

ASK ME ANYTHING



BLACK HISTORY MONTH

CELEBRATING BLACK VOICES
ACROSS THE DIASPORA



WEDNESDAY, FEBRUARY 15, 2023 | 1PM EST
FEATURING: BERNADETH BETCHI, CHRISTOPHER SCIPIO,
AND ROSELYNE ZAMOR

Canada 

ASK ME ANYTHING (AMA) RESOURCE GUIDE



NOTE FROM OUR TEAM

Thank you for participating in February [Ask Me Anything \(AMA\): Celebrating Black Voices Across the Diaspora](#). We are excited that you joined us for this event! A list of resources has been collected and curated, that we believe will be helpful for our colleagues however, it is not an exhaustive list. We recognize that not every resource will be valuable to every reader, however, we hope that helpful and interesting resources can be found within our guide.

In collaboration, The AMA Team
DiversityandInclusion-Diversiteetinclusion@forces.gc.ca

EVENT DESCRIPTION

Although, Black History Month is celebrated all around the world at different times of the year, in Canada, the month of February is the month designated to remembering the contributions Black people have made in the past and continue to make in various sectors and regions across Canada and beyond. It is about embracing innovation, resilience, and togetherness towards a united country in which everyone has a chance to prosper.

This month, the Ask Me Anything stage is shining its light on the rich representation of the Black Voices across the Diaspora. Our panelists come together from various backgrounds, experiences, and perspectives as public servants.

Join the Ask Me Anything event to learn more from members of the Black community, ask respectful questions and continue on our journey to becoming a more inclusive organization.

#AMA CHALLENGE



#AMACHALLENGE

We encourage others to have courageous conversations with their peers. Use the monthly “Ask Me Anything” sessions as an opportunity to have brave conversations in your workplaces with your teams.

HERE'S WHAT TO DO:

- Invite your leaders and colleagues in your organization to an “Ask Me Anything” watch party, tune in live and watch the session together. Make sure it's in their calendars.
- Before the watch party, book an “After the AMA – Team Session” with your current team for the day after an event for 30-60mins. Share the resource guide and have these questions for discussion.

AFTER THE AMA – TEAM SESSION DISCUSSION QUESTIONS

1. What was my main takeaway – expand and share an amazing quote, story or moment
2. What made me uncomfortable/ what was one of my blindspots?
3. What is an example of a systemic discrimination that I am aware of in my life?
4. What am I not going to do anymore?
5. How can I use my voice/ influence – both overtly/covertly
6. Where am I going to dig in and learn more?
7. How will I continue this conversation?

It is important that we find value in the experiences, the unique characteristics of each other. When we develop our cultural competence, we are able to work better together within our teams and respond to each other with relevant empathy and compassion. By celebrating and sharing our authentic selves, we gain a greater appreciation for each other and the diversity that surrounds us.

SUPPORT

Remember, **support is available for you and your family when you need it.** Some of the discussions, at the AMA, or the content shared may bring forward past trauma or uncomfortable feelings; please seek professional help if this is the case.

Employee Assistance Program (for Federal Government employees) - [Canada.ca](https://www.canada.ca)
Toll-free: 1-800-268-7708 TTY (for people with hearing impairments): 1-800-567-5803

The Canada Suicide Prevention Service - Connect with a responder now by calling our toll-free number 1-833-456-4566.

RESOURCES



If in crisis visit your local emergency department, general hospitals or call 911

- <https://www.dcottawa.on.ca/24-7-crisis-line/>
- Ottawa and region distress center: Distress: 613-238-3311 | Crisis: 613-722-6914 or 1-866-996-0991 | TEXT 343-306-5550 | Chat & Text 10am-11pm

Wellness Together Canada
Mental Health and Substance Abuse Support.
<https://wellnesstogether.ca> and toll free 1-866-585-0445.

GOVERNMENT OF CANADA RESOURCES

- Significant Events in Black History in Canada
 - <https://www.canada.ca/en/canadian-heritage/campaigns/black-history-month/historic-black-communities.html>
- About Black History Month
 - <https://www.canada.ca/en/canadian-heritage/campaigns/black-history-month/about.html>

ONLINE RESOURCES

- 25 Books by Black Canadian Authors to Read
 - <https://www.cbc.ca/books/25-books-by-black-canadian-authors-to-read-1.5908504>
- 27 Black Canadian you Should be Following on Social Media
 - <https://www.buzzfeed.com/cleoellis/27-black-canadians-you-should-follow>
- Meet Canada's YouTube Black Voices Class of 2023
 - <https://blog.google/intl/en-ca/company-news/outreach-initiatives/meet-canadas-youtube-black-voices-class-of-2023/>
- Black in Canada: 10 Stories
 - https://www.bbc.co.uk/news/resources/idt-sh/black_in_canada
- Early Black Canadian History
 - <http://www.emancipation.ca/early-black-canadian-history>
- The African Diaspora Association of Canada
 - <https://africancanadiandiaspora.com/en/home/>
- Black History Month in Canada
 - <https://www.thecanadianencyclopedia.ca/en/article/black-history-month-in-canada>

RESOURCES

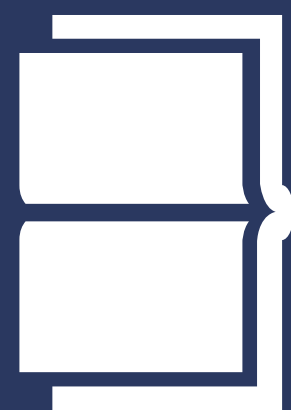


BOOKS

- The African Diaspora in Canada: Negotiating Identity and Belonging
 - <https://press.ucalgary.ca/books/9781552381755/>
- Trailblazers
 - https://www.chapters.indigo.ca/en-ca/books/product/9781773938981-item.html?s_campaign=go-PMaxSmartShop_Books_Kids_EN&gclid=CjwKCAiAoL6eBhA3EiwAXDom5jSfvYk5QXIYjqcV9mqMGhTQPdkYKzbOxtCZm6mZ_bvyG6vpQbxLsRoCD64QAvD_BwE&gclsrc=aw.ds

VIDEOS AND PODCASTS

- How Art Gives Shape to Cultural Change
 - https://www.ted.com/talks/thelma_golden_how_art_gives_shape_to_cultural_change?referrer=playlist-10_great_talks_to_celebrate_bl&autoplay=true
- Can Art Amend History?
 - https://www.ted.com/talks/titus_kaphar_can_art_amend_history?referrer=playlist-10_great_talks_to_celebrate_bl&autoplay=true
- The Danger of a Single Story
 - https://www.ted.com/talks/chimamanda_ngozi_adichie_the_danger_of_a_single_story?referrer=playlist-10_great_talks_to_celebrate_bl&autoplay=true
- Color Blind or Color Brave?
 - https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave?referrer=playlist-10_great_talks_to_celebrate_bl&autoplay=true
- Afro Canada: The African Diaspora in Canada
 - <https://www.youtube.com/watch?v=039CplN6v8A>



Prerequisite: [Watch AMA](#)

Objective: to facilitate a discussion with my work team about celebrating black voices across the diaspora

Time: 60 minutes

What was my main takeaway – expand and share an amazing quote, story or moment:

What made me uncomfortable/ what was one of my blind spots?

What am I not going to do anymore?

Prerequisite: [Watch AMA](#)

Objective: to facilitate a discussion with my work team about celebrating black voices across the diaspora

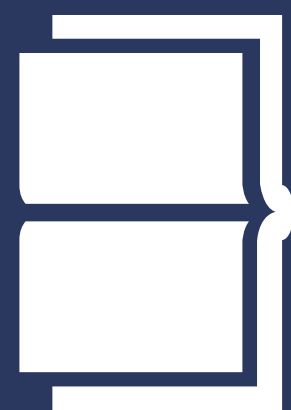
Time: 60 minutes

How can I use my voice/ influence – both overtly/covertly

Where am I going to dig in and learn more?

How will I continue this conversation?

What are some of the challenges unique to your identity that you face in the workplace?



OPENING REMARKS



Lila Turenne, Parks Canada

Lila Turenne has been appointed Senior Director, Values, Ethics, Diversity and Inclusion at Parks Canada this month. Prior to that, she had been appointed Ombud at Parks Canada in February 2022. Before that, she had joined Parks Canada in June 2021 as the Director of the Planning and Performance Branch where she was reviewing all planning and reporting procedures for the Agency.

Before joining Parks Canada, Lila had recently joined the Treasury Board Secretariat as Acting Senior Director, Strategic Management and Engagement, at the Centre on Diversity and Inclusion within the Office of the Chief Human Resources Officer (OCHRO). Prior to that, she was the Director of Official Release and Communication Services at Statistics Canada, as well as the Champion for Visible Minorities at the agency.

She graduated with a Bachelor of Arts in translation and a minor in German from Concordia University in Montréal, then went on to earn a master's degree in translation from the University of Ottawa.

She officially joined the public service in 1999 and worked in various departments before joining Parks Canada in 2021. As a Director in the Communications Branch at Statistics Canada, she oversaw the agency's official release program, centralized language services, as well as creative communications. Lila has two daughters and enjoys music, dancing, traveling, nature and reading, and speaks six languages.

PANELISTS



Bernadeth Betchi, Acting Section Head, Lead Advisor for Diversity and Inclusion, Materiel Group, National Defense

Bernadeth has a Bachelor of Communication, a Masters of Women and Gender Studies and is a Ph.D. candidate in Philosophy Feminist and Gender Studies at the University of Ottawa.

She has worked at the Prime Minister of Canada's office, at the Canadian Human Rights Commission and as a professor of Communications and Human Rights at Algonquin College.

As a Black woman living in Canada, she is constantly reminded that she could be an outsider. Having always been intrigued by the experiences of other marginalized groups, Bernadeth has always been drawn towards their narratives, recognizing that their similarities and differences brought them together as they strive to construct or deconstruct their cultural identity.

Bernadeth is the mother of three humans. She is also a sister, a daughter, an aunt, and a friend.



Christopher K. Scipio, the Deputy Director of Black Executives Network Secretariat, National Defence

Christopher specializes in Black inclusion, antiracism, and Gender-Based Analysis Plus. An intersectional feminist, Christopher is committed to using his work to contribute to collective efforts to dismantle systems that oppress individuals and groups due to their race, gender, sexual identity, ability, religion, and other identity factors.

Since joining the federal public service in 2010, Christopher has worked primarily in strategic policy on a wide range of files including:

change management, justice and security, digital government and performance reporting. He is also involved in public service renewal efforts through his active participation with Black Employee Networks including as one of the co-founders of the Defence Team Black Employees Network and his involvement with the Anti-Racism Ambassadors Network (ARAN). Outside of his day job, Christopher is a father and a past volunteer with Family Services Ottawa, the Canadian Centre for Women's Empowerment, Ottawa Community Immigration Settlement Organization and is presently a board member for the Institute of Public Administration of Canada-National Capital Region, the Great Canadian Theatre Company, and the Canadian Black Chamber of Commerce.

PANELISTS



Roselyne Zamor, Acting Manager, National Human Rights Policy Centre, Workplace Responsibility Branch, Royal Canadian Mounted Police

Passionate about human relations, Roselyne Zamor is a dynamic collaborator who is always looking for solutions in any situation. With a bachelor's degree in Applied Political Studies, her analytical mind and interpersonal skills make her an inspiring and motivating member of a team. Enthusiastic and charismatic, Roselyne leaves no one indifferent. Her knowledge of different environments is a great asset on different projects. She is currently the Acting Manager of the National Human Rights Policy Centre at the Royal Canadian Mounted Police. She is currently pursuing her Master's degree in Executive Business Administration at the Université du Québec à Montréal.

MEET OUR CO-MODERATORS



Nadia Cétoute, Section Head, Chief Professional Conduct and Culture (CPCC), Directorate of Human Rights and Diversity at the Department of National Defence.

Armed with a University of Ottawa Bachelor of Arts in Communication, Nadia joined the Public Service almost 23 years ago. Prior to joining DND, Nadia has worked for several other Departments such as Innovation, Science and Economic Development (ISED) and Immigration, Refugees and Citizenship Canada (IRCC) where she served in various capacities aimed at managing change and providing excellent service delivery to clients and stakeholders.

Apart from being a Public Servant Nadia has over 15 years of hosting experience that run the gamut from weddings to corporate events, Nadia has quickly become an in-demand Masters of Ceremony in the Nation's Capital and beyond, engaging crowds in both official languages. This talent has also been utilized for different events organized at DND. Her easy candour and ability to relate to her audience have continuously been praised by clients and attendees alike, many of whom have taken to social media to express their awe over the "Best host in the game!"



Suzan Richards, Community Advisor for Black Communities, Anti-Racism, Equity and Inclusion Division, Infrastructure Canada

Suzan is also the founder and artistic director of The Cultural Arts Studio, providing programs where folk dances from Africa & The Caribbean can be shared and celebrated. She is committed to the preserving and sharing of Afro-Caribbean culture through dance and believes that everyone should have the opportunity to dance regardless of age, fitness level, or ability. In addition, Suzan is a Professional Artist & Arts Educator with Multicultural Arts In Schools and Communities (MASC) a local non profit organization

that offers schools and communities providing artistic experiences that awaken the creative process, deepen cultural awareness, encourage engagement, and give vivid demonstration of Canada's diversity. You can also find her on Rogers-22 as a host of Caribbean Calendar as part of their Cultural Mosaic programming. Suzan is proud recipient of a 2022 -100 Most Accomplished Black Canadian Women Award by the Honourable Dr Jean Augustine and Canada International Black Women Excellence (CIBWE) - Top 100 Black Women to Watch of 2022.