

# ASK ME ANYTHING



## Spotlight on Co-Conspirators for Positive Change in the Federal Public Service



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**Wednesday, September 18, 2024 | 1 pm ET**  
**Featuring: Sancho Angulo, Stacey Ileleji, and**  
**Samantha Moonsammy**

# ASK ME ANYTHING (AMA) RESOURCE GUIDE



## NOTE FROM OUR TEAM

We are excited that you joined us for this event! A 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.

Visit our Wiki page for more resources and a calendar of Ask Me Anything events:

[https://wiki.gccollab.ca/Ask\\_Me\\_Anything:\\_Courageous\\_Conversation\\_on\\_Diversity,\\_Equity\\_and\\_Inclusion](https://wiki.gccollab.ca/Ask_Me_Anything:_Courageous_Conversation_on_Diversity,_Equity_and_Inclusion)

In collaboration, The AMA Team

[DiversityandInclusion-Diversiteetinclusion@forces.gc.ca](mailto:DiversityandInclusion-Diversiteetinclusion@forces.gc.ca)

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## Event Description

Join us for an engaging "Ask Me Anything" session, where we spotlight Co-Conspirators and Change Makers in Government. This event will feature a panel of visionary leaders driving culture change and fostering belonging within the federal public service.

Gain insight into the challenges and successes of creating impactful change from a diverse panel of speakers who have made significant strides in advancing workplace culture change. They will share their experiences, strategies, and lessons learned in their journeys toward making meaningful contributions.

Join us as our speakers share their sincere stories and candid reflections on the Ask Me Anything stage!

# #AMA CHALLENGE



## #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 organisation 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 immediate team for the day after the event for 30-60 minutes. 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  
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.

# RESOURCES



## **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.

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## **Government of Canada Resources**

- Promising Practices for Diversity, Equity, Inclusion, and Accessibility (DEIA)
  - [https://www.opm.gov/policy-data-oversight/diversity-equity-inclusion-and-accessibility/promising-practices-for-diversity-equity-inclusion-and-accessibility-in-the-federal-workforce.pdf?trk=public\\_post\\_comment-text](https://www.opm.gov/policy-data-oversight/diversity-equity-inclusion-and-accessibility/promising-practices-for-diversity-equity-inclusion-and-accessibility-in-the-federal-workforce.pdf?trk=public_post_comment-text)
- Wellness, inclusion and diversity in the public service
  - <https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service.html>
- Building a Diverse and Inclusive Public Service: Final Report of the Joint Union/Management Task Force on Diversity and Inclusion
  - <https://www.canada.ca/en/treasury-board-secretariat/corporate/reports/building-diverse-inclusive-public-service-final-report-joint-union-management-task-force-diversity-inclusion.html>



## Online Resources

- Interdepartmental Organizational Change Network
  - [https://wiki.gccollab.ca/Interdepartmental\\_Organizational\\_Change\\_Network/\\_R%C3%A9sea\\_u\\_interminist%C3%A9riel\\_du\\_changement\\_organisationnel](https://wiki.gccollab.ca/Interdepartmental_Organizational_Change_Network/_R%C3%A9sea_u_interminist%C3%A9riel_du_changement_organisationnel)
- Government of Canada Organizational Culture and Change
  - <https://gccollab.ca/blog/group/386/all>
- A Mindful Change Leadership
  - <https://gcxgce.sharepoint.com/teams/100095/SitePages/Home.aspx?xodata=MDV8MDJ8fDRjNzExMzY2NDBjNzQ5YjQwYjMzMDhkY2Q3ZDFiZWVkfDg0ZGY5ZTdmZTlmNjQwYWZiNDM1YWFhYWFhYWFhYWFhDF8MHw2Mzg2MjI1NDMwODQ4ODg0MzR8VW5rbm93bnxUV0ZwYkdac2IzZDhleUpXSWpvaU1DNHdMakF3TURBaUxDSIFJam9pVjJsdU16SWIMQ0pCVGIJNklrMWhhV3dpTENKWFZDSTZNbjA9fDB8fHw%3d&sdata=dWNWdGFMYVvtM0JiOXNtZVBaQzBjNXhha21wchlMHpoQjdmVEhrMVNqTT0%3d&SafelinksUrl=https%3a%2f%2fgcxgce.sharepoint.com%2fteams%2f100095%2fSitePages%2fHome.aspx>
- Culture in the public service
  - <https://www.canada.ca/en/treasury-board-secretariat/topics/proudly-serving/culture-public-service.html>
- Innovation in the public service, Initiatives to improve how we serve Canadians.
  - <https://www.canada.ca/en/government/publicservice/modernizing.html>
- GCcollab
  - [https://wiki.gccollab.ca/Main\\_Page](https://wiki.gccollab.ca/Main_Page)
- Canada School of Public Service
  - <https://www.csps-efpc.gc.ca/index-eng.aspx>
- Reconciliation Through Indigenous Education
  - <https://pdce.educ.ubc.ca/reconciliation/>
- A whole-of-government commitment to change how the federal public service works with Indigenous peoples
  - <https://www.justice.gc.ca/eng/declaration/report-rapport/2022/p3.html>

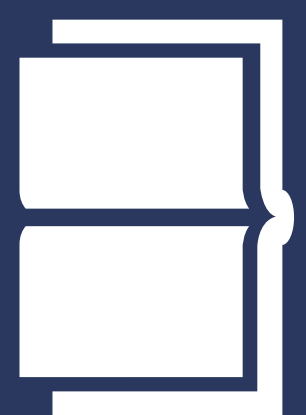


## Videos and Podcasts

- Sitting by the Fire episode 4: Indigenous Values and Teachings – A Lesson for All in Leadership
  - <https://www.csps-efpc.gc.ca/podcasts/sitting4-eng.aspx>
- Jay Miller: Leadership Begins with Culture | TED Talk
  - [https://www.ted.com/talks/jay\\_miller\\_leadership\\_begins\\_with\\_culture?subtitle=en](https://www.ted.com/talks/jay_miller_leadership_begins_with_culture?subtitle=en)
- Susan Colantuono: The career advice you probably didn't get | TED Talk
  - [https://www.ted.com/talks/susan\\_colantuono\\_the\\_career\\_advice\\_you\\_probably\\_didn\\_t\\_get?subtitle=en](https://www.ted.com/talks/susan_colantuono_the_career_advice_you_probably_didn_t_get?subtitle=en)
- Rocío Lorenzo: How diversity makes teams more innovative | TED Talk
  - [https://www.ted.com/talks/rocio\\_lorenzo\\_how\\_diversity\\_makes\\_teams\\_more\\_innovative?subtitle=en](https://www.ted.com/talks/rocio_lorenzo_how_diversity_makes_teams_more_innovative?subtitle=en)
- Jim Hemerling: 5 ways to lead in an era of constant change | TED Talk
  - [https://www.ted.com/talks/jim\\_hemerling\\_5\\_ways\\_to\\_lead\\_in\\_an\\_era\\_of\\_constant\\_change?subtitle=en](https://www.ted.com/talks/jim_hemerling_5_ways_to_lead_in_an_era_of_constant_change?subtitle=en)

## Books

- The Fearless Organization
- Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth, Amy Edmondson
- Give and Take A Revolutionary Approach to Success, Adam Grant
- Dare to Lead, Brené Brown
- The Culture Map, Erin Meyer
- Just Work, How to Root Out Bias, Prejudice, and Bullying to Build a Kick-Ass Culture of Inclusivity, Kim Scott
- Creating Space: My Life and Work in Indigenous Education: Verna Kirkness



**Prerequisite:** [Watch AMA](#)

**Objective:** to facilitate a discussion with my work team about Co-Conspirators for Positive Change

**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?

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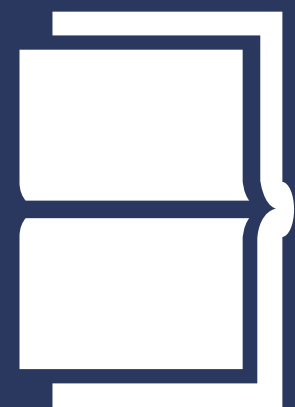
What am I not going to do anymore?

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**Prerequisite:** [Watch AMA](#)

**Objective:** to facilitate a discussion with my work team about Co-Conspirators for Positive Change

**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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# PANELLISTS



## **Sancho Angulo, Advisor, Privacy and Data Governance, Office of the Chief Human Resources Officer, Treasury Board of Canada Secretariat**

Sancho Angulo is an autistic Filipino-Canadian public servant, neurodiversity advocate, and public speaker. At 13, Sancho was diagnosed with Asperger's syndrome, now a part of autism spectrum disorder (ASD) and draws from his personal journey to propel his advocacy and public speaking on embracing neurodiversity in the workplace.

Sancho currently works as an Advisor, Privacy and Data Governance with the Office of the Chief Human Resources Officer at the Treasury Board of Canada Secretariat. He is the Co-Chair and founder of [Infinity – The Network for Neurodivergent Public Servants](#), the Government of Canada's interdepartmental network focused on connecting and advancing neurodivergent employees across Canada's federal public service. Having grown to more than 1,600 members across 80 federal institutions, Infinity is the largest government-wide neurodiversity network in the G7. For his efforts, Sancho was named by Future of Good as one of its [2024 Young Impact Leaders – 30 Changemakers to Watch For](#).

An accredited privacy professional with Certified Information Privacy Professional/Canada (CIPP/C) and Certified Information Privacy Manager (CIPM) credentials from the International Association of Privacy Professionals (IAPP), Sancho currently serves as a Co-Chair of the IAPP KnowledgeNet chapter in Ottawa.

Sancho holds a Master of Public Policy and Administration (MPPA) and a Bachelor of Public Affairs and Policy Management (BPAPM), specializing in Communication Technologies and Regulation, both from Carleton University.

# PANELLISTS



## **Stacey Ileleji, Change Management Specialist, Treasury Board of Canada Secretariat, Office of the Chief Human Resources**

Stacey Ileleji is a Change Management Specialist at the Treasury Board of Canada Secretariat, Office of the Chief Human Resources Officer. She developed the change management infrastructure that supported over 60 federal public service organizations in implementing an enterprise-wide classification conversion, modernizing two occupational groups. In addition to co-chairing the Interdepartmental Organizational Change Network (IOCN), the public service's Change Management Community of Practice, Stacey also co-chairs the Human Resources Council's (HRC) Community Engagement Hub in collaboration with the HRC's Executive Director.

Stacey's passion for her work is supported by a Master's degree in Organizational Leadership from Adler University in Chicago and a Bachelor of Commerce degree with Honours from Carleton University, specializing in economics, strategic human resources management, and organization development. She also holds a certification in Change Management from ProSci.

Her expertise has led to invitations to speak at GovConnex, Policy Ignite, and multiple InfoNex conferences on HR Data Analytics and Change Management.

Outside of her professional achievements, Stacey is an avid music lover, singer-songwriter, and performer. She enjoys travelling with her husband and two children.

# PANELLISTS



## **Samantha Moonsammy, Section Head Lead Advisor for Diversity and Inclusion, Materiel Group, Department of National Defence**

Samantha has spent over 20 years in the public service working in numerous communications, outreach and engagement initiatives that focus on the people side of business. But Samantha is much more than that. Her layers include being a woman, mother, partner, daughter, sister, community builder and immigrant.

As an Indo-Caribbean Canadian, she was born in Guyana, South America and immigrated to Canada as a toddler. From a young age, dating back to elementary school to the present, Samantha has been a leader in diversity, inclusion and equity, always helping to amplify the voice of others and create sustainable change in organizations to build deeper respect and understanding for all humans. Samantha lives in the Ottawa area and spent some time in Toronto and Barbados during her Master's degree in Communications and Culture. She is a passionate world traveller who has worked and studied in India, China, France and the Caribbean. Her daily mantra: Be the change you wish to see in the world.



## **Ryan Dawodharry, A/Deputy Director and Senior Counsel, National Litigation Sector, Department of Justice**

After two summers in a private firm in downtown Vancouver, Ryan articulated at Justice Canada in 2013. He began his career as counsel in the Public Safety Defence and Immigration portfolio before moving to the Criminal Law and International Assistance (CLIA) group in 2016.

Ryan's practice within CLIA focuses on extradition, mutual legal assistance and criminal law. He also serves as BC Regional Office's Notice of Constitutional Question coordinator on criminal matters.

Ryan co-founded the BCRO's Mental Health and Physical Wellness Committee and was one of the first chairs of the BCRO's Diversity and Inclusion Action Committee. Ryan recently completed a three-year term as a chair of the Advisory Committee for Racialized persons at Justice. He also serves as a member of the Mental Health and Strategic Advisory Group, the National Litigation Sector's EDI Steering Committee, the Racialized Employee Chairs and Champions Steering Committee, and the national Canadian Bar Association (CBA) Equality Subcommittee. Ryan recently received an award from the Deputy Minister of Justice for his leadership in Equity, Diversity and Inclusion.

Ryan's career at Justice has been shaped and supported by the great colleagues, mentors and managers who've been a part of his journey. Following that example, Ryan serves as a mentor to new lawyers and principal to articulated students at Justice.

Outside of work, Ryan also mentors law students through the CBA and he is working towards completing UBC's Anti-Racism certificate program by the end of this year. Ryan is a second generation Canadian with Kashmiri and Mauritian ancestry. He has been unsuccessful at convincing Justice to open a beach front office in Mauritius.



## **Jasmine Swadia, Executive Assistant, Correctional Services Canada**

Jasmine Swadia, of Kingston, Ontario, is a dedicated professional with over eight years of experience in public safety, operations, and program management. Known for her innovative approach to her work, Jasmine thrives on challenges and excels in maximizing team productivity and cohesion.

Fluent in multiple languages, Jasmine possesses exceptional communication skills that enable her to engage effectively with diverse stakeholders. She holds a Master's degree in Criminology and Social Justice from Ryerson University and a Bachelor's in

Criminal Justice and Law from the University of Guelph-Humber, where she received multiple honors throughout her academic journey.

Currently, Jasmine works for Correctional Service Canada as an Executive Assistant at Grand Valley Institution, collaborating closely with the Senior Management team. Her previous roles within the organization have included serving as a Project Officer for Citizen Engagement and Ethnocultural Services, Policy and Information Sharing Specialist, Victim Services Officer, and Parole Officer. She has worked in Community Parole Offices, Regional and National Headquarters, and in many multilevel security prisons across Ontario, showcasing her deep understanding of complex issues in her field.

Jasmine is passionate about Equity, Diversity, and Inclusion (EDI) and focuses on applying a Gender-Based Analysis (GBA) lens to her work. Beyond her professional endeavors, she volunteers as a Mentoring Case Worker at Youth Diversion, where she supports vulnerable youth through restorative justice techniques. Her versatile experience also includes roles in the financial sector, highlighting her adaptability across industries. Jasmine Swadia's career is a testament to her dedication, expertise, and unwavering commitment to making a positive impact in her community and advancing her field.