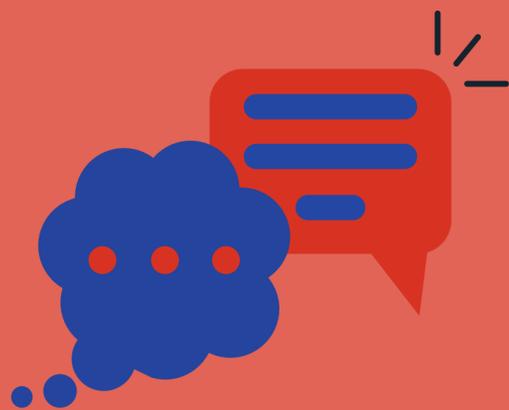


# ASK ME ANYTHING



SIKH HERITAGE MONTH

A COURAGEOUS  
CONVERSATION ON SIKH  
HERITAGE



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WEDNESDAY, APRIL 20, 2022 AT 1PM EST  
FEATURING: CAPTAIN SARABJOT ANAND, JODI  
RAI AND IMAAN SANDHU

Canada 

# ASK ME ANYTHING (AMA) RESOURCE GUIDE



## NOTE FROM OUR TEAM

**Thank you for participating in the [April Ask Me Anything \(AMA\): Sikh Heritage Month](#). We are excited that you joined us for this event! An extensive list of resources has been collected and curated, that we believe will be helpful for our colleagues however, it is not an exhaustive list. We recognize that not every resource will be valuable to every reader, however, we hope that helpful and interesting resources can be found within our guide.**

**In collaboration, The AMA Team  
[DiversityandInclusion-Diversiteetinclusion@forces.gc.ca](mailto:DiversityandInclusion-Diversiteetinclusion@forces.gc.ca)**

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## EVENT DESCRIPTION

April is Sikh Heritage Month in Canada, an opportunity to celebrating Sikh culture and heritage and facilitating the connection between the community and Sikhi, as well as the past and present contributions of Sikhs in building a better, more inclusive Canada.

We are thrilled to invite three outstanding public servants to the Ask Me Anything stage who will share with us their stories and reflections, demonstrating personal, generational and community strengths and discussing the strong roots that compel Sikhs' efforts to advance inclusion, justice and equality.



## **Imaan Sandhu, Policy Analyst, Financial Sector Policy Branch, Department of Finance Canada**

Imaan Sandhu is a Policy Analyst in the Financial Sector Policy Branch at the Department of Finance. Imaan has several years of experience in the federal public service, including at Treasury Board Secretariat, as a Trade and Economic Policy Intern at the Embassy of Canada in Washington, DC, and a Page in the House of Commons. She holds an MPhil in International Relations and Politics from the University of Cambridge (2017), and a Bachelors in Public Affairs and Policy Management from Carleton University, where she was awarded the President's medal for outstanding academic achievement. Imaan also completed a year exchange at Sciences Po, Paris.

Imaan is a second-generation Sikh Canadian. She was born in Toronto, but her family roots are from the Sikh community in British Columbia. Imaan considers Sikh philosophy as having equipped her with the values of community service, social justice, and equity and fairness. In this regard, she is active in a number of local initiatives, including volunteering with Syrian refugee children and mentoring new Canadian youth.

# PANELISTS



## **Jodi Rai, Canada's Free Agents**

Jodi is a mom, social justice advocate, Free Agent and founder of heyHUMANTIS, a Human Connections strategy, training, and coaching social venture. She is on a mission to bring humanity into our workplaces and communities and does this by elevating people and cultivating intentional living. Jodi has a 'keeping-it-real' and caring approach drawing on legislation, jurisprudence, behavioural theories, organizational behaviour research, neuroscience, and systems thinking. She also has created and works with an 'elevating human potential' framework, called Intentionification, to co-create happy individuals and teams.



Her superpowers are flexibility, empathy, strategic thinking, solid interpersonal skills and communication skills. Jodi's qualifications include a Masters in Organizational Leadership and a Bachelors of Commerce in Industrial Relations Management, certifications in coaching, instructional design, facilitating dialogue, emotional intelligence, personality profiles, and Mental Health First Aid, extensive experience (over 19 years) in HR within the Canadian Federal Public Service across three departments, working and volunteering in the not-for-profit sector, and management consulting as a Free Agent with Canada's Free Agents for over three years.

# PANELISTS



## **Captain Sarabjot Anand, RCAF C2IS Systems Design Engineer, Aerospace Equipment Program Management (Radar and Communication Systems), Canadian Armed Forces**

Captain Sarabjot Anand is a Communications and Electronics Engineering (CELE) officer currently posted to DAEPM(R&CS) as a Systems Design Engineer. He graduated RMCC Kingston in 2015 with a BSc in Computer Science. Within the RCAF, he has been posted to 8 Wing as a Communication and Information Systems (CIS) Flight Troop Commander and was responsible for 8 Wing IT projects, support to classified networks and deployed communications support. In 2018, he deployed to Air Task Force (ATF) Romania as the A6 (senior communications officer to the commander) under Op REASSURANCE. He is also the Diversity and Inclusion (D&I) advisor to BGen Rodgers (DGAEPM). On his own time, he is helping develop new gas masks extensions for CAF members to accommodate beards, turbans, and hijabs to make CAF more inclusive.

# MEET OUR CO-HOST



## **Amnit Litt, Policy Analyst, Tax Policy Branch, Department of Finance Canada**

Amnit has been a Policy Analyst in the Tax Policy Branch at the Department of Finance since 2019. Prior to joining the federal public service, she held roles in research and evaluation, policy, and advising at Simon Fraser University (SFU), the Asia Pacific Foundation of Canada, and Vantage Point.

Amnit holds a Bachelor of Arts Honours in Economics from SFU, where she was awarded the Gordon Shrum Gold Medal for service to the university community and academic excellence. She went on to graduate from the London School

of Economics and Political Science with a Master of Science in Economics in 2017.

Amnit is passionate about the power of data and research in designing policy that improves the quality of life for Canadians. More recently, she has been an active member of the Department of Finance's Anti-Racism Committee where she contributes to initiatives that address systemic racism in the workplace.

Born and raised on the west coast, Amnit has fond memories growing up in the vibrant and diverse communities of Delta and Surrey. As a child of immigrants and a second generation Punjabi Sikh Canadian, she carries with her values of community service, inclusion and equity, and respect and compassion for people from all walks of life. When she is not immersed in data analysis and coding, Amnit enjoys hiking with friends, traveling, and going on photo walks.

# MEET OUR HOST



## **Seema Chowdhury, Civilian Advisor, Anti-Racism Secretariat, National Defence**

Seema Chowdhury is a Civilian Advisor with the Anti-Racism Secretariat under the newly created Chief Professional Conduct and Culture organization. She has been with the department of National Defence for over 15 years, and has significant experience in the Equity, Diversity and Inclusion space including HR Planning and Programs. Seema is a strong advocate for promoting open dialogue and conversation, and turning them into meaningful action in advancing equity and inclusion within the Defence Team.

### **Mission - Ask Me Anything Series**

We recognize that individuals are composed of a multitude of layers that make us who we are. We do not fit easily in one box or another and we can't be neatly counted. We represent the mosaic of Canada.

It is important that we find value in each other's experiences, differences and unique characteristics. When we build our cultural competencies, we are able to work better together in our teams and respond to each other with relevance, empathy and compassion. By celebrating and sharing our authentic selves, we gain greater appreciation of each other and the diversity that surrounds us.

We know through diversity, workplaces and communities are stronger, more successful and resilient. And most important, it creates spaces of inclusion and fosters a workplace of belonging where people feel valued.



## #AMACHALLENGE

We encourage others to have courageous conversations with their peers. Use the monthly “Ask Me Anything” sessions as an opportunity to have brave conversations in your workplaces with your teams.

## HERE'S WHAT TO DO:

- Invite your leaders and colleagues in your organization to an “Ask Me Anything” watch party, tune in live and watch the session together. Make sure it's in their calendars.
- Before the watch party, book an “After the AMA – Team Session” with your current team for the day after an event for 30-60mins. Share the resource guide and have these questions for discussion.

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## AFTER THE AMA – TEAM SESSION DISCUSSION QUESTIONS

1. What was my main takeaway – expand and share an amazing quote, story or moment
2. What made me uncomfortable/ what was one of my blindspots?
3. What is an example of a systemic discrimination that I am aware of in my life?
4. What am I not going to do anymore?
5. How can I use my voice/ influence – both overtly/covertly
6. Where am I going to dig in and learn more?
7. How will I continue this conversation?

It is important that we find value in the experiences, the unique characteristics of each other. When we develop our cultural competence, we are able to work better together within our teams and respond to each other with relevant empathy and compassion. By celebrating and sharing our authentic selves, we gain a greater appreciation for each other and the diversity that surrounds us.

## SUPPORT

Remember, **support is available for you and your family when you need it.** Some of the discussions, at the AMA, or the content shared may bring forward past trauma or uncomfortable feelings; please seek professional help if this is the case.

**Employee Assistance Program** (for Federal Government employees) - [Canada.ca](https://www.canada.ca)  
Toll-free: 1-800-268-7708 TTY (for people with hearing impairments): 1-800-567-5803

**The Canada Suicide Prevention Service** - Connect with a responder now by calling our toll-free number 1-833-456-4566.



**If in crisis visit your local emergency department, general hospitals or call 911**

- <https://www.dcottawa.on.ca/24-7-crisis-line/>
- Ottawa and region distress center: Distress: 613-238-3311 | Crisis: 613-722-6914 or 1-866-996-0991 | TEXT 343-306-5550 | Chat & Text 10am-11pm

Wellness Together Canada

Mental Health and Substance Abuse Support.

<https://wellnesstogether.ca> and toll free 1-866-585-0445.

## GOVERNMENT OF CANADA RESOURCES

- Buk Am Singh - The Canadian Virtual War Memorial - Veterans Affairs Canada
  - <https://www.veterans.gc.ca/eng/remembrance/memorials/canadian-virtual-war-memorial/detail/2756353>
- Notable Canadian Sikh Figures: Inspector Baltej Singh Dhillon
  - <https://www.canada.ca/en/canadian-heritage/campaigns/asian-heritage-month/noteworthy-figures.html>
- Notable Canadian Sikh Figures: The Honourable Harbance Singh (Herb) Dhaliwal
  - <https://www.canada.ca/en/canadian-heritage/campaigns/asian-heritage-month/noteworthy-figures.html>
- Notable Canadian Sikh Figures: Naranjan Singh Grewal
  - <https://www.canada.ca/en/canadian-heritage/campaigns/asian-heritage-month/noteworthy-figures.html>
- Notable Canadian Sikh Figures: Jagmeet Singh Dhaliwal
  - <https://www.canada.ca/en/canadian-heritage/campaigns/asian-heritage-month/noteworthy-figures.html>
- Notable Canadian Sikh Figures: Canadians of Sikh descent during the First World War
  - <https://www.canada.ca/en/canadian-heritage/campaigns/asian-heritage-month/noteworthy-figures.html>
- Sikh Heritage Month Act
  - [https://laws.justice.gc.ca/eng/AnnualStatutes/2019\\_5/](https://laws.justice.gc.ca/eng/AnnualStatutes/2019_5/)
- Statement by Minister Hussen on Gurburab, Guru Nanak's birthday
  - <https://www.canada.ca/en/canadian-heritage/news/2021/11/statement-by-minister-hussen-on-gurburab-guru-nanaks-birthday.html>
- Statement by Minister Chagger on Sikh Heritage Month
  - <https://www.canada.ca/en/canadian-heritage/news/2021/03/statement-by-minister-chagger-on-sikh-heritage-month.html>
- Statement by Minister Chagger for Vaisakhi
  - <https://www.canada.ca/en/canadian-heritage/news/2021/04/statement-by-minister-chagger-for-vaisakhi.htm>



## ONLINE RESOURCES

- 4 Ways to be a Better Ally to Your Sikh Colleagues and Friends
  - <https://bhasinconsulting.com/2021/04/08/4-ways-to-be-a-better-ally-to-your-sikh-colleagues-and-friends/>
- All About the Gurdwara the Worship Place of Sikhs
  - <https://www.learnreligions.com/all-about-the-sikh-gurdwara-where-sikhs-worship-2993096>
- Building An Inclusive Workplace Culture - SikhNet
  - <https://www.sikhnet.com/news/building-inclusive-workplace-culture>
- Celebrating people of the Sikh faith and their contributions to Canada
  - <https://opseu.org/news/celebrating-people-of-the-sikh-faith-and-their-contributions-to-canada/49534/>
- Celebrating the achievements of Sikh-Canadians in law enforcement
  - <https://voiceonline.com/celebrating-the-achievements-of-sikh-canadians-in-law-enforcement/>
- Century of Struggle and Success: The Sikh Canadian Experience
  - <http://www.sikhs.org/100th/>
- Sikh Heritage Museum of Canada
  - <https://shmc.ca/events-exhibitions/sikhs-in-canada>
- Sikhism: A Healthcare Workers Guide for caring for Sikh patients
  - <https://www.sikhcoalition.org/wp-content/uploads/2021/10/Sikhism-Healthcare-Guide-Electronic.pdf>
- Sikhism in Canada
  - <https://www.thecanadianencyclopedia.ca/en/article/sikhism>
- The Changing Face of Canadian Diversity
  - <https://www.sikhphilosophy.net/threads/the-changing-face-of-canadian-diversity.37848/>
- Welcome to The Sikh Encyclopedia - The Sikh Encyclopedia
  - <https://www.thesikhencyclopedia.com/>
- Sikhisme au Canada | l'Encyclopédie Canadienne
  - <https://www.thecanadianencyclopedia.ca/fr/article/sikhisme>
- World Sikh Organization of Canada (WSO)
  - <https://www.worldsikh.org/resources>



## VIDEOS

- "Sikh Heritage Museum of Canada: A Shared History" on YouTube
  - <https://youtu.be/p7lAbfuxo4l>
- Embracing Culture (Sukham Sidhu | TEDxYouth@Conejo)
  - [https://www.ted.com/talks/sukham\\_sidhu\\_embracing\\_culture?utm\\_source=tedcomshare&utm\\_medium=social&utm\\_campaign=tedsread](https://www.ted.com/talks/sukham_sidhu_embracing_culture?utm_source=tedcomshare&utm_medium=social&utm_campaign=tedsread)
- From Sikh to superfan | Nav Bhatia | TEDxToronto - YouTube
  - <https://www.youtube.com/watch?v=ZtNZd4hiSmY>
- Language Matters! Why I'm Reclaiming the Correct Pronunciation of Sikh
  - <https://ritubhasin.com/blog/correct-pronunciation-of-sikh/>
- The Sikh migrants who challenged Canadian immigration law
  - [https://youtu.be/eZyvg\\_87e6o](https://youtu.be/eZyvg_87e6o)
- Les migrants sikhs qui ont défié la loi d'immigration canadienne
  - <https://youtu.be/CWJAqxJWY1A>
- What makes you one in 7.5 billion? | Jagneet Singh | TEDxUW
  - [https://www.youtube.com/watch?v=\\_DQJ3mjoGXc](https://www.youtube.com/watch?v=_DQJ3mjoGXc)



## BOOKS

- *Becoming Canadians – Pioneer Sikhs in their Own Words* by Sarjeet Singh Jagpal
- *Empire of the Sikhs: The Life and Times of Maharaja Ranjit Singh* by Patwant Singh
- *Fauja Singh Keeps Going: The True Story of the Oldest Person to Ever Run a Marathon* by Simrat Jeet Singh
- *See No Stranger: A Memoir and Manifesto of Revolutionary Love* by Valarie Kaur
- *Sikhism* by Gurinder Singh Mann
- *Sikhism: A Very Short Introduction* by Eleanor Nesbitt
- *Sikhism: Yesterday, Today & Tomorrow* by A.S. Kalsi
- *Teach Yourself Sikhism* by W. Owen Cole
- *The Sikh Army 1799–1849* by Ian Heath
- *The Sikhs: History, Religion, and Society* by W.H. McLeod

## BOOKS FOR YOUNG ADULTS AND CHILDREN

- *A Lion's Mane* by Navjot Kaur by Jaspreet Sandhu
- *Binny's Diwali* by Thrity Umrigar
- *Brown Girl Like Me* by Jaspreet Kaur
- *Gurpreet Goes to Gurdwara: Understanding the Sikh Place of Worship* by Harman Singh Pandher Illustrated by Gurpreet Kaur Birk
- *Hair Twins* by Raakhee Mirchandani by Holly Hatam
- *Mata Khivi: The Superheroine* by Rav Kaur and Angad Singh
- *The Boy With The TopKnot* by Sathnam Sanghera and Assad Zaman
- *The Many Colors of Harpreet Singh* by Supriya Kelkar
- *Twin Adventures – Ria and Ryan Meet Tejas and Tamanna* by TK Sohal and Raman Kaur
- *What Is a Patka?* by Tajinder Kaur Kalia

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**Thank you for attending Ask Me Anything - International Women's Day: A Courageous Conversation with Women in STEM.**  
**To access all the resources visit this [folder](#).**





**Prerequisite:** Watch AMA

**Objective:** to facilitate a discussion with my work team about institutional influence and anti-racism

**Time:** 60 minutes

What was my main takeaway – expand and share an amazing quote, story or moment:

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What made me uncomfortable/ what was one of my blind spots?

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What is an example of systemic discrimination that I am aware of in my life?

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What am I not going to do anymore?

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**Prerequisite:** Watch AMA

**Objective:** to facilitate a discussion with my work team about institutional influence and anti-racism

**Time:** 60 minutes

How can I use my voice/ influence – both overtly/covertly

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Where am I going to dig in and learn more?

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How will I continue this conversation?

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What are some of the challenges unique to your identity that you face in the workplace?

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