



WOMEN
IN TRADES
TECHNOLOGY
& ENGINEERING

Quarterly Newsletter

Welcome to the winter 2016 edition of the Women in Trades, Technology and Engineering (WTTE) Newsletter!

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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.

Munch & Mingle

Understanding one another and working together to achieve common goals is vital to our success in becoming a great organization.

The **Women in Trades, Technology, and Engineering (WTTE) Network's** recent Munch & Mingle networking session on August 10 shed light into the many benefits gained from an inclusive workforce. Over 50 employees from different lines of business came out to socialize with one another and share their ideas.

The WTTE views an inclusive workforce as one where employees feel valued for the unique talents and perspectives they bring to the table regardless of gender, race or sexual orientation.

The benefits include decreased health and safety risks, improved creativity and innovation, effective problem-solving techniques and higher productivity. The benefits come together to set us on our path to become North America's leading utility.



"WTTE's main goal this year is to create awareness about the benefits of having inclusive work groups within our lines of business. Our Munch & Mingle events are a great way to start this discussion and identify ways we can benefit as an organization," said Alice Sahazizian, Diversity Consultant and Co-Chair of WTTE.



Symposium 2016

The Women in Trades, Technology and Engineering (WTTE) Network held their third annual symposium on October 13 at the Edward Village Markham Hotel as a platform to inspire employees to join their mission in creating a more inclusive workforce.

The day featured a speaker series with Hydro One senior leaders expressing the importance of having a diverse workforce and how it ties in with our **journey to get great**. Speakers showed their commitment towards leading our company down the path to positive change in terms of diversity and inclusion.

Speakers included Greg Kiraly, Chief Operating Officer, Kathryn J. Jackson, PhD, Hydro One Board Member, Fiona Crean, Ombudsman, Jonathan Rebick, Vice President of Provincial Lines and Forestry, Tom Kydd, Vice President of Operations and Accountable Executive for WTTE and Celia Featherby, Diversity Manager.



Greg demonstrated his understanding of the need to support groups like WTTE within an organization through telling personal stories about his two daughters who are pursuing a career in engineering.

Following that, Kathryn and Fiona played a role in inspiring the audience to carry out positive change by sharing their personal experiences and advice on the topics of diversity and inclusion.

“We know that advancing diverse candidates is smart business sense and when we do this we’re creating stronger teams that are contributing to the company in a larger way. We need to wield diversity in order to be successful,” said Kathryn.

Fiona also shed light on what we need to do as individuals to influence others to implement this change.

“We need to behave equitably, act responsibly and hold ourselves to a higher standard. When we work to understand our biases as we are doing today, we’re halfway there. To change our organization we first need to make internal changes ourselves,” she said.

Following the speaker series, Vandana Juneja, Senior Director at Catalyst, held a workshop to highlight the benefits of inclusion and provided the audience with the tools to apply these practices in their own work environments.

During the afternoon portion, Jonathan announced a new partnership with Catalyst to implement a workshop called for Men Advocating for Real Change (MARC).

MARC enables emerging and senior male leaders to develop critical inclusive-leadership strategies, hone skills to make a lasting impact and sharpen awareness of inequalities, unconscious biases and privilege. This initiative will be one of Jonathan’s accountabilities.

This year’s WTTE symposium was the network’s most successful event to date with 150 people in attendance. Since their first symposium in 2014, they have increased the number of guests by 50 per cent each year.

Symposium 2016



Symposium 2016



MARC Leaders Workshop

It's no secret that great organizations are the ones who leverage diversity. When individuals with diverse backgrounds, skills and experience come together, they bring a fresh perspective to the table – and that's the key to continuously improving.

With the Men Advocating for Real Change (MARC) Leaders Workshop hosted by our Diversity department and facilitated by Catalyst, we're leveraging diversity at Hydro One.

On December 13 and 14 at the Toronto Marriott Hotel, 25 leaders from across Hydro One participated in the MARC Leaders Workshop – a program that enables emerging and senior male leaders to develop critical inclusive-leadership strategies, hone skills to make a lasting impact and sharpen awareness of inequalities, unconscious biases and privilege.



"This workshop was a great opportunity to discuss ways to promote inclusion and diversity in the workplace at Hydro One. Partnering with Catalyst and the MARC community is a critical step towards holding ourselves accountable for creating a positive work environment where everyone feels that their opinions matter, and they can do their best work every day," said Gianni Difillipo, Manager, Power System Projects.

They learned four key inclusive leadership behaviours which include empowerment, accountability, courage, and humility. Based on these, they generated action plans with the goal of creating real change.

Their plans involved taking a personal action that they would like to implement in their work group, and sharing it with another participant in order to hold each other accountable for carrying them out.

Towards the end of the workshop, Greg Kiraly, Chief Operating Officer, joined the group to deliver a few closing remarks and show his support for programs that will lead us to positive change.

Following that, Jonathan Rebick, Vice President, Provincial Lines and Forestry and Accountable Executive for the MARC program at Hydro One, worked with the group to identify ways to maintain the momentum that MARC created through developing next steps for the program.

"I'm very excited that each person in this room shares the same passion as I do when it comes to advocating for real change. Together with our shared commitment for building better work environments, we'll lead the way to embracing difference at Hydro One," said Jonathan.

MARC participants will meet in the new year to discuss progress on their action plans, identify challenges and solutions, and rely on each other for support in championing this important cause.

What's in store for **2017**?

2016 was an exciting year for WTTE.

We experienced growth like never before in many different ways. We had our most successful symposium to date with over 150 guests, we garnered executive level support, we supported our members from across the province, and most importantly, we created awareness of the importance of having an inclusive workforce at Hydro One.

But now that we've built momentum, it's time to keep the flywheel spinning.

With 2017 just around the corner, we created a plan to do just that. Through a two day planning session in November, we refined our purpose and vision and renewed the focus on our objectives.

The outcome is a comprehensive strategic plan to create positive change within Hydro One, and we want to share it with you.

On March 8, 2017, we will host a 2017 kick-off meeting paired with a celebration for International Women's Day.

Be sure to save the date—more details will be available to you soon.

Save the Date: March 8, 2017



Happy Holidays

Thank you to each one of our members for your support over the course of 2016.

Our success this year wouldn't have been possible without you, and we look forward to your continued contributions in 2017.

We wish you a safe and enjoyable holiday season!

