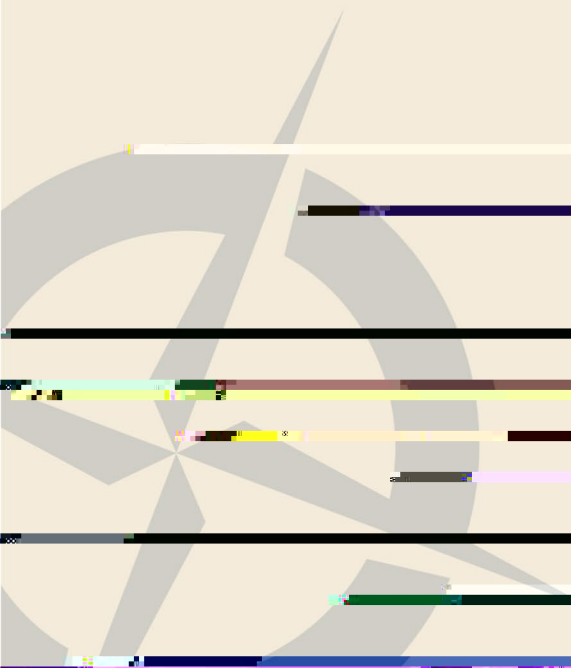


VAV

CONCEPTS



MISSION STATEMENT: Create a diverse, inclusive, equitable and just society by training women and other underrepresented groups in STEM to be change leaders equipped to implement strategies and innovations that will build that society.

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WISE Planet | Cohort 1 | Class of 2021

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CONGRATULATIONS

This first year of WISE Planet as a program developer, I feel like I was in many ways one of the Cohort 1 participants and it has been

I am always evolving.

ABOUT WISE PLANET

Personal Leadership

The goal of this module is to explore implicit bias and its effect on

WISE LEADERS

The contributions of the WISE Planet network of volunteers, mentors, and allies from academia and industry are an important component of the program. Their roles as advisers, mentors and sponsors of individual participants or Learning Communities of the participants, and their feedback on Leadership Equity Action Plan (LEAP) projects is a valued part of the WISE Planet program

Deidre Norman
Imperial Oil

Diana Wong Doolan
Information and
Communications

ANA CAROLINA LIMA

I am a scientist & a nature lover .

ANDREA JEFFERY

I am a collector of things, concepts , and experiences .

BIOGRAPHY

I like the less defined. My career has been a collection of experiences and opportunities without a singular destination or achievement. It try to take advantage of each experience and opportunity to develop a facet of my career. I am passionate about creating systems/processes that improve functionality and efficiency as well as empowering others.

I am currently an engineer in the Material Engineering department at ATCO Natural Gas. I am responsible for understanding how material properties (macro and microscopic) impact the integrity, performance, and behavior of products on our natural gas systems. On the surface this is a technical role. However, safety, integrity and operability cannot be separated from the human factor. How we use, implement, and maintain our materials directly impacts their safety, integrity, reliability and operation. As a result, I am also a liaison between the technical (materials/products) and the human factor (their users).

LINKEDIN

LEAP PROJECT

CHRISTIE SAMPSON



“I want to be one of the people leading the charge to make academia a more inclusive and diverse space.”

I am a conservation biologist .

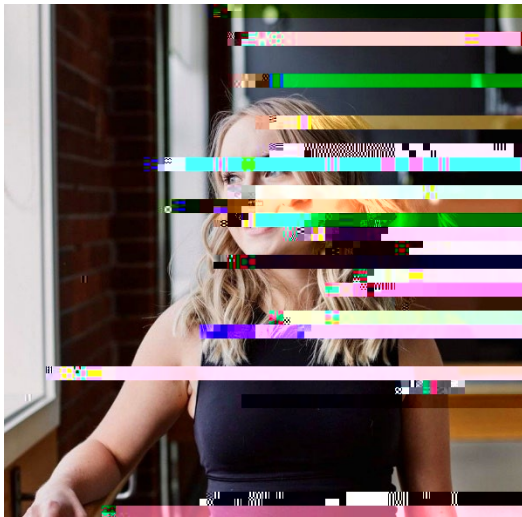
BIOGRAPHY

I am an ecologist with over ten years of experience within the United States and internationally. Currently, I am a postdoctoral research associate at the University of Calgary focusing on bull trout conservation. I received my Ph.D. from Clemson University in 2018, where my research addressed issues in mitigating human-elephant conflict and elephant poaching in Myanmar in collaboration with the Smithsonian Institution, World Wildlife Fund, and the Myanmar government. I completed my M.S. degree studying Asian elephant habitat management in relation to fire ecology and invasive species in protected areas in Sri Lanka in December 2013. I have worked with all types of species from snakes and fish to elephants and wolves; I have also trained as a wildland firefighter, supervised restoration and invasive species removal projects, worked as a botanist and timber marker in US National Forests, and am Biosystems engineer. I've traveled the world doing everything from catching alligators in Florida to tracking tigers and leopards in Russia. I've made friends with everyone from the leaders of international NGOs to leaders of rural communities in the middle of a tropical jungle. My past projects combined aspects of human dimensions of wildlife studies with GIS, science communication and educational outreach, and movement ecology research to develop more effective conservation policy and mitigation strategies. I love research but I am also drawn to education and science communication. My involvement as a leader in conservation education has provided some of the most rewarding experiences in my career.

LINKEDIN

https://www.linkedin.com/in/christie_sampson-3876ab3a/

ELIZABETH MCCAFFREY



“I joined WISE Planet to learn how to be a better leader and to inspire women and young girls to both enter, and remain in, STEM fields”

I am a young professional woman dedicated to helping others!

BIOGRAPHY

I am a young, passionate, energetic, third generation oil and gas worker, keen to make a difference in my industry. Currently working as an Application Specialist at Spartan Controls, I have also worked for a petroleum industry producer in both the office and in the field. In 2014, I was awarded the Seymour Schulich Community Service/Entrepreneurial Award (four-year university scholarship) for my volunteering, sporting, and academic achievements. In 2019, I graduated from Chemical Engineering (with Distinction) from the University of Calgary after having completed an internship program.

Throughout university, I worked with, and led, several different student organizations as well as volunteered outside of the university community. To this day, I remain an active member of the community and continue to volunteer for a variety of work related and non-work related volunteer organizations.

External to work, I am a fitness enthusiast. Having grown up as a competitive swimmer, I continue to love group fitness. In 2019, I started teaching barre group fitness classes at Calgary's first barre studio. Other interests include traveling, hiking, backpacking, and anything outdoors. I am also an adventure seeker from bungee jumping in New Zealand to volunteering at an archaeological conservation site in Italy, I will try anything once!

Finally, I absolutely love animals, owning two kittens and a dog. I am extremely family oriented and have a large group of friends from all walks of life, including a young female politician that I volunteer for. I believe that we need more women leaders in all industries!

LINKEDIN

<https://www.linkedin.com/in/elizabethmccaffrey/>

LEAP PROJECT

Gender Gap in Outside Sales Roles at Spartan Controls Ltd.

Sales roles throughout history have been dominated by men with most medi

ELLYN SCHLEGEL

I am a STEAM educator, experience designer

LEAP PROJECT

Exploring Best Practices for Community Partnerships in STEAM Education

The COVID-19 pandemic has revealed widespread systemic inequities while amplifying the call for increased access to social services and education as a means to work towards social and financial

LEAP PROJECT

Using

KAYLEY EVANS

I am a primatologist & business strategist .

BIOGRAPHY

As a teenager I was fortunate enough to travel around the world competing in Track and Field, where I discovered that different cultures and people in general are extremely fascinating. These experiences inspired me to study Psychology and Anthropology at the University of Calgary. From there I set out to become a Primatologist. I received NSERC funding to research spider monkeys in Belize and spent a large portion of my time there.

LEAP PROJECT

How Equity & Diversity Influences Membership Sales at TELUS Spark

Equity and diversity are factors that are not typically considered when creating a membership offering. This is especially apparent when looking at family memberships at various museums, attractions, zoos and science centres. Most family memberships are created to serve the Standard North American family (SNAF) ideal. This family structure includes a legally married couple living with their children in the same household. Since 2012 it has been apparent through the Canadian census that SNAFs are no longer the norm in Canada (Statistics Canada, 2012). There has been a sharp increase in single parent, common law and multigenerational families. Although multi-generational families occur in all cultures, it is more common in South and East Asian cultures. These cultures are a large part of the cultural diversity here in Canada and are minorities that tend to have less access to science education. Science centres may unintentionally be contributing to this by creating barriers for non-SNAF families to become members. Thereby reducing the exposure of these individuals to science education, which may reduce the chances of these individuals ending up in a STEM career. In this project the aim is to review the membership offering at TELUS Spark Science Centre to ensure it is not creating barriers for non-SNAF families to acquire memberships and to ensure it creates an equal access opportunity for different cultures and genders.

KELSEY CLARK

I am a committed problem -solver .

BIOGRAPHY

I am an engineer in training, working on Canada's West Coast. I was born and raised in Vancouver, and although I love to travel, I find it difficult to imagine calling anywhere else home. This is a place that allows me to exercise my appreciation of food, wine & natural beauty.

My childhood was punctuated by treatment of a physical disability –an experience that's made me resilient and given me a drive for independence. I enjoy being challenged and take the most pride in accomplishments that have not come easily.

Following my graduation from the University of British Columbia wi.5 (y)-5 yv a5 (e)-6.9 (to)-5.2 ()-5.9 ()-121.2 (n)57.3 (i)-10.1

LEAP PROJECT

Gender Gap in Outside Sales Roles at Spartan Controls Ltd.

Sales roles throughout history have been dominated by men with most media depictions of sales professionals represented by salesmen instead of saleswomen. This representation is accurate for sales positions in science and technology industries.

Currently, Alberta is the leading province for women's entrepreneurship in Canada with 30% of their tech startups being founded or co-founded by women. Despite Spartan's ongoing commitment to a diverse and inclusive workplace, women in outside sales roles at Spartan account for a very small percentage. Although it is only in Spartan's recent history that women have begun to move into these roles.

KIRSTEN EEUWES



“I joined WISE Planetto gain the skills required to achieve my vision of increasing diversity within the engineering profession.”

I am a leader.

BIOGRAPHY

I am an Electrical Engineer working in Asset Management in the utilities sector. I graduated from Western University in 2011 and have lived and worked in Alberta ever since. Diversity and inclusion have been a passion of mine as I have gotten older. As a child I did not experience a lot of diversity firsthand as most of my classmates at my Catholic school were white. Now as a working professional, I recognize that there are so many different thoughts, beliefs, and abilities and I have a strong interest in learning more. At the peak of my career, I envision myself as a recognized leader both at work and in the community. I will be known as a diversity and inclusion champion and will have a large network of people that I can call upon to help remove barriers and build a better world.

LINKEDIN

<https://www.linkedin.com/in/kirsteneeuwes/>

MARYAM AGHAJAMALI

I am a chemist .

BIOGRAPHY

I am a scientist, an immigrant, a wife, and a mother. I was born and raised in Shirabad, Astara, Iran. I faced many challenges while growing up as a girl in my hometown; therefore, I decided to study hard and change my environment. I excelled in my classes in all grades and was admitted to Tabriz University. During my undergraduate degree, I also studied hard, completed my BSc courses in 7 semesters with First Class Honors, and was admitted to Tehran University. I also did very well both in classes and in research during my master's program. Although I performed very well in my both degrees, I had a hard time getting job offers with a reasonable salary after graduation. Even when I found my dream job as an R&D Scientist in a petrochemical R&D center, I noticed that women's voices are not heard, and they do not get the attention that they deserve. Again, I decided to leave, this

LEAP PROJECT

How to Support Female Postdocs During Pregnancy and Maternity Leave?

To increase the number of women in academia, we need to understand and address female postdocs' problems. One of their problems is pregnancy and giving birth to a child. In 2020, female undergraduate and graduate students at the University of Calgary were 54% and 55%, respectively, but why did these percentages drop to 44% and 40% when we look at the number of female postdocs and female faculty at UCalgary?¹ Most female postdocs are in the age range of 30-35 and consider giving birth to a child during their postdoc. However, they may fear its impact on their career because pregnancy and giving birth to a child may cause interruptions to their academic performance. Moreover, it may cause financial problems because not all the funding agencies provide paid maternity leave. Besides, postdoctoral appointments are short

LEAP PROJECT

Gender and Race Analysis in STEM Education and Career at the University of Calgary

According to the Statistics Canada study, over half of the Canadian population are women while about 25% of them are the visible minority. "Visible minority" is defined by the government of Canada as a person, other than Aboriginal people, who is non-Caucasian in race or nonwhite in colour.^{1,2} The a ee

LEAP PROJECT

Positive Experience around Maternity and Parental leave

According to an APEGA (Association of

SUSAN THAI

I am a professional engineer .

BIOGRAPHY

I am an inspiration-driven and outcome-focused engineer with almost 10 years of experience in the utility industry. Professionally, my focus has been to balance strategic business goals and technical needs to maximize the value of my organization's assets. My future goals include continuing to drive change for the business and organization culture, and to lead and develop new engineers in the industry.

LEAP PROJECT

Pay Transparency at ATCO

TANNIS KEMP

I am a scientist, art admirer , and mediocre plant mother.

BIOGRAPHY

Tannis received both her Bachelor (2018) and Master (2021) of Science in Mechanical Engineering from the University of Calgary. Throughout her studies, Tannis was drawn to biomedical applications of engineering, and her research focused on using advanced medical imaging to study bone biomechanics and structural bone adaptation. She authored multiple peer-reviewed research articles, including two first author publications. Tannis' research bridged biology engineering, medical imaging and mathematics. Her work was recognized by local, provincial and national research a131J -0.004 c.003 Tcincenannis rs rvoaloe wng ton Mueriomec mool imp3-1.3 (s)-8.6 (i)-1t.5 (o)-5.9 5d.du

UPMA GANDHI

LEAP PROJECT

Bridging the knowledge Gapfor Vulnerable Women

Skill development is an integral part of life to make a living and become financially independent. The most

ROBYN PAUL

Robyn Paul is a PhD Candidate at the Schulich School of Engineering. Her work is looking at using best practices from ecofeminism to deconstruct the culture of engineering education and bring awareness to engineering's hidden curriculum. She is heavily involved in the community, particularly as an advocate for 2SLGBTQ+ communities. She is Chair



“Promoting careers for women in the natural sciences and engineering is a priority for NSERC. We are committed to creating a more equitable, diverse and inclusive community by increasing the number of women in these fields and supporting programs like the WISE Planet Early Career Fellows that will nurture training and mentorship opportunities for women to become change leaders in STEM.”

Alejandro Adem
President, Natural Sciences and Engineering Research Council of Canada

“Imagine only being able to draw on a partial talent pool to build your team. You could never reach your full potential. That’s why the Calgary science centre is so pleased to support WISE Planet. So the planet can reach its full potential.”

Mary Anne Moser
President and CEO, TELUS Spark



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