

# Women-in-Leadership Committee 2022-2023 Annual Report

## From:

Sana Waseem, Co-Chair - Dr. Gordon Higgins School  
Andie Shaffer, Co-chair - Ernest Morrow School  
Tamara McEachern - Specialist  
Katrina Watson - Rideau Park School  
Nedra Dreyer - Jennie Elliot School  
Alexandria Michael - Thorncliffe Elementary  
Linda Doyle - Catherine Nichol Gunn Elementary  
Heather Sigurdson – Glenbrook School  
Taelor Nixon - Glamorgan School  
Kathy Hoehn - District Representative  
Stephani Clements - Local 38 President



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At the end of June, the Women-in-Leadership committee will have completed its third year. The committee chose to focus on digging into the survey (2020/2021 school year) and creating some actionable steps and plans for the 2022/23 year and into the 2023/24 year.

This third year began with a significant number of new members, including the co-chairs Andie Shaffer and Sana Waseem. The committee also welcomed Nedra Dreyer, Heather Sigurdson, Taelor Nixon, and Tamara McEachern. With the number of new members coming in, our initial focus was to familiarize ourselves with the previous work that the committee had focused on and what their next steps may be.

## Women in Leadership Survey and Networking

Knowing there was much work to be done, we set about familiarizing the new members with what previous work and focus had been done. Much of the discussion and reflections were delving into the survey results and mapping out what direction we wanted to take with the information. Initially, the group was exploring the possibility of further small group work with members from Local 38. There was some dialogue around delving into some of the issues that came from the survey results by having small focus groups that would model themselves like Indigenous sharing groups. As the group began looking at possible dates, it appeared that the times they were considering were already blocked off for other events. While this initially proved to be a barrier, it allowed for the committee to pivot and consider other options.

Out of our alternate considerations, we focussed on providing networking opportunities for women in leadership and aspiring leaders as this was a recurring theme in the survey's responses. We collaborated with the PD committee to hold a networking event, bringing in Dr. Lisa Everitt as a speaker, and providing attendees the opportunity to gather and discuss important issues for women in leadership while creating meaningful connections with each other. The committee created guiding questions participants would use to support the presentation by Dr. Everitt. The presentations and driving questions facilitated rich conversations and opportunities for educators from Local 38 to connect around the pressing issues connected to leadership roles for women. The event was highly successful and attendees from all teaching backgrounds and assignments within the Calgary Board of Education ranging from teachers to specialists and from

administrators to system leaders. From the feedback collected from this event, it was evident that attendees not only enjoyed and benefitted from this event, but also wanted to see more similar events moving forward. As a result, we plan to organize more networking events in the 2023/2024 school year.

## **The Art of Leadership Conference**

To enhance our knowledge and skills as a committee, a number of the committee members will be attending "The Art of Leadership" Conference that will be held on Wednesday June 7<sup>th</sup>, 2023, at the Calgary Telus Convention Centre.

This conference is intended to respond to fundamental changes in our evolving landscape and will feature prominent women speakers from all over the world, including Lisa LaFlamme, Dr. Hayley Wickenheiser, Ritu Bhasin, Fotini Iconomopoulos, and Dr. Shimi Kang. These speakers will be providing new ways of thinking, essential networking, meaningful connections, and knowledge to help women leaders flourish in their careers. Attendees will leave this conference feeling fully equipped with the relevant tools and techniques that are directly related and applicable to any leadership role.

## **Book Study:**

The committee also participated in a book study with conversations and reflections throughout the year with *Burnout, the Secret to Unlocking the Stress Cycle* by Emily Nagoski PhD and Amelia Nagoski, DMA.

## **Next Steps for the 2023/2024 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. Our committee shifted our first start time from the end of September to the end of August knowing that the four new members will need to have the opportunity to familiarize themselves with the work so they can feel some agency in the process and decisions.
- Continue to host Women in Leadership networking events.
- 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.

2/2