Mentor Biographies

Employment Opportunity for Students with Disabilities

2024-2025

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#

# ****Examples of Mentoring Topics****

## Professional Skills

Examples: emotional intelligence, interpersonal skills, critical thinking, problem-solving, professional writing, public speaking, etc.

## Diversity, inclusion, accessibility, and employment equity

Examples: accessibility and disability inclusion, accommodation rights and processes, navigating the workplace as a person with a visible or invisible disability, advocacy/self-advocacy in the workplace, self-identification, self-declaration, etc.

## How Government Works

Examples: policy, regulations, onboarding, etc.

## Projects and work planning

Examples: workflow planning, executive function, time management, etc.

## People management

Examples: how to be a leader, how to work with others, teamwork, conflict management, etc.

## Human resources

Examples: staffing and recruitment process, how to apply to Government of Canada job opportunities, work-life balance, understanding your pay, classification, etc.

## Career

Examples: career development/advancement or career paths in the federal public service, networking, transitioning from school t the workplace, etc.

# ****Biographies****

## Adrienne Acton (she/they)

### Biography

Adrienne Acton is a multiply-disabled queer person. She is currently the acting Manager for a team focused on performance measurement, data, reporting and research. She has 5 years of work experience with the Federal government, and previous experience with the Government of Alberta, non-profits, and freelance work.

### Email

adrienne.acton@servicecanada.gc.ca

### Current Position and Department

A/Manager

Employment and Social Development Canada (ESDC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Career

## Alan Mohr

### Biography

Alan has a BSc in Business and started as a clerk in the government but quickly rose through the ranks, taking on jobs as Finance Auditor, Assets Management, Coast Guard Business Analyst, Fleet Planning Officer, Fleet Superintendent Operations Business, and Acting Senior Direct of Fleet.

### Email

alan.mohr@dfo-mpo.gc.ca

### Current Position and Department

Western Coast Guard Fleet Superintendent Operations Business

Fisheries and Oceans Canada (DFO)

### Location of Work

Victoria, British Columbia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

1 hour

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Alex Dean (they/them)

### Biography

Alex (they/them) has spent their 12-year career working in communications for the public service, beginning with co-op work in web design and social media strategy at Global Affairs Canada. After receiving a B.A. in communications with a minor in sociology, they spent much of their early career on the digital side of GC comms, supporting projects like the GC2.0 Tools Suite and the Canada.ca web renewal initiative. Since joining the Department of Justice in 2017, they have shifted focus to specialize in communications on equity, diversity, inclusion, accessibility, anti-racism, and anti-discrimination. Their work in this sector is informed by their experience as a non-binary person with ADHD and H-EDS.

Outside of work, they spend their time collecting new hobbies and interests, including crochet, calligraphy, music, photography, and cooking, as well as consuming any available format of fantasy, sci-fi, and speculative fiction.

### Email

alexandra.dean@justice.gc.ca

### Current Position and Department

Communications Advisor

Department of Justice Canada (JUS)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

Telephone

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

People management

Career

Executive function management in the context of ADHD/exec dysfunction disorders

## Amanda Hutchison (she/they)

### Biography

Amanda is a highly motivated and results-driven administrative professional with a diverse, decade-plus long background in executive support, program coordination, and digital marketing. When her career began in 2008, she was one of the first social media managers, as her personal experiences with social media platforms led to creating engagement strategies for brands and organizations. Amanda identifies as neurodivergent, and the public service is the first workplace they've been in where they can bring their whole selves to work - they hope to encourage others to do the same as a mentor. Outside of professional development, Amanda does their best to learn from nature by participating in local, motor-free activities like walking, hiking, kayaking, paddle-boarding, snowshoeing, and no-boarding (Google that last one if you’re interested!).

### Email

amanda.hutchison@hc-sc.gc.ca

### Current Position and Department

Program Officer

Health Canada (HC)

### Location of Work

New Westminster, British Columbia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

### Length of Sessions

45 minutes

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

People management

## Amanda Shaw (she/her)

### Biography

Amanda wants to share her experience with students and help them navigate the staffing and recruitment processes/how to apply and prepare for government jobs. Amanda was recruited through a developmental program after university and has over 20 years of government experience. She currently works on a national HR team and assists with complex staffing cases.

### Email

amanda.shaw@justice.gc.ca

### Current Position and Department

Client Services Manager

Department of Justice Canada (JUS)

### Location of Work

Toronto, Ontario

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

Telephone

### Mentoring Topics

Diversity, inclusion, accessibility, and employment equity

People management

Human resources

Career

## Andre Champoux

### Biography

Mr. Champoux was fresh out of high school when they joined the military. They left a job teaching computer language within the Ontario Government at the age of 17, when they finished high school, to be in the military. Mr. Champoux served in the military for 25 years and now another 15 years working for DND and SSC as a civilian, back in IT again. They are very thankful to have landed this amazing job working within different aspects of the z/OS Mainframe world. It is their intention to work at least another 10 years for the Federal Government before they finally hang up their hat, but until then, they will continue to enjoy working with some great and very smart people. If all goes according to plan, in the next couple of years they will have finished their Doctorate in Business Administration, then they will be Doctor André Champoux.

As someone who has several disabilities and who has worked for the Gov't for 40 years, Mr. Champoux has plenty of knowledge to share.

### Email

Andre.Champoux@ssc-spc.gc.ca

### Current Position and Department

Infrastructure Support Analyst

Shared Services Canada (SSC)

### Location of Work

Barrie, Ontario

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Twice a week

As often as required

### Length of Sessions

45 minutes

1 hour

1 hour and 30 minutes

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Andrea Poirier (she/her)

### Biography

Andrea is a social policy analyst who collaborates with internal and external partners to advance and implement legislative provisions in relation to Indigenous child and family services. As a registered social worker, she prioritizes collaboration, focusing on Indigenous ways of knowing and supporting cultural humility in her work. She champions meaningful student inclusion and development within the workplace, advocating for personal and professional growth opportunities that value students’ diverse lived experiences and contributions. Andrea believes that mentoring is a two-way knowledge exchange, often learning and growing herself as she mentors youth. In her spare time Andrea likes to spend time with her family and dogs, enjoys playing board games, kayaking in the summer and is an avid Disney enthusiast.

### Email

andrea.poirier@sac-isc.gc.ca

### Current Position and Department

Social Policy Analyst

Indigenous Services Canada (ISC)

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

### Length of Sessions

30 minutes

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

Human resources

## Angela Fleming (she/her)

### Biography

Angela has had a long-standing career in public service and has worked in a variety of fields, including real property, social housing, human resources, corporate services, culture change, and equity, diversity, and inclusion. She is currently working as a Senior Analyst, Culture, Innovation and Gender-Based Analysis Plus for the RCMP. She has a well-rounded understanding of the government and has found a passion for EDI work to improve accessibility and inclusion. Angela is the founder and Co-Chair of the RCMP’s Pride Network, founder and Co-Chair of the RCMP’s Disability and Accessibility Employee Network, and an active member of the Federal Speakers’ Forum on Lived Experiences. She has dedicated the remainder of her career to advocating on behalf of equity-deserving communities for more inclusive and safe workspaces.

### Email

angela.fleming@rcmp-grc.gc.ca

### Current Position and Department

Senior Analyst, Culture, Innovation and Gender Based Analysis Plus (CIGBA)

Royal Canadian Mounted Police (RCMP)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

People management

Human resources

Career

## Angela Manweiler (she/her)

### Biography

Since 2015, Angela holds a position as Environment Officer for the Canadian Army. Environment Officers work on a wide variety of topics such as Environmental Effect Determinations for projects and exercises, contaminant, and soil programs, inspect and support military units in environmental compliance and conformance with policy, provide advice, and supervise BC Environment staff. Prior to 2015, Angela held a position as a Biologist in the same section. Topics covered as a Biologist were focused on Training Area sustainability, species at risk, and invasive species. She was bridged from a student position and have been working for National Defence since 2005.

### Email

Angela.Manweiler@forces.gc.ca

### Current Position and Department

Environment Officer

National Defence (DND)

### Location of Work

Chilliwack, British Columbia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Angie Richardson

### Biography

Originally from NB, Angie has a bachelor’s degree in biology from U-de-Moncton and is fully bilingual. Angie also has some education and training in the medical laboratory technology field. They started their career as a term student at Environment Canada's Atlantic Environmental Science Centre laboratory in Moncton conducting toxicology testing on aquatic organisms with pesticides and effluents for research, monitoring as well as testing to support Enforcement officers in their forensic investigation activities. Later, Angie landed an indeterminate at Health Canada's Pest Management Regulatory Agency working in the Registration Directorate providing regulatory services to registrants since 2006. Now at the BI-04 level, Angie is a senior lead officer of a small unit providing presubmission guidance internally/externally. Angie has low vision and a few invisible disabilities accumulated over the years due to a rare genetic disease. Navigating available accessibility tools and advocacy was tough!

### Email

angie.richardson@hc-sc.gc.ca

### Current Position and Department

Scientific Evaluator

Health Canada (HC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

Career

## Audrey Ann Bélanger Baur (she/her)

### Biography

Audrey Bélanger Baur joined the public service almost a decade ago as an analyst and economist working on various files from Indigenous businesses to GDP forecasting, and agricultural research funding allocation across multiple departments. Audrey's experience has provided her with a strong understanding of various opportunities in government and government functioning. Due to an acquired disability and from managing employees with disabilities, Audrey has significant experience navigating various accommodation processes and leveraging tools available to employees with disabilities.

### Email

audreyann.belangerbaur@statcan.gc.ca

### Current Position and Department

Senior Consultant, Centre of Excellence for Statistical Consultation and Analysis Methods

Statistics Canada (StatCan)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Azadeh Maroufmashat

### Biography

To Azadeh, climate change is the one! Of world’s biggest existential threat, so I hope to help global economies transition to net-zero energy future! With a M.Sc. and Ph.D. in Energy Engineering and B.Sc. in Mechanical Engineering, Azadeh has a decade of experience in energy system. Please take a look at his lecture and publication:

### Email

azadeh.maroufmashat@nrcan-rncan.gc.ca

### Current Position and Department

Senior Advisor

Natural Resources Canada (NRCan)

### Location of Work

Ottawa, Ontario (remotely)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a month

### Length of Sessions

30 minutes

### Format of Sessions

Video

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Career

## Belinda Chavremootoo (she/her)

### Biography

Belinda Chavremootoo joined the Canada Revenue Agency (CRA) as the Director General (DG) of Business and Enterprise Services Directorate in April 2023. Before the CRA, Belinda was at Natural Resources Canada (NRCan) as the Deputy Chief Information Officer and the Designated Official for Cyber Security for 2 years. Prior to NRCan, Belinda worked at the Public Service Commission for 5 years and at Public Service Procurement Canada for 8 years. Belinda was the DG of Office of Renewal at the PSC responsible to build an agile staffing culture across the public service. She also acted as the DG, Diversity, and Inclusion for more than a year, providing support to the strategic file of building an evolving diverse workforce representative of Canada across the public service with other central agencies.

Belinda has a Doctorate in Business Administration, a master’s in business administration, a Bachelor with honours in economics with management studies as well as various professional certifications in IT security management and auditing, project management, program management and IT.

### Email

belinda.chavremootoo@cra-arc.gc.ca

### Current Position and Department

Director General

Canada Revenue Agency (CRA)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Benjamin Eisner

### Biography

Benjamin has worked in sustainability-related roles in both the private and public sector. They have also worked in academia in both Canada and abroad. Currently, Benjamin works at Natural Resources Canada as a Policy Analyst. They are passionate about our climate, deforestation issues, and conserving biodiversity.

Benjamin graduated from the University of British Columbia in Natural Resources Conservation (Global Perspectives major) and has a master’s degree from the University of Toronto in Environmental Science.

### Email

benjamin.eisner@nrcan-rncan.gc.ca

### Current Position and Department

Policy Analyst

Natural Resources Canada (NRCan)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Twice a week

Once a week

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

People management

Career

## Cara Pelletier (she/her)

### Biography

Cara is a proudly neurodivergent public servant with 20 years of experience in the Federal Government. She began suffering from her disability 12 years into her career and suffered many setbacks. Thanks to a strong support network: she was able to recover and continue to serve the nation and the state. Support networks are vital for recovery and success. Cara wants to be a mentor because of all the valuable lessons she learned through her disability. She has three cats, is a Minimalist, and loves reading.

### Email

cara.pelletier@cic.gc.ca

### Current Position and Department

Research and Evaluation Analyst

Immigration, Refugees and Citizenship Canada (IRCC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

People management

Career

## Catherine Cousineau (Laroche) (she/her)

### Biography

Catherine has nearly twenty years of experience in the federal public service. With a background in IT support, she has since transitioned to supervisory and business management roles. She is part of an enterprise architecture apprenticeship program, a field in which she aims to develop her career in the coming years.

She is the mother of an autistic child and was herself diagnosed with late-onset autism and ADHD at the age of 39. This led her to develop a particular interest in the concept of neurodiversity and, as a result, to deconstruct her ableism, become aware of her privileges and want to do more to foster inclusivity.

### Email

catherine.laroche@nrcan-rncan.gc.ca

### Current Position and Department

Team Leader, IT Service Desk, and IT Procurement

Natural Resources Canada (NRCan)

### Location of Work

Cornwall, Ontario

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

1 hour

### Format of Sessions

Video

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Cathi Holmes

### Biography

A lifelong resident of Ottawa, Cathi has 23 years experience in several federal public service organizations, in a variety of roles, the majority spent in Human Resources. They truly believe mentorship provides a critical opportunity to gain insights from others' experiences, perspectives, and perceptions. Cathi has enjoyed a multitude of roles, both as a formal and informal mentor, to peers and career development program participants, as well as participation as a mentor in the PSC Bootcamp event and recent event this past January, HR Council HelloHR Mentoring event. Cathi holds a college diploma in Early Childhood Education and Bachelor of Arts in Sociology. Cathi also identifies as a person with an invisible disability. Outside of work, Cathi enjoys gardening, crafts, painting, and spending time with their zoo of pets and two young adult children.

### Email

cathi.holmes@hc-sc.gc.ca

### Current Position and Department

Team Lead, Performance and Talent Management

Health Canada (HC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

Some French

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

45 minutes

1 hour

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

People management

Human resources

Career

## Changfei Jiang

### Biography

Changfei joined Health Canada last year and is very familiar with the struggles of being a student, especially students with disabilities. She is a person who is very interested in learning and helping others. Her background is in Psychology and HR. Currently, she is pursuing another degree in Data Science to understand A.I. better. She is passionate in diversity, inclusion, and equality as well as an advocate for people with learning disabilities (ie dyslexia, ADHD).

### Email

changfei.jiang@hc-sc.gc.ca

### Current Position and Department

Senior Human Resources Assistant

Health Canada (HC)

### Location of Work

Ottawa, Ontario

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a month

### Length of Sessions

1 hour

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Chantele Ramcharan

### Biography

Chantele Ramcharan is the General Counsel and Senior Director of Review for the National Security and Intelligence Review Agency (NSIRA). She is responsible for the coordination and delivery of NSIRA’s broad Review mandate in national security and intelligence. Chantele holds two law degrees (LLB, LLL) from the University of Ottawa and was called to the Ontario bar in 2005. She began her career in private practice as a criminal defence lawyer in Ottawa before joining the Department of Justice as counsel in 2009. In 2019 she took a position with one of NSIRA’s predecessor organizations, the Canadian Security, and Intelligence Review Committee (SIRC) and has held various legal and leadership positions at both SIRC and NSIRA. Additionally, Chantele has a master’s in law (LLM) in alternative dispute resolution with Osgoode Hall, York University.

### Email

chantele.ramcharan@nsira-ossnr.gc.ca

### Current Position and Department

General Counsel and Senior Director

National Security and Intelligence Review Agency (NSIRA)

### Location of Work

Ottawa, Ontario

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Charles Mitchell

### Biography

Charles is an employee at Statistics Canada for nearly 25 years. From 2017 to present, Charles is an EC-07 responsible for all data processing tasks related to the Labour Force Survey (LFS). Charles has experience managing complex projects from start to finish. These include the LFS Systems Redesign, the LFS Historical Revision and an "Accelerator Project" to implement Open-Source Solutions within his Division. Charles has supervised as many as 15 employees and managed the human and financial resources of his section. Charles has a passion for mentoring and coaching new and talented employees.

### Email

charles.mitchell@statcan.gc.ca

### Current Position and Department

Chief

Statistics Canada

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

### Mentoring Availability

Twice a week

Once a week

### Length of Sessions

45 minutes

1 hour

### Format of Sessions

Video

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Christiane Brito Uherek (she/her)

### Biography

Christiane Brito Uherek is a Species at Risk Biologist for the Ontario and Prairie Region at Fisheries and Oceans Canada (DFO). Prior to joining DFO, Christiane worked as a Research Associate at the University of Calgary and the University of Alberta. Before that, Christiane worked at the Alberta Biodiversity Monitoring Institute and during her tenure she worked with invertebrate's taxonomy. Christiane holds a Bachelor of Science in Biological Sciences and a Master of Science in Ecology.

### Email

Christiane.BritoUherek@dfo-mpo.gc.ca

### Current Position and Department

Biologist

Fisheries and Oceans Canada (DFO)

### Location of Work

Alberta, Edmonton

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

1 hour

### Format of Sessions

Video

### Mentoring Topics

Diversity, inclusion, accessibility, and employment equity

How Government Works

People management

Human resources

Career

## Claudine Martel

### Biography

Claudine is a 42 soon 43 years old woman. She is married and she has 4 children and 3 grandchildren. Claudine has been working for the federal government since 2006, starting her career as a casual employee, then a term employee and finally returning to the private sector, only to return in 2014 as an indeterminate employee. She has held mainly executive assistant positions. Since 2020, she has held a position as Project and Program Management Advisor. She is a dedicated employee always looking for new challenges, until life brought her a "nasty" life trial that she will be able to share with you personally if you choose her as your mentor. She has been suffering from post-traumatic shock ever since, and was absent from work for 2 years, but she never stopped believing that she could change the course of her life and return to an almost normal life. She's here to help and coach you.

### Email

claudine.martel@rcaanc-cirnac.gc.ca

### Current Position and Department

Advisor, Projects & Programs Management

Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a week

### Length of Sessions

1 hour

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Daniel Patterson

### Biography

Daniel works in the accessibility field. Daniel also identifies as having a disability. Networking is so important, in all things both personal and business-related.

Daniel has experience in networking, and making connections with people over time that will benefit career trajectory -- this must be done intentionally, and Daniel can help with getting you comfortable to reach out to others, and make those sound connections, be it by coffee chats or formal hiring requests.

### Email

daniel.patterson@hc-sc.gc.ca

### Current Position and Department

Project Officer

Health Canada (HC)

### Location of Work

Dartmouth and Halifax, Nova Scotia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Twice a week

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

1 hour and 30 minutes

2 hours

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

People management

## Daniel Paulin

### Biography

Daniel is an autistic / ADHD person with over 15 years in the public service. Their career started in technical support / IT ServiceDesk and slowly evolved to focus completely on implementing best practices and designing more efficient processes. They are an IT generalist and know a little about everything IT in the government and have a background defending people with disabilities as a union rep. Their current position is manager (IT-04).

### Email

Daniel.paulin@csc-scc.gc.ca

### Current Position and Department

ITSM Manager

Correctional Service Canada (CSC)

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

### Length of Sessions

1 hour

### Format of Sessions

Video

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Darren Bailey (he/him)

### Biography

Darren is an Acting Senior Human Resources Advisor with the Health Canada and Public Health Agency of Canada Persons with Disabilities Specialized Recruitment team. Darren is passionate about advocating for inclusion, facilitating culture change, accessibility and helping others realized their full potential. Darren is equally interested in helping his clients find talent and finding opportunities for candidates with disabilities. Darren believes strongly that it takes just one person to believe in another and help them thrive. Darren is a people person. As a person who lives with severe bilateral hearing loss and tinnitus, and one that has worked in the equity field for many years, Darren brings a unique and lived perspective and empathy to his role. Darren wants to be a mentor because Darren wants new employees to have the same experience. Darren has had the fortune of in his public service career, and most importantly, for them to bring their "whole self" to it.

### Email

daniel.patterson@hc-sc.gc.ca

### Current Position and Department

A/Senior Human Resources Advisor

Health Canada (HC)

### Location of Work

Toronto, Ontario

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

### Length of Sessions

1 hour

### Format of Sessions

Video

Telephone

Chat:

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

People management

Human resources

Career

## David Harms

### Biography

David joined the Canada Revenue Agency in 1997 in the Audit division. They have worked in various positions and audit areas in both the GST/HST and Income Tax programs throughout their career, holding positions of increasing responsibility and often being asked to pilot new ideas or positions along the way. David is currently a GST/HST Large Business Case Manager managing a team of senior auditors that audit large national, multi-national, and foreign entities. David also co-chairs the regional risk assessment committee responsible for the large business audit program within the Western Region and communicating with HQ. David has a BBA degree and CPA designation.

David wants to be a mentor to help others and see them be successful. They received a lot of mentorships over their career and want to pass that along.

### Email

david.harms@cra-arc.gc.ca

### Current Position and Department

Large Business Case Manager, GST/HST Audit Division, Western Region, Compliance Programs Branch

Canada Revenue Agency (CRA)

### Location of Work

Kelowna, British Columbia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

People management

Human resources

Career

## Della Faulkner (she/her)

### Biography

Della is a senior policy analyst at Health Canada. She has been with the Government of Canada since 2010 and previously worked at Immigration, Refugees and Citizenship Canada. Most of her work has been developing policies related to health and public health. She originally hails from British Columbia but has lived in Ottawa since 2004. She also lived in Boston, Vancouver, Orillia, and Enderby. In her free time, Della likes being outdoors, riding her bicycle, amateur photography, and Toastmasters. At work, she would describe herself as a persistent, detailed-oriented analyst who keeps one eye on the long-term and the big picture and who enjoys leading teams and welcoming new team members.

### Email

della.faulkner@hc-sc.gc.ca

### Current Position and Department

Ottawa (National Capital Region)

### Location of Work

Senior Policy Analyst

Health Canada (HC)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

### Length of Sessions

30 minutes

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

Human resources

Career

## Dominique Gervais (she/her)

### Biography

Dominique is a white queer cis woman in her early 40's with an array of disabilities, with 16 years of Government experience. She was the Chair of the Advisory Committee for (dis)Ability at Canadian Heritage for 2 years, participated in the Equity, Diversity, and Inclusion Program Review at Canadian Heritage and is deeply passionate about creating deeply inclusive workplaces. She is specialized in policy but has held many different hats in her career: learning and development, mental health, corporate reporting, human rights, equity, diversity, inclusion, accessibility champion, strategic policy and now youth policy. She is an avid reader, aiming for 52 books every year (audio, e-books, paper books). Dominique loves to craft (paint, crochet, punch needle, draw, sew, etc.). Mentoring new public servants is something she really enjoys and is particularly interested in helping aspiring public servants to navigate the culture as a person with a disability.

### Email

Dominique.gervais@pch.gc.ca

### Current Position and Department

Manager, Policy and Research

Canadian Heritage (PCH)

### Location of Work

Gatineau (National Capital Region) – working remotely.

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

### Length of Sessions

30 minutes

### Format of Sessions

Video

Telephone

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

People management

Career

## Ellen Fraser (she/her)

### Biography

Ellen is a scientific evaluator in the Medical Devices Directorate. She has a Masters in Neuroscience and has previously worked in the private sector. She has been working at Health Canada since 2021 doing scientific regulatory work. During this time, she has mentored within her team, has been mentored as part of the Mentorship Plus initiative, and continues to keep in touch with previous mentees/mentors. Outside of work, Ellen volunteers extensively for a few not-for-profit organizations. She also enjoys cooking and spending time outdoors.

### Email

ellen.fraser@canada.ca

### Current Position and Department

Scientific Project Coordination Biologist III

Health Canada (HC)

### Location of Work

Toronto, Ontario

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Career

## Erin Scott (she/her)

### Biography

Erin is a dedicated and creative professional with a passion for policy analysis, innovation, and environmental research. Currently serving as a Policy Analyst at Natural Resources Canada (NRCan) in the Strategic Policy and Innovation Branch, Erin specializes in Innovation, Cleantech, and AI files. In addition to her policy work, Erin is pursuing a doctoral degree in environmental anthropology, furthering her previous research. She brings a wealth of experience in conducting qualitative and ethnographic research, with a focus on topics such as natural resources, tourism, land and identity, class and economic precarity, nationalism, racism, and xenophobia. Erin is also passionate about inclusion and diversity representation, environmental engagement, mental health, and her small herd of active dogs that take up a great deal of her personal life.

### Email

erin.scott@nrcan-rncan.gc.ca

### Current Position and Department

Policy Analyst

Natural Resources Canada (NRCan)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

Chat

In Person

### Mentoring Topics

Professional Skills

Projects and work planning

People management

## Faical Khlaifi

### Biography

Since 2023, Faical has been a policy analyst at Natural Resources Canada (NRCan). Prior to this, they had the opportunity to work at Service Canada and in the private sector, giving them a diverse background.

With a PhD in Education, Faical has always been passionate about learning and sharing knowledge. Their academic and professional career has led them to develop expertise in the fascinating field of public policy development and analysis.

Alongside their career, Faical is the proud father of three wonderful children. Their joie de vivre and curiosity inspire him daily. Faical loves spending time with them and passing on their values. Beyond their work, Faical enjoys meeting new people and sharing their experience with them. Whether at professional events or in a more informal setting, Faical always finds great pleasure in discussing and listening to other people's perspectives and learning.

### Email

faical.khlaifi@nrcan-rncan.gc.ca

### Current Position and Department

Gatineau (National Capital Region)

### Location of Work

Policy Analyst

Natural Resources Canada (NRCan)

### Language of Written Communication

French

### Language of Oral Communication

French

### Mentoring Availability

Twice a week

Once a week

### Length of Sessions

30 minutes

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

Career

## Fatemeh Mirnaghi

### Biography

Fatemeh Mirnaghi has a Ph.D. in Analytical Chemistry from the University of Waterloo. She has been working for Environment and Climate Change Canada for ten years. She worked as Coordinator of Environmental Programs in the Chemical Management Division for the last two years. She is a lead for Performance Measurement Evaluation (PME) of toxic substances and a member of PME Center of Expertise team. Previously, she worked as a research scientist on the oil spill research team in the Science and Technology Division for eight years. She has been involved as a volunteer in patient advocacy activities for the last seven years. Her personal interests include literature, music, and nature. Her hobbies include spending time with family and friends, traveling, and volunteering activities to help people.

### Email

fatemeh.mirnaghi@canada.ca

### Current Position and Department

Coordinator Environmental Programs

Environment and Climate Change Canada (ECCC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

### Length of Sessions

1 hour

### Format of Sessions

Video

Telephone

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

Career

## Fiona Wilson (she/her)

### Biography

Fiona is a Policy Analyst (indeterminate, 1 year) with the Strategic Directions team at the Public Service Commission of Canada (PSC). Prior to her current position, she was a Program Officer with the Natural Sciences and Engineering Research Council of Canada (NSERC; EDI Strategy Division; 6-month term position). Fiona has a Master of Applied Psychological Science (co-op) degree which helped her develop skills in research in psychology and program evaluation. As a graduate student, Fiona was a Teaching Assistant for 3 different courses and really enjoyed sharing any knowledge she could and watching students grow/thrive. As an undergraduate she majored in psychology and minored in advanced French.

Fiona has a hearing impairment and wears hearing aids. She has a few invisible disabilities as well. Close friends and family of hers also have a variety of disabilities. She is very passionate about equity and is eager to help other people with disabilities navigate the hiring process/work as a public servant!

### Email

fiona.wilson@cfp-psc.gc.ca

### Current Position and Department

Policy Analyst

Public Service Commission of Canada (PSC)

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

### Length of Sessions

1 hour

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

Conflict management, group dynamics

## Gabriel Duguay

### Biography

Gabriel (Gab) Duguay is a Policy Analyst in the Assistant Deputy Minister's Office (Communications and Portfolio Sector) at Natural Resources Canada. A proud Nova Scotian, Gab has Mi'kmaq/settler heritage and navigates the workplace with a disability. Gab is a frequent volunteer in the debating community, plays saxophone, and is passionate about learning, service, and people.

### Email

gab.duguay@nrcan-rncan.gc.ca

### Current Position and Department

Policy Analyst

Natural Resources Canada (NRCan)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a week

Once every two weeks

Once a month

### Length of Sessions

45 minutes

### Format of Sessions

Video

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Human resources

Career

## Gabrielle Rivoire (she/her)

### Biography

Gabrielle started her Public Service career as a CO-OP student (under-grad) in Environment Canada, then an FSWEP student in Women and Gender Equality Canada (WAGE). She is currently at WAGE in the Human Resources branch as an HR Coordinator (AS-02) but has been acting HR Advisor for almost a year (PE-02/03). Gabrielle has had the opportunity to work in a variety of HR disciplines (such as staffing, processes, recruitment (specifically student recruitment) and performance and talent).

Gabrielle identifies as a person with a disability, and she is a member of her department's persons with a disability network. While Gabrielle generally keeps her disability to herself, she has discovered that open communication with individuals who have similar life experience can be beneficial in learning new skills and improving her overall employee experience. She hopes to provide a student with a safe space to talk and apply her HR knowledge to help provide practical solutions/directions.

### Email

Gabrielle.Rivoire@fegc-wage.gc.ca

### Current Position and Department

A/Human Resources Advisor

Women and Gender Equality Canada (WAGE)

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Chat

In Person

### Mentoring Topics

Professional Skills

How Government Works

Projects and work planning

People management

Human resources

Career

## Helen Grantis

### Biography

Helen has worked directly with people helping them determine how to be successful in their employment journey in the public service. At the Public Service Commission, Helen helped candidates navigate the hiring and application process into the federal government as well as provided accommodation advice and advocacy support. Helen is now at Statistics Canada and advise managers and HR advisors on accessible employment. Helen is also a mentor at World Skills Canada.

### Email

helen.grantis@statcan.gc.ca

### Current Position and Department

Analyst, Accessible and Inclusive Employment

Statistics Canada (StatCan)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

### Mentoring Availability

Once a week

### Length of Sessions

1 hour

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Hooman Motamed

### Biography

As an executive at CBSA, with over three decades of experience, Hooman brings a unique perspective as a visible minority and a first-generation immigrant from Iran. Hooman has two bachelor’s degrees from University of Concordia in Montreal (Bachelor of Commerce and Bachelor of Political Science). Hooman’s mother tongue is Farsi and speaks French.

Hooman believes that their journey has instilled in them a deep empathy for individuals facing challenges, especially those with hidden disabilities, as Hooman is a parent to a son navigating such circumstances. Advocating for the rights of people with disabilities has become a cornerstone of their professional and personal mission. Hooman truly believes that we are unique in our own way, and we have all something to give back. Through mentorship, Hooman aims to share their wealth of knowledge to empower aspiring public servants, offering guidance to better prepare them for the rewarding yet demanding path ahead. Hooman is looking forward to this opportunity.

### Email

hooman.motamed@cbsa-asfc.gc.ca

### Current Position and Department

Director

Canada Border Services Agency (CBSA)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

Farsi

### Language of Oral Communication

English

French

Farsi

### Mentoring Availability

Once a week

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

People management

Human resources

Career

## Ian Chisholm

### Biography

Ian did their bachelor’s and master’s degrees in microbiology, and their career with the public service has allowed them to use that knowledge as a base for a career of approximately 25 years. Ian has done a variety of things in their career that they are extremely proud of. Ian has epilepsy, but it is not something that has interfered in their career primarily because Ottawa largely has a good transit system. Outside of work, Ian loves bicycling, swimming, and cooking (although they must bike and swim with others).

### Email

ian.chisholm@hc-sc.gc.ca

### Current Position and Department

Assessment Officer

Health Canada (HC)

### Location of Work

Ottawa (National Capital Region) – available to meet in Vancouver, British Columbia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

### Length of Sessions

1 hour

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

How Government Works

Projects and work planning

People management

Career

## Isabelle Ringuet (she/her)

### Biography

Isabelle has been with Canadian Heritage for 8 years and was previously with Library and Archives Canada. As a public servant for 23 years and an executive for over 10, she has extensive experience in operations, policy, strategy, strategic management and horizontal issues, program management, project management, customer service, FPT relations and multilateral international relations.

She is passionate about the public service and its future and is convinced that great change is needed to make it more diverse and inclusive. A team player, collaborative and results-oriented, she loves helping her colleagues find solutions.

Isabelle holds a master’s degree in history from the Université de Moncton and a Bachelor of Arts from Carleton University. She is the proud mother of two young daughters, loves spending time in nature and traveling.

### Email

isabelle.ringuet@pch.gc.ca

### Current Position and Department

Director, Changing Narratives Fund

Canadian Heritage

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

How Government Works

Projects and work planning

People management

Career

## Jas Gill (she/her)

### Biography

Jas believes we all belong in all spaces, there is no social hierarchy. She believes it's important to respect and respond to differences to achieve equality and equity. She believes in empowering herself and others to speak up and act. She feels very fortunate to have a rewarding career as a public servant that started as a summer student a few decades ago. Now, she is juggling full time work with being a mother to a 20-month-old and finding a new balance, while appreciating the benefits of being a federal government employee.

### Email

jas.gill@csc-scc.gc.ca

### Current Position and Department

Regional Administrator, Communications and Executive Services

Correctional Service Canada (CSC)

### Location of Work

Abbotsford, British Columbia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Jeffrey Stark (he/him)

### Biography

Jeffrey is recognized internationally for promoting digital inclusion, he is principal advisor for a program that encourages skill-building, collaboration, and support services within government departments, ensuring technology is inclusive and accessible for everyone. He has extensive knowledge of adaptive technologies, workplace accommodations and adjustments for people with disabilities. He is a fervent advocate, speaking on disability issues and contributing to the establishment of standards.

### Email

jeffrey.stark@ssc-spc.gc.ca

### Current Position and Department

Principal Advisor to the Accessibility, Accommodation and Adaptive Computer Technology (AAACT) program

Shared Services Canada (SSC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Jenn Nusbaum (she/her)

### Biography

Jennifer Nusbaum is a web Comms Officer (acting Comms Advisor) with over 20 years of Government of Canada (GoC) web experience. She joined the Canadian Transportation Agency in July of 2023.

Jennifer began her career with the GoC back in 2002 as temporary contract employee within Public Affairs of the Department of National Defence (DND). She was hired to help prepare static photo image galleries (Combat Camera) to a database that pushed images dynamically to the web. She also had years of experience with web coding. DND was launching it's the very first GoC Common Look and Feel (CLF) site. This meant preparing all content for new templates. Within a year - with a break in employment - she was appointed as Assistance Webmaster.

Jennifer has worked for the RCMP and Indigenous Services Canada. She celebrated her 20-year PS anniversary in 2023.

Jennifer is also autistic and has ADHD. Her purpose in life is to improve the lives of others through mentoring.

### Email

jennifer.nusbaum@otc-cta.gc.ca

### Current Position and Department

Communications Officer / Acting Communications Advisor

Canadian Transportation Agency (CTA)

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

### Length of Sessions

45 minutes

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

Autism and ADHD in the workplace - late diagnosed women as a passion

## Jennifer Lundrigan (she/her)

### Biography

Jennifer is passionate about creating positive relationships through mentorships and believes those relationships are critical components of creating change and diversifying the public service. She has been fortunate to have many great mentors that have helped her achieve her career goals. She has worked in many positions since 2014, from working in the call centre to working as the lead training specialist for the government's largest scale technological transformation project to-date. She has been a mentor with several programs and initiatives and is looking forward to continuing to pay it forward in 2024-25!

### Email

jennifer.lundrigan@pch.gc.ca

### Current Position and Department

Senior Program Advisor

Canadian Heritage (PCH)

### Location of Work

St. John's, Newfounland and Labrador

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

### Length of Sessions

1 hour

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Jeremy Plaunt (he/him)

### Biography

Jeremy joined Statistics Canada in 2022 to support departmental efforts towards a fully accessible StatCan (and the GoC) by 2040 under the Accessible Canada Act.

Jeremy’s 22+ years in the Government of Canada started with 17 years in communications, public opinion research, stakeholder relations, public environment analysis, etc., at Environment Canada and Employment and Skills Development Canada. He joined the Policy world in 2019 to further his work on the Accessible Canada Act. As a person with increasing physical disabilities, eliminating accessibility barriers has long been a side of desk project which he was thrilled to eventually turn into a full-time gig. Jeremy is a proud hockey and football dad, a longtime community volunteer, and an amateur photographer and musician. He holds a bachelor’s degree from McGill University and multiple certificates in research and public consultation.

### Email

jeremy.plaunt@statcan.gc.ca

### Current Position and Department

Manager, Accessibility Secretariat

Statistics Canada (StatCan)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a month

### Length of Sessions

To be discussed

### Format of Sessions

Video

Telephone

In Person

(Flexible)

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Joshua Frame (he/him)

### Biography

Holder of a bachelor’s degree in international studies from York University, Joshua Frame started his public service career in Ottawa at the Canada Revenue Agency in 2009. Over the last 15 years, he has held roles in management, project management, budgeting, and service renewal. Joshua has been the National Chair of the Federal Youth Network (FYN) since November 2016. He has been shaping the FYN to become a driver of innovation, regional engagement, and career development, through regular webcasts on topics such as the Free Agent Program and the GC Talent Cloud, and in-person learning events such as Career Boot Camp 2018 and 2019. In March 2020, in response to the COVID-19 pandemic, Joshua helped launch the FYN Virtual Learning Series, which provides 1 to 3 webcasts per week, totalling over 100 webcasts since March 2020. Joshua was recognized with the Canada School of Public Service’s Award of Excellence in Innovation in 2020 for this series. Joshua is a speaker for the Federal Speakers’ Forum on Diversity and Inclusion, sharing his experience as both a person with a disability and as an experienced manager of persons with disabilities. In his spare time, Joshua participates in triathlons and running and cycling events across Canada and the United States. Over the past 15 years, has lived in Ottawa, Toronto, Vancouver, and Honolulu.

### Email

joshua.frame@sac-isc.gc.ca

### Current Position and Department

National Chair of the Federal Youth Network

Indigenous Services Canada (ISC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a week

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Josie Xiong

### Biography

Josie is an IT manager of the Payment Systems Section in CRA since 2022. Before becoming an IT manager, Josie started their initial career at CRA as an IT Analyst. After that, Josie spent many years as the Team Leader in various IT projects. Prior to joining CRA, Josie accumulated years of IT experience in the private sector, holding positions at Shell Canada and York University. In their spare time, Josie enjoys listening to music, traveling, and taking leisurely walks with my dog in the neighborhood.

### Email

josie.xiong@cra-arc.gc.ca

### Current Position and Department

IT Manager

Canada Revenue Agency (CRA)

### Location of Work

Ottawa, Ontario

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Karen Kenniphaas (she/her)

### Biography

Karen has participated on the Advisory Committee for Persons with Disabilities for 10 years, and as an Accessibility Ambassador for 3 years. She has worked for 27 years in the public service in with many positions such as, Clerk, Records Officer, Administrative Assistant, Executive Assistant, Junior Officer, Senior Officer, Strategic Advisor, Manager, and Accessibility Ambassador. Karen worked in several portfolios such as security, safety, emergency preparedness, operation centers, immigration enforcement, refugees, travellers, corporate branches, occupational health, and safety committees, building emergency organizations, persons with disabilities interdepartmental committees and networks, Persons with Disabilities Champions, and Chair committee.

### Email

Karen.Kenniphaas@cbsa-asfc.gc.ca

### Current Position and Department

Persons with Disabilities Chair & Accessibility Ambassador

Canada Border Services Agency (CBSA)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a month

### Length of Sessions

45 minutes

### Format of Sessions

Video

Telephone

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Kate O'Connor (she/her)

### Biography

Kate O’Connor joined the Public Health Agency of Canada’s Partnerships and Engagement Division in 2023 as the Manager of Strategic Partnerships. In this role, Kate draws on over 20 years of experience in research and evidence informed policy development. Her expertise lies in developing innovative strategies to collaborate with diverse stakeholders including Indigenous communities and organizations, healthcare providers, academics, private industry, government agencies, and non-profit organizations. With a passion for driving positive change in public policy, Kate leverages her strong analytical skills and strategic mindset to identify opportunities for partnership and collaboration. This is demonstrated through a series of awards, published articles and opportunities to speak at national and international policy conferences and symposia.

### Email

kate.o'connor@phac-aspc.gc.ca

### Current Position and Department

Manager, Strategic Partnerships Team

Public Health Agency of Canada (PHAC)

### Location of Work

Ottawa, Ontario

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Kate Arbing (she/her)

### Biography

Kate is a public servant from the east coast of Canada with 11 years of experience with the Parks Canada Agency. She began her work with Parks Canada as a student and years later it developed into her full-time career.

Over the years she’s worked in a variety of positions, from base level Communicators to Animators and Heritage Presenters, Administrative Assistants, to Team Leads and Coordinators. These experiences have provided her with interpretation, leadership, and supervisory skills, knowledge about career planning and networking, mental health, and wellness, and living/working with invisible disabilities.

Kate is passionate about mentoring and sharing stories help folks feel welcomed, heard, and supported in their day-to-day life and career journeys. Mentoring provides a wonderful opportunity to exchange wisdom, broaden perspectives, and create a sense of community!

### Email

kate.arbing@pc.gc.ca

### Current Position and Department

Heritage Presenter

Parks Canada (PC)

### Location of Work

Charlottetown, Prince Edward Island

Cavendish, Dalvay

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

People management

Career

## Kathleen Reynolds (she/her)

### Biography

Kathleen Reynolds is a Business Analyst with the Accessibility, Accommodation, and Adaptive Computer Technology (AAACT) Program in Shared Services Canada. She joined SSC in 2019. Kathleen works with AAACT's Lending Library Service Pilot, which provides expedited accommodation services for employees with short term or temporary/episodic accommodation needs. As a queer woman with a disability, Kathleen is passionate about representation, access, and self-advocacy.

Kathleen enjoys mentoring because it allows her to help new members of the GC to level up their confidence navigating GC processes and writing professionally. In her personal life, Kathleen is a cat mom and fosters stray cats. Her cat, Peekaboo, is a relentless but fair manager.

Kathleen has received a BA with a major in History and minor in English from the University of Alberta, a MA in History at McGill University, and a PhD in History at Durham University.

### Email

kathleen.reynolds@ssc-spc.gc.ca

### Current Position and Department

Business Analyst

Shared Services Canada (SSC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

### Mentoring Availability

Once a month

### Length of Sessions

45 minutes

1 hour

### Format of Sessions

Video

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

Career

## Katrina Longo (she/her)

### Biography

Katrina has worked as counsel at the Department of Justice since 2019, and has a particular focus on constitutional, administrative, and Aboriginal law. Prior to her employment with Justice, Katrina worked with the Ontario Ministry of the Attorney General within the Office of the Public Guardian and Trustee. She has an honours Bachelor of Arts in Celtic studies from the University of Toronto, a Master of Studies in modern history from the University of Oxford, and a Juris Doctor from the University of Toronto. She is hard of hearing and, depending on the situation, uses various assistive devices to assist with her work and socializing. She has a strong commitment to building accessible environments, both within the public service and more broadly in the community. She has experience as a mentor and would love to work with student to encourage their personal and professional development.

### Email

katrina.longo@justice.gc.ca

### Current Position and Department

Counsel

Department of Justice Canada

### Location of Work

Toronto, Ontario

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video if possible

Open to other formats that is more accessible.

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

People management

## Kayla Charette (she/her)

### Biography

Kayla Charette is super keen to join this program as a first-time mentor for the 2024-2025 season! She has been in the Public Service since 2016, and at Parks Canada since 2017. Since then, she has worked in various fields from GIS to corporate reporting to outreach and marketing – she also started her career within the Public Service as a student.

Last year, Kayla was diagnosed with ADHD, and there have been many revelations across all areas of her life, and especially her work life. Since then, she has discovered and experimented with several tools, strategies (etc.) that have removed barriers and have enabled her to accommodate for her needs at work. This is an evolving process, as she is still trying new things and learning more about accommodating disabilities in the workplace. Kayla hopes to leverage her knowledge and experience to provide you with the support and resources you need to get the most out of your student placement and to work towards career goals!

### Email

kayla.charette@pc.gc.ca

### Current Position and Department

Pricing Officer, Market Development Branch

Parks Canada (PC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Once a month

Flexible

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

Can provide support with specific expertise to Parks Canada

## Keegan Balcom (they/them)

### Biography

Keegan is an interdisciplinary professional with a passion for enabling positive change. They have advised decision-makers on complex files in the Department of National Defence, the Canada Border Services Agency, the Treasury Board of Canada Secretariat, Environment and Climate Change Canada, and now Shared Services Canada. They hold a Bachelor of Engineering from McGill University and a Master of Resource and Environmental Management from Dalhousie University.

### Email

keegan.balcom@ssc-spc.gc.ca

### Current Position and Department

Senior Policy Analyst

Shared Services Canada (SSC)

### Location of Work

Halifax, Nova Scotia

Works remotely

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a month

### Length of Sessions

1 hour

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Kenneth Aquin-Abboud

### Biography

Kenneth Aquin-Abboud holds a BA Political Science (Hons) from Concordia University and a Master of Public Policy and Administration (MPPA) from Carleton University. He has focused on drug policy and the delivery of related programs. He currently works at Health Canada on the Accessibility readiness Team working on policies related to persons with disabilities and previously held a role as a Senior Advisor for the Substance Use and Addictions Program and is the Vice Chair for the Persons With Disabilities Network. He has long advocated for improving awareness and increasing inclusion of persons with disabilities. On his free time, he enjoys outdoer activities and going for walks with his guide dog Wendell.

**Areas of Expertise**

* The Grants and Contributions process and the delivery of programs and services
* Policy development and stakeholder relations
* Employee network activities and leveraging those experiences to build necessary competencies to reach career objectives.

### Email

kenneth.aquin-abboud@hc-sc.gc.ca

### Current Position and Department

Senior Program Analyst

Health Canada (HC)

### Location of Work

Ottawa and Montreal

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

How Government Works

Projects and work planning

People management

Human resources

Career

## Kevin Thibault

### Biography

Kevin is an individual that has gone through many challenges in their life. They have had a long history of struggles mentally and socially. They work in an alone type of situation, where they have had to find resources for members of the public services by themselves. They have learned about most programs for people with mental disabilities. They have had so many techniques brought to them throughout their life to help calm their mind and prepare them for an upcoming day. They have completed many courses offered by the government for help in dealing with work situations.

### Email

kevin.thibault@canada.ca

### Current Position and Department

Jr ATIP Analyst

Health Canada (HC)

### Location of Work

Ottawa (National Capital Region)

Work from home

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a week

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Human resources

Career

## Kylie Jamieson

### Biography

Kylie is 28 years old. They have been working with the Canada Revenue Agency for three years now. Kylie graduated with their bachelor’s degree in English Language and Literature and Psychology. They currently work as an Appeals Officer. Kylie loves to play video games and watch YouTube and Netflix. They want to be a mentor because they didn't know how to navigate the working world right after university, so they want to pass on their knowledge and experience so that others can learn from their mistakes. Kylie also didn't realize that applying for a position within the federal government wasn't as daunting as they thought it was. The career they have is really rewarding, and they want to encourage others to work for the government at any level. Kylie has a physical disability as well, so they want to show people that you can do whatever you want, no matter if you have any barriers in your way.

### Email

Kylie.Jamieson@cra-arc.gc.ca

### Current Position and Department

Appeals Officer

Canada Revenue Agency (CRA)

### Location of Work

Windsor, Ontario

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Laila Monette

### Biography

Laila identifies with persons with disabilities. Laila works as an administrative assistant at Health Canada. They also have degree in Communications from the University of Ottawa. Laila didn't know they had a learning disability until the age of 30 years old, which enlightened a lot of their pass struggles in school and work. Laila learned a lot about themselves, but they wish they had a mentor to guide them through their early years, so that is why they want to be a mentor so they can pass down what they’ve learned. No one should struggle alone, especially that there is resources and tools out there to support us on our journey.

### Email

laila.monette@hc-sc.gc.ca

### Current Position and Department

Administrative assistant

Health Canada

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Human resources

## Laura Mackenzie (she/her)

### Biography

Laura MacKenzie is currently the Director of Indigenous Forestry and BioHeat at Natural Resources Canada, where her team works to accelerate Indigenous awareness, influence, inclusion, and leadership in the forest sector. Working in program delivery and strategic policy for the past 17 years, her experience includes leading the development and delivery of renewable energy and community-based economic development programing as well as Inclusion, Diversity, Equity, and Accessibility (IDEA) and urban forest policy at Natural Resources Canada and Employment and Social Development Canada. Laura holds a master’s degree in Anthropology from the University of Calgary and a bachelor’s degree in history and Anthropology from the University of Waterloo. Laura is from the Toronto area but currently lives in Ottawa with her partner, kid, and an overly enthusiastic husky. When not at work she can be found drinking tea usually in her garden, at a campsite or bookstore.

### Email

laura.mackenzie@canada.ca

### Current Position and Department

Director

Natural Resources Canada (NRCan)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Laura Stephenson (she/her)

### Biography

Laura has worked for the public service for more than 15 years, 10 of which in management roles, and has significant experience leading a range of complex policy and program issues, including in the fields of digital policy, business transformation, social and economic immigration, and international information sharing. Currently, Laura is the Director of Economic Analysis and Data with Natural Resources Canada's Strategic Policy Branch. Prior to joining NRCan Laura spent time in a variety of roles at Immigration, Refugees and Citizenship Canada, and the Treasury Board of Canada Secretariat.

Laura is passionate about helping people build self-awareness and develop practical skills to help them overcome challenges, maximize their impact, and create meaningful change. Laura lives with Type 1 Diabetes and is active in the diabetes community, having spent many years developing, managing, and delivering leadership development programming for youth with chronic disease.

### Email

laura.stephenson@nrcan-rncan.gc.ca

### Current Position and Department

Director

Natural Resources Canada (NRCan)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Laurel Poole (she/her)

### Biography

In 2003, Laurel began her career in the public service with Parks Canada where she has occupied a variety of positions over the last twenty years. Throughout her career, she has held positions in Finance, Human Resources Management, Partnering and Stakeholder Relationships and Operations Risk Management. She has been a C-Suite advisor and a mentor to many team members over the years. A results-oriented leader with a diverse skillset and proven track record of mobilizing teams, delivering successful projects and driving organizational change.

Laurel holds a BA from Dalhousie University and an MBA specializing in Tourism and Leadership from the University of Guelph.

### Email

laurel.poole@pc.gc.ca

### Current Position and Department

Director, Operations Risk Management

Parks Canada (PC)

### Location of Work

Halifax, Nova Scotia

### Language of Written Communication

English

French

### Language of Oral Communication

English

### Mentoring Availability

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Lauren Sapic (she/her)

### Biography

Lauren Sapic is a newly-minted legal counsel in the BCRO, always willing to reach out to people or lend a hand to others in terms of mentorship and growth. Outside of work, she enjoys knitting, long walks, collecting books she promises she will one day read, and any form of getting her body moving. Lauren is proud to return for a second year as a mentor for the Employment Opportunity for Students with Disabilities Mentoring Program and is happy to help out in any way she may be able to.

### Email

lauren.sapic@justice.gc.ca

### Current Position and Department

Legal Counsel (LP-01)

Department of Justice Canada (JUS)

### Location of Work

Surrey, British Columbia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a month

### Length of Sessions

1 hour

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Linda Crawford

### Biography

Linda is a Classification Advisor at Health Canada, with the Canadian Government. Linda has experience in five different HR related disciplines. Linda had their own successful computer retail business (4500 Sq ft) from 1993 to 2005. One hobby Linda has, is to recycle jewelry and either repair or create original pieces from it. Linda also creates art from the leftovers. Linda is digitally connected but not addicted to technology, just gaming. Linda loves networking and has varied interests... this is an understatement. Oh, and Linda has a wicked sense of humour. Specialties: Networking, Human Resources, Change Management, Information Management, Staffing, Classification, Diversity and Employment Equity.

### Email

linda.crawford@hc-sc.gc.ca

### Current Position and Department

Human Resources Advisor

Health Canada

### Location of Work

Nepean (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

Telephone

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Lydia Holuk (she/her)

### Biography

Lydia is a newly called lawyer with the British Columbia Regional Office. Prior to starting her legal career, she studied social work and having this background has changed how she interacts with people. Lydia is getting involved as a mentor because she stutters and has spoken disfluently her whole life. She knows that every person with a disability has worth and things unique to them to contribute, and Lydia wants to come alongside and help you on your journey to get where you want to go. Also, if you are in the Vancouver region, Lydia is more than happy to meet in person over coffee.

### Email

lydia.holuk@justice.gc.ca

### Current Position and Department

Counsel

Department of Justice Canada (JUS)

### Location of Work

Vancouver, British Columbia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

1 hour

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Margarida (Maggie) Janeiro

### Biography

Multifaceted executive whose human leadership supports strategic, tactical, and operational approaches. Business partner and leader focused on enabling business transformation. Senior Advisor who recommends directions and provides strategic advice and briefings. Ambassador that actively defends the organization’s interests in various forums. Leader who supports Public Service priorities and the organization’s corporate agenda, programs, and services. Leader who continually strives to model the values and behaviors expected. Strong interpersonal and professional relations builder for whom teamwork and partnerships with internal and external collaborators are valued. Professional who demonstrates good conceptual, analytical and synthesis skills. Experienced individual who readily writes in both official languages for various audiences.

### Email

margarida.janeiro@tpsgc-pwgsc.gc.ca

### Current Position and Department

Director, Business Management Services

Public Services and Procurement Canada (PSPC)

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

To be determine with the mentee based on the need and on her workload

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

In person could occur occasionally as needed

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

Talent management, career planning and transformation

## Mauricio Olivares (he/him)

### Biography

Mauricio Olivares is a Senior Policy Analyst in the Controlled Substances and Cannabis Branch of Health Canada. He currently works in the Substance Use and Addictions Program (SUAP) team, within the Horizontal Policy, Planning and Programming Directorate. Mauricio self-identifies as a member of the 2SLGBTQIA+ community, as well as a Person with Disabilities (PWD). Throughout his career in the public service, he has had many different roles, including Acting Manager for Jordan's Principle (ISC), Senior Policy Analyst with the Canadian Intellectual Property Office, and Chair of the Gender and Sexual Diversity Network (GSDN) for Health Canada and the Public Health Agency of Canada.

Mauricio has been a mentee in the past, and has developed a fantastic relationship with his mentor, one that has helped him to navigate through the complex path of the public service. Mauricio would be very happy to serve as a mentor for someone and share the knowledge that he has gained throughout the years.

### Email

mauricio.olivares@hc-sc.gc.ca

### Current Position and Department

Senior Policy Analyst

Health Canada

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

In Person:

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Megan Lowthers (she/her)

### Biography

Megan Lowthers is a Senior Policy Analyst in Strategic and Horizontal Policy at Immigration, Refugees, and Citizenship Canada and prior to joining the Government of Canada, had a long career in policy, programming, and performance measurement to advance gender equality in the humanitarian and crisis response sectors. Megan also holds a PhD in Anthropology and several post-graduate certificates in advancing equity, diversity, and inclusion, which is something she has championed throughout her career, including her current involvement in the Persons with Disabilities Network at IRCC. She's adept at leading through life and career transitions, employing stress management techniques, and nurturing a healthy work-life balance that promotes self and collective care. Outside of work, she loves spending time in nature, volunteering, and gentle movement. Megan looks forward to mentoring a student as she knows she will learn just as much from them as they will from her.

### Email

Megan.Lowthers@cic.gc.ca

### Current Position and Department

Senior Policy Analyst

Immigration, Refugees and Citizenship Canada (IRCC)

### Location of Work

Ottawa, Ontario

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Flexible

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

Human resources

Career

## Mélanie Croteau

### Biography

Mélanie Croteau, an administrative finance officer at Shared Services Canada, has always persevered to achieve her professional goals despite her dyslexia. Before joining the Government of Canada, Mélanie had an enriching 13-year career as a manager at Jean Coutu pharmacies. These years allowed her to develop skills in leadership, management, and communication while making a significant contribution to her team and the company.

Driven by a passion for helping others, Mélanie aims to support people in their professional journeys by providing them with the tools they need to succeed in their projects.

### Email

melanie.croteau@ssc-spc.gc.ca

### Current Position and Department

Administrative Officer, Finance

Shared Services Canada (SSC)

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

French

### Language of Oral Communication

French

### Mentoring Availability

Once a month

### Length of Sessions

30 minutes

1 hour

### Format of Sessions

Video

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Mélissa Lyonnais (she/her)

### Biography

Since Spring 2023, Mélissa has been serving as the Director of the Board Secretariat at the Patented Medicine Prices Review Board (PMPRB). Her role involves overseeing critical functions related to governance and manages the Board’s meeting and hearing processes, including the official record of proceedings. Mélissa began her career in the federal public service at Citizenship and Immigration Canada, where she worked at the Canadian border. She then transitioned to Employment and Social Development Canada (ESDC) where she worked for over ten years, holding various positions such as Senior Policy Analyst, Special Advisor to an Assistant Deputy Minister and manager. Mélissa has a bachelor’s degree and a master’s certificate in law from the Université de Sherbrooke and a master’s certificate in project management from Sprott School of Business.

### Email

melissa.lyonnais@pmprb-cepmb.gc.ca

### Current Position and Department

Patented Medicine Prices Review Board Canada (PMPRB)

Director, Board Secretariat

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

### Length of Sessions

45 minutes

1 hour

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

How Government Works

Projects and work planning

People management

Human resources

Career

## Michael Mohammed

### Biography

Over his 15-year career in the public service, Michael has worked in a variety of roles related to science, technology, environmental protection, and issues management, with several federal departments. He has also worked in both the NCR and regionally, including in Nunavut and the Northwest Territories. Currently, he manages a team of policy analysts who develop policies related to information and data governance and interoperability. In addition to his experience managing team members with both visible and invisible disabilities, Michael is also legally blind and understands the challenges involved in building a career in a domain not traditionally occupied by persons with disabilities. Michael has become an EOSD mentor in the hope of ensuring that the next generation of public servants with disabilities working in science and technology realize that they are not alone, and he hopes he can help empower them to succeed.

### Email

michael.mohammed@tbs-sct.gc.ca

### Current Position and Department

Manager

Treasury Board of Canada Secretariat (TBS)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

Once every two weeks

Once a month

### Length of Sessions

45 minutes

1 hour

1 hour and 30 minutes

2 hours

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Mina Khenfri

### Biography

Mina has been working for CRA for 21 years and as an IT Manager for five years. Currently, they are the manager for Infodec Processing and Orchestration within Infodec Modernization division. Mina’s team provides convenient and flexible online services to business owners, employees, and third-party representatives to conduct business with CRA. This includes the InfoDec Web Access Code application, Web Forms, and Internet File Transfer.

Mina has a bachelor’s degree in English Literature and translation (French/English) and a college diploma in computer programing from la Cite Collegiale (Ottawa - Ontario). Mina graduated from the Agency Leadership Development Program (ALDP) in 2022.

### Email

mina.khenfri@cra-arc.gc.ca

### Current Position and Department

IT Manager

Canada Revenue Agency (CRA)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

### Length of Sessions

30 minutes

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Projects and work planning

Career

## Mitchell Wanless

### Biography

Mitchell Wanless is a deaf individual who uses a cochlear implant to hear. Mitchell has been a Federal Public Servant for 12 years, and is currently an Assistant Director at Immigration, Refugees, and Citizenship Canada. Mitchell has held a position at this level for the past 6 years that cover a range of topics (corporate reporting, policy research, client experience). Prior to joining the Federal Public Service Mitchell was a front-line social worker and worked in various group homes including for youth at risk, addictions treatment, and persons with disabilities.

### Email

mitchell.wanless@cic.gc.ca

### Current Position and Department

Assistant Director

Immigration, Refugees and Citizenship Canada (IRCC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

People management

Human resources

Career

## Munishi Desai (she/her)

### Biography

Munishi has been with Canada Revenue Agency as a Volunteer and Outreach Officer since 2020. Prior to CRA, she has been in public services for five years. She has her undergrad in Finance with distinction and a master’s in library and information science. Munishi is passionate about financial literacy, therefore, she appreciates the opportunity to help taxpayers in understanding the Canadian tax system.

### Email

munishi.desai@cra-arc.gc.ca

### Current Position and Department

CVITP and Benefits Outreach Officer

Canada Revenue Agency (CRA)

### Location of Work

Toronto, Ontario

### Language of Written Communication

English

Hindi

### Language of Oral Communication

English

Hindi

### Mentoring Availability

Once every two weeks

Schedule varies due to nature of position.

### Length of Sessions

1 hour

### Format of Sessions

Video

Telephone

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

Human resources

Career

## Myriam Reeves (she/her)

### Biography

Myriam accumulated over 11 years experience working for various public service department including Parks Canada, PWGSC, RCMP, DFO. She is currently working as Learning Advisor for IRCC and as a Human Resource Administrator for the Canadian Armed Forces. She gained experiences in various areas such as human resources staffing, learning and development, finances, compensation, employment equity, procurement, procurement, travel, and information management across the federal government.

### Email

myriam.reeves@cic.gc.ca

### Current Position and Department

Human Resources Advisor

Immigration, Refugees and Citizenship Canada (IRCC)

### Location of Work

Sydney, Nova Scotia

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Twice a week

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

### Mentoring Topics

Diversity, inclusion, accessibility, and employment equity

How Government Works

Human resources

Career

## Nan Zhang

### Biography

Former student-athlete in baseball, now a Project Officer at Health Canada's Corporate Services Branch in Ottawa. Fluent in English, written French, and conversational Mandarin Chinese. Specializing in compensation and SAP, with a knack for versatility. Passionate about sports discussions.

### Email

nan.zhang@hc-sc.gc.ca

### Current Position and Department

Project officer

Health Canada

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

Mandarin Chinese

### Mentoring Availability

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Nancy Schruder

### Biography

Nancy Schruder is a Senior Analyst, ES-05, who has worked for 23 years with the Canada Revenue Agency (CRA). She has held many interesting positions. She has been a union steward helping staff to resolve issues in the workplace. She is currently an active member and Mentor to People with Disabilities as a member of the Network for People with Disabilities at CRA where she has provided analysis, recommendations, and assistance to those who are seeking to make application for the Disability Tax Credit.

### Email

Nancy.Schruder@cra-arc.gc.ca

### Current Position and Department

Senior Analyst

Canada Revenue Agency (CRA)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

### Length of Sessions

45 minutes

1 hour

### Format of Sessions

Telephone

In Person

Teams

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Nazim Hudda

### Biography

Nazim started their career at Global Affairs in HR administration before transitioning to HR planning within Executive Services. Nazim furthered their operational experience as an HR Advisor at Correctional Services Canada but also worked as a Policy Analyst within the Executive Management and Leadership Development section within OCHRO at the Treasury Board Secretariat. Nazim currently works as a Senior HR Advisor at the Privy Council where they functionally manage, tutor, and provide mentorship to HR trainees, students and new employees while adapting to a variety of learning and communication styles. This includes the research and application of inclusive pedagogies when developing learning plans and assessment tools.

As a person with a disability, Nazim is passionate about applying their firsthand experience to remove barriers for Persons with Disabilities and developing modernized HR planning and operational frameworks. This includes improved onboarding processes, management training and corporate tools.

### Email

nazim.hudda@pco-bcp.gc.ca

### Current Position and Department

Senior HR Advisor

Privy Council Office (PCO)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a month

As needed

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

Human resources

Career

## Normand St-Pierre

### Biography

Normand enjoys sharing their work experience and is passionate about learning and mentoring. Normand has been married for 28 years and has a son who graduated from university during the pandemic. Normand is also passionate about swimming and enjoys traveling with their wife to be exposed to different cultures around the world. Normand’s experience in private enterprise (15 years) and the federal government (23 years) has enabled them to develop expertise in:

1. economic and market analysis, control systems management and investment project development
2. risk management and budgetary control
3. development, implementation and management of financial control systems
4. financial operations: financial analysis, financial accounting, expense and capital budget management, investment planning, economic evaluation, business process analysis and change management

### Email

normand.st-pierre@csc-scc.gc.ca

### Current Position and Department

Regional Finance Officer

Correctional Service Canada (CSC)

### Location of Work

Montreal, Quebec

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

### Length of Sessions

1 hour

1 hour and 30 minutes

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Career

Financial management

## Olivia Garzon

### Biography

Olivia works for CRA as an acting Subject matter expert (HR-05 equivalent to a PE-04) in staffing. They started in CRA in staffing back in 2020 as a resourcing advisor (HR-02 equivalent to PE-01). Olivia has worked on some pilot projects as well as always tried to expend their horizon. Olivia has learned a great deal from CRA and is always open in sharing that knowledge and expertise. Olivia believes it is always important to be open to try new things in life, you never know what you can learn and what it will tell you about yourself.

### Email

olivia.garzon@cra-arc.gc.ca

### Current Position and Department

Acting Subject matter expert

Canada Revenue Agency (CRA)

### Location of Work

Montreal, Quebec

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Twice a week

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

Human resources

Career

## Orla Bartolo (she/her)

### Biography

Orla Bartolo has dedicated her career to the Competition Bureau, where she currently serves as the Assistant Deputy Commissioner, Digital Enforcement and has worked in the public service for 18 years. A range of roles have allowed her to work in every branch in the organization, act as Advisor to the Commissioner, lead the organization’s strategic planning unit, as well as parliamentary affairs. Starting out her career as a support officer on investigations, Orla slowly worked up through the organization taking on roles with increasing responsibilities. She exists in a world of law, economics, data and digital. In her current role, she is creating a new team of data and digital specialists. Orla is passionate about connecting and supporting others and has developed her own insights and approach to learning, career advancement, the blend of work and personal. She strives to be authentic and strongly believes in equity, inclusivity and accessibility in the workplace.

### Email

orla.bartolo@cb-bc.gc.ca

### Current Position and Department

Assistant Deputy Commissioner, Digital Enforcement Directorate

Innovation, Science and Economic Development Canada (ISED)

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

People management

Human resources

Career

## Patricia Berube

### Biography

Patricia works as an accessibility consultant with Indigenous Services Canada and is bipolar type 2. Patricia has an academic background with a master's degree in art history and a doctorate in cultural mediations, for which Patricia co-created multisensory translations of paintings. The aim of this project was to make art accessible to blind and visually impaired people. If you're looking for an involved mentor who's passionate about helping others, don't hesitate to give Patricia a shout!

### Email

patricia.berube@sac-isc.gc.ca

### Current Position and Department

Accessibility expert and advisor

Indigenous Services Canada (ISC)

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

1 hour

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Career

## Peter Schwartz

### Biography

Peter has spent years at Service Canada, first as a Citizen Services Officer and now as a Program Services Officer. Peter has had the privilege of guiding people from various employment equity groups through government systems, and has loved every minute of it. Peter is a proud holder of a University Certificate in Human Resource Management and Labour Relations, and a Bachelor of Arts with majors in Psychology and Philosophy. When Peter is not auditing Employment Insurance claims or helping immigrants navigate the process of obtaining Social Insurance Numbers, you’ll find Peter immersed in a history documentary. Peter is known for their relatability and down-to-earth nature, and they are excited to bring these qualities to their new role. One of Peter’s proudest moments was winning the Assistant Deputy Ministers Award for Inspiration. Peter is looking forward to learning from all of you!

### Email

peter.schwartz@servicecanada.gc.ca

### Current Position and Department

Program Services Officer

Employment and Social Development Canada (ESDC)

### Location of Work

Alberta, Edmonton

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Twice a week

### Length of Sessions

1 hour

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

Union Experience

## Raphaelle Ferland (she/her)

### Biography

Raphaëlle is the Manager of the Housing-Community Policy Unit at Infrastructure Canada since December 2022. She is, with one of her fellow colleagues, responsible for delivering on Infrastructure Canada's mandate to tie infrastructure funding to housing outcomes.

Prior to joining the government, Raphaëlle worked in various fields including as a Lawyer in Labrador for the Newfoundland and Labrador Legal Aid commission and in various roles here in Ottawa as a contractor for the government and as a coordinator in a not-for-profit entity. Raphaëlle has a college diploma in social services from La Cité collégiale, a Licentiate in Law and a Juris Doctor from the University of Ottawa. Raphaëlle wrote her bar in Ontario and is still a member of the Law Society of Newfoundland and Labrador. Raphaëlle is completing her Master of Arts in Sociology part time at the University of Ottawa. Raphaëlle loves dogs and spends most of her time off work with her two lovely dogs.

### Email

raphaelle.ferland@infc.gc.ca

### Current Position and Department

Manager

Infrastructure Canada (INFC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Richard Soulliere (he/him)

### Biography

Richard Soulliere started his career in the federal public service as a student before deciding on a career path in federal procurements. Creator behind the GCpedia pages for Procurement Bliss, he has worked at several departments in full capacity doing a range of work. Currently, his primary duties have seen him manage large construction files, a plethora of professional services, software, and scientific services. Side projects on-the-job have included data analysis, cursory research on governance, participant in the Government Games, and chairs a forum for senior procurement officers in his department.

Employee recognition and fostering positive morale are tenets he seeks to apply on work teams.

### Email

richard.soulliere@dfo-mpo.gc.ca

### Current Position and Department

Senior Contracting Officer

Fisheries and Oceans Canada (DFO)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

### Length of Sessions

30 minutes

45 minutes

### Format of Sessions

Video

Telephone

In Person

### Mentoring Topics

Professional Skills

How Government Works

Human resources

Career

## Rob Freake

### Biography

Rob is a Naval Architect, originally from Newfoundland. Rob has worked with Transport Canada Marine Safety since 2006, prior to that Rob worked all around North America designing and building large vessels, oil rigs and pleasure yachts. At 51, Rob was diagnosed with ADHD (combined) (severe) and dyslexia. Rob spent 50 years doing the right thing the wrong way and now Rob tries to change that. Accommodations work and they have really made a difference. Rob would gladly pass along lessons learned to someone new. 22 years with the government, even with ADHD and dyslexia, Rob has learned a few things that can surely help someone new!

### Email

rob.freake@tc.gc.ca

### Current Position and Department

Marine Safety Inspector

Transport Canada (TC)

### Location of Work

Halifax, Nova Scotia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

### Length of Sessions

30 minutes

### Format of Sessions

To be determined

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Robert Cater

### Biography

Robert Cater is in his 25th year with the Correctional Service of Canada (CSC). Rob has worked at Institutions in the Pacific and Prairie Regions and has worked at all security levels as well as serving in Afghanistan as part of the Government of Canada's Whole of Government team at the Provincial Reconstruction Team in Kandahar. Rob is passionate about developing staff to better achieve the goals of the CSC and better achieve results for Canadians.

### Email

Robert.Cater@csc-scc.gc.ca

### Current Position and Department

Regional Administrator Security

Correctional Service Canada (CSC)

### Location of Work

Abbotsford, British Columbia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

### Length of Sessions

45 minutes

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

People management

Career

## Shannon Doubleday (she/her)

### Biography

Shannon joined the federal public service in 2016 when she transitioned after16 years within the private not for profit health sector. Shannon commenced her leadership journey providing mental health and addictions services in the downtown eastside of Vancouver. Shannon spent the first half of her career leveraging progressive leadership roles to influence and advance equitable access to mental health and addictions services for marginalized communities. Throughout her public service career Shannon has provided leadership within complex case management in Veterans Affairs Canada, supported the development of the National Dental Care Program, application of the Truth and Reconciliation Calls to Action within the Privy Council Office, and regional leadership of mental health and addictions services within Indigenous Services Canada. Presently Shannon is the Director of Treaties, Individual Affairs and Intergovernmental Relations with Indigenous Services Canada Alberta Region.

### Email

shannon.doubleday@sac-isc.gc.ca

### Current Position and Department

Director Treaties, Individual Affairs and Intergovernmental Relations

Indigenous Services Canada

### Location of Work

Edmonton, Alberta

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Shannon Fiedler (she/her)

### Biography

Shannon Fiedler is the Talent Acquisition Advisor for Parks Canada Agency. She is responsible for talent acquisition strategy at the national level and is passionate about fostering accessible career and leadership opportunities for students with disabilities.

Before joining the Public Service in 2023, Shannon worked in the private sector. She started her career as a Talent Acquisition Consultant with Bell. Thereafter, she managed Bell's Customer Operations Graduate Leadership and Internship Programs as a Leadership Development Manager.

Shannon has a Bachelor of Arts from McGill University and a Master of Management from Trent University. In her spare time, she enjoys kayaking, watercolour painting, and playing the piano.

### Email

shannon.fiedler@pc.gc.ca

### Current Position and Department

Talent Acquisition Advisor

Parks Canada

### Location of Work

N/A

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a month

### Length of Sessions

45 minutes

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Projects and work planning

People management

Human resources

Career

## Sinead Tuite (she/her)

### Biography

Ms. Sinead Tuite is the Director General of Strategic Partnerships, Policy and Planning in the Corporate Data and Surveillance Branch at the Public Health Agency of Canada. She has held progressively senior executive roles within the Government of Canada, leading the development and implementation of key initiatives, such as the Government’s research security framework, digital research infrastructure strategy, cybersecurity innovation network, and the Accessible Canada Act. She was also held various analyst positions within the health, public health, social development, and innovation departments, and completed assignments at the Privy Council Office and the World Health Organization. She has a bachelor’s degree in politics and history from Queen’s University, Canada and a master’s degree in social policy and planning from the London School of Economics, UK.

### Email

sinead.tuite@phac-aspc.gc.ca

### Current Position and Department

Director General, Strategic Data Partnerships, Policy and Planning

Public Health Agency of Canada (PHAC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

### Mentoring Availability

Once a month (as needed)

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

People management

Career

## Sonia Sansfacon

### Biography

Sonia Sansfacon lives in Bathurst, New Brunswick but works for Halifax, Nova Scotia. Sonia loves working from home and being in contact with people, Statistics Canada brings a lot of satisfaction in this respect! Sonia has a certificate in bilingualism and is a member of a committee called DIF. Sonia is also a Wellness Ambassador for Eastern Canada. Sonia is not blessed with children, but they do have a cat named Bizoune. Being part of a committee is important to Sonia! It's a great way of keeping in touch with people. Previously, Sonia was director of a youth centre for teenagers aged 12 to 18 in Tracadie, New Brunswick for about 8 years. After the closure of these centers, Sonia applied to the Federal Government. Sonia has now been working for the Government of Canada for 3 years. Sonia lives with epilepsy and ADHD, which makes their life difficult, but Sonia takes it one day at a time. So, Sonia knows what it's like to live with a disability.

### Email

sonia.sansfacon@statcan.gc.ca

### Current Position and Department

Data Collection Clerk and Receptionist

Statistics Canada (StatCan)

### Location of Work

Halifax, Nova Scotia

Lives in Bathurst New Brunswick

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Twice a week

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

1 hour and 30 minutes

2 hours

### Format of Sessions

Video

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Stacy Muise (she/her)

### Biography

Stacy has ADHD and wants to be a mentor to help others navigate a system that isn't designed with people with ADHD in mind. Stacy has some training in coaching that she can bring to the table. She works in public engagement policy, previously in Indigenous relations and in science communication. Her background is in science: B.Sc. in Energy Science and Biology and M.Sc. in Radiation Biology. Outside of work, Stacy likes learning new things (guitar, pottery, dance), getting outside, and spending time with friends.

### Email

stacy.muise@iaac-aeic.gc.ca

### Current Position and Department

Policy Analyst - Engagement Policy Team

Impact Assessment Agency of Canada (IAAC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once every two weeks

Once a month

Once every three weeks

### Length of Sessions

45 minutes

1 hour

### Format of Sessions

Video

Telephone

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

Human resources

Career

## Stefan Simard (he/him)

### Biography

Stefan has been a member of the federal public service since 2018, most recently working as a Program Officer at the Canada Revenue Agency. He was diagnosed at 26 with autism spectrum disorder and a Learning Disorder. He is especially interested in mentoring neurodiverse students. Stefan wants to share his experience and be proof that you can live a meaningful life and have a successful career no matter the hardships you face. Through accepting himself and committing to be a constant work in progress, Stefan has hope that he can be an example of someone who is thriving despite their setbacks.

### Email

stefan.simard@cra-arc.gc.ca

### Current Position and Department

Program/Project Officer

Canada Revenue Agency (CRA)

### Location of Work

Manitoba, Winnipeg

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

### Length of Sessions

1 hour

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

People management

## Steve Frappier

### Biography

Steve believes they have a good understanding of the challenges and rewards of working in government with a disability. Steve would like to share this experience in the hope of helping someone else.

### Email

steve.frappier@pch.gc.ca

### Current Position and Department

Team Leader, Program Officer

Canadian Heritage (PCH)

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a month

### Length of Sessions

45 minutes

### Format of Sessions

Video

Telephone

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

Human resources

## Stuart McGregor

### Biography

Stuart is a former teacher of several years. Stuart is a three-time Paralympian and medalist along with being a Boston Marathon Champion. Stuart runs his own small business in athletic training and volunteers with several working groups in the accessibility field.

### Email

stuart.mcgregor@asc-nac.gc.ca

### Current Position and Department

Analyst, Policy and Research

Accessibility Standards Canada (ASC)

### Location of Work

Gatineau (National Capital Region)

3-4 days per week teleworking in Ottawa.

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a month

### Length of Sessions

30 minutes

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

People management

## Syed Zohaib

### Biography

Syed has been working with Pest Management Regulatory Agency (PMRA) under Health Canada for the last two years. Syed has worked as both a Project Support Officer, a Scientific Evaluator and now a Continuous Oversight (CO) Evaluator. They have experience in helping with projects, working with data, giving scientific input, and more. Syed understands how difficult it can be working with disabilities while also meeting time-related objectives. They graduated with both an undergraduate in biomedical sciences and a master’s in biomedical engineering. Syed has ADHD so is experienced in understanding how it can negatively affect work but also how to manage while ensuring it does not negatively affect your performance. Syed has experience in tutoring as an added benefit!

### Email

syed.zohaib@hc-sc.gc.ca

### Current Position and Department

Science Evaluator

Health Canada (HC)

### Location of Work

Mississauga, Ontario

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

### Mentoring Topics

Professional Skills

Projects and work planning

## Tammy Detta (she/her)

### Biography

Tammy recently celebrated 24 years working at the CRA. Working for CRA has been an amazing journey for her, with opportunities galore. There have been endless opportunities to learn, enhancing her level of knowledge and experience along the way.

Her permanent position is MG03 Team Leader with Revenue Collections. Tammy is currently acting as a SP08 Senior Program Officer with the recently created Indigenous Disability Support Section (IDSS) within the Indigenous Services Division (ISD). As a Metis woman with disabilities, joining IDSS provided an opportunity where she can contribute a perfect balance of professional and personal experiences and understanding into the initiatives that they are focusing on.

Over the years, Tammy has had many challenges and biases from others, including management, because she is neuro-divergent and has physical conditions/disabilities. Instead of shrinking away from adversity, Tammy is advocating for all. She has been a mentor and find it to be a fabulous experience.

### Email

Tammy.Detta@cra-arc.gc.ca

### Current Position and Department

Senior Program Officer

Canada Revenue Agency (CRA)

### Location of Work

Edmonton, Alberta

Reports to HQ in Ottawa

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Tara King (she/her)

### Biography

Tara is 49 years old and has been working in the federal government for 25 years and she loves mentoring new staff. Tara also loves learning things from people from the younger generation such as learning about issues that are important to Millennials and Gen Z. Tara has worked for three government departments and has a range of both operational and policy experiences. She has three children, including a 21-year-old daughter with autism and a 16 year old son with a learning disability. Tara is originally from Nova Scotia and has a very outgoing and social personality :)

### Email

tara.king@hc-sc.gc.ca

### Current Position and Department

Senior Policy Analyst

Health Canada (HC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Twice a week

Once a week

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Thalia Nikolaidou

### Biography

While earning her Diploma in Engineering from Aristotle University of Thessaloniki in Greece, Thalia Nikolaidou was involved on various engineering projects as an assistant surveyor. From landscaping to construction and renewable energy resources, she gained valuable hands-on experience in the field. Driven by a passion for geomatics engineering, she made the decision to pursue a Ph.D. at the University of New Brunswick (UNB) funded by NSERC and School of Graduate Studies of UNB. Throughout her doctoral studies, she had the opportunity to travel and present her work at conferences around the world. This period of academic exploration allowed her to deepen her understanding of geodetic engineering and establish connections with experts in the field. Upon completing her Ph.D., she joined the Canadian Geodetic Survey (CGS) as a Geodetic Engineer, specifically in the Precise Orbit Determination (POD) group. In this dynamic role, she has been entrusted with the responsibility of overseeing NRCan's POD products, contributing to the delivery of fast and precise positioning solutions on a global scale. Currently, she is further developing and modernizing NRCan’s POD products to support multi constellations while ensuring their accuracy and reliability. Thus, supporting a variety of applications, from navigation systems to environmental monitoring.

### Email

thalia.nikolaidou@nrcan-rncan.gc.ca

### Current Position and Department

Geodetic Engineer

Natural Resources Canada (NRCan)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

Greek

### Language of Oral Communication

English

Greek

### Mentoring Availability

Once every two weeks

Once a month

### Length of Sessions

30 minutes

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Projects and work planning

People management

Human resources

Career

## Tony De Simone (he/him)

### Biography

Throughout his 24-year career in the Canadian public service, Tony has been non-partisan in his dealings in government and strictly adhered and embraced the values and ethics codes specified by the Canada Public Service and the Treasury Board of Canada.

By profession, Tony is a trained law clerk in the Department of Justice Canada. During his tenure, he has worked in different legal and administrative capacities, primarily within the Aboriginal Law Sector.

His current position is that of paralegal working on a variety of litigation matters but predominantly on sensitive files. Please note, that in the past Tony has successfully undertaken many acting assignments such as administrator and legal assistant supervisor.

As an openly gay man with a disability, life has not always been easy. Tony has often faced difficult challenges in both his work and personal life. Tony believes he has managed to overcome these difficulties by focusing on the positives in every situation.

### Email

tony.desimone@justice.gc.ca

### Current Position and Department

Paralegal

Department of Justice Canada (JUS)

### Location of Work

Toronto, Ontario

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

### Length of Sessions

1 hour

1 hour and 30 minutes

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Career

## Vanessa Wakil

### Biography

Vanessa Wakil has been in the federal public service, working in various capacities, since 2007. Vanessa has worked for various departments, both regionally and in the National Capital Region. Vanessa’s work background includes teaching, being a course manager, working in priorities planning, audit management, and corporate reporting. Vanessa is now working in policy, on the Indigenous Relations Policy Team at Transport Canada, as a manager.

### Email

vanessa.wakil@tc.gc.ca

### Current Position and Department

Manager

Transport Canada (TC)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a week

### Length of Sessions

30 minutes

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

People management

Human resources

Career

## Vanessa Bastarache

### Biography

Vanessa has a degree from the Université de Moncton in International Management and has returned to study Sports, Leisure and Tourism to which they fell in love with non-profit and government agency work.

Vanessa studied abroad (France Business School in Amiens, France) and did a professional internship (Burgundy School of Business in Dijon) welcoming international students to France. They started their work with Parks Canada as a student in 2017 and has had multiple roles within the agency. In the off seasons, they worked in non-profits planning events for Francophone youth.

Vanessa is now in their second year as a team lead at Parks Canada and is working hard with their team to have a diverse and welcoming workforce that welcomes all Canadians to visit Kejimkujik.

### Email

vanessa.bastarache@pc.gc.ca

### Current Position and Department

Visitor Services Team Lead

Parks Canada (PC)

### Location of Work

Maitland Bridge, Nova Scotia

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

Learning American Sign Language

### Mentoring Availability

Once every two weeks

### Length of Sessions

30 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

People management

Human resources

Career

## Wei-Ju (Heidi) Wang (they/them)

### Biography

Since 2014, Heidi has followed a passion for data and policy and need for novel challenges from Regional Operations and Infrastructure funding at ISC to the COVID-19 response at HC to teaching/research/community building on various topics at the intersection of policy/technology at CSPS.

Heidi is passionate about data and trauma-informed & human-centred digital transformation. They bring together art/creativity, technical skills, and obsessive need to learn to tackle initiative related to implementing data strategy, data literacy, or data communication. They care a whole lot about the files they work on and the people they work with. While their mother spent years asking for just one minute of silence, Heidi's need for connection has driven them to constantly engage and collaborate across tradition silos, and work in the open. Heidi is constantly knitting; knitwear is their favourite form of data storytelling. Their left hand is usually petting an extremely needy cat named lil mish.

### Email

wei-ju.wang@csps-efpc.gc.ca

### Current Position and Department

Free Agent

Canada School of Public Service

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a week

Once every two weeks

Once a month

Flexible

### Length of Sessions

30 minutes

1 hour

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

How Government Works

Projects and work planning

Career

Data/Digital Literacy and Talent Development

## William J. Serson (he/him)

### Biography

Joel has 19 years in the public service as a person with disabilities. He's worked towards making the public service more accessible for the last eight doing tasks such as creating networks for persons with disabilities, chairing networks, advising Champions of their roles and responsibilities, working on projects to recruit more persons with disabilities, and working culture change events to make public servants more aware of the challenges persons with disabilities confront on a regular basis.

### Email

william.serson@tbs-sct.gc.ca

### Current Position and Department

Change Management Officer

Treasury Board of Canada Secretariat (TBS)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

French

### Language of Oral Communication

English

French

### Mentoring Availability

Once a week

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

People management

Career

## Yao Yeh (he/him)

### Biography

Andre Yeh is a compassionate, inspirational, and totemic leader, awarded by ADM 2021 for being inspirational, speaks 4 languages that represents 80% of racialized groups in Canada.

Prior to Public Service, Andre was a logistics expert for the Canadian Armed Forces for more than 10 years in various national level deployments. Outside work hours, Andre has been an active contributor to the community in various capacities. He is an advisor to the Council, City of Vancouver advising on policies for youth, and young families. He is also a volunteer speaker for Department of National Defence on Remembrance Day. He is also a volunteer mentor supporting 5 refugee students under Youth Employment and Skills Strategy (YESS), funded by Employment and Social Development Canada (ESDC).

Andre enjoys casual and meaningful conversations.

### Email

YaoChangAndre.Yeh@cic.gc.ca

### Current Position and Department

Senior Immigration Officer

Immigration, Refugees and Citizenship Canada (IRCC)

### Location of Work

Vancouver, British Columbia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Once a month

### Length of Sessions

30 minutes

### Format of Sessions

Video

### Mentoring Topics

Professional Skills

People management

Career

## Yash Zandiyeh

### Biography

Yash Zandiyeh started his career with the Canada Revenue Agency's Information Technology Branch in 2009 as an I.T. Infrastructure Support Analyst. After 6 years he was promoted to Senior Infrastructure Analyst and has been a Team Leader since 2021. Leaning into his core values of impact and influence, he enjoys being in a position to help shape his colleagues and teams.

Living with genetic hearing loss, Yash believes his impairment makes him "different, not deficient". He has had multiple opportunities to share his challenges and experiences living with hearing impairment. His story has been featured in the CRA's "People First" spotlight and has complemented the Agency's application as one of Canada's Top 100 Employers.

An avid traveler, Yash has been a volunteer high school basketball coach for over 13 years. Never one to turn down a good book, he enjoys spending time with his Boston Terrier, Echo.

### Email

YASH.ZANDIYEH@CRA-ARC.GC.CA

### Current Position and Department

Issues Manager & Team Leader

Canada Revenue Agency (CRA)

### Location of Work

Vancouver, British Columbia

### Language of Written Communication

English

French (not fluently bilingual but has French experience)

### Language of Oral Communication

English

### Mentoring Availability

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Instant chat

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

People management

Career

## Yasmeen Saikaley (she/her)

### Biography

Yasmeen is a creative, professional, and diverse public servant with experience in both the public and private sectors. She recently graduated from a Combined Bachelor of Honours in Law and Human Rights at Carleton University (2023). She joined the government after working at an employment law firm in downtown Ottawa. Yasmeen currently works on an intergovernmental affairs team (IGA) which collects, analyzes, and disseminates pertinent information on policies and programs to inform decision-making and policy formulation. As an analyst with her own files, she acts as the main point of contact for provincial and territorial ministries, regional organizations, and mining associations working in the lands and mineral sector. Beyond her professional career, she has purchased rental properties and learned about the unique and distinct real estate market in Ontario.

### Email

yasmeen.saikaley@nrcan-rncan.gc.ca

### Current Position and Department

Research Analyst

Natural Resources Canada (NRCan)

### Location of Work

Ottawa (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

French

### Mentoring Availability

Once a week

### Length of Sessions

30 minutes

1 hour

### Format of Sessions

Video

Chat

In Person

### Mentoring Topics

Professional Skills

Diversity, inclusion, accessibility, and employment equity

How Government Works

Projects and work planning

People management

Human resources

Career

## Zinnie Tsang

### Biography

With two decades of dedicated service in the government, Zinnie brings a wealth of experience and a deep commitment to public service. Over half of Zinnie's career has been spent in management roles, where they had the privilege of leading diverse teams across three federal government departments. Zinnie's passion lies in people management, particularly in fostering the personal and professional growth of team members. They believe in creating environments where individuals can thrive and achieve their full potential. Outside of work, Zinnie's world revolves around their three teenage children, who keep them on their toes and remind them of the importance of adaptability and patience. Zinnie also has a profound love for travelling, which has given them invaluable perspectives and enriched their approach to leadership and life.

### Email

Zinnie.Tsang@cic.gc.ca

### Current Position and Department

Manager

Immigration, Refugees and Citizenship Canada (IRCC)

### Location of Work

Vancouver, British Columbia

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

To be determined

### Length of Sessions

1 hour

### Format of Sessions

Video

In Person

### Mentoring Topics

Professional Skills

People management

Human resources

Career

## Zoë Crego (she/her)

### Biography

Zoë has an Honours Bachelor of Arts, Specialization in Communication degree from the University of Ottawa and lives in Ottawa. She first joined the public service as a student and eventually was bridged into an indeterminate role in 2017. Zoë has worked in various positions including as a Ministerial Correspondence Officer, Logistics Coordinator, Planning and Analysis Officer, Engagement Advisor, and most recently as a Communications Advisor. She has experience working in strategic and internal communications, event planning, social media, speech writing, and project management. Her hobbies include reading (almost always fiction – especially thrillers), kayaking, swimming, cycling, gardening, and spending time with her family and friends. She also has a dog, a black labrador retriever, who loves going for long walks and playing fetch. Zoë hopes that she can provide a safe space to encourage students to start building their own network and to help make the public service a little easier to navigate. She identifies as a woman, a person with disabilities (neurodiverse and cognitive), and an ally to all other employment equity seeking groups.

### Email

zoe.crego@crtc.gc.ca

### Current Position and Department

Communications Advisor

Canadian Radio-television Telecommunications Commission (CRTC)

### Location of Work

Gatineau (National Capital Region)

### Language of Written Communication

English

### Language of Oral Communication

English

### Mentoring Availability

Twice a week

Once a week

Once every two weeks

Once a month

### Length of Sessions

30 minutes

45 minutes

1 hour

### Format of Sessions

Video

Telephone

Chat

In Person

Other:

### Mentoring Topics

Diversity, inclusion, accessibility, and employment equity

Projects and work planning

People management

Human resources

Career