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00:00:00,390 --> 00:00:06,670

One of the things that she said, which resonated with me was be brave.

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00:00:06,670 --> 00:00:11,260

And if it isn't you? Why not you?

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00:00:11,260 --> 00:00:21,500

And why couldn't it be you?

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00:00:21,500 --> 00:00:30,410

Hi, everyone, and welcome to the staff lounge, a place to unwind, reflect and connect with the faculty at Humber College in Toronto, Canada.

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00:00:30,410 --> 00:00:36,770

In each episode will be having casual chats, interviews and tips from our teaching and learning support team.

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I'm your host, Shirantha Beddage I'm a saxophonist, composer and faculty in The Bachelor of Music Program.

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In today's episode, we're going to be celebrating International Women's Day, March 8th, 2022.

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And today we're going to be having a number of conversations with women who have made waves in academia and other industries,

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and people who have come through Humber, both as administrators and as students as well.

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So we're going to be starting today off with an interview with Don McCauley,

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who is the dean of Innovative Learning in the Faculty of Liberal Arts and Sciences and Innovative Learning.

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She's going to be speaking with my colleague Fiona Tudor Price,

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who is the wonderful producer and editor of this show about the role of women in leadership and academia.

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So welcome to the podcast, and thanks for joining us on International Women's Day.

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So tell me what is it that we have to celebrate here?

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00:01:38,090 --> 00:01:46,910

What what are you seeing that are big successes for for women in leadership for International Women's Day?

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Well, I think particularly within our sector of of education, post-secondary education,

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we are seeing some very significant gains in terms of women having a strong impact on our post-secondary

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institutions that not only are we having very strong representation in terms of the faculty level.

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We're also seeing greater gains in terms of administration and senior leadership.

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So you know where we now have had two senior vice presidents, academic Humber, who are women.

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And so the first was Laurie RentPath, and now we have Gina and Nnachi.

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So that that's, you know, that's a significant impact on an institution like this.

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This is the core business of of hunger is is that teaching is the academic side.

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So to have female leaders, there is. It's certainly something to celebrate.

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If we look at our own vice president, associate vice president, your ability again,

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moving into this new role as a leader among women, a leader among, you know, members of the entire institution.

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But it's wonderful to see people that have moved with the institution grown with the institution take on these leadership roles.

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I think that's what's also really wonderful is that.

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It tells us that there are opportunities within her to keep progressing when we see people who have moved through these roles,

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that people have started as part time partial load and have had opportunities and have maybe

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00:03:47,410 --> 00:03:54,340

stretched themselves to try something that wasn't familiar to them or that they wasn't.

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00:03:54,340 --> 00:04:00,250

Oh, I'm absolutely all of my experiences exactly the same as this.

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00:04:00,250 --> 00:04:12,480

It's a stretch. I'm going to have to learn. I'm going to have to change. But to see that being rewarded within it is also something to celebrate.

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No, absolutely, absolutely. I mean, it's so much progress, you know, sort of in the past decade or less.

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Even so, despite all the massive gains, other areas of concern are areas that we, you know, sort of where we still need to make those advances.

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Well, you know, as has been, I think since the summer of 2020, we have started this of broader conversation.

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Society wide about inequities and about how people with multiple identities that are that are sort of from equity,

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equity deserving areas, when you have multiple identities in that frame, you are.

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Disproportionately potentially disadvantaged. So that while we were making gains, we know that the games we are seeing are often for.

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Not for our colleagues that are of color,

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00:05:34,420 --> 00:05:49,030

so women of color are more challenged to see the progress that it is not being experienced by by those colleagues

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in the same way that it might be for other people of European descent or people who identify as white.

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So, you know, I think that is an area. That we all need to to think about and look at what are we doing to be strong allies,

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00:06:07,440 --> 00:06:13,530

what are whether we however we identify in our positions of power,

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00:06:13,530 --> 00:06:23,580

what are we doing to to ensure that we're really looking at the authentic skills of people that we work with are bringing and

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that we can seek out opportunities for those who may have been disadvantaged in terms of what opportunities were presented.

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So, you know, for me, it's always really important to build those relationships with people so that.

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00:06:46,780 --> 00:06:52,060

They will share with me some of their hopes and dreams.

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00:06:52,060 --> 00:07:01,140

Sometimes there's nothing that I can action, but sometimes.

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00:07:01,140 --> 00:07:10,560

A conversation will happen, and I'll remember that we spoke about this and then I can help make that connection.

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00:07:10,560 --> 00:07:18,660

I can help support and encourage and sometimes, you know, things fall into place.

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00:07:18,660 --> 00:07:24,850

So can I give you an example? So.

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00:07:24,850 --> 00:07:34,740

Like, I was working with a different college, we put together a proposal to create a course.

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About Black voices of black experience in Canada.

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And so it's a it's a collaboration with another college and I think things are all ready,

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but it's not quite there, so I'm not going to say too much better yet.

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But it was one of those moments where things changed and the elite college that who had a faculty member assigned.

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Things changed in that person's life and they moved into a different role. And so there was an opportunity.

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You know, it's opportunities often come from scrambling in the associate dean role, which I was in at the time,

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there was a lot of opportunities that happened because something has changed and now it's like, OK, what are we going to do?

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So, you know, I approached someone within my faculty who was in the partial load area to say, Would you be interested to come and hear about this?

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See if it's something that you wanted to do. And it's become something that she's taken on full bore and it's been a really, I think, a really great.

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So building, of course,

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with the team and working with people across different colleges with those are opportunities and networking that can come from that.

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You know, who knows where it will lead. So I'm so incredibly thrilled that I was able to, you know, give her that introduction into this.

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I don't know what it will change, if anything, but I think it's been a great experience.

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And the professional development, I'm sure for her has been wonderful.

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I know that the team was really thrilled with everything that they've been able to produce.

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00:09:26,140 --> 00:09:27,880

That's wonderful, it's wonderful to hear.

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00:09:27,880 --> 00:09:37,960

And I'm wondering, how does mentorship, what role does mentorship play within, you know, sort of leadership roles in academia?

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Absolutely. I think it's again, a lot of it has to do with that relationship building, but.

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The difference between having a meeting where, you know, someone sort of taking notes about what your skill set is versus someone who's.

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00:09:59,450 --> 00:10:03,820

Put down the paper. And they're really having a deep.

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00:10:03,820 --> 00:10:11,660

Conversation with you because it's through. It's through that.

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00:10:11,660 --> 00:10:17,540

That knowledge that that it's not enough to know sort of what someone's skills are,

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00:10:17,540 --> 00:10:26,210

but it's really about them to be able to say to you, you know, this is where I'd like to see myself.

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00:10:26,210 --> 00:10:30,820

What are the things that I can do? And.

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So being able to share with them a bit about my own story, some of the things that I found helpful for me, but mostly a lot of it is listening.

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And a lot of it is that networking piece. I really do think that that is my power and privilege in the position that I have been in is that.

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I can make the introductions, I can open the door to say this is an opportunity,

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00:11:02,110 --> 00:11:11,560

it's up to you what you make of it, but I can be certainly mindful that.

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00:11:11,560 --> 00:11:17,810

You know, I want to. Open that door.

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00:11:17,810 --> 00:11:25,450

I want to introduce you, I want to connect you because I think that the networks that.

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00:11:25,450 --> 00:11:37,510

If that is without that introduction to a broader broader opportunities, those concrete concrete walls are there.

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So, you know, I think we we all appreciate to know and hopefully have had, you know, sort of mentors along the way.

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And you know, in my experience, it's always been something that's been quite informal.

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You know, it's just, you know, you come across it and you know, somebody will reach out a hand and help you and you do the same.

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00:11:57,610 --> 00:12:01,720

And I'm just wondering if there's any, you know, sort of I don't want to say formalized,

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but we also formalized, you know, sort of mentorship available or being developed.

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No, that's the you know, I do think that part of it is.

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Having a mentor, that's the same. In the same place says you are.

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00:12:22,880 --> 00:12:25,320

Does it help you progress?

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Right, so part of it is someone that's doing the same work as you, uh, does doesn't know about other opportunities that are that might be out there.

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So I think that, yeah, we we typically when we have new faculty that are on board,

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00:12:46,770 --> 00:12:52,860

I'm always going to be relating to that because that's where most of my experiences, you know, give me another couple of years.

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00:12:52,860 --> 00:13:04,910

I might have more to say about being in the dean role of of innovative learning in terms of past experience, at least, but that.

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00:13:04,910 --> 00:13:13,180

When a new person joins, we typically connect them with the senior.

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Prof. So that there's someone who's taught the course who knows the student groups, et cetera, and so that's a very specific kind of mentoring, right?

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That's really about, you know, somewhat a soft place to land.

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If you're struggling with what's going on in the classroom,

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00:13:32,230 --> 00:13:38,380

someone who can troubleshoot with you as as things are going on, it's very sort of at the same level.

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But, you know, in terms of moving your career forward, I think that those opportunities to connect with someone.

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So for most people, it's that associate dean and that, you know, that's an interesting idea about how are we mentoring?

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And are there opportunities for volunteer work for our deans or senior deans to.

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You know, potentially reach out to some of some faculty to say, let's talk about it,

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I know that in a previous session, I think it was, well, we were on campus, so it had to be maybe 20 20.

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Nancy Sims had organized an International Women's Day, and Laurie Radford led a session like that where she was talking about.

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This is my journey, how I got here and.

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00:14:39,900 --> 00:14:46,160

One of the things that she said, which resonated with me was be brave.

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00:14:46,160 --> 00:14:50,780

And if it isn't you? Why not you?

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00:14:50,780 --> 00:15:00,350

An opportunity comes, it feels unsettling. It feels like it might be too much, but it's not you who and why couldn't it be you?

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00:15:00,350 --> 00:15:09,190

Why not see yourself in that role? Because there's sometimes we actually stop ourselves from doing things.

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00:15:09,190 --> 00:15:17,770

Because of an internalized voice about what we can and can't do, what we should and we shouldn't do.

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00:15:17,770 --> 00:15:24,070

So that was a very powerful moment for me to hear that from her.

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Yeah, no, I hear you just can be as simple as that content,

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00:15:28,210 --> 00:15:34,090

just like somebody just saying that, you know, be brave, like, Oh yeah, that's that's right.

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00:15:34,090 --> 00:15:39,850

Sometimes we just have to be that person's right there just to step into it and and take that role.

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Yeah. So the the podcast is for four faculty, and a lot of faculty will be listening to this and they are really role models for their students.

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Absolutely. You know, how do you have advice for any faculty just when they're in that role?

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You know, sort of their women who are faculty who are modeling what a career in academia could look like?

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Well, I think, you know, the goal is for all of us to be able to be our authentic selves.

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So that. Our students are learners can see themselves in us as well, right?

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00:16:25,450 --> 00:16:37,150

But the more that we can bring diverse voices, diverse perspectives to our teaching, to our group of teachers,

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00:16:37,150 --> 00:16:48,100

the more people of, you know, all of our learners can see themselves can hear themselves here.

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00:16:48,100 --> 00:16:52,240

I think the other thing is that we want to be sure to encourage that in our

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00:16:52,240 --> 00:16:58,990

students to to make sure that we encourage them to bring their full selves.

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00:16:58,990 --> 00:17:04,990

I think that being open to flexibility to the way that we do things,

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00:17:04,990 --> 00:17:10,960

I think we've learned that so much in the past two years and there's been and that I have to

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00:17:10,960 --> 00:17:21,980

really commend the the faculty that I've worked with have been really clear that they are.

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00:17:21,980 --> 00:17:30,530

So understanding about everything that students are going through, they care so much about the success of their students.

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00:17:30,530 --> 00:17:42,200

And I think that we need to. Remember that as we return to the classroom, as as the world race shifts,

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00:17:42,200 --> 00:17:52,860

remember how important that compassion has been and how much difference it's made to people and that.

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00:17:52,860 --> 00:17:57,480

It's those moments that allow people to bring their full self.

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00:17:57,480 --> 00:18:01,860

They don't feel that they'll be punished because they have a child at home

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00:18:01,860 --> 00:18:08,220

or because they need to take that extra shift for that work because they do.

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00:18:08,220 --> 00:18:18,680

If we are not, you know, we have embedded that kind of flexibility and compassion into our teaching.

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00:18:18,680 --> 00:18:27,950

That will encourage our all of our learners to see themselves belong here.

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00:18:27,950 --> 00:18:31,940

Whether it's in that classroom or whether it's in a future,

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00:18:31,940 --> 00:18:43,310

different role as a faculty member or as that associate degree because they're not being blocked out because they don't fit.

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00:18:43,310 --> 00:18:56,280

A stereotype of what that typical student is or what that typical what that, you know, supposedly best way to do things that the obvious variety.

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00:18:56,280 --> 00:19:02,280

So the pandemic has impacted all of us, and one reads about, you know,

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00:19:02,280 --> 00:19:10,380

it has affected women disproportionately in the workplace, not necessarily in academia, but in the workplace.

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00:19:10,380 --> 00:19:18,860

Are you seeing any of that in Hamburg at all, in leadership positions at all?

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00:19:18,860 --> 00:19:24,660

Well, I think the things that I see would be that.

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00:19:24,660 --> 00:19:29,520

You know, I see women who are.

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00:19:29,520 --> 00:19:35,310

So I'm typically going to be focusing on on facts again, so women who are teaching,

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00:19:35,310 --> 00:19:42,690

who have their children at home, who have, you know, but so the complexity of the rule.

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00:19:42,690 --> 00:19:46,260

I think there's a you know, there's still some of that,

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00:19:46,260 --> 00:19:54,300

even though our family lives have changed compared to whatever that stereotype is of what it was in in the past.

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But I do still think that there is a certain higher likelihood that they're going to call.

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The children will call out for mom at certain points of the day. So, you know,

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00:20:05,820 --> 00:20:18,000

the complexity and the challenges that that families are facing and that in particular that mothers are facing and trying to grapple with all this.

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00:20:18,000 --> 00:20:28,050

I know we are, you know, our children are back in the classrooms, but the days when we'll know someone sick now, what's going to happen, right?

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00:20:28,050 --> 00:20:42,130

So certainly. You know, we know that there is a difference in terms of what happens in terms of the the the work that happens in the home.

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00:20:42,130 --> 00:20:48,670

How much of that resides on whose shoulders there still are there is still a gender gap there.

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00:20:48,670 --> 00:20:55,490

So do I think that women are? Facing that in the workforce.

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00:20:55,490 --> 00:21:00,950

Yes, and women often are the ones that make the choices about who's going to make.

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00:21:00,950 --> 00:21:08,950

Who's going to care for. The extent more of the extended family who's going to be able to support.

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00:21:08,950 --> 00:21:21,610

The mother, the father, so we know that the home is that the sandwich generation where they've got the children and the and the parents,

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00:21:21,610 --> 00:21:26,870

but they're managing right and caring for. Well, probably not caring for themselves.

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00:21:26,870 --> 00:21:34,340

Very much so. So women out there try to take care of yourself.

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00:21:34,340 --> 00:21:37,970

As much as you can. Yeah, no, absolutely, absolutely.

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00:21:37,970 --> 00:21:47,420

And I think one piece that maybe I wasn't quite aware of when I was sort of coming through with my career was hitting that glass ceiling,

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00:21:47,420 --> 00:21:54,080

you know, sort of it was a real, real thing. And my thought is, do we prepare our students?

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00:21:54,080 --> 00:21:58,200

Do we tell them about this? How do we prepare them for it?

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00:21:58,200 --> 00:22:03,260

Because it is real? You know, as much as we have made huge leaps.

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00:22:03,260 --> 00:22:07,010

I mean, huge leaps, especially in education.

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00:22:07,010 --> 00:22:16,880

But in the work place, you know, sort of there are still huge gaps in leadership roles for women and this huge gaps in the pay disparity.

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00:22:16,880 --> 00:22:23,210

Yes. What do we tell our students, you know? Or do we do we tell them that?

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00:22:23,210 --> 00:22:27,800

Well, I think that the. That's a very good question.

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00:22:27,800 --> 00:22:31,640

Do we tell them I think different fields will take it on?

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00:22:31,640 --> 00:22:38,420

I think, you know, you look at how diverse Hummers program offerings are.

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00:22:38,420 --> 00:22:44,060

I would very much bet that students that are in the Faculty of Social and Community

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00:22:44,060 --> 00:22:50,120

Services have some pretty strong conversations about this in their classrooms.

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00:22:50,120 --> 00:22:56,330

But maybe some of our other groups, we don't we don't take it on.

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00:22:56,330 --> 00:23:04,090

I think that the. So one of the values of our.

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00:23:04,090 --> 00:23:11,080

General education and degree breath courses are that no matter what program you are in.

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00:23:11,080 --> 00:23:17,890

You can take a course on sociology that will be talking about what is power.

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00:23:17,890 --> 00:23:20,930

How is society structured?

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00:23:20,930 --> 00:23:30,800

What are the ways that we reinforce the status quo, how how do we build institutions that continue to reinforce that status quo?

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00:23:30,800 --> 00:23:37,640

So, you know, those? That's where some of that, those conversations happen.

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00:23:37,640 --> 00:23:44,200

And in those liberal studies, kinds of courses.

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00:23:44,200 --> 00:23:54,590

You know, it's a reality. If we have the good solution of how we break it, we break it.

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00:23:54,590 --> 00:23:59,090

That's the next question, right? That's right. Yeah.

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00:23:59,090 --> 00:24:06,500

I think one of the one of the things that Humber is doing that applies to all of our learners,

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00:24:06,500 --> 00:24:21,710

all of our students is really are a so our humble learning outcomes and the focus there is on three major mindsets sustainability systems,

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00:24:21,710 --> 00:24:25,310

thinking and equity, diversity and inclusion,

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00:24:25,310 --> 00:24:42,140

so that equity diversion and diversity and inclusion mindset is is really focused on all of our all of our students getting a perspective about power,

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00:24:42,140 --> 00:24:52,070

privilege allies ship across all of our programs so well, certain courses might be completely focused on that.

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00:24:52,070 --> 00:24:57,080

Like the sociology courses that I mentioned earlier, or that's their topic.

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00:24:57,080 --> 00:25:03,680

But within each of our programs, we know that these values and these understandings about the world,

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00:25:03,680 --> 00:25:16,490

these overall mindsets are things that employers are wanting their their new hires to be able to recognize and to address.

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00:25:16,490 --> 00:25:29,270

So I think that's exactly what the fellows are meant to do is to ensure that these perspectives are are part of what all of our students are learning

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00:25:29,270 --> 00:25:40,610

and systems thinking and sustainability feed into exactly that same understanding about inequities and what we do to potentially address them.

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00:25:40,610 --> 00:25:47,660

So this year is a big year for us because we're working with the programs to look at where the loans are already

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00:25:47,660 --> 00:25:55,310

implemented and looking at other opportunities for where we can deepen that connection in all our programing.

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00:25:55,310 --> 00:26:06,580

So I just want to ask you one final piece. Do you have any advice at all for other women who are maybe coming up through the ranks at Humber?

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00:26:06,580 --> 00:26:12,110

You know, if they have ambitions to take on a more powerful role, what would your advice be to them?

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00:26:12,110 --> 00:26:18,540

So my advice would be that hunger is a big institution.

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00:26:18,540 --> 00:26:23,090

It has lots of opportunities.

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00:26:23,090 --> 00:26:36,190

Some of them have more a little bit of risk you might need to move out of something that you're comfortable in to try something different.

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00:26:36,190 --> 00:26:40,870

You know, it's a it's a tough thing right now with everything that's going on in the world.

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00:26:40,870 --> 00:26:52,450

But, you know, thinking about. Stepping out of our comfort zone, sometimes trying things that.

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00:26:52,450 --> 00:26:59,470

No might make us feel like it's going to be extra work is going to be harder.

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00:26:59,470 --> 00:27:05,240

I'm not going to necessarily. Immediately see a payoff of this.

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00:27:05,240 --> 00:27:14,010

This is a research project that I might want to do well, you know, that's going to be extra.

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00:27:14,010 --> 00:27:27,270

But those opportunities. Might not just be for doing that research project, it might be the people that you meet through it that you share.

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00:27:27,270 --> 00:27:34,470

You've got that sort of shared interest experience that it grows into other things.

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00:27:34,470 --> 00:27:46,310

So, you know. I guess that's what I would say is that those opportunities are just for that work.

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00:27:46,310 --> 00:27:51,110

It's the the network that you build and who else you get to know.

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00:27:51,110 --> 00:27:55,050

And it's. I don't believe in the whole thing about it.

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00:27:55,050 --> 00:28:01,060

It's not what you know, it's who you know. But if you don't know anyone what you know,

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00:28:01,060 --> 00:28:13,480

does it take you anywhere else that it keeps you where you already are so that those introductions can really make a huge difference into what,

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00:28:13,480 --> 00:28:22,750

what other experiences you have and then how that positions you to be able to grow into a new role that open.

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00:28:22,750 --> 00:28:33,820

So sometimes it's the it's the practice run before you get into the big run where you've had an opportunity to try something else.

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00:28:33,820 --> 00:28:40,030

And it might just be to say I never want to do that again. That's OK.

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00:28:40,030 --> 00:28:45,400

OK, well, that is absolutely wonderful. Thank you very much for that, and thanks for joining us.

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00:28:45,400 --> 00:28:49,420

It was an absolute pleasure. Oh, thank you so much. I had a wonderful time.

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00:28:49,420 --> 00:28:55,100

Thank you, Fiona. In the second half of today's episode,

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00:28:55,100 --> 00:29:03,410

you're going to be hearing some excerpts from conversations that I had with three outstanding women who happen to also be Humber alumni.

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00:29:03,410 --> 00:29:08,510

And in this conversation, we're going to be speaking about women in the workplace.

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00:29:08,510 --> 00:29:14,900

You'll hear from Kimberly Shelly, Ajibola Ph.D., a graduate of the paralegal education program in 2010,

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00:29:14,900 --> 00:29:19,400

who is currently a branch manager at Universal Staffing. Stephanie Williams,

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00:29:19,400 --> 00:29:27,200

who graduated from public relations in 2011 and currently works as a program support officer in the Faculty of Business here at Humber,

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00:29:27,200 --> 00:29:37,990

and Amber Paley, who graduated from Radio Broadcasting in 1994 and is a freelance broadcaster, actor and voice over talent.

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00:29:37,990 --> 00:29:45,760

Thank you very much for being here, and thank you for giving of your time to have this conversation, and I know you're a fan of Humber.

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00:29:45,760 --> 00:29:52,270

You have given back a lot to Amber over the years and what you know, what we're thinking about a lot,

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00:29:52,270 --> 00:29:58,630

I think is teachers right now is accessibility and access and ways to make learning more accessible to people,

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00:29:58,630 --> 00:30:03,160

especially now with COVID and all these, you know, things that have occurred in the last few years.

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00:30:03,160 --> 00:30:08,890

That and of course, with the advent of online learning and hybrid learning and all these different kinds of things that we're talking about,

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00:30:08,890 --> 00:30:13,480

even before we started this call, we were talking about hybrid workplace arrangements and things like that.

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00:30:13,480 --> 00:30:16,810

How do you think that Humber, you know,

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00:30:16,810 --> 00:30:24,970

can or should perhaps make their delivery methods or their programs more accessible to people with different life circumstances,

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00:30:24,970 --> 00:30:30,730

whether they're working or whether they've got child care or or elder care or different life circumstances?

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00:30:30,730 --> 00:30:32,140

What do you think about that?

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00:30:32,140 --> 00:30:44,800

Well, I think we certainly have to reckon that it is a hybrid way of working now and we have to be accommodating, if you will.

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00:30:44,800 --> 00:30:49,180

I mean, International Women's Month or day is right around the corner, right?

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00:30:49,180 --> 00:30:51,520

And so we find that often.

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00:30:51,520 --> 00:30:57,940

I guess some of the times those who need those accommodation, which you do have, those who take paternity leave and stuff as well.

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00:30:57,940 --> 00:31:05,900

But I'm talking about for the most part, right. Those who might need some of those accommodations are women, especially as we go into the hybrid way,

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00:31:05,900 --> 00:31:11,050

right, in terms of needing it because of other factors of their lifestyle and stuff like that.

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00:31:11,050 --> 00:31:19,330

I think we just need to take a look at that. And even in my own job and in my own role, I've had to look at that right?

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00:31:19,330 --> 00:31:24,600

Just kind of what to do to encourage labor and foster goats.

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00:31:24,600 --> 00:31:30,520

So remember, in an era of CERB where the government is providing, you have to make it a reason to,

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00:31:30,520 --> 00:31:35,290

you know, because if it doesn't work, basically, that's why some of those things are in place, right?

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00:31:35,290 --> 00:31:37,810

And some people outright lost their jobs.

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00:31:37,810 --> 00:31:44,410

Other people just couldn't probably function because of all this new unraveling and the other facets of their life that were affected,

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00:31:44,410 --> 00:31:51,160

not because they didn't want to work, but because it no longer worked. And so how do we then make work appealing?

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00:31:51,160 --> 00:31:56,350

How do we then accommodate, you know, to the point not until the point of undue hardship,

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00:31:56,350 --> 00:32:01,630

but where it works together while for both employer and employee?

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00:32:01,630 --> 00:32:07,030

And so I guess it's just kind of looking at what people wanted in the workplace.

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00:32:07,030 --> 00:32:12,470

And even as we may come out of this, the reality is.

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00:32:12,470 --> 00:32:18,320

Partially because people have gotten accustomed to it, it is going to be a part hybrid work,

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00:32:18,320 --> 00:32:21,800

it is going to be a part of it society, whether we like it or not.

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00:32:21,800 --> 00:32:27,770

Right? That's kind of a new way. It's kind of like if, if, if it could work like that, why not have it like that anyways, right?

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00:32:27,770 --> 00:32:33,290

And so when people get accustomed to it, then it's kind of hard to break out of also writes, it's finding that balance.

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00:32:33,290 --> 00:32:42,050

I think some of the things that we could do is to first figure out kind of the areas in the facets that are important, right?

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00:32:42,050 --> 00:32:49,430

So let's say maybe three of the main things, then right, that women might want in the workplace, for example,

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00:32:49,430 --> 00:32:54,050

we know it's a matter of knowing what to attract, how to attract,

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00:32:54,050 --> 00:32:59,210

retain and promote then women in your organization or talent in your organization, right?

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00:32:59,210 --> 00:33:07,010

Look at what those are and those can be done by, can you know, like studies, research all these different analysis?

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00:33:07,010 --> 00:33:13,790

Right? I know that having that kind of purpose and more than just like a nine to five, I would say, right?

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00:33:13,790 --> 00:33:18,950

So knowing that they want more than just a nine to five,

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00:33:18,950 --> 00:33:25,550

they'll stay with a current employer first because the job fits well with other areas of your life,

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00:33:25,550 --> 00:33:32,270

let's say following by naturally enjoying the work that they do and believing that you know it will give them opportunity, right?

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00:33:32,270 --> 00:33:33,320

You want that room for good.

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00:33:33,320 --> 00:33:41,210

It's kind of what motivates you to keep going on because if you're at the cap, let's be honest, there's only so long right before it becomes mundane.

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00:33:41,210 --> 00:33:45,170

And so that little bit of succession there that helps, right?

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00:33:45,170 --> 00:33:48,980

And just furtive things like more more meaningful work, right?

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00:33:48,980 --> 00:33:53,540

That kind of connects to their values, their purpose and to work life balance, right?

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00:33:53,540 --> 00:34:02,000

So all of these reasons, then together, then it becomes more like a call in like, right, if you will, as opposed to just kind of showing up.

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00:34:02,000 --> 00:34:06,680

If I think if we can attract those things, then yeah,

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00:34:06,680 --> 00:34:13,850

you'd see people pursuing more of all those cumulative things being like a calling, then that it would really be attractive, right?

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00:34:13,850 --> 00:34:18,170

We talk about flexibility. I mentioned that right in terms of the hybrid way, right?

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00:34:18,170 --> 00:34:22,370

When we're kind of when and how they work, right?

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00:34:22,370 --> 00:34:28,990

I'm sure if you kind of ask your room and now kind of like, what are their workplace perks or benefits, right?

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00:34:28,990 --> 00:34:39,560

Flexibility will definitely come up, you know, and for those maybe paid time off or leadership development among those things,

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00:34:39,560 --> 00:34:45,500

I think those are some of the key, the flexibility in schedules, as I mentioned and yeah, opportunities to move up.

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00:34:45,500 --> 00:34:50,060

I think those are some of the moves, the most crucial things. Amazing.

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00:34:50,060 --> 00:34:55,100

Amazing. Good advice. Well, thank you so much for this discussion today.

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00:34:55,100 --> 00:35:02,450

I'm sure you've given our listeners a lot to think about and congratulations on all your success and you look forward to talking to you again soon.

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00:35:02,450 --> 00:35:12,300

Yes, definitely. Take care now. Thank you.

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00:35:12,300 --> 00:35:19,110

Yes, so you graduated in public relations in 2011, and you're now working as a student support officer at York, is that correct?

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00:35:19,110 --> 00:35:24,960

Well, actually I'm I'm actually at Humber myself, so I'm actually working there now.

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00:35:24,960 --> 00:35:30,060

I just started in the fall. Was that for me, a pretty easy transition?

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00:35:30,060 --> 00:35:35,190

I would say simply because I've been in the educational realm for, I think, five years now.

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00:35:35,190 --> 00:35:38,610

So I of your business faculty business. OK, great. Yes.

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00:35:38,610 --> 00:35:46,560

So tell me about your experience as a student at Humber way back when you graduated in 2011 or before.

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00:35:46,560 --> 00:35:53,940

I mean, are there certain kinds of learning experiences or or ideas that you took from that time as a student that you feel like,

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00:35:53,940 --> 00:35:58,270

you know, have have stuck with you or serve you really well? Yeah, absolutely.

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00:35:58,270 --> 00:36:08,400

So I did a four year undergrad. I'm in communications and sociology, and I felt going into my final year that I needed something more hands-on.

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00:36:08,400 --> 00:36:15,540

So I was already thinking in the future, and I was looking at postgraduate programs whereby I could get not only that hands-on piece,

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00:36:15,540 --> 00:36:18,990
but also something that's more geared towards a specific industry.

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00:36:18,990 --> 00:36:23,250
And public relations seems like or seemed like it was a great fit for me.

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00:36:23,250 --> 00:36:28,770
And so when I found out about this program and I attended an open house
and just did all of my research

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00:36:28,770 --> 00:36:34,170
and talked to a few faculty members or staff members who were able to
provide me with information,

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00:36:34,170 --> 00:36:36,990
I was sold on the school and then I also have family who went there as
well.

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00:36:36,990 --> 00:36:45,310
So it was as kind of an easy transition for me and then I decided to
attend and being there was a great experience what you learn in

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00:36:45,310 --> 00:36:54,960
the year in terms of actually actually doing work as if you were in an
agency or in a consultancy or working in a corporate office.

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00:36:54,960 --> 00:37:04,200
That's what people need in terms of being able to launch into the
corporate world or the career world, if you will.

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00:37:04,200 --> 00:37:11,670
And so that kind of provided me with the preparation that I was looking
for in order to not only build up that confidence to say,

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00:37:11,670 --> 00:37:15,900
You know what, I can do this definitely, but also just having the
experience behind it.

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00:37:15,900 --> 00:37:22,530
Having instructors who actually were in the industry or have experience
with the industry or connections to the industry,

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00:37:22,530 --> 00:37:32,430

it just made it that much, not necessarily easier, but that much more eye opening in terms of what's available and how to make the

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00:37:32,430 --> 00:37:37,620

best use of your network in that space and also building on your your skill set.

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00:37:37,620 --> 00:37:46,500

So I found it to be very hands on Thoreau to the point strict to some extent and in a good way, right?

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00:37:46,500 --> 00:37:48,540

We need deadlines. We need deadlines.

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00:37:48,540 --> 00:37:56,400

If they said, you know, hand things in whenever we would hand things in, whenever is so it gave you that or gave you that discipline,

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00:37:56,400 --> 00:38:05,520

it allows you to actually build on that and then you actually kind of pivot and you transition that into the work force.

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00:38:05,520 --> 00:38:07,140

Did you feel like coming out of that?

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00:38:07,140 --> 00:38:12,960

I mean, the theme that's been coming up in a lot of the conversations that I've been having in the past week is networking.

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00:38:12,960 --> 00:38:18,600

And when you kind of came out of that program, you were done, went out into the world.

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00:38:18,600 --> 00:38:23,730

Did you feel like you had that support of the beginnings of a professional network

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00:38:23,730 --> 00:38:27,330

to be able to kind of sustain you and get you connected into the industry?

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00:38:27,330 --> 00:38:30,330

Was that something that you felt like you had? Absolutely.

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00:38:30,330 --> 00:38:36,070

I think that it stems from a couple of things because branding is a huge piece, especially when you're in PR, right?

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00:38:36,070 --> 00:38:43,980

You have to have consistency across the board. You're telling a story and you also need to be the PR voice for your own self, your own brand.

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00:38:43,980 --> 00:38:48,460

And so LinkedIn was a key piece using LinkedIn being able to connect with people.

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00:38:48,460 --> 00:38:53,340

But these are people you actually met and then you connect with them. I think it's different now.

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00:38:53,340 --> 00:39:03,390

I'm not knocking everybody. You know, people will just send out invitations with no message and no hey or hire on Connect because of ABCD EFG.

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00:39:03,390 --> 00:39:10,040

And so LinkedIn was a key piece in that. But also for me as a student, I was, I don't know, seen over it,

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00:39:10,040 --> 00:39:19,050

but I was definitely the type to go after things when I saw fit for my own not only personality, but my own interests.

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00:39:19,050 --> 00:39:22,800

And so I would volunteer a lot. I did a lot of volunteer work.

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00:39:22,800 --> 00:39:29,700

I connected with a lot of people through different spaces, so I I would work special events, big events in the city.

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00:39:29,700 --> 00:39:36,060

I would do this like one day events, conferences, awards, you name it.

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00:39:36,060 --> 00:39:40,710

I was trying to be involved just to not only be in that space and actually see with my own eyes,

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00:39:40,710 --> 00:39:44,970

as opposed to, let's say, on TV, for example, I got to do the Juno Awards when they were in Toronto.

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00:39:44,970 --> 00:39:50,850

So that was a neat experience, but also just connecting with other people,

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00:39:50,850 --> 00:39:55,080

either like minded or people within different industries and just trying to get

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00:39:55,080 --> 00:39:58,830

a feel for what it is that they're doing and how they got into that space.

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00:39:58,830 --> 00:40:00,930

You have so many questions that journalistic background,

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00:40:00,930 --> 00:40:08,670

it kind of comes into play where you ask a lot of questions and then you also just you try to have a good time in that space.

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00:40:08,670 --> 00:40:14,040

But at the same time, you're trying to learn, you're trying to see how things are being up. Do you see how the pace is moving,

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00:40:14,040 --> 00:40:18,420

you're getting a feel for what it would be like if you were in those shoes and actually

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00:40:18,420 --> 00:40:25,830

running those events or doing the things on the PR side for connection to the PR program?

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00:40:25,830 --> 00:40:34,290

What that looks like and how to actually navigate and move while in those spaces, I volunteered a lot.

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00:40:34,290 --> 00:40:43,680

I did a lot of volunteer work. I use sites such as I'm trying remember if it was volunteer Toronto, there was Charity Village dot com.

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00:40:43,680 --> 00:40:47,400

There was there was just a whole array of things.

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00:40:47,400 --> 00:40:55,020

I was I would just go after it. I would literally just go looking for opportunities to volunteer or networking events.

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00:40:55,020 --> 00:40:59,190

And that working is so important because you're it's about making connections.

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00:40:59,190 --> 00:41:04,470

It's about building reports. It's about it's not necessarily just about, Hey, you can help me get a job,

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00:41:04,470 --> 00:41:08,790

but it's more or less about I'm interested in your story or what it is that you do.

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00:41:08,790 --> 00:41:14,580

And I'm maybe hoping one day that that could be me in that position, and I want to know what advice you have.

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00:41:14,580 --> 00:41:16,730

Advice is always great, especially when it's free advice.

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00:41:16,730 --> 00:41:27,270

So, yeah, so it's always nice to get some insight into different industries or just different perspectives or mentorship.

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00:41:27,270 --> 00:41:31,470

Even that is extremely important because you can't do it all by ourselves.

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00:41:31,470 --> 00:41:34,050

There's always somebody that could potentially help us,

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00:41:34,050 --> 00:41:40,450

and everybody needs help with everything that it is that they're doing on to do anything by themselves, and it's good to have that support.

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00:41:40,450 --> 00:41:46,290
Mm hmm. Amazing. Great advice and thank you so much.

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00:41:46,290 --> 00:41:53,580
It's wonderful to talk to you and thank you and congratulations on your all, your success and your current gig back at Humber.

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00:41:53,580 --> 00:41:57,750
Thank you so much. I appreciate it. I'm happy to be back. Thank you for having me.

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00:41:57,750 --> 00:42:04,110
This is awesome, and I'm looking forward to being a continuous listener of the podcast.

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00:42:04,110 --> 00:42:19,660
Amazing. Amazing. Thank you very much. To hear the enthusiasm in your voice, you know, 20 years down the road or whatever it is,

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00:42:19,660 --> 00:42:28,090
it's it's inspiring and also to know that to see the the the way that your professors carried themselves and presented

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00:42:28,090 --> 00:42:36,130
themselves gave you an impression of professionalism and that they advocated for you as well and and and as a woman as well.

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00:42:36,130 --> 00:42:42,340
And that's very important. You know, it could be it can be a tough place.

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00:42:42,340 --> 00:42:50,650
I did have I had an instructor there who also it's a strange world, sometimes being a woman.

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00:42:50,650 --> 00:42:54,430
And I mean, I always grew up in a working world.

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00:42:54,430 --> 00:43:00,310
I was a working actor when I was 11. So for me, I was always around adults.

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00:43:00,310 --> 00:43:04,840
I was always I went to acting classes with adults.

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00:43:04,840 --> 00:43:11,950

I was on set with adults and I learned how to just sort of navigate that world.

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00:43:11,950 --> 00:43:20,410

And if we're talking about International Women's Day, I'm happy to see that a lot of that has changed.

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00:43:20,410 --> 00:43:27,430

A lot of I'm happy to see in the industry that a lot of women are in front of the camera.

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00:43:27,430 --> 00:43:39,730

And, you know, for somebody who grew up in a male dominated field, you do notice a difference in the way that you are treated behind the mic.

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00:43:39,730 --> 00:43:47,020

Even, you know, notoriously, it's a man that hosts the radio show and the woman is the sidekick.

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00:43:47,020 --> 00:43:57,340

And that's how I grew up. And for me, that meant I had people to look up to like Marilyn Denis, who, you know, she may have been like,

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00:43:57,340 --> 00:44:02,620

it was Roger, Rick and Marilyn when I was growing up, then Roger, Darren and Marilyn.

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00:44:02,620 --> 00:44:08,140

And now it's Marilyn and Jomar. So because Marilyn's obviously she's a staple.

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00:44:08,140 --> 00:44:13,240

She's a staple in Toronto media, both radio and television.

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00:44:13,240 --> 00:44:17,680

I mean, the woman is, has she's done it?

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00:44:17,680 --> 00:44:22,720

She's the one who opened those doors. So for me, looking up and having to work with somebody.

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00:44:22,720 --> 00:44:27,820

Lucky, I was lucky enough to work with somebody like Marilyn Denis, who you did look at and got this woman.

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00:44:27,820 --> 00:44:31,750

She's done it. She's done radio and television. And she's she did it at the same time.

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00:44:31,750 --> 00:44:37,570

You see a lot of other women that are coming forward saying, I'm doing double duty today, I'm going to be here and I'm going to be here.

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00:44:37,570 --> 00:44:42,880

Marilyn Denis did a first act and didn't brag about it.

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00:44:42,880 --> 00:44:52,750

She just went to work and full accolades to Marilyn, who I adore and I adore her son, Adam Wild, who is at Virgin Radio.

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00:44:52,750 --> 00:44:56,650

He does the morning shoot there. I watched him grow up and he's a fabulous.

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00:44:56,650 --> 00:45:03,700

She raised a fabulous boy, so she was a single mom and she had a TV show and a radio show going on at the same time.

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00:45:03,700 --> 00:45:07,930

I've never seen her complain. I've never seen her whine. I've never seen her upset.

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00:45:07,930 --> 00:45:13,510

I've never seen her mad. I've never. She just you've just worked and that's what it is.

382

00:45:13,510 --> 00:45:23,350

I'm happy to see that there are more women that are, you know, coming forward and being forward and having those opportunities.

383

00:45:23,350 --> 00:45:29,110

What I didn't like when I was doing traffic and I was I did traffic for many years.

384

00:45:29,110 --> 00:45:36,040

For 18 years, I worked alongside Bob Summers, who again is a master.

385

00:45:36,040 --> 00:45:44,840

He was he was the traffic guy, Bob Summers. I could have said the same report as him, but we call the traffic tweeting.

386

00:45:44,840 --> 00:45:49,150

Yeah. So those things I didn't like, I didn't like that.

387

00:45:49,150 --> 00:45:53,320

I was being called out for for my voice.

388

00:45:53,320 --> 00:46:00,550

Well, OK, everybody has their own voice. I don't, you know, it's not, you know, I've been called shrill.

389

00:46:00,550 --> 00:46:06,350

I've been called. Oh, you sound like you have pigtails like you're 12.

390

00:46:06,350 --> 00:46:09,620

And I remember and that was right direct from my news director,

391

00:46:09,620 --> 00:46:17,480

and I was 30 at the time when I was told that and I thought to myself, OK, well, I'm 30 or I'm 29, turning 30.

392

00:46:17,480 --> 00:46:24,080

How do I fix that? How do I? How do I get out of line?

393

00:46:24,080 --> 00:46:25,550

Why do I go?

394

00:46:25,550 --> 00:46:36,170

So, you know, I was trying to lower my voice all the time and and I remember thinking, Hmm, do other people get told this or is it just me?

395

00:46:36,170 --> 00:46:41,120

You're not like me? Or do you not like?

396

00:46:41,120 --> 00:46:49,160

Why did you hire me? You didn't like my voice. Maybe it was because I was already embedded in chum.

397

00:46:49,160 --> 00:46:54,200

And there were. I was well-liked by the president.

398

00:46:54,200 --> 00:47:02,090

I was well-liked by the program director of 10:52AM. I was well-liked by the program director of Charming FM is was that an influence there?

399

00:47:02,090 --> 00:47:10,490

You know, I had already been doing on air stuff on the weekend. Nobody had once told me that my voice was offensive or terrible,

400

00:47:10,490 --> 00:47:18,650

and I certainly didn't hear anything about anybody else's voice, any of the male voices that I was working with.

401

00:47:18,650 --> 00:47:22,520

I worked with Kim Getty's, who was a female voice there.

402

00:47:22,520 --> 00:47:29,900

I don't recall her getting told that her voice was maybe too deep because she had a very low voice,

403

00:47:29,900 --> 00:47:35,210

and she used to joke that she was mistaken for a man sometimes. But nobody had a problem with that.

404

00:47:35,210 --> 00:47:43,010

It was mine. It was mine. My voice was too high or I sounded shrill and I kept thinking, How do I work on this, how I work on this?

405

00:47:43,010 --> 00:47:49,940

More from the diaphragm or from the diaphragm? OK, I'm not, you know, I'm trying to deepen it, and I can probably put it on.

406

00:47:49,940 --> 00:47:57,650

I mean, right now I sound like me, but I can. If I'm doing an authoritative thing, I can lower it and I can make it sound good news.

407

00:47:57,650 --> 00:48:06,340

So, but yeah, would mean there's different challenges, I think being warned about men in the industry coming for you.

408

00:48:06,340 --> 00:48:13,690

You know, we're not in an inappropriate manner and or my voice is too high or I don't look right,

409

00:48:13,690 --> 00:48:21,940

and then I started to going on television for CP24 and you know, was I wearing the right clothing?

410

00:48:21,940 --> 00:48:29,290

I didn't get a clothing allowance, ever, so I was out there on, you know, just trying to figure out what to buy myself.

411

00:48:29,290 --> 00:48:33,250

And, you know, I didn't look right or was I too?

412

00:48:33,250 --> 00:48:39,490

Was I too thin? Was I too fat? Was my did or where my roots showing?

413

00:48:39,490 --> 00:48:47,020

Luckily for me, there was a whole slew of makeup artists that did my makeup, you know, because,

414

00:48:47,020 --> 00:48:50,570

you know, if it was left to my own devices, I mean, just, you know, look normal or not, right?

415

00:48:50,570 --> 00:48:53,860

I mean, there's a lot of makeup that goes on your face that people don't realize.

416

00:48:53,860 --> 00:48:59,590

I mean, there's a whole you walk out into public and you think you're looking at yourself like, Whoa, I'm really made up.

417

00:48:59,590 --> 00:49:03,310

But with cameras and lights, it looks normal and whatever.

418

00:49:03,310 --> 00:49:09,850

But yeah, there's I think there's a you know, I was called in one time because they didn't like the shirt I was wearing.

419

00:49:09,850 --> 00:49:14,710

OK, then give me the parameters. You know, you have to ask the questions.

420

00:49:14,710 --> 00:49:20,680

OK, fine, because it was literally picked up a pen. And with that?

421

00:49:20,680 --> 00:49:25,290

Is not working on camera, OK?

422

00:49:25,290 --> 00:49:32,340

Then tell me what you need me to wear. They don't just blurted out like that.

423

00:49:32,340 --> 00:49:39,270

Give me some parameters to follow and I'll follow them. Just, you know, don't be kind of a jerk about it.

424

00:49:39,270 --> 00:49:46,470

You know, and so there I think there's there's there's still a ways to go in how women are spoken to.

425

00:49:46,470 --> 00:49:52,440

And I think and I hope that's changing because it's it, it is.

426

00:49:52,440 --> 00:50:05,040

There is still a difference. I think maybe not so much. When I when I left Bell in 2017, I didn't work again until 2019, really.

427

00:50:05,040 --> 00:50:09,390

I mean, I went over to CBC for a while and I did some stuff, and then I went and got my own show.

428

00:50:09,390 --> 00:50:16,520

So it's it's different working for a woman than it is a man.

429

00:50:16,520 --> 00:50:24,540

And there's a whole bunch of differences there that can be complicated and then not complicated.

430

00:50:24,540 --> 00:50:29,520

Certain things that I find women care about more than men care about more.

431

00:50:29,520 --> 00:50:40,460

And you just kind of have to navigate those waters. I I worked under a woman who was determined.

432

00:50:40,460 --> 00:50:48,380

Not to have anybody disrespect a woman, so she would make those rules of you,

433

00:50:48,380 --> 00:50:56,030

make sure you're here 45 minutes beforehand, you know, because you have to prepare this, this, this, you be here.

434

00:50:56,030 --> 00:51:00,170

You and I, I stress it to people in radio all the time. Make sure you're on time.

435

00:51:00,170 --> 00:51:05,000

You have to be on care. If your man or woman, you have to be on time.

436

00:51:05,000 --> 00:51:14,780

But if you're a man, it's kind of like, Oh, or at least back in the day, Oh, he slept in, oh, you know, if you're a woman in your late.

437

00:51:14,780 --> 00:51:21,590

And, you know, well, why can't you crack together? And I don't think I think that's changing now.

438

00:51:21,590 --> 00:51:25,880

I think there's more Hey, you know what? You've got to give me some space here.

439

00:51:25,880 --> 00:51:31,790

You know, if you're a you're a single mother and you're a single father, let's say you're a single father.

440

00:51:31,790 --> 00:51:36,170

It's just maybe more assumed that the mother is going to handle stuff.

441

00:51:36,170 --> 00:51:37,880

And hopefully those things are changing.

442

00:51:37,880 --> 00:51:45,920

You're a single mom and you have your child and you have to get to work or get this or get that, and you kind of don't make it on time.

443

00:51:45,920 --> 00:51:53,840

It's like, Well, you know, you know, you get spoken to, but if you're a man, it's like, Oh, yeah, I.

444

00:51:53,840 --> 00:52:02,280

So there are rules for some people and rules for other people. And hopefully that's changing because naturally, it's it's, you know.

445

00:52:02,280 --> 00:52:04,620

Not naturally shouldn't be naturally this way.

446

00:52:04,620 --> 00:52:14,460

But if if a lot of women have been seen more as a child, you know, get out the door kind of person, get the breakfast.

447

00:52:14,460 --> 00:52:21,270

I was thankful enough that I worked with two men at GM who raised their children without the mothers.

448

00:52:21,270 --> 00:52:28,950

And to see that sort of perspective and getting that child out the door, the mothers were nowhere to be seen.

449

00:52:28,950 --> 00:52:34,170

They were. They were raising their child. And it was it was different because, you know,

450

00:52:34,170 --> 00:52:41,490

you always hear on one side that if it's a woman doing it and if you're lucky enough to have a partner that shares responsibility,

451

00:52:41,490 --> 00:52:51,030

as I know Marilyn Denis had she had a great partner ex-husband and worked it out and sorted it out, and I think that's really successful.

452

00:52:51,030 --> 00:52:54,810

But there can be there can be differences in that respect.

453

00:52:54,810 --> 00:53:03,690

I've never had children, so I'm just kind of speaking from sort of what I watch and view and stories that I hear,

454

00:53:03,690 --> 00:53:07,800

but hopefully those those narratives are changing too.

455

00:53:07,800 --> 00:53:16,440

I hope so. And I think I mean, it's yes, it sounds like an unwritten double standard that has no there's no there has no merit.

456

00:53:16,440 --> 00:53:20,700

And it's it's a yeah, it's something that we all need to be mindful of for sure.

457

00:53:20,700 --> 00:53:26,360

When we're we're trying to understand people with experiences that are different from our own, you know?

458

00:53:26,360 --> 00:53:33,630

And yeah, I think that's something that all teachers and certainly in every industry have to be aware of.

459

00:53:33,630 --> 00:53:38,610

It sounds like. Yeah, I hope that narrative is changing as well in your industry.

460

00:53:38,610 --> 00:53:44,730

Well, listen, I want to thank you so much for your insights, and it's just been a joy to talk to you.

461

00:53:44,730 --> 00:53:53,600

And I wish you all the best in your in your new journey in Arizona, and I hope you enjoy the.

462

00:53:53,600 --> 00:53:56,840

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463

00:53:56,840 --> 00:54:03,080

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00:54:03,080 --> 00:54:08,540

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Our theme song is composed and performed by me, Sharon the better.

466

00:54:12,770 --> 00:54:18,110

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467

00:54:18,110 --> 00:54:24,235

Thanks again for listening, and we'll see you next time. On the staff lounge.