

TRANSFORM YOUR MINDSET



CAREER BOOT CAMP

TRANSFORM YOUR CAREER

***SESSION 2 : NAVIGATING VALUES &
ETHICS in PROFESSIONAL LIFE***

**20
25**

INSTRUCTIONS

- All attendee microphones and cameras are deactivated. The chat is disabled for attendees, but we will use it to send resources.
- Please use the Q&A button to ask your questions. Vote for a question you like by pressing the Thumbs Up button.
- This session will be given in English only. The French session is given simultaneously. To join the French session instead, exit this page, go to Sessions, and click the French equivalent.
- All the sessions are being recorded and will be available on the FYN-RJFF YouTube channel in the 24 hours following the session.



Nancy Hamzawi

She / Elle

- Nancy Hamzawi joined the Public Health Agency of Canada in February 2023, as Senior Vice-President. Prior to this position, she was Assistant Deputy Minister (ADM) of the Health Products and Food Branch at Health Canada.
- She was also Acting Federal Lead and ADM, Policy and Strategic Integration, for the COVID-19 Screening Secretariat, contact tracing and data strategy at Health Canada.
- Nancy holds a Master's degree in Chemical Engineering and a Bachelor's degree in Chemical Engineering and Biochemistry from the University of Ottawa.



LEARNING OBJECTIVES

1. Apply ethical decision-making frameworks to typical workplace scenarios within the GC.
2. Distinguish between personal passions and the boundaries of non-partisan public service roles.
3. Gain insights on values and ethics from a variety of panelists from across the GC and across Canada.



Ciara Pourjalali

She / Elle

Ciara is a Communications Officer at the Communications Security Establishment Canada (CSE). Her daily work includes writing bilingual cyber security advice and guidance for social media audiences.

When Ciara was still a student, she received the 2020 Team Award for exceptional collaboration revitalizing the Get Cyber Safe public awareness campaign.

She is also an advisor to the Young Professionals Network at CSE.





Alazhar Sisay

HIM / IL

Alazhar Sisay is a Chartered Professional Accountant with extensive experience in financial management and expenditure policy.

Currently, he serves as Director of Corporate Finance at Crown–Indigenous Relations and Northern Affairs Canada, where he heads a team responsible for overseeing and reporting on Canada's liabilities related to Indigenous claims as well as those in the North.

Throughout his career, he has encountered ethical dilemmas and developed strategies to help navigate what is often a more and more challenging operating environment.



Justin Munyaneza

HIM / IL



Justin Munyaneza is a lawyer by training and began his career in the public service in 2008 working in the Department of National Defence, Judge Advocate General's Office.

Since then, Justin has worked in the Department of Justice (litigation) and the Privy Council Office (Deputy Clerk's office)

In 2023, Justin joined the Department of Fisheries and Oceans as the Chief of Staff to the Associate Deputy Minister and in 2024, he was appointed the Director of the Office of International Science, Partnership and Collaboration.



What Are Values and Ethics?

Values are the beliefs that guide an individual's actions and attitudes

Ethics are a system of principles that dictate appropriate conduct for a group



Values and Ethics in the Public Sector

Federal public servants are expected to conduct themselves in accordance with the values of the public sector and these expected behaviours:

Respect for Democracy

Respect for People

Integrity

Stewardship

Excellence



Why These Values and Ethics Matter

Credibility: Uphold trust in the public service.

Fair Treatment: Ensure fairness for all citizens.

Integrity: Maintain government legitimacy and ethical standards.



Upholding Respect for Democracy

Ask Yourself:

- **What laws govern my work?**

Think about the rules/documents that guide your role (e.g. the enabling statute.)

- **Who has the power?**

Understand how authority flows—Deputy Ministers? Commissioners?

- **When can I exercise discretion?**

When must I follow the rules, and when can I use my judgment?



Upholding Respect for People

Ask Yourself:

- **Am I building a better workplace?**

How do I contribute to an inclusive and equitable environment?

- **Am I being fair?**

Am I ensuring procedural fairness in my decisions and actions that affect citizens and clients?

- **Am I protecting rights?**

Does my work uphold the rights of Canadians set out in the Charter of Rights and Freedoms?



Upholding Integrity, Stewardship & Excellence

Ask Yourself:

- **Am I staying impartial?**

Am I offering impartial advice and implementing laws & policies with loyalty?

- **Am I avoiding conflicts of interest?**

Have I addressed any real, potential, or perceived conflicts between my role and my personal life?

- **Am I being a good steward?**

Am I responsibly managing and caring for resources entrusted to me?


- **Am I aiming for excellence?**

How do my decisions serve the public interest? What steps am I taking to grow and excel professionally?




Social Media: Stay Professional, Stay Non-Partisan


Think Before You Post!

- ***Duty of Loyalty***
Public servants have a general duty to refrain from public criticism of the Government.
-  **Your clicks matter**
Liking, sharing, or posting messages, memes, articles, etc. = endorsement.

Anonymity ≠ Immunity:

-  *"Anonymous" posts still reflect on you as a public servant. Stay mindful!*

Build Your Brand:

-  **Professional vibes only.**
Showcase GC Values & Ethics in everything you share.

How Do Values & Ethics Guide Us?



Build Trust and Credibility



Guide Decision-Making



Foster Strong Relationships

Question and Answer Period



THANK YOU



Crafting Your Digital Persona: A
Hands-On LinkedIn Workshop

January 23

1:00 PM - 2:00 PM EST

20
25

TOMORROW

