyst Canada, with funding from RBC Foundation, will be offering WIA-Canada another virtual workshop on Wednesday May 12. This month's topic is **Inclusive Communication** and is aimed at creating more awareness around the barriers that women face in the workplace and society, and how organizations can work to be more inclusive to all. There's still time to register for this free event [here](#).

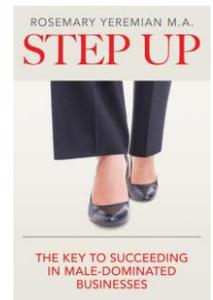
### Virtual Golf Clinic



Join us on Wednesday May 26 at 11am Eastern for a complimentary Zoom golf clinic by Ladies' Head Golf Professional Jaime Steedman. You'll need your putter, a wedge of any type, a golf ball, a coin, a towel, and a yoga or putting matt. This is a great opportunity to boost your physical and mental health! Click [here](#) to register!

### Book Launch – Step Up!

Congratulations to WIA-Canada Director **Rosemary Yeremian** on the release of her first book – **Step Up: The Key to Succeeding in Male-Dominated Businesses!** To celebrate this tremendous achievement, WIA-Canada will be hosting a book launch in the coming months so keep an eye out for details. Order yours [here](#).



### Annual General Meeting



WIA-Canada will be required to host an Annual General Meeting this year. We plan to combine the formality with a fun social virtual activity. We hope you'll join us

### 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

#### Ontario Aerospace Council – 2021 Scholarships

The Ontario Aerospace Council is pleased to be able to offer FOUR scholarships for the 2021 – 2022 Academic Year for students going into or currently enrolled in an aerospace studies program at a post-secondary institution (college or university) in Ontario. The value of each scholarship is \$2,500.00 CAD. Application deadline is July 10, 2021. Click [here](#) for more details.

### Stay Connected

#### Are you a WIA-Canada Member?

If you aren't already a member of WIA-Canada, 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)!