

## Canada Sister Society Meeting Recap

Virtual Meeting: December 4

In attendance – 55 people from across Canada.

- **Call for Leaders from across Canada**

CCUA is seeking volunteer leaders from across Canada. While we've enjoyed our virtual meetings this year, we recognize the value of in-person gatherings for networking and engagement. If you want to host in-person Sister Society meetings in your province or area or be a leader of the group, please contact Bolu Omidiji at [bomidiji@ccua.com](mailto:bomidiji@ccua.com).

- Nuggets from the Panel session “**Making Our Voices Heard: Amplifying Women's Visibility and Representation in the Workplace II**” where three immigrant women shared their experiences about breaking barriers.

Here are some key points to remember from the panel:

### **Building Visibility and Relationships**

- Start with what you are comfortable with. Then, challenge yourself to join groups or networks and start from there.
- Build confidence to build relationships and be authentic with it.
- The key is always to show up and participate.
- Personal Brand: Know what your passions are, whether professional or personal. Gain expertise and knowledge in those areas. Then, articulate those and share them in areas where you can add value. In addition, having people focus on your intellectual contributions is really the way to be a value-added member of the team.
- Always have the courage to shine your light! Never dim your light. Always know it's okay to bring who you are to the table. Understand that being different is your strength, which provides value and perspective to the organization.
- Mentorship and sponsorship are crucial. Having a mentor is invaluable, but more importantly, having a sponsor is much more transformative in your career and being a sponsor.
- You can be your own worst enemy or your best friend. Choose to be your own biggest supporter and best friend! Support yourself to be the best you can be.

### **Self-Advocacy and Overcoming Barriers**

- When negotiating raises and promotions, research industry rates and salaries, know the value you bring to the table, and be confident in your ability to ask for what you want.
- Unconscious bias is present everywhere. It is important to understand that and educate people about these barriers. Be diplomatic and vocal about these biases and use that as an opportunity to educate.

- **Community Development – Volunteer at Dress for Success**
  - Dress for Success Canada Foundation is among Canada's most recognized registered charities in support of gender equity, economic independence and workforce development for women and non-binary individuals. Dress for Success Canada Foundation develops custom national partnerships to champion and fund Dress for Success locations from coast to coast.
  - Dress for Success Canada is the only national women's organization focused exclusively on pre-employment and job retention support for marginalized and low-income women and non-binary individuals. To optimize growth of our mission impact, the Dress for Success Canada Foundation was established in 2017 to ensure that every woman and non-binary individual in Canada is able to access the services of one of 13 affiliate locations coast-to-coast from Vancouver to Halifax. Our affiliates across the country have been serving women and non-binary individuals since 1999.
  - Dress for Success Canada Foundation plays a role in collaboration, alongside Canadian affiliates in strategic development, impact measurement and national brand building. Leveraging economies of scale, the Foundation supports the affiliates in building capacity, and establishing and maintaining operating efficiencies. Affiliates from coast-to-coast empower women into good jobs, financial empowerment and personal success through free pre-employment and career retentions, wrap-around supports and community building.
  - We implore the Canada Sister Society volunteers to volunteer at the affiliate locations. Please [take a look at their affiliate locations](#) and feel free to connect directly with those you might be interested in working with.
- **Upcoming Events:**
  - CCUA National Conference 2025. Register [here](#).
  - Canada Sister Society Meeting. Click [here](#) to join the Group.
- **GWLN Membership**
  - The GWLN is open to everyone to join. If you are interested in joining the GWLN, please click [here](#).
  - Join the Canada Sister Society by clicking [here](#).
- Access the meeting recording [here](#).