

# ASK ME ANYTHING



NAVIGATING YOUR CAREER IN THE  
FEDERAL PUBLIC SERVICE



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WEDNESDAY, SEPTEMBER 20, 2023 | 1PM EDT  
FEATURING: TERRI-ANN HURST, ANNA WONG, AND LISA EARLE

Canada 

# ASK ME ANYTHING (AMA) RESOURCE GUIDE



## NOTE FROM OUR TEAM

Thank you for participating in September's [Ask Me Anything \(AMA\): Navigating Your Career in the Federal Public Service](#). 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.

In collaboration, The AMA Team

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

## EVENT DESCRIPTION

Join us for the Ask Me Anything, "Navigating Your Career in the Federal Public Service," where our speakers will share insights and guidance to help you thrive in the federal public service. Learn strategies to map your career path from entry-level to senior leadership roles and gain a comprehensive understanding of the nuances of government employment. Whether you're a newcomer or a seasoned public service member, this event will equip you with the knowledge and tools to navigate your public service career.

Join us as our speakers share their stories, reflections, and experiences on the Ask Me Anything stage to help you navigate your career!

# #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](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.

# 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.

## GOVERNMENT OF CANADA RESOURCES

- Get to know yourself to start planning your career
  - <https://www.jobbank.gc.ca/career-planning/resources/known-yourself?wbdisable=true>
- Career planning
  - <https://www.jobbank.gc.ca/career-planning?wbdisable=true>
- Careers in government: how to explore, navigate and create a career path in government
  - <https://inter-l01-uat.dfo-mpo.gc.ca/dfo-mpo-empl/en/careers-government-how-explore-navigate-and-create-career-path-government>
- Forging your own career path
  - <https://www.csps-efpc.gc.ca/events/fyoc/index-eng.aspx>
- Mentorship Plus (Sponsorship) Program
  - <https://www.canada.ca/en/treasury-board-secretariat/corporate/organization/centre-diversity-inclusion/mentorship-plus/sponsorship.html>

## ONLINE RESOURCES

- 5 stages of the negotiation process
  - <https://www.masterclass.com/articles/how-to-negotiate>
- Emotion and the Art of Negotiation
  - <https://hbr.org/2015/12/emotion-and-the-art-of-negotiation>
- Collaborative Learning for Managers
  - [https://catalogue.csps-efpc.gc.ca/product?catalog=LPL137&cm\\_locale=en](https://catalogue.csps-efpc.gc.ca/product?catalog=LPL137&cm_locale=en)
- The Key to Inclusive Leadership
  - <https://hbr.org/2020/03/the-key-to-inclusive-leadership>
- LinkedIn Learning - learn the practical skills you need to excel in your career
  - [https://www.linkedin.com/learning/search?keywords=work-life+balance&upsellOrderOrigin=default\\_guest\\_learning&trk=learning-serp\\_learning-search-bar\\_search-submit](https://www.linkedin.com/learning/search?keywords=work-life+balance&upsellOrderOrigin=default_guest_learning&trk=learning-serp_learning-search-bar_search-submit)

# RESOURCES



## BOOKS

- Getting to Yes: Negotiating Agreement Without Giving In by Robert Fisher and William Ury
- Betting on You by Laurie Ruettimann
- What Color is your parachute? by Richard Bolles
- The Start-Up of You by Ben Casnocha and Reid Hoffman
- Power Moves by Lauren McGoodwin
- The Sponsor Effect: How to be a Better Leader by Investing in Others

## VIDEOS AND PODCASTS

- How to Find the Person Who Can Help You Get Ahead at Work
  - [https://www.ted.com/talks/carla\\_harris\\_how\\_to\\_find\\_the\\_person\\_who\\_can\\_help\\_you\\_get\\_ahead\\_at\\_work?language=en](https://www.ted.com/talks/carla_harris_how_to_find_the_person_who_can_help_you_get_ahead_at_work?language=en)
- How Reverse Mentorship Can Help Create Better Leaders
  - [https://www.ted.com/talks/patrice\\_gordon\\_how\\_reverse\\_mentorship\\_can\\_help\\_create\\_better\\_leaders?language=en](https://www.ted.com/talks/patrice_gordon_how_reverse_mentorship_can_help_create_better_leaders?language=en)
- Interview Tips, Salary Negotiation Strategies & How to Reclaim Your Value
  - <https://www.youtube.com/watch?v=OmA1Jb-KNKw>



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

**Objective:** to facilitate a discussion with my work team about navigating your career in the federal public service

**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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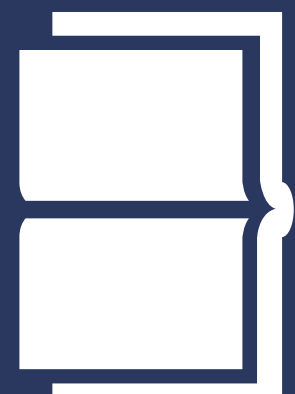
What am I not going to do anymore?

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

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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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## **Gérard Étienne, Keynote Speaker, Human Resource Consultant, Diversity and Inclusion Expert**

Gérard Étienne is a keynote speaker, human resource consultant and diversity and inclusion expert. He is an outspoken supporter of human rights and employment equity who has worked in human resources as a vice president in a large financial institution and as a director general in the public sector. Gérard is a sought-after expert on equity, diversity, and inclusion (EDI) in order to boost innovation, leadership, technical excellence, and employee engagement. He has a wealth of experience working with senior executives. Gérard's experience in and across many different sectors and settings has made him adaptable, sensitive, broad-minded, and extremely valuable to those with whom he collaborates.





## **Terri-Ann Hurst, Interim Senior Advisor to the Director General of Response, Canadian Coast Guard**

Terri-Ann is a highly experienced professional with almost two decades of service in the public sector. She currently serves as the interim Senior Advisor to the Director General of Response at the Canadian Coast Guard in the National Capital Region, and in her regular capacity, she serves as the Senior Advisor of Events Management within the department. Terri-Ann started her career as an Administrative Assistant in the Central Region at the Canadian Coast Guard. Since then, she has held various positions in the department, acquiring invaluable experience in executing complex projects. With a proven ability to mobilize teams, foster collaboration, and lead largescale initiatives, Terri-Ann has a solid foundation in governance, and public and stakeholder engagement, gained from her prior employment within the municipal government.

Terri-Ann completed the Graduate Diploma in Public Administration program at the University of Western Ontario. She holds an Honours Bachelor of Arts in Communications and a Bachelor of Arts in Liberal and Professional Studies from the University of Windsor.

Terri-Ann is deeply committed to continuous learning, achieving success through resilience, and continued authentic leadership. She sets an unwavering example of perseverance and inspires others to achieve new heights of excellence in public service. Her success rests on the pillars of integrity, adaptability, and a strong commitment to personal development.

# PANELLISTS



## **Anna Wong, Director of Digital Talent Development, Treasury Board of Canada Secretariat**

Anna is currently the Director of Digital Talent Development at the Treasury Board of Canada Secretariat, which is focused on developing and upskilling digital talent across the Government of Canada. As a first-generation Chinese Canadian, Anna is passionate about designing and delivering better government services so that more people can benefit from all that Canada has to offer. She lives for opportunities to build and empower teams to do good government – from scaling pilots to become products and services, simplifying systems and structures, to raising the bar on digital

literacy and business acumen.

# PANELLISTS



## **Lisa Earle, Commanding Officer, Operational Business, Central Region**

After graduating from the Canadian Coast Guard College in 2007 with a Bachelor of Technology in Nautical Science (Navigation) and a Watchkeeping Mate Certification, Lisa Earle sailed with the CCG out of Quebec City until joining the Fleet shore team as a Superintendent of the Central (and Arctic) Region in 2017. Continuing self-studies, she successfully obtained her Master, Near Coastal certification in 2020. Her career has taken her over the globe, East and West through the North-West Passage, around Panama, to Japan and Western Africa.

She grew up on the ocean in Northern Newfoundland, a descendent of many generations of seafarers. With salt water practically flowing in her veins, there is no wonder she is passionate about navigation and the sea. As a woman, Captain and leader, she strives to be a positive influence for fleet, women in uniform and Coast Guard as a whole.

## MEET OUR CO-HOSTS



### **Kirk/Kaiya Hamilton, Senior Strategic Advisor, Infrastructure Canada**

Kirk/Kaiya Hamilton has been a public servant for 17 years and has worked with multiple departments, including The Canada Revenue Agency, Canada Border Services Agency and National Defence in areas that span Human Resources, Auditing, Policy, Strategic Planning and Data Innovation. Currently, he/she works as a Senior Strategic Advisor for Infrastructure Canada, working on Anti-Racism, Equity and Inclusion, supporting diverse communities with a focus on 2SLGBTQIA+ people, Women and Persons living with disabilities.

Kirk/Kaiya provides strategic advisor to Senior Leadership on new initiatives related to Anti-Racism, Equity and Inclusion and is working on incorporating business incubation strategies into the DEI space.

Kirk/Kaiya has many different identity layers, including being a man, woman, husband, wife, boyfriend, girlfriend, public servant, advocate, manager, advisor, genderfluid, pansexual, polyamorous, white, male and much more.

## MEET OUR CO-HOSTS



### **Lyrique Richards, Student, Diversity and Inclusion Office, Materiel Group, Department of National Defence**

Lyrique is a Human Kinetics student at the University of Ottawa with a focus on social issues in sport, physical activity, and leisure. She's in her third year of public service, spanning experience from Health Canada and National Defence. But Lyrique is much more than that. Her layers include being a Black Canadian woman, born and raised in Ottawa to immigrant parents from Jamaica and Antigua.

Lyrique was raised with strong ties to the West Indies, with soca and reggae music pouring from her home, being an Afro-Caribbean dancer for ten years, and as an Alumna of the Afro-Caribbean Cotillion program. Lyrique carries her Caribbean culture with her, influencing her passion for welcoming those around her into the Caribbean culture and her drive for diversity and inclusion work.

From a young age, Lyrique has loved to use her voice to share stories, uplift others and encourage people to be unapologetically and authentically themselves. Lyrique is striving to build a database of books by minority authors for minority students to use for research papers and projects; it will be a place where minority students can see themselves reflected in their work.

Her daily mantra: Just do you, and you'll leave your mark.