

## **Women in Leadership Committee 2023-2024 Annual Report**

**From:** Andie Shaffer – Co-Chair – Ernest Morrow  
Sana Waseem – Co-Chair – Dr Gordon Higgins  
Allyson Heggie – Mount View  
Heather Sigurdson - Glenbrook  
Meagan Lundgren - Belfast  
Stephanie Quesnel – Royal Oak  
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Tasha Roa Yaremkowycz - University  
Janet Strilchuk – Executive Committee Rep  
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By the end of June 2024, the Women in Leadership committee will have completed its fourth year. This year, the committee focused on expanding on the networking events that we began the year before. We were able to provide a quick orientation to new members and proceed with this important work.

### **Women in Leadership Networking Events**

We organized three networking events this year:

The first event involved CBE System Principal Judith Hadden (who was present at our networking event the previous year) expanding on the idea of lifting women up. Attendees really liked this event and survey results largely indicated that more networking events like this were needed.

Our second event involved Dr Lisa Everitt presenting (on behalf of our original presenter, Dr Elissa Corsi, who became ill) on the idea of the glass ceiling and the challenges faced by women in the workplace. Again, our survey from this event indicated by and large, that attendees wanted more opportunities to meet with like-minded individuals and talk about the challenges women face in their teaching careers.

Our third and final event involved Dr Lisa Everitt running an event (sponsored by and in collaboration with our Local 38 PD Committee) that incorporated plenty of table talk surrounding six key questions about female teachers and female leaders in the workplace. This event allowed greater participation and interaction between participants and allowed for valuable and meaningful dialogues at the tables.

Overall, the three events were extremely well received and our recommendation for next year is that events such as these continue. We also recommend expanding out of the same format and trying other formats (ie locations other than a hotel, paint nights, socials, walks, movies, etc) to create more ways for women to come together to collaborate and engage in meaningful dialogue.

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## Collaboration with other Local Women in Leadership Committees

We found ways to collaborate with Local 55's Women in Leadership Committee this year. We invited them to some of our events and they invited us to some of theirs. As a result, Local 38 members had the opportunity to attend a meaningful presentation by Dr Gail Ann Wilson. Attendees really enjoyed this event and came out of it feeling inspired and motivated. We were also informally invited to an event that was helped by the Rocky View Women In Leadership Committee where they played the documentary "Miss Representation" at the Cochrane Movie House followed by meaningful discussion points afterwards.

Overall, we recommend continuing to collaborate with other locals next year as it allows for greater participation and engagement as well as the opportunity for women to build wider reaching networks.

## Women in Leadership Summit

This year, our committee sent several members to the Provincial ATA's Women in Leadership Summit at Barnett House in Edmonton. We even had two of our members presenting at the Summit! Allyson Heggie presented on being a Fearless (Female) Leader and Sana Waseem presented on Meaningful Relationships in Leadership. Participants had the opportunity to network with others in the province and to learn what is going on at the provincial level. The event also allowed participants to hear from reputable keynotes such as Dr Shimi Kang.

## Book Study:

The committee participated in a book study with conversations and reflections throughout the year with *Invisible Women: Data Bias in a World Designed for Men*, by Criado Perez. This book describes the lack of data on women, and how this affects the daily lives of women from driving to healthcare. It was a very interesting read with many key takeaways for committee members.

## Next Steps for the 2024/2025 School Year:

- With four new members joining the WIL committee, it will be essential to provide information that is pertinent to the work that the committee has been focusing on.
- Continue to host Women in Leadership networking events.
- Continue to collaborate with other locals.
- Collaborate with the provincial Women in Leadership committee through out-going co-chair Sana Waseem who is now on the provincial committee.
- Look into the possibility of a mentorship program for leaders and aspiring leaders.
- Continue to find PD to strengthen the skills and knowledge of our committee members and the work they do to serve our local.

Respectfully submitted,

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Sana Waseem, Co-Chair  
Women in Leadership Committee

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