

Welcome to the second edition of the Women in Trades,
Technology and Engineering Newsletter!

This edition features a recap of WTTE's International Women's Day celebration, a story on one of Hydro One's only female Regional Line Maintainers, an overview of the YWCA Women of Distinction Awards, and a sneak peek of this year's Symposium.

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The WTTE newsletter is 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.

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.

Members & Contributors

Our members and contributors are the **driving force** behind everything we do.

They're passionate about equality and they're dedicated to helping Hydro One become a mutually inclusive workforce.

Meet Alice and Blazenka



Alice Sahazizian

Alice Sahazizian is the People and Culture Co-Chair of WTTE. Alice is currently on rotation as a Diversity Consultant and has been with Hydro One since 1999. With a background in Human Resources, Alice has always had a passion for promoting equal opportunity and inclusion.



Blazenka Monachino

Blazenka Monachino is the team lead of WTTE's Awareness sub-committee. In this role she is responsible for educating internal and external groups on what WTTE is and how we plan on achieving our goals. Outside of the Network, Blazenka is a Protection & Control Technologist and has been with Hydro One since 2005.

Do you share the same passion as us?

Share your ideas with us at WTTE@HydroOne.com

International **Women's** Day 2016

Gender parity was the focus of Hydro One's International Women's Day celebrations on March 8.

Events took place around the province to increase awareness about equal opportunities in education accessibility and job opportunities for both men and women, as well as highlight the many achievements female employees have accomplished here at Hydro One.

Employees across Hydro One showed their support by wearing purple, showcasing WTTE stickers, and learning about the achievements of women within Hydro One.

At Trinity, the WTTE hosted a morning networking session at the Special Events Centre where employees from different levels of the organization shared their own experiences when it came to gender equality.

For example, Darlene Bradley, Director, Technical Services, mentioned the current demographic at Hydro One.

As highlighted in the fall/winter 2015 issue of *Between the Lines*, **less than five per cent of women across Ontario have roles in electrical trade positions**. At Hydro One, approximately 20 per cent of electrical engineers in the company are women, according to November 2015 figures. For electrical technicians, 21.7 per cent of the company's population is female, while for power system operators, it is 16.7 per cent, according to the 2015 numbers.

The good news is that these numbers are increasing in most areas of the company.

"With these numbers in mind, it's important for us, collectively as an organization, to provide support to the women we encounter who are working in non-traditional roles," Bradley said.

Hydro One has long known the value of working to increase the number of women in the workplace. Our work includes the College Consortium, the university partnership and our sponsorship of Go ENG Girl, a program that gives young girls and their parents the opportunity to learn from female professionals, academics and university students about engineering and related subjects.

"We want to grow the level of interest of women at all stages of their education in Science, Technology, Engineering and Math (STEM) subjects so that they will move into challenging and well-paying roles, not just here at Hydro One," said Celia Featherby, Diversity Manager and Senior Development Consultant.

"Our Hydro One Women in Engineering Scholarship, established in 2014 and currently in its second year, is receiving great feedback as this scholarship program is very successful in attracting top student talent to Hydro One. **We will continue working to establish a diverse workplace that thinks better, acts well and makes sounder and safer business decisions.**"

The theme of gender parity was inspired by a statistic published by the World Economic Forum, stating how on a global scale it will take until 2133 to achieve gender parity in the workplace.



International **Women's** Day 2016



International **Women's** Day 2016



The **Women** of our Front Lines

It's three o'clock in the morning and the pager goes off. The wind is howling, ice has covered the bare branches of the trees like a blanket, and power lines have been ripped from their poles all over town. Hydro One customers across the Simcoe area are without power, but this is just another winter storm for Regional Line Maintainer Corry Ruch.

Ruch is one of Hydro One's only female Regional Line Maintainers, and she began her career with the company in 1988. In her role she is responsible for maintaining the reliability of our power grid and repairing damaged electrical equipment.

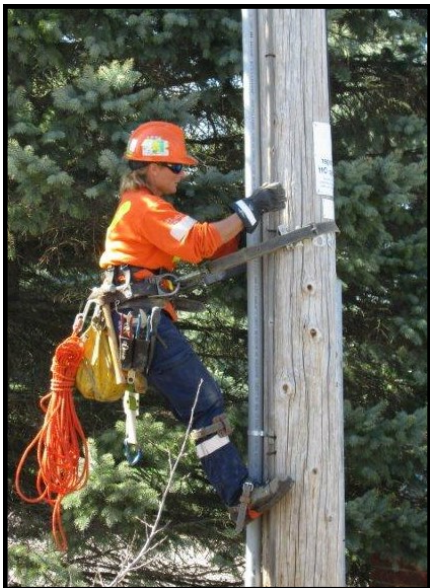
The demanding job of being on Hydro One's front lines doesn't come with regular nine-to-five hours though. The days are long and unpredictable, with the possibility of being called to assist with storm restoration at any given moment.

"When my son was younger, I had a really hard time just picking everything up and leaving him to work a storm or overtime," said Ruch.

"Not only did I miss out on things like school functions and sporting events, but I also had to sacrifice being there on holidays."



But despite the crazy work schedule, Ruch finds her job extremely rewarding. One of the most satisfying aspects of the job for her is repairing all of the damage that mother nature has done after a storm, and then **seeing the smiles on our customer's faces once the lights are back on** as a result of her and her crew's dedication.



However, being in a primarily male-dominated role does have its challenges outside of the technical aspects of the trade. Even though Ruch is confident in her ability to complete the duties of the job and remain focused on safety, as the only woman on her crew, she knows that she has to go that extra mile to prove herself. But she is the perfect example of how working hard and challenging the norms can pay off.

"The advice that I would give to young women looking to get into a trade is to work as hard as they can, **prove that they can do the job as well as any man**, and earn the respect of everyone on their team. That's been the secret to a fulfilling career for me," said Ruch.



Celebrating the Achievements of **Our Leaders**

The 2016 YWCA **Women of Distinction** Awards took place on Thursday, May 26 at the downtown Toronto events centre, The Carlu. Roberta Jamieson, a member of the Hydro One Board of Directors and CEO of Indspire, an Indigenous-led charity, won the President's Award for her work with Indigenous communities.



The President's Award, which has been presented just three times in 36 years, is an award that is only given out in exceptional circumstances. Ms. Jamieson received this prestigious award for her years of hard work **fighting for the rights** and better conditions of Indigenous women and families.

In support of Ms. Jamieson, and to represent **Hydro One's commitment to equality within our workforce**, several members from the Hydro One Women in Trades, Technology and Engineering (WTTE) Network attended the event. She was also accompanied by a few of her fellow board members, including Hydro One's Chair of the Board of Directors, David Denison, and members from our executive team.

Celebrating the Achievements of **Our Leaders**

“Role models like Roberta help the WTTE **pave the way to equality** within our workforce at Hydro One. She is a leader in every sense of the word, and the WTTE was honoured to be a part of this special event and congratulate Roberta on her achievements,” said Alice Sahazizian, Diversity Consultant and Co-Chair of the WTTE.



Ms. Jamieson is a **forerunner in the realm of equality**. She holds various titles such as the first First Nations woman law school graduate in Canada, first woman Ombudsman of Ontario, and first woman elected as the Chief of Six Nations of the Grand River Territory.

As the night went on, awards were presented to women in other categories such as leadership, education, international development, law and justice, and health. Each award recipient displayed tremendous passion towards their cause and left the audience feeling inspired.

You can read each award winner’s biography and watch their profile videos by clicking [here](#).

The YWCA Women of Distinction Awards Event is the largest fundraising event for YWCA Toronto, Canada’s largest multi-service women’s organization, which helps women escape violence, move out of poverty, and access safe affordable housing.

Save the Date

For the Women in Trades, Technology and Engineering
(WTTE) Network's 3rd Annual Symposium!

What does it take to be inclusive?

This year's Symposium will focus on understanding unconscious biases and what it takes to have inclusive teams within Hydro One. Catalyst will be joining us to facilitate a workshop.

Thursday, October 13th, 2016

8:30 a.m.—3:30 p.m.

Location is still to be determined, however, it will take place in the GTA