



# Natasha Cote-Khan

She/Her

Traditional lands of Anishinaabek (Ah-nish-in-a-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ahpay-wuk) and Attawandaron (Add-a-won-da-run) peoples in London, Ontario

@natashacotekhan



- *Natasha is a Free Agent, Posted to PCO in the Public Service Renewal Secretariat.*
- *Natasha is a Regional Remote/Virtual employee for GC who has been working this way since before the pandemic.*
- *Natasha is also an event planner.*
- *Natasha has 6 beautiful children of all ages at home with her during this unprecedented time of COVID-19. (ages - 5,8,10,13,15,20)*

# Steph Percival

she/her

Unceded Algonquin Territory (Ottawa, Ontario)

@steph\_percival



- *Steph is a Free Agent posted to OCHRO.*
- *Steph specializes in community building & engagement; she's passionate about putting people at the heart of everything she does.*
- *Steph has been working remotely part time since 2017—now full time—& brings knowledge of virtual collaboration tools & techniques & experience in building healthy teams.*
- *Steph is also a mom to a rambunctious 2 year old boy & has literally taken virtual meetings with this cheeky monkey on her back.*

# Our Network | Notre réseau

We are a grassroots collective working across the Government of Canada.

We aim to support the many public servants who have been directed to work from home as part of the public health response to COVID-19.

Our focus:

- Experience-based support
- Amplification
- Partnerships
- User research

Nous sommes un collectif informel travaillant à l'échelle du gouvernement du Canada.

Nous avons le but d'appuyer les nombreux fonctionnaires qui ont été dirigés vers le travail à distance dans le cadre de l'intervention de santé publique de COVID-19.

Notre objectif:

- Support basé sur l'expérience
- Amplification
- Partenariats
- Recherche d'utilisateurs

## “Normal” is a myth

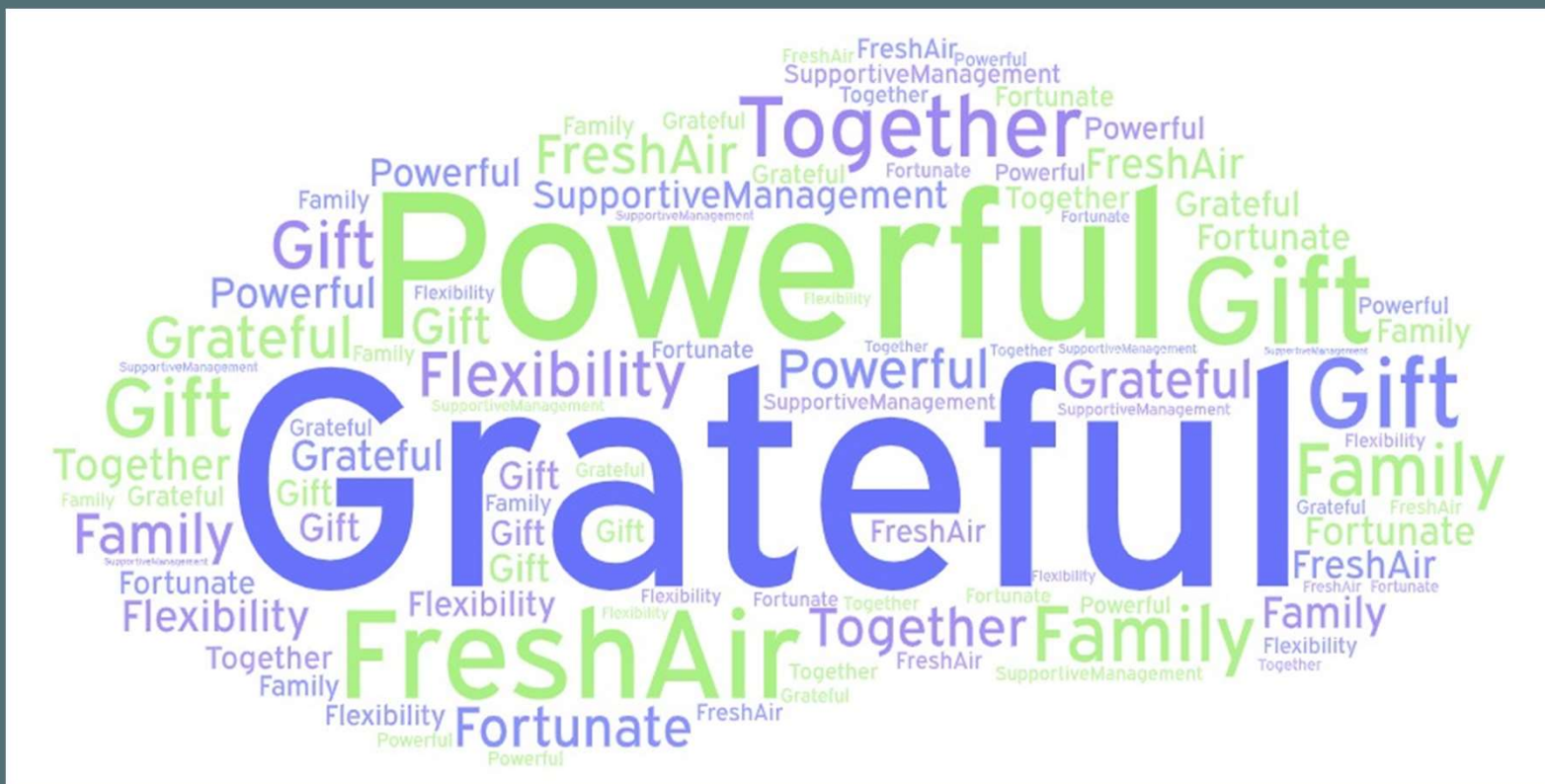




“I can’t do this anymore”

# Part 1: Chaos





“...the moments I am taking a call and breastfeeding while also handing something off to the 4yo and if I can manage contributing...I feel powerful. I feel I can do anything. These moments are few and far between but they keep me going and pushing through knowing I'm doing my best right now and that's all I can do.”





## For me, the Struggles ARE Real:

- Setting & holding boundaries
- Emotional reactivity
- Sharing space
- Routine
- #momguilt
- Bandwidth
- Self-image/esteem
- Me time

## What helps me

### Personal

- meditation
- fresh air
- reading
- voicing my boundaries
- easy to digest parenting resources

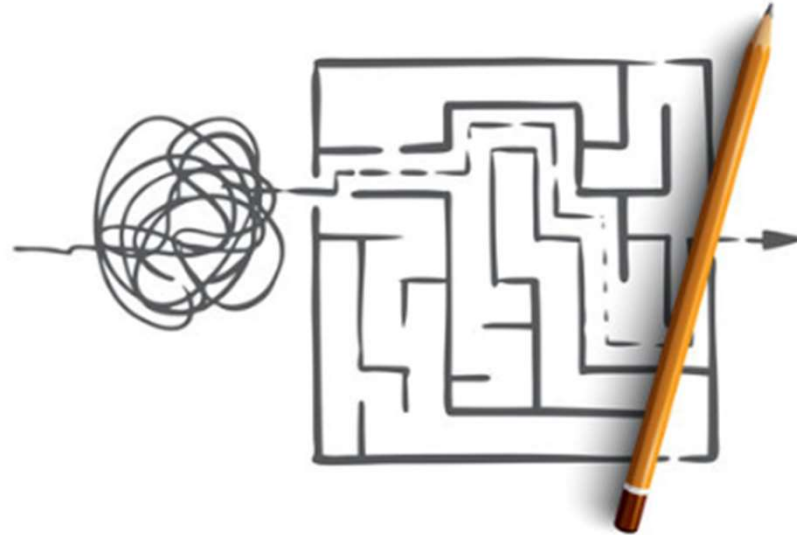
### Professional

- being open and vulnerable with my team
- hard stops & gsd time
- taking time as it comes



Photo by [Max van den Oetelaar](#) on [Unsplash](#)

## Part 2: Organized Chaos

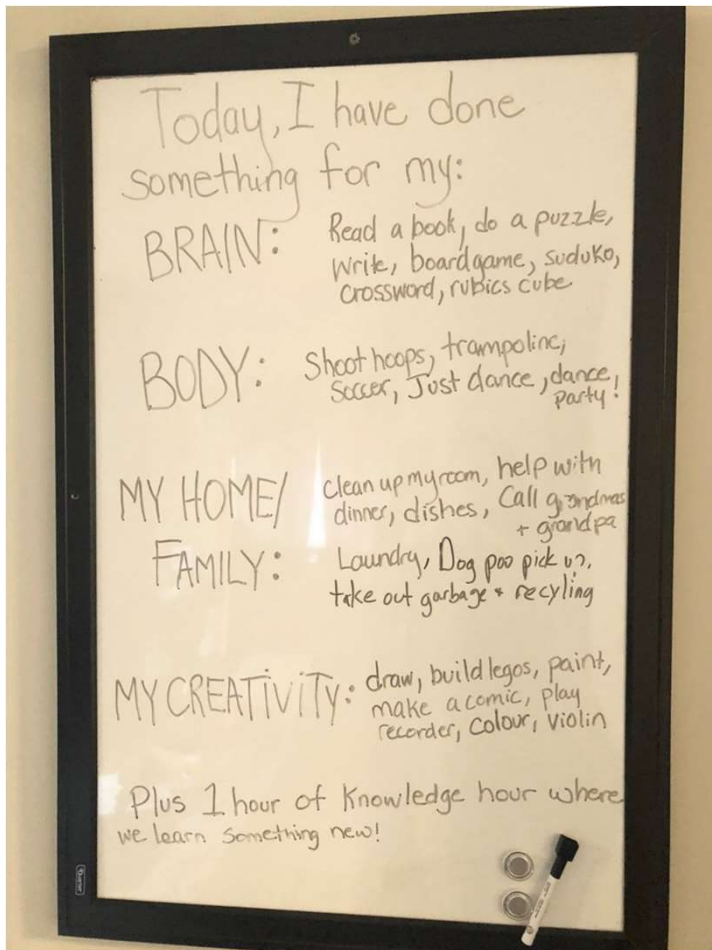




## Staying Organized

*Create a set of rules that make sense for you, your children/partner*

You	Work	Children/Partner
<ol style="list-style-type: none"> <li>1. I need to do my routine</li> <li>2. I need to check in on the kids</li> <li>3. I need to not be interrupted while on a meeting but will check in when complete.</li> <li>4. I will make sure to blur my background.</li> <li>5. I need prep time in the evening for planning the next day</li> </ol>	<ol style="list-style-type: none"> <li>1. I need to be present from 8-4 each day.</li> <li>2. I need to work on deliverables uninterrupted - 1-3 each.</li> <li>3. I will share my workday calendar each day with my children/partner.</li> </ol>	<ol style="list-style-type: none"> <li>1. You need me. I will try to be as present as I can.</li> <li>2. I will try to make sure you have what you need to get through a day. See item #3 under YOU column.</li> <li>3. Whole team / family stick to the plan.</li> </ol>



## Prepare Your Stations: Building a Schedule for the Family

*Building your plan – Family (Children/Partner)*

*Considerations:*

- *Do something for your Brain?*
- *for your body?*
- *for your home/family? \**
- *for your creativity?*
- *Bonus 1 hour of something where you learn something new? School! \*\**



## Prepare your Stations: Food Prep



*Building your plan – Food*

*Considerations:*

- *Is it colourful?*
- *Is it quick and easy for the whole family (including you)?*
- *Can it be varied from day to day so that the kids don't grumble when it's presented.*

# Prepare Your Stations: Play Space



Building your plan – Play Space:

*Considerations:*

- *Be creative*
- *let the family join you on creating this fun play space*
- *Rotate toys to keep them fun and interesting.*
- *outside for the day*
- *video games / movie area*



## Things You Can't Control

There is always something that can stop your workflow!

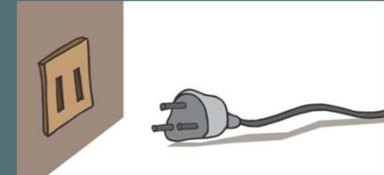




# At The End of The Workday

September 2, 2020	
WEDNESDAY	
2	
8 <sup>AM</sup>	meet with bob
9	team review of documents
10	stand up check in with comms time for ryan to review work with me
11	review work, eat, time set aside to finish that project
12 <sup>PM</sup>	
1	adm review of symposium
2	flexgc meeting
3	ms teams power user meeting

*UNPLUG  
Communicate,  
Review and  
Prepare*



## Reminder: This is Not Normal

### **Working Remote - COVID 19 Principles**

1. **You are not “Working From Home”, you are “At your home, during a crisis, trying to work”.**
2. **Your personal physical, mental, and emotional health is far more important than anything else right now.**
3. **You should not try to compensate for lost productivity by working longer hours.**
4. **You will be kind to yourself and not judge how you are coping based on how you see others coping.**
5. **You will be kind to others and not judge how they are coping based on how you are coping.**
6. **Your team’s success will not be measured the same way it was when things were normal.**



# We are here to help!

## Find us online:

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Read our [blogs](#)

Check out our curated [learning resources](#) (content reorganization current in progress)

## In development:

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## Collaborate with us:

[FlexGC Network Parenting During the Workday Crowdsourcing Sheet](#)

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**Over to you – What has worked for you?**