

Welcome to the first edition of the Women in Trades, Technology and Engineering Newsletter! This newsletter will be a way to keep our members and the Hydro One community updated on what's new with WTTE. We will provide our readers with information on our current initiatives, upcoming volunteer opportunities, and various resources to check out.

The newsletter will be published quarterly and sent out to our members via email, as well as posted on our internal webpage for all Hydro One employees to access.

2015 In Review

2015 was a huge success for the Network – we held our second annual symposium in October, our membership increased to 200, and the network received recognition in the internal magazine, 'Between the Lines.'

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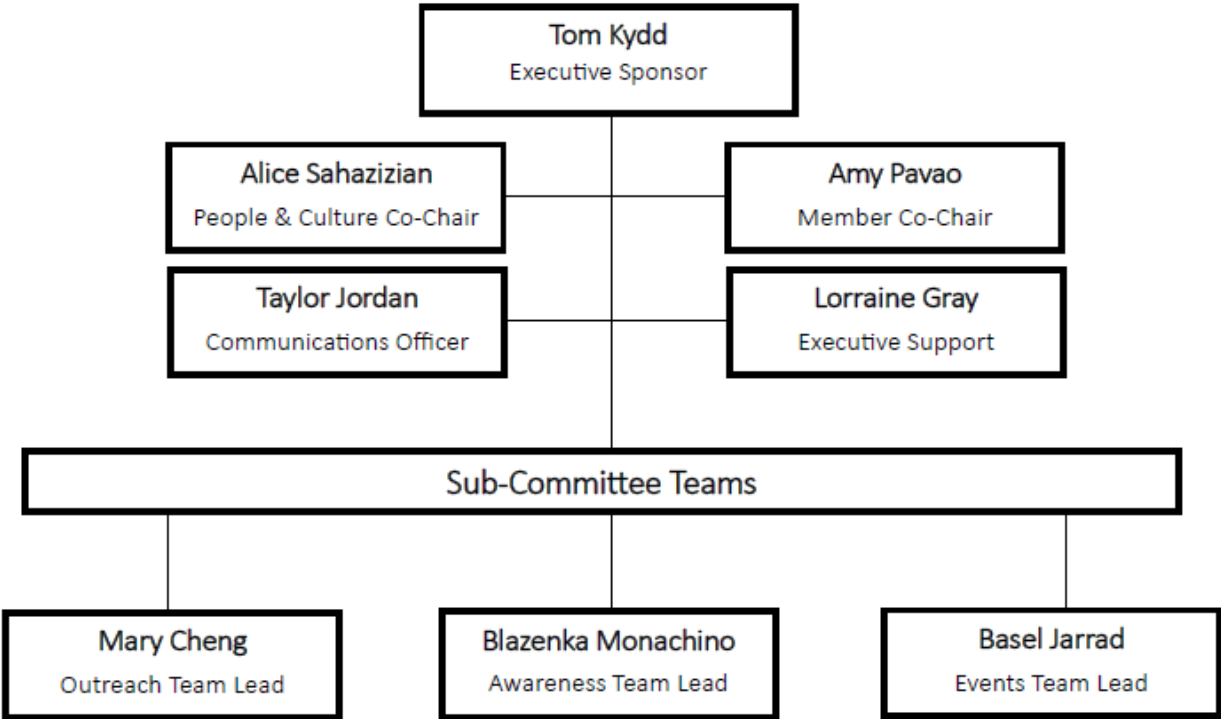
Thank you to all of our members for your continued support. Our number one goal is to service our members while educating our fellow coworkers, as well as people outside of our organization. We are always looking for new ideas and suggestions, so if you have any comments, please send them to us via email at WTTE@HydroOne.com.

For anyone who is interested in joining, or for existing members who are looking to get more involved, you can also send an email to WTTE@HydroOne.com.

Meet the Team



Left to right: Celia Featherby, Executive Support, Amy Pavao, WTTE Co-Chair, Alice Sahazizian, WTTE Co-Chair, Taylor Jordan, Communications Officer, Blazenska Monachino, Education & Awareness Lead, Mary Cheng, Outreach Lead, Lorraine Gray, Executive Support, Basel Jarrad, Events Lead, Tom Kydd, Executive Sponsor



Members & Contributors

In each issue we will have a section dedicated to identifying our regular and guest contributors to the newsletter. WTTE is about recognition, and each one of our contributors brings something to the table.

Have something you would like to share?

Let us know at WTTE@HydroOne.com and we'll feature your story and picture!



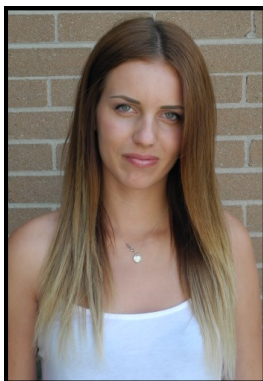
Emily Booth

Emily Booth is a volunteer on the WTTE Committee's Awareness Team. Emily has an economics degree from Wilfrid Laurier University and is currently working as a Business Analyst supporting projects at the Hydro One Ontario Grid Control Centre.



Mary Cheng

Mary Cheng is a volunteer team lead on the WTTE Committee's Outreach sub-committee. Mary began her Hydro One career in the New Grad program, and now she is an engineer in training in P&C Technical Services. Mary is extremely passionate about educating youths about the opportunities within the Power industry.



Taylor Jordan

Taylor Jordan is WTTE's Communications Officer. Within her role on the committee, she looks after all of the Network's internal and external communications as well as new member inquiries. Taylor graduated from Durham College in 2012 with a diploma in Public Relations and is currently enrolled at the University of Toronto for a certificate in Professional Communications.



Alicia Sayers

Alicia Sayers is a volunteer on the WTTE Committee's Awareness Team. Alicia is currently on rotation in Media Relations and has been with Hydro One since 2011. She has completed rotations in Public Affairs, Network Connections & Development and her home base is First Nations & Métis Relations. She is originally from Garden River First Nation east of Sault Ste. Marie.

Our Second Annual **Symposium**

The WTTE held their second annual symposium in Markham on October 8, 2015.

The event was a huge success – the number of attendees nearly doubled from last year – with both new and returning WTTE members turning out for a day of talks on increasing female representation in the workforce.

Eighty employees accompanied by various levels of management came out to support the growing network and participate in the event's theme of "Stress Mastery: You have more control than you think." With that theme came a seminar by renowned MD and author, Dr, David Posen, who shared his experience and techniques on how to handle stress and create work/life balance.

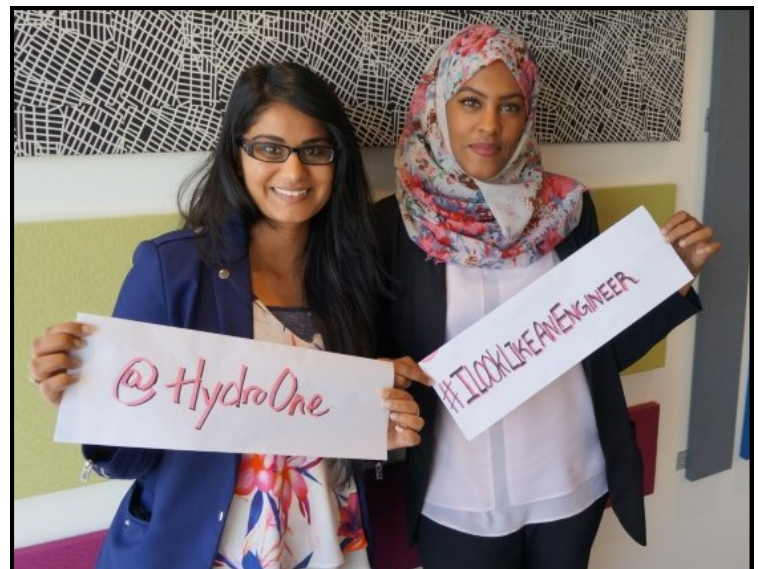
The day also included a talk by Sandy Struthers, Chief Operating Officer and Executive Vice President, Strategic Planning about the support from the executive level to women joining our workforce and how that positively impacts the company. He touched on various, growing corporate statistics regarding the hiring of women, pointing out how 20 per cent of our engineers are female, more than double the national average for companies this size.

Tom Kydd, WTTE's Executive Sponsor and Vice President of Operations, gave an overview of what the network has achieved since its inception and what Hydro One – and women – can expect from it in the future.

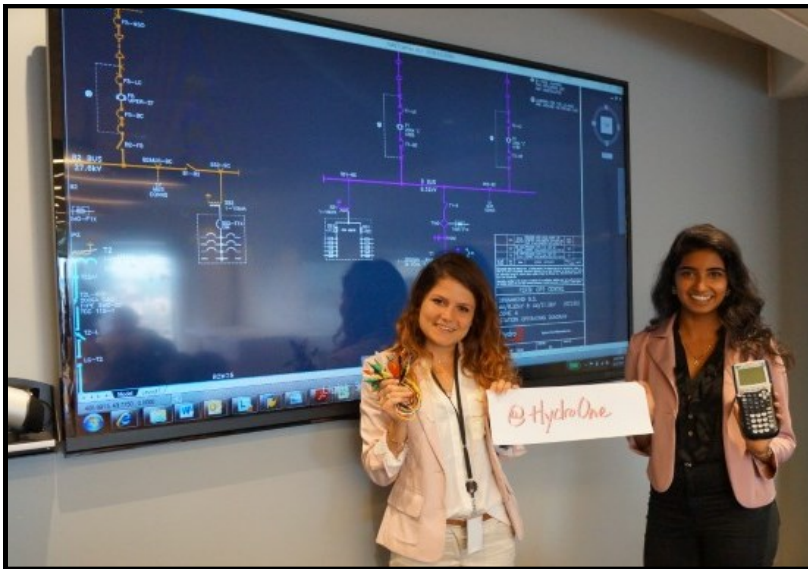


#ILookLikeAnEngineer Campaign

In August, Isis Anchalee, a young software engineer created the hashtag: #ilooklikeanengineer to raise awareness and celebrate diversity in science and technology industries. Anchalee started the campaign which brought widespread attention and support in the form of photos to highlight diversity and gender issues faced in these industries. The movement has not stopped as companies, women and supporters of women continue to use the hashtag **ilooklikeanengineer**. The WTTE Network also participated in the campaign and below are some of the photos taken in September at Trinity



#ILookLikeAnEngineer Campaign



Take Your **Kids to Work** Day

Nearly 40 Grade 9 students were asked, **“What does an engineer look like?”** while attending Take Your Kids to Work Day at Trinity. Hydro One participated in the province-wide program in 2015, which helps students learn about career opportunities and the importance of education.

Basel Jarrad, Customer Program Delivery, and Cassondra Fonseca, Protection & Control Design, represented WTTE at the event. They posed the question to students to engage them in a conversation about the representation of women in TTE roles before presenting about the WTTE Network.

The presentation to students included the WTTE goals and objectives and what Hydro One is doing to encourage and support women. “The opportunity to present is important because we were able to encourage young women to explore STEM subjects and TTE fields,” said Fonseca. “This is an example of how the Network is accomplishing its goals and objectives, particularly awareness and education.”

Jarrad and Fonseca also highlighted what opportunities exist for students, including Hydro One’s Women in Engineering Scholarship for university students and partnership with GO ENG Girl for girls in Grades 7 to 10.

“You can expose students to opportunities with important programs such as Take Your Kids to Work Day. We also need to show them they will have the right supports in place at work, and even before they enter the workplace,” said Jarrad. “The WTTE and scholarships are great examples of what Hydro One is doing to support that.”

During the presentation Fonseca and Jarrad included current demographics of roles filled by women at Hydro One. **“What was important to show is the need for women in TTE roles, but also the trend that Hydro One is hiring more women into such roles,”** said Fonseca. “It was wonderful to see that both boys and girls alike were keen on learning about women in the industry.”

WTTE @ Skills Work! For Women Career Exploration

WTTE members has been volunteering as mentors at Skills Work!® For Women Career Exploration workshops. Skills Work!® for Women Career Exploration Events exposes girls in grades 9 to 12 to non-traditional career in the Skilled Trades and Technologies. The workshops allow the girls to hear the stories and experiences first hand from mentors (tradeswomen and those who work in non-traditional careers) in their community.

Skills Work!® for Women Career Exploration Events are hosted in various locations across the province throughout the school year. Volunteers from Hydro One are coordinated and supported by WTTE. For more information or question, contact the WTTE inbox or visit the Skills Ontario [website](#).

Special thanks to our volunteer mentors who ignited sparks of interest and brought power to four workshops in 2015! Thank you Kelly DeZotti (Barrie Workshop), Mariah Lampi (Guelph), Jill Hewitt (Guelph), Blazenska Monachino (Guelph), Kelly Weiler (Port Elgin), and Janine Lee (London).

Upcoming events for 2016 are: February 11, 2016 in Windsor; March 1, 2016 in Toronto; March 2016 in Niagara; April 13, 2016 in Dryden; April 2016 in Whitby; Date to be finalized for North Bay.



Lasting Partnerships

Representatives from CUSW and the WTTE recently came together for a discussion on the challenges, benefits and opportunities when working in trades.

Representatives included:

Nadine Noble (Electrician/CUSW Steward)
Dennis Eddy (Electrician/CUSW Chief Steward)
Angelia Kelly (Electrician/Forman) from CUSW
Blazenka Monachino (P&C Technologist at Hydro One and WTTE representative)
Jamie McMillan (Ironworker)

The discussions covered topics ranging from the representation of women in CUSW, to the shared experiences of women in trades.

Nadine, Angelia and Dennis, who represent CUSW, have a wide range of experiences working in the electrical construction industry for a number of years. CUSW has 2 per cent female representation of its 2,500 members and are working on ways to increase the hiring and retention of women. CUSW has also been proactive in creating positive work environments for all members.

Jamie and her business partner, Pat Williams, are founders of *Journeyman Inc* and *Kickass Careers* and The Workplace Equality Ribbon. The Workplace Equality Ribbon is trademarked in Canada and the United States. It has been recognized and represented by women in five countries including the Philippines, Australia and France.

The campaign aims to increase awareness, and the hope is that one day it will be recognized as the symbol of an inclusive and diverse work culture on a global level. Net proceeds from the ribbon and merchandise could be used to provide funding for the industry.

While discussing experiences in the workplace, it was agreed that companies have started and should continue to educate, provide mentorship, support and encouragement for women and supporters of women. So, how might a company get there? It starts with an evaluation of the culture and a commitment to creating a culture that supports positive relationships, while reducing sources of potential stress, which can be harassment or work & family conflicts as examples. Studies have shown the more you improve the environment, the higher the performance of your team will be, regardless of gender.

Other initiatives discussed included SkillsOntario where representatives speak to students and youth with a focus on young girls. These events provide the opportunity to encourage students to consider trades as a valuable well paid career and how they can work towards this in school.

“As I tell everyone, if you want to have an amazing life filled with travel and adventure, become a certified journeyperson,” said Jamie.



Out With the Old, In With the **New**

What's in store for **2016**?

During the quarterly planning session at Cherrywood TS in December, the team worked to redefine our goals, vision, and recruitment strategies.

Below are a few of the 2016 **Goals & Objectives**:

WTTE Education for Managers

The WTTE executive committee will continue to work with Hydro One managers in efforts to educate all levels of the organization.

Infographics for all Lines of Business

These infographics will answer the questions 'what does support look like?' 'how do I get involved?' and 'what can I do to help?' They will be a way of creating awareness around diversity issues and providing tips to help support women in non-traditional roles.

Safety Meeting Presentations

The WTTE Network will utilize safety meetings to share information and adjoining messages where applicable.

Symposium 2016

Feedback has been received on last year's symposium, which will be taken into account when planning the 2016 event.