

# MEET YOUR 2019 EXECUTIVE TEAM!



JUNE 2019

## WELCOME FROM WTTE CHAIR, BLAZENKA MONACHINO

I am thrilled to be the Chair of Women in Trades, Technology and Engineering Network for the second year in a row.

In this issue, you will get to know a little bit about each of our Executive Committee members and learn why each of them is passionate about WTTE.

To begin, I am pleased to welcome our new Executive Sponsor, Jason Fitzsimmons, Chief Corporate Affairs and Customer Care Officer. Jason has more than 25 years of experience in the electricity sector and is a highly-regarded leader with a proven track record for successfully executing large-scale transformations and building strong relationships with key stakeholders, including the unions that represent Hydro One employees.

The entire WTTE Executive Committee would like to thank our previous Executive Sponsor and former Chief Operating Officer, Greg Kiraly, for his dedication and leadership to our Network during his time at Hydro One. We wish Greg all the best in his future endeavours.

Blazenka



Jason Fitzsimmons, Chief Corporate Affairs and Customer Care Officer

*"I am thrilled to join WTTE as their executive sponsor because it represents an opportunity to make a difference at Hydro One. WTTE has made significant progress in advocating on behalf of all women within our organization to make our workplaces more inclusive, but we have more work to do. I am proud to support WTTE's vision to make Hydro One a leader in diversity and inclusion."*



# WTTE 2019 EXECUTIVE COMMITTEE MEMBERS

Pictured, left to right: 1. Blazenka Monachino  
2. Christine Barlow 3. Katherine Britton  
4. Mary Cheng 5. Liliana Daravina-Vicent  
6. Tessa Leonard 7. Caitlin McConnell 8. Mansi Modi  
9. Angela Vacchino 10. Jessica McGregor  
11. Tameeza Dhanani 12. Eiman Ahmed

## THANK YOU TO OUR PAST CHAIRS:

Angela Wojtyla (2013), Lorraine Gray (2014),  
Amy Pavao and Alice Sahazizian (2015–2017)

## BLAZENKA MONACHINO

### WTTE CHAIR

**JOB TITLE:** Grid Operations Field Manager

**YEARS OF SERVICE:** 14

**WHY I JOINED WTTE:** I first learned about WTTE when I stumbled upon it on the HydroNet. I immediately wanted to join as I was the only woman in my zone and I wanted to connect with other women in positions like mine. At times I would come across other women, but I never had the opportunity to build relationships or connect with them.

Being a woman in trades, technology and engineering is a unique experience. Though each of us has different views and perspectives, we are united in our shared experience of what it's like to be the only woman on the crew.

When I first joined the network, they were also looking for volunteers for the Executive Committee, so I volunteered for one of the subcommittees. I was eventually approached to be the new Chair. The biggest motivator for me to take on this role was the same reason I joined WTTE, I wanted to help build this platform to connect women in trades, technology and engineering with their peers and allies within the company.

I am so proud of what our Network has done so far. In 2018 we launched WTTE Chapters so that our members could connect locally and more regularly. We also welcomed more than 400 people to our fifth Annual Symposium, making it our biggest event yet. Lastly, our Network grew to more than 600 registered members and we show no signs of slowing down.

In 2019 we are excited to host our sixth Annual Symposium and also further develop our relationships with local leaders and our unions.

Let's continue to have this important conversation. We are so thrilled to create this platform for everyone here at Hydro One.

## **CHRISTINE BARLOW**

### **UNION LIAISON (CUSW, LIUNA, BUILDING TRADES) AND PICKERING CHAPTER LEAD**

**JOB TITLE:** Electrical Sub-Foreperson, Station Construction

**YEARS OF SERVICE:** 9

**WHY I JOINED WTTE:** I joined WTTE to participate and be a voice for women in engineering, trades and technology. I am a proud construction and maintenance electrician, and an electrical-mechanical engineering technologist. Before coming to Hydro One, I was an active volunteer in the trades sector, inspiring women to join trades and technology. I look forward to passing on my knowledge and experience.

## **TESSA LEONARD**

### **TREASURER**

**JOB TITLE:** Engineering New Grad

**YEARS OF SERVICE:** 2 years in July!

**WHY I JOINED WTTE:** I joined WTTE because little things can have a big impact. Having conversations can change culture and perspective, I want to keep the conversation going!

I learned about WTTE when I was mentored by former WTTE Chair, Lorraine Gray, and by helping out with events when I was an intern.

In school, there weren't a lot of women in my program and there was a big shock when I came to Hydro One – old habits die hard. School was more progressive, I never felt like I was at a disadvantage and when I started working I discovered there are big differences we need to overcome.

Tessa was recently featured in Industry and Business, a website dedicated to providing its readers with insightful and educational editorials in the fields of their interest, designed to motivate them to take action. [You can read about Tessa here.](#)

## **KATHERINE BRITTON**

### **CHAPTER CHAIR**

**JOB TITLE:** Senior Protection & Control Technologist

**YEARS OF SERVICE:** 10

**WHY I JOINED WTTE:** I joined WTTE because out in the field I see first-hand the lack of female representation out in trades, technology and engineering jobs. With WTTE we have the power to make a difference, make a workplace that's inclusive, to attract more females and hopefully keep them in these roles throughout their careers. I think it's important to be involved and contribute to improve our work environment for everyone.

## **MARY CHENG**

### **SYMPOSIUM COORDINATOR**

**JOB TITLE:** Protection & Control Officer

**YEARS OF SERVICE:** 6

**WHY I JOINED WTTE:** I initially joined WTTE to help organize the first symposium and volunteer on some youth outreach. I was, and am, frustrated that so many young women with a talent in mathematics and science equal to their male counterparts did not know about or consider perusing a career in engineering, technology, or trades. As I got more involved with WTTE it became my support network. The members of WTTE consistently support each other and provide a warm, compassionate willing ear for the big and small stuff in each of our lives.

## **LILIANA DARAVINA-VICENT**

### **INTERNAL EVENTS COORDINATOR & PICKERING WTTE CHAPTER CHAIR**

**JOB TITLE:** Protection & Control Technologist

**YEARS OF SERVICE:** 13

**WHY I JOINED WTTE:** I saw WTTE as a platform to share my trajectory as a professional and as a woman that chose to be in a male-dominated field. My hope is that we will inspire colleagues and attract younger generations to the rewarding and fulfilling experience of working in trades, technology and engineering.

# GOALS FOR 2019

**THE WTTE EXECUTIVE COMMITTEE MEETS ON A QUARTERLY BASIS TO STRATEGIZE AND PLAN HOW THE NETWORK WILL BEST SERVE ITS MEMBERS THROUGHOUT THE YEAR. FOR 2019, WE SET THE FOLLOWING GOALS:**

## **1. GROW CHAPTERS**

In 2018, Chapters were established in Thunder Bay, Pickering, Barrie and London. In 2019, we are hoping to establish four more Chapters so our members can connect more regularly.

## **2. ADVOCATE TO UNIONS**

In 2019, our goal is to strengthen our relationships with the unions that represent Hydro One employees. Their support is essential to creating lasting and impactful change to our employee culture.

## **3. SUPPORT SUPPORTERS**

In 2019, we want to explore the ways we can support our supporters. In the past five years we've learned there are many men and women within the company who want to support women in trades, technology and engineering roles, but aren't sure how to do so. This year, we want to provide these allies with the tools to create lasting change in their day-to-day lives.

## **CAITLIN McCONNELL** **EXECUTIVE TEAM COORDINATOR**

**JOB TITLE:** Environmental Planner

**YEARS OF SERVICE:** 4

**WHY I JOINED WTTE:** I joined WTTE because I've been fortunate enough to have had some incredible female mentors during my education and career path thus far. The Network is a great way to pay forward what I've learned both to women established in their careers and young women looking to enter the STEM fields.

## **MANSI MODI** **EXTERNAL EVENTS COORDINATOR**

**JOB TITLE:** Assistant Distribution Lines Engineer/Officer

**YEARS OF SERVICE:** 10

**WHY I JOINED WTTE:** When you join WTTE you're joining more than an organization – you're joining a movement toward equality and opportunity for women in trades, technology or engineering. It is my opportunity of making a significant impact in the community by bringing awareness to girls at an early stage.

## **ANGELA VACCHINO** **UNION LIAISON (PWU)**

**JOB TITLE:** Regional Maintainer – Forester

**YEARS OF SERVICE:** 11

**WHY I JOINED WTTE:** I was informed of the WTTE committee when I was talking to my former manager about wanting to get more involved to help women in the trade. He took the time to show me more about WTTE and I was quick to embrace this opportunity at any level.

We are advocating for women in trades, technology and engineering. In any profession, employees want to feel heard, valued, and respected and this is exactly what this group represents. We support each other and work together to improve the importance of inclusion by closing the gender gap. WTTE provides a support system that will hopefully keep our retention rates higher rather than leaving the trade after some time.

## JESSICA McGREGOR

### COMMUNICATIONS COORDINATOR

**JOB TITLE:** Senior Health, Safety & Environment Advisor

**YEARS OF SERVICE:** Two years in August!

**WHY I JOINED WTTE:** Although I am not in a trades, technology or engineering role, I was attracted to WTTE because I believe the onus is on all of us to create safe places to practice inclusion and celebrate the diversity that exists within our company. Since joining the Executive Committee I have witnessed and experienced what I believe is the most critical function of the Network: the support and advocacy offered to our members and supporters.

## TAMEEZA DHANANI

### EXECUTIVE LIAISON

**JOB TITLE:** Business Process & Support Manager

**YEARS OF SERVICE:** 13

**WHY I JOINED WTTE:** I joined WTTE 5 years ago because I wanted to do more to improve the talent pipeline and provide a venue for women to support each other. Trades, technology and engineering fields have fewer women entering it because girls and women haven't been encouraged to enter STEM fields and, of those that do, they are highly likely to work with mostly male colleagues and have male bosses. Women are less likely to be mentored or promoted, so women in leadership roles are scarce. This is the cycle I want to change.

I believe that a network of people with shared experiences would be a good way to allow members to discuss and gain advice without judgement – this would be a starting point to help tackle the challenges women face in non-traditional jobs. Lastly, being a mother of two daughters – I wanted to get a head start in fostering a culture where my daughters could feel confident and safe to pursue whatever career path they desired.

## EIMAN AHMED

### UNION LIAISON (SOCIETY) AND BARRIE CHAPTER CHAIR

**JOB TITLE:** Sector 1 Mid Term Planner,  
Operating Planning

**YEARS OF SERVICE:** 9

**WHY I JOINED WTTE:** I joined to be part of a team that offers a quantifiable benefit to the company and the society, WTTE is built on the idea of improving systems to help humanity.



STAND FOR PEOPLE

## STANDING FOR PEOPLE, STANDING WITH PRIDE

June is Pride Month! It's a time to be proud, to stand with Pride and show your support for the LGBTQ2+ community. One way you can do that is to march with your colleagues at our inaugural participation at the Toronto Pride Parade on June 23!

Pride Month is characterized by festivities and cheer and it's a time when people from around the world come together. It's a month when we celebrate LGBTQ2+ friends, family, and coworkers and also the time to stand in solidarity against discrimination and violence towards the LGBTQ2+ community and to stand up for dignity, equal rights, and self-affirmation.

Fifty years ago, the LGBTQ2+ rights movement was galvanized after a night of violence towards members of New York's LGBTQ2+ community known as the "Stonewall Riots." The uprising became a catalyst for the LGBTQ2+ rights movement, as organizations rose to combat violence against the LGBTQ2+ community.

Happy Pride Month!



# EVENTS WE PARTICIPATED IN



## ◀ GIRLS' STEM EQUITY CONFERENCE

Women historically have been underrepresented in the science, technology, engineering and mathematics fields, commonly known as STEM. To help address the gap, more than 250 grade 7 and 8 girls from Toronto District School Board schools came to Centennial College to hear dynamic speakers and attend hands-on workshops at the Girls' STEM Equity Conference on Wednesday, February 27 and Thursday, February 28.

This exciting day represented a chance to address the barriers and biases that deny girls equity of opportunity in STEM careers, as well as demystify some of the technology that drives future careers. The inventive workshops took place in various labs at Centennial's Progress Campus.

During this event, Hydro One in partnership with UOIT also set up a booth to promote and educate students about STEM education. Each day the team consisted of two to four volunteers from various Lines of Businesses at Hydro One. There were several activities carried out by our volunteers such as Van De Graf, magnetic field using iron filings and creating AC current using copper wire and magnets to show different STEM related elements.

Carrying out the activities have attracted many visitors to the booth and sparked their interest to find out more about STEM related careers, which was a positive thing. The visitors that came to the booth were also given a chance to carry out the activities themselves as the procedures were also provided. What's more, this gave visitors hands-on experience on STEM-related activities.

The day was organized by WTTE and it couldn't have been successful without the help of its volunteers behind the scenes and on the front lines. A huge thank you to Natasha Bennett, Alice Sahazizian, Nabila Ahmed, Oshani Pathirane, Brandon Tiefenbach and Norman Panizovski. WTTE is grateful for your commitment and contribution.

## CELEBRATING INTERNATIONAL WOMEN'S DAY AT HYDRO ONE ▶





## LEADERSHIP CONFERENCE FOR WOMEN

WTTE's Executive Liaison, Tameeza Dhanani, participated in a panel discussion at the Leadership Conference for Women in Energy! Tameeza shared the stage with other female leaders in the energy sector to discuss diversity, inclusion and the experience of women in the industry.



## SKILLS CANADA YOUNG WOMEN'S CONFERENCE

Since 1999, Skills Ontario is proud to host the award-winning Young Women's Conferences. These conferences, held in conjunction with Skills Ontario Competition, are dedicated to showing female students that skilled trades and technologies careers offer many great opportunities. In a friendly, casual environment, students are able to explore career options and practice their networking skills as they meet women who work in skilled trades and technologies industries. These mentors discuss the rewards of their chosen career paths and provide advice, guidance and inspiration.



## WHITE RIBBON WALK A MILE IN HER SHOES

White Ribbon is the world's largest movement of men and boys working to end violence against women and gender-based violence. Starting in 1991, White Ribbon asked men to wear white ribbons as a pledge never to commit, condone or remain silent about gender-based violence.

Hydro One participated in White Ribbon's annual Walk a Mile in Her Shoes event on Wednesday, May 29. In this event both men and women walk one mile in women's high heeled shoes.

Participation in the event helps to support White Ribbon's awareness and education programs reaching men and boys in workplaces, schools, colleges, universities, sports teams and community groups across the country to promote equality, healthy masculinity and prevent gender-based violence.

**SAVE THE DATE**



**WTTE Symposium**  
**Thursday, October 24, 2019**

**GETTING IN TOUCH**

**Jessica McGregor**  
**WTTE Communications Coordinator**  
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