



season's greetings

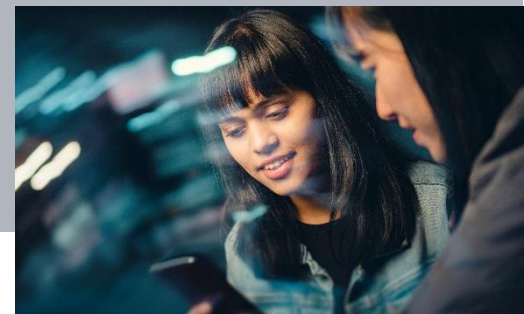


**WITT's Membership
Management Program
Update – check out page 3**

Click here for
[WITT on LinkedIn](#)

International Women's Day 2021

International Women's Day is March 8. In 2021, WITT and SAIT will present the third annual event, celebrating allyship. Learn more on [page 2](#).



December 2020

Women in the Workplace

More than one in four women are contemplating downshifting their careers or leaving the workplace completely.

This conclusion is highlighted in the sixth annual [Women in the Workplace](#) report, conducted by [McKinsey & Company](#), in partnership with [LeanIn.Org](#).

The report reflects data from 317 companies and more than 40,000 people surveyed on their workplace experiences, as well as more than 45 in-depth interviews.

The report highlights how the challenges of 2020 and the COVID-19 pandemic have negatively impacted women in particular. Gender parity remains slow, and the pandemic exposes underlying vulnerabilities.

The crisis represents opportunity, and there are six areas outlined where companies can focus or expand their efforts to retain women.

Panel Discussion



"The panel discussion this year will be moderated by Cindy Clark, President of the Women in Supply Chain Association (WISC) and break-out rooms will allow participants to share and collaborate with other attendees."

Register Today
saithmodules.com/iwd

IWD AWARDS

<https://forms.sait.ca/iwd/awards>

"Achievement Award" - the achievements and impact of a student or professional in their program or field.

"Catalyst Award" - student or professional who is driving change in their program or field.

"Futures Award" - advocacy work of a student or professional in their program or field.

INTERNATIONAL WOMEN'S DAY 2021: ALLYSHIP

Are you a company that is embarking on your own #Allyship initiative with respect to an inclusive and diverse workforce? Are you an employee who champions equity and fairness and wants to learn more? Join us virtually on Monday, March 8th, 2021 as WITT & SAIT present our annual event on International Women's Day.

From its inauguration in 2019, SAIT's International Women's Day Conference and Celebration has been an event to remember. This year will be a little different in delivery but promises just as much thought-provoking conversation and inspirational speakers as ever before.

We are all responsible for the actions we take every day. Each one of us can choose to challenge and call out stereotypes, discrimination and bias. Collectively, we can create a more inclusive and equal world.

To be an ally to all is to #ChooseToChallenge our own privilege, thoughts and actions every day. We can #ChooseToChallenge gender stereotypes, discrimination and bias. Each of us has the ability to be an ally to someone else. Being an ally doesn't necessarily mean you fully understand what it feels like to be oppressed. It means you're taking on the struggle as your own.



Keynote Speaker: Dr Paula Stone Williams

Our first keynote speaker, [Dr. Paula Stone Williams](#), is an internationally known speaker on gender equity, LGBTQ advocacy and religious tolerance. As a transgender woman, Paula brings a unique perspective to her work on gender equity.



Closing Keynote Speaker: Christa Couture

Our closing keynote speaker, Christa Couture, has had a remarkable life. A queer Indigenous woman and mother, and a self-described "cyborg" with a high-tech robotic leg, the award-winning musician, author and broadcaster has weathered an astonishing number of extreme experiences. On stage, she shares her stories in a hybrid keynote and musical performance, sharing two inexorably linked themes: hopefulness and hopelessness, and how they make life meaningful.

WITT's Membership Management Program

Thank you to all for getting involved in our Mentorship Management Program!

At the end of January 2021, we're "rolling out" our:

- Program Booklet
- StartUp Event Information



For anyone that has missed this, you can still sign up – start dates will stagger till the Spring.

Select the LINK to the Survey:

- Sign up as a mentor / mentee
- As a group, individual, and/or company

[Click here for](#)
[WITT's](#)
[Membership](#)
[Survey](#)

INTERESTED IN JOINING THE WITT BOARD?

Our board positions term lengths vary as well as the time commitments. When applying make sure to consider your interests and the time you can dedicate.

DEADLINE:
JANUARY 15TH, 2021

Complete the
 Nomination Form and
 submit with brief
 Resume to:

WITT@salt.ca

The nomination form is attached at the end of the Newsletter.

VACANCIES & NEW ROLES

- DIRECTOR OF EXTERNAL RELATIONS
Membership, Recruit, Promotions, Volunteer and Events
- SOCIAL MEDIA LIAISON
Monitor LinkedIn and Facebook Accounts
Create Activity Weekly
- MENTORSHIP PROGRAM COORDINATOR
Facilitate documentation and organize content for Mentor and Mentees
- CONTENT COORDINATOR
Draft documentation and content for written documents

RESOURCES + READING

BOOKS

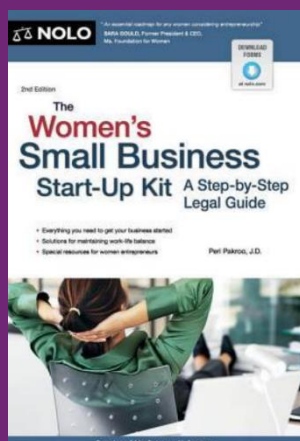
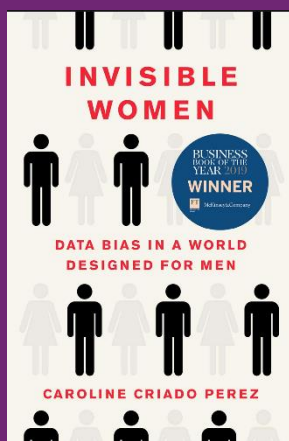
Invisible Women: Data Bias in a World Designed for Men

Caroline Criado Perez (2019)

Available at the SAIT Library:

The women's small business start-up kit: a step-by-step legal guide

Peri Pakroo (2018)



Expanding opportunities for women in STEM
In September, Alberta's government introduced the Women in STEM Award Program to help young women reach their career goals in science, technology, engineering and math. [Source](#)

UCalgary and The51 partner to build a critical mass of female investors and leaders
Financial Feminism Investing Lab, housed at Haskayne School of Business, expected to launch first offering in 2021. [Source](#)

Apprenticeship Pays Oct 2020 Issue 3 –

<https://caf-fca.org/research-reports/>

Featured Reports:

- 2020 Results Report
- Employer handbook
- National Strategy for Supporting Women in Trades
- And many more.....

SAIT WITT VISION

Our vision is to further support our mission to provide guidance through mentorship and support best practices and initiatives that create a positive growth in recruitment, enrolment, and retention of women in WITT-identified Trades and Technology programs at SAIT.

International Women's Day
Don't forget to Nominate!

<https://forms.sait.ca/iwd/awards>

SAIT and WITT will present three awards at the International Women's Day Conference to recognize selected students or professionals who exemplify equality for women in non-traditional roles.

INTERESTED IN JOINING THE WITT BOARD?

Our board positions term lengths vary as well as the time commitments. When applying make sure to consider your interests and time you can dedicate.

PLEASE SUBMIT BY: JANUARY 15TH, 2021

WITT Board Member Nomination Form

Candidate Information (please send this completed form to witt@sait.ca)

Full Name: _____

Name as you would like it to appear: _____

Position on the Board: _____

SAIT Program you are a student in, alumnus of or staff member to: _____

Personal mailing address: _____

Email address: _____

Phone number: _____

By signing my name below, I acknowledge that I am eligible to be considered for a board position in the Women in Trades and Technologies (WITT) at SAIT, in accordance with the mandate of WITT (see next page). Furthermore I acknowledge that I have read and will abide by the vision and guidelines set out in the aforementioned document. Please include a short statement of intent regarding your interest and commitment to the position, as well as a head shot and updated resume. We will be using the headshots to update our website and build our online WITT presence.

(Nominee Signature)

_____/_____/____

(Date)

NOMINATION FORM

WITT Mandate

The enrolment of women in **Trades and Technology** broadens and enhances the teaching and learning experience provided by the institute, contributes to inclusivity in these professions and creates a diverse community that reflects Canadian society. We endeavour to incorporate principles of fairness that foster equity and balance in all aspects of SAIT's cultural and educational practice.

Vision: The purpose of the Women in **Trades and Technology** (WITT) Advisory Committee is to provide guidance through mentorship and support best practices and initiatives that create a positive growth in recruitment, enrolment, and retention of women in WITT identified **Trades and Technology** programs at SAIT.

Guidelines:

1. Membership in WITT

All those of any gender who support the vision and mandate of WITT including but not limited to SAIT alumni, industry and partnering educational institutions.

2. Mandate & Visions

Recognition and alignment with the Committee

3. Board of Director Meetings

Board Meetings will be held at monthly. Other meetings and events scheduled as required. Typically held Tuesday evenings with Agenda provided in advance.

4. Reporting

Members and stakeholders will be provided with a Yearly Summary in our Newsletter.

5. Goals-reviewed each Summer

Specific initiatives to promote WITT developed annually for the following season.

To apply, please forward your resume to WITT@sait.ca by January 15, 2021

THANK YOU FOR YOUR INTEREST!