



Pêches et Océans  
Canada

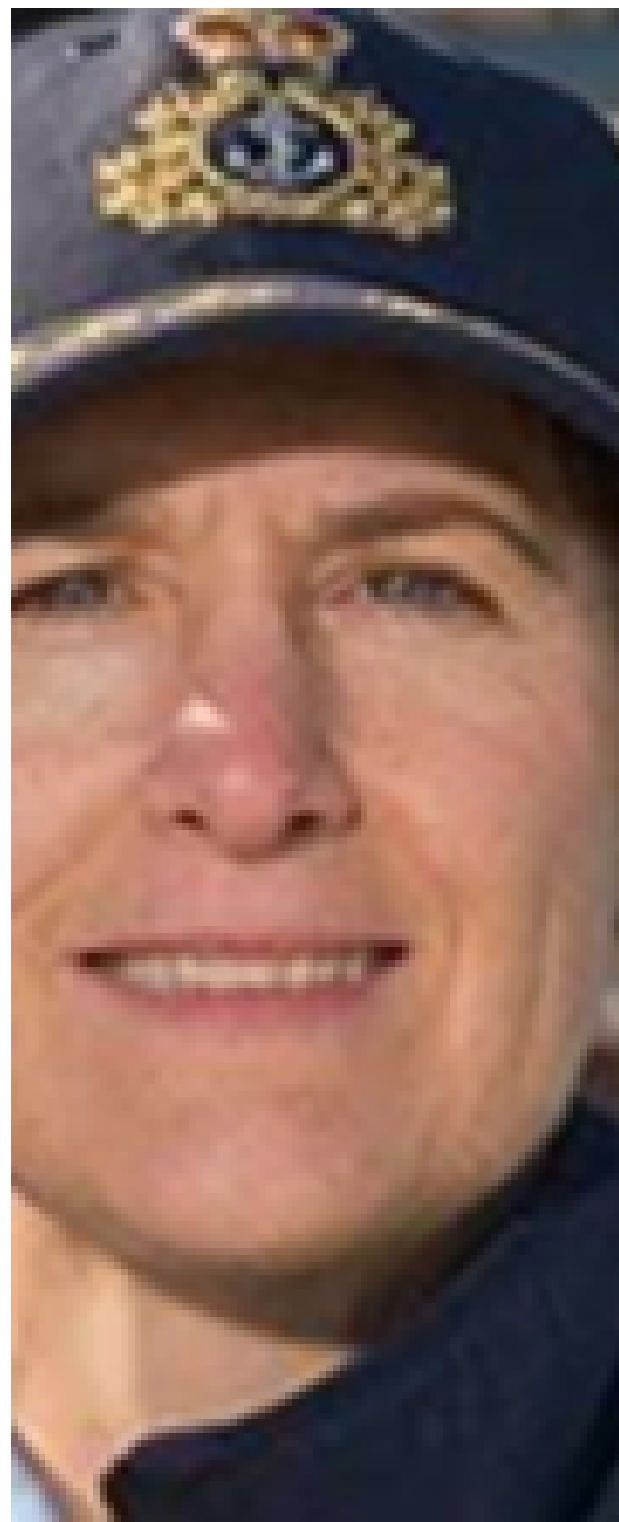
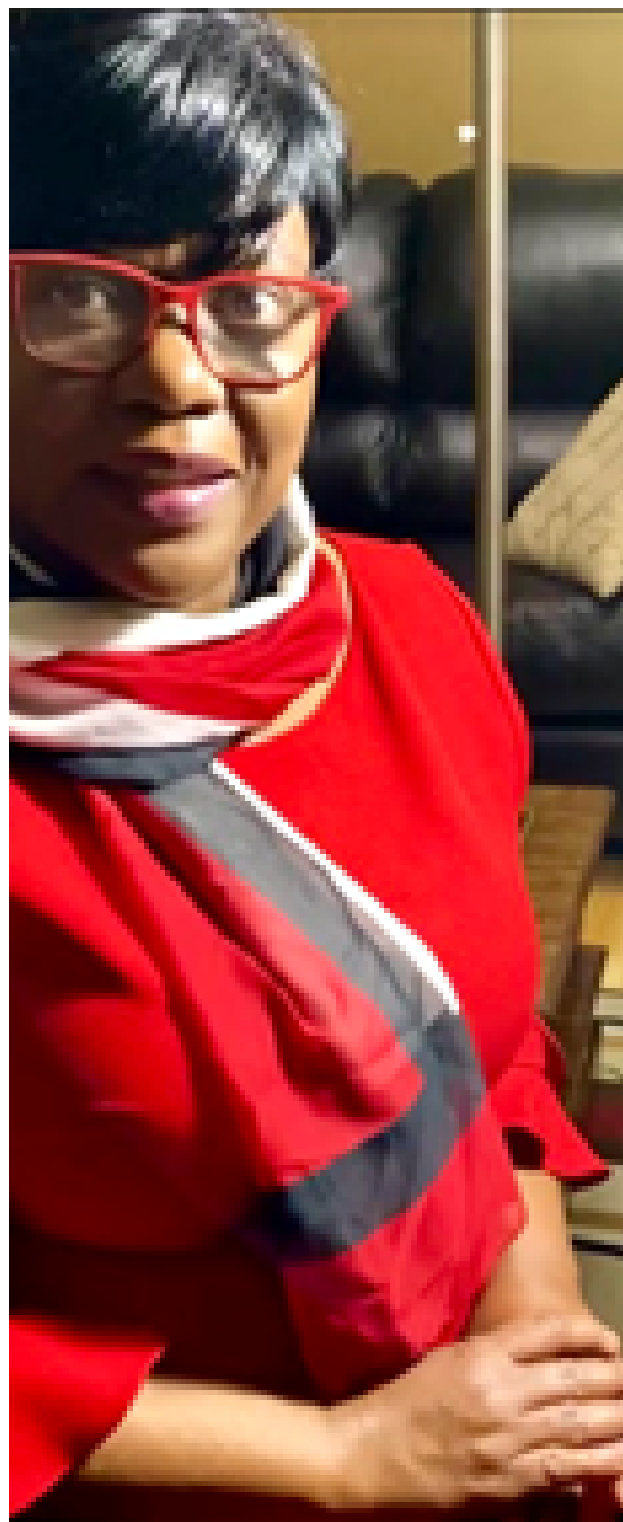
Garde côtière  
canadienne

Fisheries and Oceans  
Canada

Canadian  
Coast Guard

# ASK ME ANYTHING

A COURAGEOUS CONVERSATION ON WOMEN'S HISTORY  
MONTH: BUILDING RESILIENCY



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WEDNESDAY OCTOBER 20, 2021 AT 2:00 EST  
PANELISTS: SANDRA GRIFFITH BONAPARTE,  
CAPT JOANNE MCNISH, WINNIE MAN YIN PANG

Canada 

# ASK ME ANYTHING

## Event description

October is Women's History Month in Canada, a time to celebrate the women and girls from our past, and our present, who are contributing to 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 courageous stories of resiliency and gender bias; especially in the current context of the COVID-19 pandemic. We will learn more about their efforts to advance inclusion and reconciliation, through their work and commitment to make our country a better place.

Ask Me Anything is now on GC Collab! Click [HERE](#) to join the group. Access past recordings of AMAs on [YouTube](#). For questions please contact [DiversityandInclusion-Diversiteetinclusion@forces.gc.ca](mailto:DiversityandInclusion-Diversiteetinclusion@forces.gc.ca)

## Our panelists

**Sandra Griffith Bonaparte**- President of Union of National Defence Employees (UNDE) Local 70607, Department of National Defence

Sandra Griffith Bonaparte joined the Public services in October 2001. National Defence hired her as an indeterminate employee at an entry position. However, it wasn't long after joining the public service that Sandra and another employee (who happened to be racially visible) felt the bitter blow of harassment from their supervisor. Sandra reached out to several union activists who told her to bite the bullet until her probation expired.

During that time, Sandra attended the PSAC Racially Visible Action Committee for support. This process helped her cope with different workplace issues such as harassment and discrimination in all its forms. When this battle was over, Sandra vowed that she would dedicate her life to helping employees, promoting and campaigning for their rights in the workplace.

For the past 19 years, Sandra has been fervently representing and defending employees in the workplace. She represents employees at grievance hearings, human rights issues and even attends human rights hearings as a form of representation with the HR Commission and other committees.

Sandra served in various roles in her union. She has been the vice-chair for the Racially Visible Action Committee from 2002-2003 and the co-chair of RVAC from 2004- 2006. She has also been the president of Union of National Defence Employees (UNDE) Local 70607 from 2007 to the present, and the Human Rights Coordinator for the National Capital Region from 2009 to present. Sandra has a passion for fighting against injustices in her workplace, community and society at large.

Sandra has a BA in Sociology and a BA Honours in Anthropology from Carleton University and Masters of Arts in Public Ethics from the University of Ottawa and St. Paul University in Ottawa. Sandra believes that authentic leadership helps to elevate others. Sandra has a strong interest in grassroots activism and political action. She is committed to breaking down barriers, smashing the glass ceiling, building a more inclusive and equitable labour movement, and raising employment standards for all workers. Sandra owns and operates SGBVoice, where she teaches the art of singing to many students.

# ASK ME ANYTHING

## Our panelists (continued).

**Captain Joanne McNish** - Outgoing Senior Director, Western Region's Fleet, Canadian Coast Guard

Captain Joanne McNish has been a leader in marine navigation for over 30 years. As a result of her hard work, dedication to the marine field, and tenacity, she has risen within the Canadian Coast Guard to Senior Director for the Western Region's Fleet. Since her graduation from the CCG College in 1985, Joanne has sailed on almost every vessel in the Coast Guard fleet in Western Region and obtained her certification at the Master Mariner level. Captain McNish has been Commanding Officer of many CCG vessels including John P Tully, Provo Wallis, Gordon Reid, as well as the Tanu. Joanne spent some time with the Transportation Safety Board as a Senior Inspector before returning to her command position aboard the Provo Wallis. As Senior Director Fleet in Western Region, she is a trusted, dedicated leader both at the Regional Management Board as well as Coast Guard's National Operations Executive Board. Joanne has been a stalwart supporter and leader for the training of the seagoing community at large, and organized Coast Guard's first Seagoing Women's Symposium to highlight the challenges as well as promote networks for women in non-traditional marine roles throughout the organization.

**Winnie Man Yin Pang** - Director General of the Multiculturalism and Anti-Racism Branch, Canadian Heritage

Winnie Man Yin Pang began her Public Service over 20 years ago with the Health Portfolio (Canadian Institutes of Health Research, Health Canada followed by Public Health Agency of Canada) where she contributed to Canada's bilateral and multilateral collaborations in health.

In 2016, Winnie joined Women and Gender Equality Canada (WAGE) as Chief of Staff to the Deputy Minister, before taking on the role of Director General of the Corporate Secretariat and Corporate Secretary in 2020. During her time with WAGE, Winnie also served as the Executive Champion for WAGE's Diversity and Inclusion Committee and led efforts to establish a culture of inclusiveness that values diversity, and helped develop initiatives to combat racism and address systemic barriers within the Department.

In June 2021, Winnie joined Canadian Heritage as the Director General of the Multiculturalism and Anti-Racism Branch, leading a fantastic team delivering a wide variety of engagement activities, policy and programs, including Canada's Anti-Racism Strategy.

Additionally, Winnie is very passionate about advancing diversity and inclusion within the Public Service and serves as a member on various departmental and government wide committees including the Steering Committee for Visible Minorities Chairs and Champions. Early this year, she led the successful launch of the Network for Asian Federal Employees, which aims to cultivate an inclusive workforce and actively support Asian and other racialized visible minority employees in their contributions to the federal public service.

# ASK ME ANYTHING

## **Note from our team**

*Thank you for participating in the October AMA : Women's History Month: Building Resiliency! We are thrilled to have collected and curated an extensive list of resources we believe are helpful for our colleagues, we realize that this is not an exhaustive list. We recognize that not every resource will be valuable to each reader, though we hope that each reader can find helpful and interesting resources within our guide.*

- In collaboration, The AMA Team

## **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** - 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.

**Wellness Together Canada** - "Wellness Together Canada was created in response to an unprecedented rise in mental health and substance use concerns due to the COVID-19 pandemic, with funding from the Government of Canada. As a country, we are facing challenges at a scale we've never seen before, from social isolation and financial insecurity to substance use concerns and racial inequality."

# ASK ME ANYTHING

## **Resources**

### **History/Waves of Feminism**

[Early Women's Movements in Canada | Début des mouvements de femmes au Canada: 1867-1960](#)  
[The waves of feminism, and why people keep fighting over them, explained](#)

### **Feminism**

[Pratique exemplaires en matière d'équité, de diversité et d'inclusion en recherche](#)  
[Are Gender Gaps Due to Evaluations of the Applicant or the Science? A Natural Experiment at a National Funding Agency](#)  
[CCDI - Webinaire du CCDI : Identité de genre par rapport à expression de genre](#)  
[12 ways for junior professionals to build career resilience](#)  
[How to build greater resiliency into your organization](#)  
[Hello Sunshine Media Company - Reese Witherspoon](#)

"Founded by Reese Witherspoon, Hello Sunshine is a media company that puts women at the center of every story we create, celebrate and discover. We tell stories we love—from big to small, funny to complex—all shining a light on where women are now and helping them chart a new path forward."

### **Unconscious Biases**

[Recognizing Implicit Bias to Promote Diversity and Support a Culture of Inclusion and Innovation](#)  
[Outsmarting your Unconscious Bias - a Q&A with Valerie Alexander](#)  
[Implicit Bias](#)

### **Intersectionality and Women**

[Feminist Disability Studies](#)  
[Work in the Intersections: A Black Feminist Disability Framework](#)  
[Analyse intersectionnelle des défis et enjeux des inégalités sociales sur le marché du travail : l'expérience de vingt femmes congolaises résidant au Québec et en Ontario](#)  
[Embracing the Power of Intersectionality: How White Feminism Oppresses Black Women](#)  
[Intersectional Invisibility: The Distinctive Advantages and Disadvantages of Multiple Subordinate-Group Identities](#)  
[Intersectional feminism: what it means and why it matters right now | UN Women - Headquarters](#)  
[Intersectional Feminism in Canada | Learn the Facts \(canadianwomen.org\)](#)  
[Le féminisme intersectionnel: comment se battre pour toutes les femmes | Elle Québec \(ellequebec.com\)](#)  
[Présentation de l'approche intersectionnelle | Commission ontarienne des droits de la personne \(ohrc.on.ca\)](#)  
[Débat : Pourquoi l'intersectionnalité ne suffit pas \(theconversation.com\)](#)

### **TED Talks**

[How to Outsmart your Own Unconscious Bias](#)  
[How Prejudiced Are You? Recognizing and Combating Unconscious Bias](#)  
[Inclusion, Exclusion, Illusion and Collusion](#)  
[The Illusion of Inclusion](#)  
[Are You Biased? I Am.](#)

### **Instagram**

[Art.feminist](#)  
[The Female Lead](#)  
[Liz Plank](#)  
[Jane Fonda](#)  
[Tracee Ellis Ross](#)  
[Alexandria Ocasio-Cortez](#)  
[Alyssa Milano](#)  
[Shonda Rhimes](#)

# ASK ME ANYTHING

## Resources (continued)

### Entertainment

*Disclaimer: The following media representations of women were created in the past. Though they fall short in many areas because of systemic discrimination and racism in the entertainment industry, there hasn't been much support to properly update these stories. So when viewing, we recommend a critical lens while also appreciating how groundbreaking they were for their time. These all-women / women-centred/ dominated shows/movies did not get a warm welcome from critics or general audiences. However, it is important to keep in mind that much of the demographics of reviewers and critics are older white men. We also know that storylines that cast women in roles that have been traditionally played by men receive a substantial amount of targeted, organized online hate.*

[The L-Word: Generation Q](#)

[Girlfriends | Why Every White Girl Needs to Watch Girlfriends](#)

[A Ballerina's Tale](#)

[Feminist Intersectionality Animation | Animation sur l'intersectionnalité féministe](#)

[Dear White People](#)

[Doctor, Lawyer, Indian Chief](#)

[The Glass Ceiling](#)

[Namrata](#)

[She-ra](#)

[Ghostbusters](#)

[Hidden Figures](#)

[Belle](#)

### Film Critics

[Critics Choice?: Gender and Race/Ethnicity of Film Reviewers Across 100 Top Films of 2017](#)

[Men vastly outnumber women in film criticism. Here are the movies affected most.](#)

[Thumbs down! Male film critics still far outnumber female - and too few are people of color](#)

### Books

[The Most Powerful Woman in the Room is You - by Lydia Fenet](#)

[Women, Race and Class - by Angela Y. Davis](#)

[Feminism is for everybody by bell hooks](#)

[Care Work: Dreaming Disability Justice - by Leah Lakshmi Piepzna-Samarasinha](#)

[Females: A Concern - by Andrea Long Chu](#)

[Qu'est-ce que l'intersectionnalité? Dominations plurielles: sexe, classe et race by Myriam Bousahba](#)

[The Selected Works - by Roxane Gay](#)

[More than Enough: Claiming Space for Who You Are \(No Matter What They Say\) - by Elaine Welteroth](#)

[Platform: The Art and Science of Personal Branding - by Cynthia Johnson](#)

[Boss Up!: This Ain't your Mama's Business Book - by Lindsay Teague Moreno](#)

[The Memo: What Women of Color Need to Know to Secure a Seat at the Table - by Minda Harts](#)

[Self Made: Inspired by the Life of Madam C.J. Walker - by A'Lelia Bundles](#)

[More than Ready: Be Strong and Be You... And Other Lessons for Women of Color on the Rise - by Cecilia Muñoz](#)

[One Last Stop - by Casey McQuiston](#)

[Le deuxième sexe by Simone de Beauvoir](#)

[I'm Afraid of Men by Vivek Shraya](#)

[We Have Always Been Here by Samra Habib](#)

[Islands of Decolonial Love by Leanne Simpson](#)

[J'ai décidé de ne pas être mère by Chloé Chaudet](#)

[Swing Time - by Zadie Smith](#)

[The Hill We Climb - by Amanda Gorman; watch on YouTube](#)

[The Vagina Bible - by Dr. Jen Gunter](#)

[Girl, Woman, Other by Bernadine Evaristo](#)

[Un féminisme décolonial by Françoise Vergès](#)

[Féminismes pluriels by N. Van Enis](#)

[Bad Feminist by Roxanne Gay](#)

[It's Not About the Burqa by Mariam Khan](#)

[Feminist and Queer Theory by L. Ayu Saraswati, Barbara L. Shaw](#)

[Hood Feminism : Notes from the Women that Feminism Forgot by Mikki Kendall](#)

[Good Night Stories for Rebel Girls: 100 Tales of Extraordinary Women \(Volume 1\) by Francesca Cavallo](#)

[Audio - Entrevue avec India Desjardins pour le livre Mr. Big.](#)

# ASK ME ANYTHING

## Glossary.

**Belonging** - The psychological feeling of belonging or connectedness to a social, spatial, cultural, professional, or other type of group or community (Hurtado & Carter, 1997).

**Bias** - A prejudice in favour of or against one thing, person, or group compared with another usually in a way that is considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences (University of California Office of Diversity and Outreach).

**Conscious Bias AKA Explicit Bias**- the traditional conceptualization of bias. With explicit bias, individuals are aware of their prejudices and attitudes towards certain groups. Positive or negative preferences for a particular group are conscious (US Department of Justice).

**Unconscious Bias AKA Implicit Bias**- social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing (University of California Office of Diversity and Outreach).

**Disabilities** - an umbrella term, covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations (Federal Disability Reference Guide).

**Discrimination** - an action or a decision that treats a person or a group badly or disadvantageously for reasons such as their race, age, or disability. These reasons, also called grounds, are protected under the Canadian Human Rights Act.

**Exclusion** - The process or state of excluding or being excluded (Oxford Languages)

**Intersectionality** - The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups (Merriam-Webster).

**Inclusion** - The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups (Oxford Languages). Inclusion Individual racism is a form of racial discrimination that stems from conscious and unconscious, personal prejudice (Henry & Tator, 2006, pp.329).

**Racism** - a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race (Merriam Webster).

**Individual racism** - a form of racial discrimination that stems from conscious and unconscious, personal prejudice (Henry & Tator, 2006, pp.329).

**Systemic/Institutional racism** - a form of racism that is embedded as normal practice within society or an organization. It can lead to issues such as discrimination in criminal justice, employment, housing, health care, political power, and education, among other issues (Pager & Shepherd, 2008).

# THANK YOU TO OUR CONTRIBUTORS



Thank you for attending our Ask Me Anything session on Women's History Month: Building Resilience. To access further resources, please consult [this file](#).

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Please contact the [CCG Internal Communications Team](#) if you have questions, comments, or suggestions. Your feedback helps guide us to building a more inclusive and respectful workplace.

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