



# Women Speak

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Dedicated to achieving equality for all women  
of the Northwest Territories



Spring/Summer 2009

## Status of Women Council board and staff welcome new Executive Director

On February 13th, the Board of Directors for the Status of Women Council of the NWT appointed Lorraine Phaneuf as the new Executive Director.

"Lorraine was hired because she is a dedicated, hard worker who is very passionate about the Council's mandate. She knows the issues related to equality for women in the NWT, she works well with our partners and she has excellent interpersonal, communication and public relations skills," said President Dollie Simon.

Phaneuf has been employed with the Council since 2005 as Programs and Research Manager. She has been working with parents and women's groups in the North for the past 10 years.

She is excited to work on the Council's new and existing programs, such as leadership, family violence, women in non-traditional trades, public education and advocacy.

"Consultations and planning with early childhood educators and parents

for changes in early childhood care and education have always been an area of interest to me," says Phaneuf.

"Additional investments in early childhood care and education that increase quality, accessibility and affordability are integral to the success of all quality childcare services. In the coming months we will be looking at ways to gather information on the daycare situation in the Northwest Territories."

Gender Based Analysis on new and existing GNWT policies is an important step to making equality a priority, says Phaneuf. The Council will be encouraging the Government of the Northwest Territories to commit to applying gender based analysis throughout the GNWT.

"Training opportunities for public servants and non governmental agencies are paramount in the implementation of fair and equitable policies and programs throughout the government."

"Also, I feel that our presence in small communities is extremely im-



*Newly appointed Executive Director Lorraine Phaneuf speaks at the 2009 Wise Women Bread and Roses ceremony on March 9th.*

portant and I am hoping that we will be able to offer programming and consultations in many communities across the Northwest Territories," she says.

Contact Lorraine by email, [lorraine@statusofwomen.nt.ca](mailto:lorraine@statusofwomen.nt.ca).

### Inside this issue:

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*The 2009 Wise Women Awards were held on March 9th at the Legislative Assembly. Standing, from left to right, are: Status of Women Executive Director Lorraine Phaneuf, Dehcho board member Tina Marie Gargan, SWC President Dollie Simon (South Slave), Minister Responsible for the Status of Women Sandy Lee, Beaufort-Delta board member Ethel-Jean Gruben, and SWC Vice-Pres. Su-Ellen Kolback (North Slave). Sitting, left to right: Wise Women recipients Cece McCauley, Lynn Brooks, Mary Ann Ross and Ruby Jumbo. Missing from photo: Sahtu board member Ann Marie Tout and Wise Woman Frieda Martselos.*

# Women in leadership: challenges and boundaries

Every year on March 8th, we celebrate International Women's Day. On this day, we honor those women who make significant contributions as leaders in our communities.

Leaders have many faces. They are hard working politicians, volunteers, advocates, board members, entrepreneurs, teachers, professionals and experts in traditional and cultural knowledge.

This year's theme was "Women Lead the Future". We continue to strive for women's equality in all aspects – in the workplace, the home, society and government. The NWT will continue to undergo

major fundamental economic and political changes into the future. Major decisions are being made about future governance, development and programs in the NWT, but women

are not equally involved in the decision-making process.

We still have a long way to go towards achieving proportional representation of women in government, but thankfully we have strong women at the community, territorial and federal level leading the way to a better future. They have the wisdom, skills, tolerance and patience to break through barriers and stand up for women in our communities.

They are not afraid to stand up for what is right for women, children and families in our communities. Although they work constantly to overcome gender-based biases, they never give up in their efforts to encourage more women, young and old, to become leaders in their homes and communities.

This year, about 30 women leaders from across the NWT gathered in Yellowknife to discuss the boundaries and challenges women face in their

*Cece McCauley and Karen Willy.*



efforts to take on or hold onto leadership roles. What are the reasons why more women do not get involved in leadership? Are we afraid for one reason or another? Do we feel we do not have the time to dedicate to taking on a leadership role?

In addition to input provided at this meeting, the Status of Women Council of the NWT seeks your input on women in leadership.

We hope that you can help us come up with a strategic plan to help women break through barriers and take their rightful place as leaders in our communities.

Please email your comments to [council@statusofwomen.nt.ca](mailto:council@statusofwomen.nt.ca)

## What are the qualities of a great leader?

- Tolerance
- Patience
- Compassion
- Commitment
- Resilience
- Ability to multi-task
- Team builder
- Must be a woman
- Vision
- Passion
- Good listener
- Outspoken
- Culturally sensitive
- Humble
- Outgoing
- New ideas
- Open to change
- Support network
- Networking skills
- Availability
- Objectivity

- Communication skills
- Ability to take criticism
- Social conscience
- Confident
- Willing to learn from others
- Approachable
- Integrity
- Honesty
- Live a healthy and balanced life
- Fair
- Reliable
- Ability to delegate tasks and responsibility
- Knowing you can't do it alone
- A good role model
- Must not be a leader for personal gain



## How do we encourage more women to "become" leaders?

- Vote for women
- We invite/encourage women to become leaders
- We become role models and we mentor them
  - Provide them with support networks
  - We limit criticism of women leaders
- Recognize non-traditional (masculine) leadership
  - Target girls young
  - Inspire women around us
- Challenge stereotypes about women/systematic barriers and attitudes
  - We honor ourselves as leaders
  - We never give up

# Honoring our Wise Women of 2009

Since 1992 the Status of Women Council has been honouring great women of the Northwest Territories who have worked hard to advance the position of women in their communities and the North.

These are women who are mothers and grandmothers, aunts and sisters who have

made time to counsel others. They have seen gaps in services and programs and stepped forward to try and fill those gaps. They have seen opportunities to run for elected office and be effective agents of change. They have nurtured and witnessed the growth of younger women into positions of lead-

ership. They have advocated tirelessly for the hurt and despaired members of our society and have celebrated with them as they turn the corner and escape those depths of pain.

The awards and the Bread and Roses Luncheon were held in the Great Hall of the Legislative Assembly

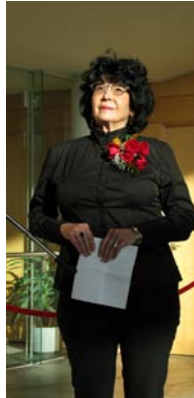
on March 9th. The winners represented each of the five regions of the NWT: North Slave, South Slave, Dehcho, Sahtu and Beaufort Delta.

The presentations were made by the Status of Women Council Board. Carol Morin performed prayers and the Keynote Speaker was Minister Sandy Lee.



Sahtu

*Cece McCauley, Norman Wells*



North Slave

*Lynn Brooks, Yellowknife*



Dehcho

*Ruby Jumbo, Trout Lake*



Mackenzie-Delta

*Mary Ann Ross, Inuvik*

## Getting to know the 2009 Wise Women Recipients

**Cece McCauley** was the First woman chief in the NWT and the first Chief of the Inuvik Band after its creation. She is an Honourary Chief, business woman, newspaper columnist, agent for change, and founder of the Women Warriors.

Cece has been at the roundtable of business and governance over 40 years, introducing and promoting ideas before all levels of governments, and in turn en-

couraging people to get involved to help themselves and their communities. Cece is passionate about business and progress that involves the people of the North so they benefit with employment and the capacity to improve their community infrastructure and services.

We look forward to a day when the shovel to turn sod on the highway extension from Wrigley to Inuvik is passed to Cece, recognizing

her tireless efforts to see the project become a reality.

**Ruby Jumbo** of Trout Lake. Her name, over the past 10 years, has been synonymous with the Band Office. Early or late, Ruby will most likely be found working to support the Chief and Band Council and Band staff as they provide community services and programs. Ruby assists women of the community who require assistance and "is constantly

sought out for advice, which she gives wisely and freely."

**Lynn Brooks**, who retired as president of the Status of Women Council of the NWT, is finally eligible for a Wise Woman award. For more than 30 years, Lynn has been an advocate for the battered, the homeless and the marginalized.

She has worked tirelessly towards gender equality by



Above, Wise Woman Ruby Jumbo watches the ceremony with her daughter.



The Wise Women Awards Bread and Roses Luncheon was well attended despite temperatures of -50C..



Carol Morin performs an opening prayer.



The Wise Woman pendant, designed and created by Yellowknife Artist T-Bo.

## Wise Women recipients contribute to their communities

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organizing and mobilizing women to face injustice and adversity. The list of Lynn's work is phenomenal. Her accomplishments have been in tandem with raising a family and taking in many foster children.

As one of her nominators said: Lynn "is truly a Wise Woman of the 21<sup>st</sup> century. She inspires me."

**Mary Ann Ross** is a Gwich'in woman who serves her people and community as Vice-President of the Gwich'in Tribal Council.

She is the NWT representative for the Gwich'in Council International, President of the Aboriginal Futures Society, and member of the Inuvik Interagency Committee. She is proud of her people and her culture and works with a dedicated perseverance for the betterment of the Gwich'in and her community.

Mary Ann attributes her wisdom to raising four children. She has shown other young women and her community "that women can not only raise a family on their own, they can raise a community."

**Frieda Martselos** is a proud Aboriginal woman known as a person determined to stand up for the people of Fort Smith, willing to help anyone in need. She "never lets adversity break her spirit or cloud her dreams and beliefs."

She has organized auctions to raise money for both churches in Fort Smith, the high school travel club, and is working on the first homeless shelter for men in Fort Smith.

She believes in mentoring young women, "teaching them that they too can reach their goals and achieve great success," said one of her nominators.

## Northern Women in Mining, Oil and Gas Project

The Northern Women in Mining, Oil and Gas Pilot Project is specifically designed to answer the following research question:

Given the current population of unemployed and underemployed women in the Northwest Territories, will a dedicated, women-only, partnership-based and strategic approach to training and development be successful in increasing the interest level and participation and retention rates of women in industrial and trades based occupations in the northern mining and oil and gas industries.

*NWMOG Participant Stephanie Smutylo works at the DeBeers Snap Lake Mine Site with fellow program participant Valerie Kimiksana.*



## Yellowknife woman makes her mark at DeBeers Mine

### Q&A with Stephanie Smutylo

*Stephanie Smutylo was born in Yellowknife, NT and except for brief periods, has lived in Yellowknife for most of her life.*

*After graduating from Sir John Franklin High School in 2003, Stephanie held down various jobs before enrolling in the Art Institute of Vancouver in Vancouver, BC where she took fashion design and merchandising courses.*

*She applied to the Northern Women in Mining, Oil & Gas Project in January 2008 and was accepted for the Building Trades Helper Program, which ran from February 4 to May 9, 2008.*

*Stephanie successfully completed this course and accepted a work placement with DeBeers a short time later, which led to full-time employment in October 2008. She is currently employed as a maintenance helper at DeBeer's Snap Lake camp.*

Q: How did you hear about the Northern Women in Mining, Oil & Gas Project?

A: My mother told me about it as she was interested in the course at one point.

Q: Before your mother told you about NWMOG, had you ever considered the trades as a career?

A: I had thought about becoming an electrician.

Q: You are currently working full-time as a Maintenance Helper for Debeers. Are there any other women employed in a similar position at Snap Lake besides the other NWMOG graduate, Sarah Tautuaqjuk?

A: There is a female millwright apprentice, females in waste management, heavy equipment operators and process plant operators.

Q: Do you enjoy what you're doing?

A: Yes, I like my job but sometimes I wish there were more challenges for learning, but that's something a trade would offer. It is pretty enjoyable.

Q: What are the challenges?

A: My job can be very physically demanding. Working long days can be hard on your body. I find that doing yoga up there has really helped for back pain. Also, working with people who have different work ethics is something I have to adjust to as well.

Fourth Floor, Northwest Tower  
Franklin Avenue  
P.O. Box 1320  
Yellowknife, NT, X1A 2L9

# Status of Women Council of the NWT



*The Staff of the Status of Women Council of the NWT are here to serve women across the Northwest Territories. From left: Tara Kearsey, Community Development Coordinator; Marilyn Hardisty, Project Officer for the Northern Women in Mining, Oil and Gas Project; Lorraine Phaneuf, Executive Director; Annemieke Mulders, Project Coordinator for the Northern Women in Mining, Oil and Gas Project; and Irene Savoy, Office Manager.*

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[www.statusofwomen.nt.ca](http://www.statusofwomen.nt.ca)

## Northern woman plans to stick with career in mining

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Q: If given the opportunity to further your education in the trades, would you?

A: Definitely, that's what I want to do for sure.

Q: How are you going to achieve that goal?

A: I realized that due to the recession it is extremely difficult to find apprenticeships. The job I have currently is a foot in the door for when an apprenticeship opens up. I am continuing to work hard to make a lasting impression and to have good references.

Q: Do you have any advice for other young women who are thinking of entering the trades as a career?

A: If they want to write the Trades Entrance exam, they should get extra study material on the electrical portion of the exam.

Q: Do you think that providing women-only courses with support systems in place was beneficial for you?

A: Definitely, I especially liked the Friday afternoons that were reserved for guest speakers. That was really nice. I enjoyed it very much.

Q: Had you ever worked in camp?

A: Never.

Q: What do you think of it?

A: It's pretty good. I don't mind that there's always lots of food to eat. It's nice to have two weeks off and I do want to travel again in the future.

Q: If another organization were to run a similar program in the future, would you encourage women to apply?

A: Definitely. Some women who are employed as housekeepers have approached me with questions as to how I got my job.

I have told them about the course and encouraged them to work towards entering the trades as a career.

