

Nolin, Melissa

From: Pickrell, Susan (DFO/MPO)
Sent: Wednesday, October 4, 2023 7:13 PM
To: Mcewan, Skye
Subject: FW: Women in Fleet: follow-up chat

Importance: High

Hi Skye,
I'm flooding your inbox! I want you in this meeting so I will send you the invite – MS Teams is fine. We can brainstorm before hand.

Sue

From: Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>
Sent: Wednesday, October 4, 2023 12:05 PM
To: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Cc: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>
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Hi there,

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I'm looking for your guidance on whom we should invite to the chat? Men and women? I'm also wondering if this is something we should look to schedule in Derek's building?

Let me know, happy to connect via teams as well.

Thank you!

Samantha Gour
Senior Advisor to D.C. Ops. / Conseiller principal au S.C. Ops.
Canadian Coast Guard / Garde côtière canadienne
613-371-5373/ Samantha.gour@dfo-mpo.gc.ca

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From: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO)
Sent: Thursday, October 5, 2023 10:57 AM
To: Moss, Derek
Cc: Gour, Samantha (she, her / elle) (DFO/MPO); CCG AC Western / GCC CA Ouest (DFO/MPO)
Subject: RE: DC Operations Victoria trip October 18-20

That is wonderful, thank you to you and your office!

Merci beaucoup,

Rebecca Campagna
Executive Assistant / Adjointe executive
Deputy Commissioner, Operations Office / Bureau du Sous-commissaire, Opérations
Canadian Coast Guard / Garde côtière canadienne
222 Nepean, 1113-A

From: Moss, Derek <Derek.Moss@dfo-mpo.gc.ca>
Sent: Thursday, October 5, 2023 10:53 AM
To: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>
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Subject: RE: DC Operations Victoria trip October 18-20

Hi Rebecca,

We're looking forward to Chris's visit on the 19th! In addition to the Ops Brief from 0900-0945 and the Women in Fleet discussion (we do have a boardroom with IT equipment available, no wifi though), we'll put together a proposed itinerary. Thanks!

Derek

From: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>
Sent: 04 October 2023 12:51
To: Moss, Derek <Derek.Moss@dfo-mpo.gc.ca>
Cc: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>; Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>; CCG AC Western / GCC CA Ouest (DFO/MPO) <DFO.CCGACWestern-GCCCAOuest.MPO@dfo-mpo.gc.ca>
Subject: DC Operations Victoria trip October 18-20

Hi Derek,

I hope you're well.

As you know already, Chris will be in BC for the “ABCMI Business Opportunities and Trade Show” taking place in Vancouver, October 17-18. After the trade show, Chris will be in Victoria, October 18-20 (Wednesday afternoon until Friday morning). We are looking to book a heli jet to get him over.

This leaves him at your disposal all day Thursday, October 19! We are hoping that you/your office can propose a itinerary? Chris mentioned that he doesn't need to see the MCTS centre or lifeboat station (as he has seen them already), but would be happy to accompany you to any other meeting/venue that you think would be of value. This includes any other relevant stakeholders/regional executive meetings you think would be of worth.

The only nuance worth mentioning, is that Chris is arranging a discussion re: Women in Fleet, with Sue Pickrell. We are hoping your office building has a boardroom with audio/visual equipment? Timing for this meeting is flexible, but we are hoping to dedicate 1-1.5 hours for this discussion.

I am happy to chat with your SA/assistant to finalize details.

Merci beaucoup,

Rebecca Campagna

Executive Assistant / Adjointe executive

Deputy Commissioner, Operations Office / Bureau du Sous-commissaire, Opérations

Canadian Coast Guard / Garde côtière canadienne

222 Nepean, 1113-A

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s.19(1)

From: Kerr, Matthew (he, him / il, lui) (DFO/MPO)
Sent: Friday, November 24, 2023 6:45 PM
To: Reynolds, Katie (DFO/MPO)
Subject: ATIP A-2023-01095

Importance: High

From: Kerr, Matthew (he, him / il, lui) (DFO/MPO) <Matthew.Kerr@dfo-mpo.gc.ca>
Sent: Thursday, October 5, 2023 11:09
To: Paula Rousseau [REDACTED]
Subject: Re: Women in Fleet: follow-up chat

Sarah Smith, Zahailey Golden and... I'm sure some other names will come to mind.

Matthew Kerr

(he/him | il/lui)

Deputy Marine Superintendent, Operational Personnel
Surintendant adjoint de la marine, personnel opérationnel

Canadian Coast Guard, Western Region | Government of Canada
Garde côtière canadienne, région de l'ouest | Gouvernement du Canada

matthew.kerr@dfo-mpo.gc.ca | +1-778-535-5257



Canadian Coast Guard
Garde côtière canadienne

Canada

From: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Sent: Thursday, October 5, 2023 09:53
To: Paula Rousseau [REDACTED]
Cc: Briggs, Bruce <Bruce.Briggs@dfo-mpo.gc.ca>; Smith, Mike <Mike.Smith@dfo-mpo.gc.ca>; Kerr, Matthew (he, him / il, lui) (DFO/MPO) <Matthew.Kerr@dfo-mpo.gc.ca>; Lyons, Randy <Randy.Lyons@dfo-mpo.gc.ca>; Tabor, Trent <Trent.Tabor@dfo-mpo.gc.ca>; Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
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I will brainstorm who all to invite in addition to all those on this email.

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Thank you so much! The below plan sounds great.

Katie can reach out to me if she needs anything.

Have a great day.

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From: Pickrell, Susan (DFO/MPO)
Sent: Thursday, October 5, 2023 12:58 PM
To: Lyons, Randy
Subject: RE: Women in Fleet: follow-up chat

I think it is good to represent both: I can speak to the positive, but I may not be able to capture all of the negative.

From: Lyons, Randy <Randy.Lyons@dfo-mpo.gc.ca>
Sent: Thursday, October 5, 2023 9:56 AM
To: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Subject: RE: Women in Fleet: follow-up chat

Susan:

Do you want females with only positive experiences or those who have had to deal with negative experiences or a combination of both?

Randy Lyons
A/Superintendent Operational Business

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To: Paula Rousseau [REDACTED]
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s.19(1)

Nolin, Melissa

From: Lyons, Randy
Sent: Thursday, October 5, 2023 2:38 PM
To: Pickrell, Susan (DFO/MPO); Paula Rousseau
Cc: Briggs, Bruce; Smith, Mike; Kerr, Matthew (he, him / il, lui) (DFO/MPO); Tabor, Trent; Reynolds, Katie (DFO/MPO)
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Susan:

I would like to put forward Kara Ferguson. She is a long term employee and served onboard many of our vessels as a chief cook. She is presently acting as the logistics officer onboard CCGS Sir Wilfrid Laurier.

Kara and I have had many conversations about difficulties that she and other women have had to, and continue to, face. Some good, some not so much.

Based on our conversations I think she would have wide range of knowledge that could be useful.

Kara [REDACTED] and will certainly pass on her point of view.

The only issue would be that the Laurier will not be in port and she will need to attend remotely.

Randy Lyons

A/Superintendent Operational Business

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Hi Sue ,

Unsure how willing either of these nominee's to participate.....both are currently on shift until October 10.

Sarah Powell – Indeterminate MAO-04 - OIC - has worked her way up through the “Hawse pipe” – Started on deck in the large fleet - migrated over to lifeboats as a deckhand - she has obtained her certifications & she plans to return to the large fleet to gain experience from a navigational officer perspective.

Eva Reeve - started as an oiler in large fleet – has moved into the lifeboats after achieving her SVMO – I believe she is wanting to transition into the deck department

Cheers, Mike

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I'd like a list but then look at who in Fleet is on cycle/off cycle and then we will re-evaluate on Monday.

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Susan:

I believe I could provide some insight into the subject matter.

I have been fortunate in my career that employees, male and female, have felt comfortable enough to approach me with concerns.

Supervising the stewards, which are largely female and the lowest level within the vessel's compliment, I have unfortunately been made aware of situations not only onboard the vessel, but on other vessels too.

Joanne and I also spoke to this subject on many occasions when she was my commanding officer.

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Thinking of these women so far: Stephanie Nadeau; Dana Tully; Audrey Lanteigne

I would like at least 10 names hoping that 5 will accept.

Meeting is in two weeks so I would like to get the invite out by tomorrow.

Thanks,
Susan

From: Pickrell, Susan (DFO/MPO)

Sent: Thursday, October 5, 2023 9:27 AM

To: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>

Cc: Gladson, Brandy (she, her / elle, la) (DFO/MPO) <Brandy.Gladson@dfo-mpo.gc.ca>; Snider, Brianna (DFO/MPO) <Brianna.Snider@dfo-mpo.gc.ca>; Scurr, Kaitlin (she, her / elle, la) (DFO/MPO) <Kaitlin.Scurr@dfo-mpo.gc.ca>; McEwan, Skye <Skye.McEwan@dfo-mpo.gc.ca>; Calla, Karen <Karen.Calla@dfo-mpo.gc.ca>

Subject: FW: Women in Fleet: follow-up chat

Please book a boardroom (Wedge preferred) for a meeting 1.5hrs Oct 19th. 10am is fine.

I will brainstorm who all to invite in addition to all those on this email.

Susan

From: Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>
Sent: Thursday, October 5, 2023 4:54 AM
To: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Cc: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>
Subject: RE: Women in Fleet: follow-up chat

Thank you so much! The below plan sounds great.

Katie can reach out to me if she needs anything.

Have a great day.

Sam

From: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Sent: October 4, 2023 7:13 PM
To: Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>
Cc: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>
Subject: RE: Women in Fleet: follow-up chat

Hi Samantha,

I am looking forward to him attending. I won't have a ship in port (unfortunately) however I might be able to link a few women in virtually. I'll also look to see if there are some in the other Directorates that could attend.

From my experience, you really need to chat with the women. Most times the men have no idea what is occurring and I'm finding that the bad apples are now using much more subtle methods which are hard to classify as pure harassment.

Katie Reynolds is my Assistant that can organize a boardroom for us and send the invite for virtual meeting. Let me work on getting some attendees!

Kind regards,
Susan

From: Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>
Sent: Wednesday, October 4, 2023 12:05 PM
To: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Cc: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>
Subject: Women in Fleet: follow-up chat

Hi there,

I hope you're well, and had a good long weekend?

Chris is headed out West the week of October 16th. We are looking to set up a follow-up chat re: women in fleet while he's there. It would have to take place on October 19th, but we are flexible on timing.

I'm looking for your guidance on whom we should invite to the chat? Men and women? I'm also wondering if this is something we should look to schedule in Derek's building?

Let me know, happy to connect via teams as well.

Thank you!

Samantha Gour
Senior Advisor to D.C. Ops. / Conseiller principal au S.C. Ops.
Canadian Coast Guard / Garde côtière canadienne
613-371-5373/ Samantha.gour@dfo-mpo.gc.ca

Nolin, Melissa

From: Parkinson-Dow, Neil (DFO/MPO)
Sent: Wednesday, October 11, 2023 5:56 PM
To: Pickrell, Susan (DFO/MPO); Reynolds, Katie (DFO/MPO)
Cc: Calla, Karen; Brickett, JJ; CCG AC Western / GCC CA Ouest (DFO/MPO)
Subject: RE: Women in Fleet Discussion with DC Ops

Sue,

Please move the meeting with DC Henderson re: women in Fleet to 14:00 for 1.5 hrs. The Julien Wedge Boardroom is available.

We are working around a new itinerary for the DC. Updates to follow.

Neil

From: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Sent: Wednesday, October 11, 2023 2:45 PM
To: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Cc: Calla, Karen <Karen.Calla@dfo-mpo.gc.ca>; Brickett, JJ <Jonathan.Brickett@dfo-mpo.gc.ca>; CCG AC Western / GCC CA Ouest (DFO/MPO) <DFO.CCGACWestern-GCCCAOuest.MPO@dfo-mpo.gc.ca>
Subject: Women in Fleet Discussion with DC Ops

Hi Katie,

Please amend the invite for the DC Ops meeting to include the following information and amend the invite list for the additional attendees:

We are fortunate to have the opportunity to meet with the Deputy Commissioner, Operations to discuss the challenges Women in Fleet are faced with in the CCG. We have had a variety of experiences and there is always room for improvement. Join us to help identify the issues and possible solutions as we move forward.

Susan Pickrell

(she/her/elle)

Senior Director Fleet

Western Region

Canadian Coast Guard, Government of Canada

Susan.Pickrell@dfo-mpo.gc.ca / cell: (778)678-7092

Directrice principale de la Flotte

Région de l' Ouest

Garde Côtière Canadienne, Gouvernement du Canada

Susan.Pickrell@dfo-mpo.gc.ca / Tel.cell. : (778)678-7092

Nolin, Melissa

From: Pickrell, Susan (DFO/MPO)
Sent: Wednesday, October 11, 2023 3:08 PM
To: Moss, Derek; DFO.F CCG West RMB / CGR Ouest GCC F.MPO
Subject: RE: DC Ops Visit - 19 Oct

No ships in port on the 19th. He has been to the Station. I support a walk through Blue room as we can show off our new crewing screens.

Women in Fleet discussion is currently tabled for 10:00. Let me know if I should shift it.

Susan

From: Moss, Derek <Derek.Moss@dfo-mpo.gc.ca>
Sent: Wednesday, October 11, 2023 11:41 AM
To: DFO.F CCG West RMB / CGR Ouest GCC F.MPO <DFO.FCCGWestRMB-CGROuestGCCF.MPO@dfo-mpo.gc.ca>
Subject: DC Ops Visit - 19 Oct

Team,

I can't remember whether I asked for agenda items for Chris Henderson's visit next week. Regardless, we'll need to put something together.

We can use the Ops Brief from 0900-1000, 60 minutes to talk fleet crewing, 90 minutes to meet with Sue and fleet representatives. If we can find something to do during the earthquake exercise, that would be great. Other items may include warehouse tour, meet and greet onboard a ship (if available), observing some training (do we have anything going on?), and MSOC or JRCC. He's seen MTCS. Open to other ideas.

Please have ideas into Patrick by 1200 tomorrow.

Nolin, Melissa

From: Pickrell, Susan (DFO/MPO)
Sent: Wednesday, October 11, 2023 5:48 PM
To: Kerr, Matthew (he, him / il, lui) (DFO/MPO); Briggs, Bruce; Tabor, Trent; Rousseau, Paula (DFO/MPO)
Cc: Reynolds, Katie (DFO/MPO)
Subject: RE: List below
Attachments: Women in Fleet.xlsx

Follow Up Flag: Follow up
Flag Status: Completed

I have had a discussion with Karen and we are going to proceed with the entire list.

Katie,
Please send out the meeting invite you have created with the option to attend in person or virtually. Please work with Paula to get the private email addresses for them as most don't check the ccgs emails very often. Note that not all of them are still in Fleet so their dfo addresses are best.

Cheers,
Susan

From: Kerr, Matthew (he, him / il, lui) (DFO/MPO) <Matthew.Kerr@dfo-mpo.gc.ca>
Sent: Tuesday, October 10, 2023 7:44 PM
To: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>; Briggs, Bruce <Bruce.Briggs@dfo-mpo.gc.ca>; Tabor, Trent <Trent.Tabor@dfo-mpo.gc.ca>; Rousseau, Paula (DFO/MPO) <Paula.Rousseau@dfo-mpo.gc.ca>
Subject: Re: List below

We can cross-reference with the date to confirm if some are scheduled on ship. That'll likely remove a few names.

Matthew Kerr

(he/him | il/lui)

Deputy Marine Superintendent, Operational Personnel

Surintendant adjoint de la marine, personnel opérationnel

Canadian Coast Guard, Western Region | Government of Canada

Garde côtière canadienne, région de l'ouest | Gouvernement du Canada

matthew.kerr@dfo-mpo.gc.ca | +1-778-535-5257



Canadian Coast Guard
Garde côtière canadienne

Canada

From: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>

Sent: Tuesday, October 10, 2023 12:55

To: Briggs, Bruce <Bruce.Briggs@dfo-mpo.gc.ca>; Tabor, Trent <Trent.Tabor@dfo-mpo.gc.ca>; Kerr, Matthew (he, him / il, lui) (DFO/MPO) <Matthew.Kerr@dfo-mpo.gc.ca>; Rousseau, Paula (DFO/MPO) <Paula.Rousseau@dfo-mpo.gc.ca>

Subject: List below

Hi All,

Please review the list below from the suggestions that were submitted. I would like to make the most of the time with the DC Ops and also make sure we have a good cross section of attendees. The bottom four are going for sure. I was hoping to only have 20 people so are there any names you would recommend we remove?

Krystal Aikman
Tal Branscombe
Tanner Batchelor
Emily Mount
Jessyca Reid
Chantal Morrison – Deckhand
Sarah Powell – OIC
Eva Reeve - SVMO
Sarah Smith – Leading Seaman
Zahailey Golden – Leading Seaman
Kara Ferguson – Logistics Officer
Stephanie Nadeau – C/O
Dana Tully – Second Engineer
Audrey Lanteigne – Acting Chief Officer
Justine Ivanisevic – Logistics Officer
Eleni Tanner – Chief Engineer
Kaylee Hansen – Senior Engineer
Virginie Beauchamp – Deckhand
Paige Harrison – 2nd Officer
Sheila Ball – Supply Officer
Amber Ly -Nav Grad

Brandy Gladson
Brianna Snider
Kaitlin Scurr
Skye Mcewan
Nicola Mancey

Susan Pickrell

(she/her/elle)

Senior Director Fleet

Western Region

Canadian Coast Guard, Government of Canada

Susan.Pickrell@dfo-mpo.gc.ca / cell: (778)678-7092

Directrice principale de la Flotte

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Nolin, Melissa

From: Mount, Emily (DFO/MPO)
Sent: Monday, October 16, 2023 9:03 PM
To: Pickrell, Susan (DFO/MPO)
Subject: Declined: Women in Fleet: Discussion with DC Henderson

Nolin, Melissa

s.19(1)

From: Reynolds, Katie (DFO/MPO)
Sent: Tuesday, October 17, 2023 11:27 AM
To: Dana Tully
Subject: RE: Women In Fleet

Good morning Dana,

I am taking full responsibility for this misunderstanding, [REDACTED] and I had little time to create a more thoughtful invite. We chose a handful of attendees who would likely have some things to share.

Please put forward the names of other women in fleet whom you think would be able and willing to attend. I will forward the invite to them accordingly. I do hope you can make this meeting, and as Susan said, your concerns highlights that you are the right person to attend the meeting. We would like to hear all of the voices, although that may not be possible due to the length of the meeting.

Thank you for your honesty, it is greatly appreciated,

Katie

Katie Reynolds

Administrative Officer

Office: (250) 480-2734

Email: Katie.Reynolds@dfo-mpo.gc.ca

From: Dana Tully [REDACTED]
Sent: Tuesday, October 17, 2023 7:41 AM
To: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Cc: Rousseau, Paula (DFO/MPO) <Paula.Rousseau@dfo-mpo.gc.ca>; Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Subject: Women In Fleet

Dear Susan Pickrell,

I hope this email finds you well. I wanted to take a moment to express my concerns regarding the upcoming discussion for women in fleet. I do believe that the intentions of this discussion are coming from a place of growth and a sense of community, however I would like to provide you with an honest perspective on this matter. I am uncertain of how the invitations to this discussion were decided but the exclusion of some of my fellow women in fleet has really highlighted the disconnect between shore side and seagoing personnel. Not allowing everyone the same opportunity to share their valuable insight and perspective can hinder the efforts of trying to progress forward with a well rounded fleet. [REDACTED] exclusion is one feeling no one should feel. Everyone's experiences are completely unique and to limit the potential for innovation and problem-solving seems counterproductive to this entire discussion. I hope I am able to bring a different perspective that was overlooked and going unheard. Moving forward I hope these future discussion are for the positive and not negatively affecting my fellow seafarers.

Thank you for consideration,
Dana Tully

Nolin, Melissa

s.19(1)

From: Reynolds, Katie (DFO/MPO)
Sent: Tuesday, October 17, 2023 11:35 AM
To: Paige Harrison
Subject: RE: Women in Fleet: Discussion with DC Henderson

Thank you, Paige. We will have a survey that we were hoping you could complete. I will send that out once it is ready. This way, your voice can still be heard.

Katie

Katie Reynolds

Administrative Officer
Office: (250) 480-2734
Email: Katie.Reynolds@dfo-mpo.gc.ca

From: Paige Harrison [REDACTED]
Sent: Monday, October 16, 2023 11:41 PM
To: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Subject: Re: Women in Fleet: Discussion with DC Henderson

You don't often get email from [REDACTED] [Learn why this is important](#)

Katie -

I appreciate the invite, however since I'm working the midnight to noon watch, this meeting is scheduled too late in the day for me to attend. I'd love to participate in anything similar in the future as long as it takes place closer to noon - I need my sleep, especially three weeks into a patrol where we've been sailing 24hrs a day.

Thanks,
Paige

On Mon, Oct 16, 2023 at 2:58 PM Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca> wrote:

Hello Women in Fleet,

The Deputy Commissioner is coming to Vic Base this week. We are hosting a meeting to discuss issues facing women in fleet this Thursday from 2-3:30pm. We appreciate your input and welcome you to please join us in the Wedge Boardroom, or by using the Teams link.

Thanks, Katie

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: [REDACTED]

Passcode: [REDACTED]

[Download Teams](#) | [Join on the web](#)

Join with a video conferencing device

teams@dfo-mpo.video.canada.ca

Video Conference ID: [REDACTED]

[Alternate VTC instructions](#)

Or call in (audio only)

[+1 647-484-5913,690169717#](tel:+16474845913690169717#) Canada, Toronto

Phone Conference ID: [REDACTED]

[Find a local number](#) | [Reset PIN](#)

[Learn More](#) | [Meeting options](#)

From: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO)
To: CCG AC Western / GCC CA Ouest (DFO/MPO)
Cc: Gour, Samantha (she, her / elle) (DFO/MPO); Parkinson-Dow, Neil (DFO/MPO); Raham, Patrick;
Subject: RE: DC Operations Victoria trip October 18-20
Sent: 10/17/2023 2:51:02 PM

Many thanks to all!

Merci beaucoup,

Rebecca Campagna

Executive Assistant / Adjointe executive
 Deputy Commissioner, Operations Office / Bureau du Sous-commissaire, Opérations
 Canadian Coast Guard / Garde côtière canadienne
 222 Nepean, 1113-A

From: CCG AC Western / GCC CA Ouest (DFO/MPO) <DFO.CCGACWestern-GCCCAOuest.MPO@dfo-mpo.gc.ca>
Sent: Tuesday, October 17, 2023 2:49 PM
To: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>
Cc: Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>; Parkinson-Dow, Neil (DFO/MPO) <Neil.Parkinson-Dow@dfo-mpo.gc.ca>; Raham, Patrick <Patrick.Raham@dfo-mpo.gc.ca>
Subject: RE: DC Operations Victoria trip October 18-20

Hi Rebecca,

We have confirmed an itinerary for the Deputy Commissioner. Calendar event invitations will follow:

Timing	Activity	Site	Lead
08:00 – 09:00	Discussion: Regional EXs	CCG Base Victoria Thomas Shelby Boardroom	Moss, Derek
09:00 – 10:00	Ops Briefing / Discussion: MDA Platform	CCG Base Victoria Julien Wedge Boardroom	Moss, Derek / Funk, Lindsay
10:00 – 13:00	MEHR/C&E VOC Patrol	Cadboro Bay	Brickett, JJ (Jonathan)

	Note: Closed-toed shoes required. Outdoor/wet weather gear recommended.		
13:00 – 14:00	Lunch	CCG Base Victoria Thomas Shelby Boardroom	N/A
14:00 – 15:30	Townhall: Women in Fleet	CCG Base Victoria Julien Wedge Boardroom	Pickrell, Susan

Yours,
Neil



Neil Parkinson-Dow (he/him | lui/il)
Staff Officer to the Assistant Commissioner
Officier d'état-major au Commissaire adjoint
Canadian Coast Guard, Western Region
Garde côtière canadienne, Région ouest
E: Neil.Parkinson-Dow@dfo-mpo.gc.ca
T: +1 (250) 413-2816
C: +1 (236) 464-1382



Canadian Coast Guard Garde côtière canadienne

From: CCG AC Western / GCC CA Ouest (DFO/MPO) <DFO.CCGACWestern-GCCCAOuest.MPO@dfo-mpo.gc.ca>

Sent: Wednesday, October 11, 2023 3:27 PM

To: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>

Cc: Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>; Parkinson-Dow, Neil (DFO/MPO) <Neil.Parkinson-Dow@dfo-mpo.gc.ca>; Moss, Derek <Derek.Moss@dfo-mpo.gc.ca>; Raham, Patrick <Patrick.Raham@dfo-mpo.gc.ca>

Subject: RE: DC Operations Victoria trip October 18-20

Hi Rebecca,

We propose the following itinerary for DC Henderson's upcoming visit to Western Region on October 19:

Timing	Activity	Site	Lead
08:00 – 09:00	Discussion: Western Fleet Crewing	CCG Base Victoria Sinclair Boardroom	Pickrell, Susan / Briggs, Bruce

09:00 – 10:00	Ops Briefing / Discussion: MDA Platform	CCG Base Victoria Julien Wedge Boardroom	Moss, Derek / Funk, Lindsay
09:45 – 13:00	MEHR/C&E VOC Patrol Note: Closed-toed shoes required. Outdoor/wet weather gear recommended.	Cadboro Bay	Brickett, JJ (Jonathan)
13:00 – 14:00	Lunch	CCG Base Victoria Shelby Boardroom	N/A
14:00 – 15:30	Townhall: Women in Fleet	CCG Base Victoria Julien Wedge Boardroom	Pickrell, Susan

Please let me know if the DC has any questions about the proposed activities or suggested changes.

Yours sincerely,
Neil



Neil Parkinson-Dow (he/him | lui/il)
Staff Officer to the Assistant Commissioner
Officier d'état-major au Commissaire adjoint
Canadian Coast Guard, Western Region
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T: +1 (250) 413-2816
C: +1 (236) 464-1382



Canadian Coast Guard Garde côtière canadienne

From: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO)
<DFO.CCGDeputyCommissOpsOffice-BureauDuSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>
Sent: Wednesday, October 11, 2023 8:27 AM
To: CCG AC Western / GCC CA Ouest (DFO/MPO) <DFO.CCGACWestern-GCCCAOuest.MPO@dfo-mpo.gc.ca>
Cc: Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>
Subject: RE: DC Operations Victoria trip October 18-20

Wonderful! Merci!

Merci beaucoup,

Rebecca Campagna

Executive Assistant / Adjointe executive

Deputy Commissioner, Operations Office / Bureau du Sous-commissaire, Opérations

Canadian Coast Guard / Garde côtière canadienne

222 Nepean, 1113-A

From: CCG AC Western / GCC CA Ouest (DFO/MPO) <DFO.CCGACWestern-GCCCAOuest.MPO@dfo-mpo.gc.ca>

Sent: Wednesday, October 11, 2023 11:25 AM

To: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>

Cc: Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>

Subject: RE: DC Operations Victoria trip October 18-20

Hi Rebecca,

We have tasked RMB for input with a deadline of COB today. We will have a draft itinerary for review tomorrow.

Yours,

Neil



Neil Parkinson-Dow (he/him | lui/il)
Staff Officer to the Assistant Commissioner
Officier d'état-major au Commissaire adjoint
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Canadian Coast Guard Garde côtière canadienne

From: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>

Sent: Wednesday, October 11, 2023 7:31 AM

To: CCG AC Western / GCC CA Ouest (DFO/MPO) <DFO.CCGACWestern-GCCCAOuest.MPO@dfo-mpo.gc.ca>

Cc: Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>; CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO)

<DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>

Subject: RE: DC Operations Victoria trip October 18-20

Good morning AC Western!

I hope you had an excellent long weekend. May I ask what your ETA would be for the itinerary Derek indicated we would receive?

Merci beaucoup,

Rebecca Campagna

Executive Assistant / Adjointe executive
Deputy Commissioner, Operations Office / Bureau du Sous-commissaire, Opérations
Canadian Coast Guard / Garde côtière canadienne
222 Nepean, 1113-A

From: Moss, Derek <Derek.Moss@dfo-mpo.gc.ca>
Sent: Thursday, October 5, 2023 10:53 AM
To: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>
Cc: Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>; CCG AC Western / GCC CA Ouest (DFO/MPO) <DFO.CCGACWestern-GCCCAOuest.MPO@dfo-mpo.gc.ca>
Subject: RE: DC Operations Victoria trip October 18-20

Hi Rebecca,

We're looking forward to Chris's visit on the 19th! In addition to the Ops Brief from 0900-0945 and the Women in Fleet discussion (we do have a boardroom with IT equipment available, no wifi though), we'll put together a proposed itinerary. Thanks!

Derek

From: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>
Sent: 04 October 2023 12:51
To: Moss, Derek <Derek.Moss@dfo-mpo.gc.ca>
Cc: CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC (DFO/MPO) <DFO.CCGDeputyCommissOpsOffice-BureauduSsCommissdesopGCC.MPO@dfo-mpo.gc.ca>; Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>; CCG AC Western / GCC CA Ouest (DFO/MPO) <DFO.CCGACWestern-GCCCAOuest.MPO@dfo-mpo.gc.ca>
Subject: DC Operations Victoria trip October 18-20

Hi Derek,

I hope you're well.

As you know already, Chris will be in BC for the "ABCMI Business Opportunities and Trade Show" taking place in Vancouver, October 17-18. After the trade show, Chris will be in Victoria, October 18-20 (Wednesday afternoon until Friday morning). We are looking to book a heli jet to get him over.

This leaves him at your disposal all day Thursday, October 19! We are hoping that you/your office can propose a itinerary? Chris mentioned that he doesn't need to see the MCTS centre or lifeboat station (as he has seen them already), but would be happy to accompany you to any other meeting/venue that you think would be of value. This includes any other relevant stakeholders/regional executive meetings you think would be of worth.

The only nuance worth mentioning, is that Chris is arranging a discussion re: Women in Fleet, with Sue Pickrell. We are hoping your office building has a boardroom with audio/visual equipment? Timing for this meeting is flexible, but we are hoping to dedicate 1-1.5 hours for this discussion.

I am happy to chat with your SA/assistant to finalize details.

Merci beaucoup,

Rebecca Campagna

Executive Assistant / Adjointe executive

Deputy Commissioner, Operations Office / Bureau du Sous-commissaire, Opérations

Canadian Coast Guard / Garde côtière canadienne

222 Nepean, 1113-A

Hi Katie!

From: [Gour, Samantha \(she, her / elle\) \(DFO/MPO\)](#)
To: [Reynolds, Katie \(DFO/MPO\)](#)
Subject: Re: Women in Fleet Meeting - Query
Attachments: image002.png
Sent: 10/17/2023 3:45:10 PM

I am on the road but am quite certain it is in Chris' calendar. You can go ahead and send it to him directly if you haven't already. No one else needs to be on there.

Thanks so much!

Sent from my iPhone

On Oct 17, 2023, at 3:02 PM, Reynolds, Katie (DFO/MPO)
<Katie.Reynolds@dfo-mpo.gc.ca> wrote:

Good morning Samantha,

I sent you the invite to the Woman in Fleet Meeting this week. I am wondering if I should also get that directly to the DC? Is there anyone else that I should include?

Thanks, Katie

<image002.png>

Katie Reynolds

Administrative Officer
SD Fleet Western Region
Canadian Coast Guard
Department of Fisheries & Oceans

Office: (250) 480-2734

Email: Katie.Reynolds@dfo-mpo.gc.ca

25 Huron Street
Victoria, BC V8V 4V9

Nolin, Melissa

From: Reynolds, Katie (DFO/MPO)
Sent: Tuesday, October 17, 2023 4:18 PM
To: Topolnisky, Lydia
Subject: FW: Women in Fleet Meeting - Query

Hello Lydia,

I am the Admin Officer to Senior Director Fleet in Western Region. We are hosting a meeting with the DC this Thursday for Woman in Fleet. Did you see the invite? I see that I am to contact you while Samantha is away.

I am wondering if I should invite the DC directly?

Thanks, Katie

Katie Reynolds

Administrative Officer
Office: (250) 480-2734
Email: Katie.Reynolds@dfo-mpo.gc.ca

From: Reynolds, Katie (DFO/MPO)
Sent: Tuesday, October 17, 2023 12:03 PM
To: Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>
Subject: Women in Fleet Meeting - Query

Good morning Samantha,

I sent you the invite to the Woman in Fleet Meeting this week. I am wondering if I should also get that directly to the DC? Is there anyone else that I should include?

Thanks, Katie



Katie Reynolds

Administrative Officer
SD Fleet Western Region
Canadian Coast Guard
Department of Fisheries & Oceans

Office: (250) 480-2734
Email: Katie.Reynolds@dfo-mpo.gc.ca

25 Huron Street
Victoria, BC V8V 4V9

Nolin, Melissa

From: Pickrell, Susan (DFO/MPO)
Sent: Tuesday, October 17, 2023 5:05 PM
To: Reynolds, Katie (DFO/MPO); Rousseau, Paula (DFO/MPO)
Subject: RE: Meeting with DC to discuss challenges of women in Fleet

I don't have issue having Mary attend. There is the potential that everyone who is not on shift/watch will submit 3hrs OT in order to attend. In a time when we are facing significant cuts, I just cannot justify having every single female on the call.

Susan

From: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Sent: Monday, October 16, 2023 1:07 PM
To: Rousseau, Paula (DFO/MPO) <Paula.Rousseau@dfo-mpo.gc.ca>; Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Subject: RE: Meeting with DC to discuss challenges of women in Fleet

Skye Mcewan actually just forwarded to Mary.

Katie Reynolds

Administrative Officer
Office: (250) 480-2734
Email: Katie.Reynolds@dfo-mpo.gc.ca

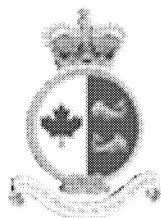
From: Rousseau, Paula (DFO/MPO) <Paula.Rousseau@dfo-mpo.gc.ca>
Sent: Monday, October 16, 2023 12:57 PM
To: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Cc: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Subject: FW: Meeting with DC to discuss challenges of women in Fleet

Hi Sue,

May we extend the invitation to Mary?

With thanks,

Paula



Paula Rousseau

A/Supervisor Seagoing Personnel
Department of Fisheries and Oceans Canada
Canadian Coast Guard
Fleet Western Region

Office: (250) 480 -2750

Mobile: (236) 464 -1725

paula.rousseau@dfo-mpo.gc.ca

From: Luco, Mary (DFO/MPO) <Mary.Luco@dfo-mpo.gc.ca>
Sent: Monday, October 16, 2023 10:46 AM
To: Rousseau, Paula (DFO/MPO) <Paula.Rousseau@dfo-mpo.gc.ca>
Subject: Meeting with DC to discuss challenges of women in Fleet

Good morning Paula,

One of my colleagues made me aware of a meeting occurring with the Deputy Commissioner this week to discuss the challenges experienced by women in Fleet. From the email some of her crew received, I believe you were the point of contact, but I apologize if this is incorrect. Both my colleague and I were left out of the invitation distribution, so I am wondering if this is an oversight and if there would be an opportunity for the invitation to be extended more broadly? We noticed that women from ships and shore were included, but it appeared to be somewhat selective.

As a woman who has sailed on most of the ships in the large vessel Fleet and experienced numerous and varied challenges throughout my career, I would love to learn more about the meeting and be able to contribute to this discussion.

Thank you and best regards,

Mary Luco

(she/her | elle/elle)

A/ Operational Requirements Officer

Canadian Coast Guard, Western Region | Garde côtière canadienne, Région de l'Ouest

Mary.Luco@dfo-mpo.gc.ca

Ph: 250-858-9117

Nolin, Melissa

From: Reynolds, Katie (DFO/MPO)
Sent: Tuesday, October 17, 2023 6:44 PM
To: Pickrell, Susan (DFO/MPO); Dana Tully
Cc: Rousseau, Paula (DFO/MPO)
Subject: RE: Women In Fleet

Thank you all and I will do so now.

Katie Reynolds

Administrative Officer
Office: (250) 480-2734
Email: Katie.Reynolds@dfo-mpo.gc.ca

From: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Sent: Tuesday, October 17, 2023 1:58 PM
To: Dana Tully [REDACTED]
Cc: Rousseau, Paula (DFO/MPO) <Paula.Rousseau@dfo-mpo.gc.ca>; Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Subject: RE: Women In Fleet

Great suggestion and it sounds like she would be value added for the discussion.

Paula/Katie – Please make sure Kerri receives the invite.

Much thanks,
Susan

From: Dana Tully [REDACTED]
Sent: Tuesday, October 17, 2023 12:40 PM
To: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Cc: Rousseau, Paula (DFO/MPO) <Paula.Rousseau@dfo-mpo.gc.ca>; Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Subject: Re: Women In Fleet

You don't often get email from [REDACTED] [Learn why this is important](#)

Hi Susan,

I understand that when it comes to any important meeting that it can be a challenge to involve everyone and that unintentional omissions occur. I want to stress that my message was not to criticize or blame anyone but rather to rectify the situation and ensure that this discussion has the benefit of a key seafarer. I do believe that Kerri Frederickson was not included in the women in fleet discussion despite her substantial role and expertise in this area. To my knowledge Kerri has been a woman in the fleet for 20 plus years and starting her career when none of these issues were being discussed.

[REDACTED]

I hope you can understand my reasons for speaking up and hope she will accept an invitation to this discussion.

Thanks,
Dana

On Tue, Oct 17, 2023 at 8:10 AM Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca> wrote:

Hi Dana,

Thank you for sharing your concerns. We wanted the DC to have a snapshot on the issues women face and I know it would be nearly impossible to speak to each and everyone. The meeting came together quickly, and we were mindful of the impact short notice would have. If there are individuals that have strong opinions to attend, you are more than welcome to put their names forward to be included. The shoreside team selected individuals that they felt would have a good perspective on the challenges and concerns. Your email to me, highlights that you are the right one to attend the meeting.

This 90min meeting is not going solve issues – it is going to take much more to do this – however the DC would like the opportunity to listen to a handful of Fleet female seafarers.

My apologies to anyone who feels they were left out.

Kind regards,

Susan

From: Dana Tully
Sent: Tuesday, October 17, 2023 7:41 AM
To: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Cc: Rousseau, Paula (DFO/MPO) <Paula.Rousseau@dfo-mpo.gc.ca>; Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Subject: Women In Fleet

Dear Susan Pickrell,

I hope this email finds you well. I wanted to take a moment to express my concerns regarding the upcoming discussion for women in fleet. I do believe that the intentions of this discussion are coming from a place of growth and a sense of

community, however I would like to provide you with an honest perspective on this matter. I am uncertain of how the invitations to this discussion were decided but the exclusion of some of my fellow women in fleet has really highlighted the disconnect between shore side and seagoing personnel. Not allowing everyone the same opportunity to share their valuable insight and perspective can hinder the efforts of trying to progress forward with a well rounded fleet. [REDACTED]

[REDACTED] exclusion is one feeling no one should feel. Everyone's experiences are completely unique and to limit the potential for innovation and problem-solving seems counterproductive to this entire discussion. I hope I am able to bring a different perspective that was overlooked and going unheard. Moving forward I hope these future discussion are for the positive and not negatively affecting my fellow seafarers.

Thank you for consideration,

Dana Tully

From: [Topolnisky, Lydia](#)
To: [CCG Deputy Commiss Ops Office / Bureau du Ss-Commiss des op GCC \(DFO/MPO\)](#)
Cc: [Gour, Samantha \(she, her / elle\) \(DFO/MPO\)](#)
Subject: FW: Women in Fleet Meeting - Query
Sent: 10/18/2023 9:35:46 AM

For Rebecca...
Can you respond to Katie? Copying Sam for info..

From: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Sent: Tuesday, October 17, 2023 4:18 PM
To: Topolnisky, Lydia <Lydia.Topolnisky@dfo-mpo.gc.ca>
Subject: FW: Women in Fleet Meeting - Query

Hello Lydia,

I am the Admin Officer to Senior Director Fleet in Western Region. We are hosting a meeting with the DC this Thursday for Woman in Fleet. Did you see the invite? I see that I am to contact you while Samantha is away.

I am wondering if I should invite the DC directly?

Thanks, Katie

Katie Reynolds
Administrative Officer
Office: (250) 480-2734
Email: Katie.Reynolds@dfo-mpo.gc.ca

From: Reynolds, Katie (DFO/MPO)
Sent: Tuesday, October 17, 2023 12:03 PM
To: Gour, Samantha (she, her / elle) (DFO/MPO) <Samantha.Gour@dfo-mpo.gc.ca>
Subject: Women in Fleet Meeting - Query

Good morning Samantha,

I sent you the invite to the Woman in Fleet Meeting this week. I am wondering if I should also get that directly to the DC? Is there anyone else that I should include?

Thanks, Katie

Katie Reynolds
Administrative Officer
SD Fleet Western Region



**Canadian Coast Guard
Department of Fisheries & Oceans**

Office: (250) 480-2734
Email: Katie.Reynolds@dfo-mpo.gc.ca

25 Huron Street
Victoria, BC V8V 4V9

Nolin, Melissa

From: Moss, Derek
Sent: Friday, November 24, 2023 12:18 PM
To: Parkinson-Dow, Neil (DFO/MPO)
Subject: FW: Website Complaining about CCG

ATIP

From: Moss, Derek
Sent: 19 October 2023 16:48
To: Henderson, Chris (he, him / il, lui) (DFO/MPO) <Chris.Henderson@dfo-mpo.gc.ca>
Subject: FW: Website Complaining about CCG

Website as discussed.

From: Moss, Derek
Sent: 18 October 2023 13:46
To: Pelletier, Mario <Mario.Pelletier@dfo-mpo.gc.ca>; Lavell, Shelley <Shelley.Lavell@dfo-mpo.gc.ca>; Trudeau, Miriam (she, her / elle, la) (DFO/MPO) <Miriam.Trudeau@dfo-mpo.gc.ca>; Smith, Andy <Andy.Smith@dfo-mpo.gc.ca>
Subject: Website Complaining about CCG

Acting Commissioner,

This afternoon I became aware of the following website created by a former CCG Western MCTS employee whose file the Commissioner and I have discussed. <https://buriedcomplaints.ca/> There is an active complaint filed with the Canadian Human Rights Commission to which we are the Respondent. I have an update on the status of the complaint ready and will provide it during the my next bilat, or sooner if needed.

Derek

Nolin, Melissa

From: Pickrell, Susan (DFO/MPO)
Sent: Wednesday, October 18, 2023 3:02 PM
To: Reynolds, Katie (DFO/MPO); Calla, Karen
Subject: RE: Women in Fleet

Ok, thanks for the update.

From: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Sent: Wednesday, October 18, 2023 12:01 PM
To: Calla, Karen <Karen.Calla@dfo-mpo.gc.ca>; Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Subject: RE: Women in Fleet

So far, 10 have accepted, 2 declined. I checked out the room yesterday and we can fit about 7 attendees in person comfortably, but we can always layer the chairs behind the table if more come in person.

Katie Reynolds

Administrative Officer
Office: (250) 480-2734
Email: Katie.Reynolds@dfo-mpo.gc.ca

From: Calla, Karen <Karen.Calla@dfo-mpo.gc.ca>
Sent: Wednesday, October 18, 2023 9:54 AM
To: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>; Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Subject: RE: Women in Fleet

I've checked and it works when it is live while I'm running the presentation. I think we will just have to do it during the meeting.

From: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Sent: Tuesday, October 17, 2023 12:01 PM
To: Calla, Karen <Karen.Calla@dfo-mpo.gc.ca>; Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Subject: RE: Women in Fleet

No problem! Is there anything else that I should include in the invite?

Katie Reynolds

Administrative Officer
Office: (250) 480-2734
Email: Katie.Reynolds@dfo-mpo.gc.ca

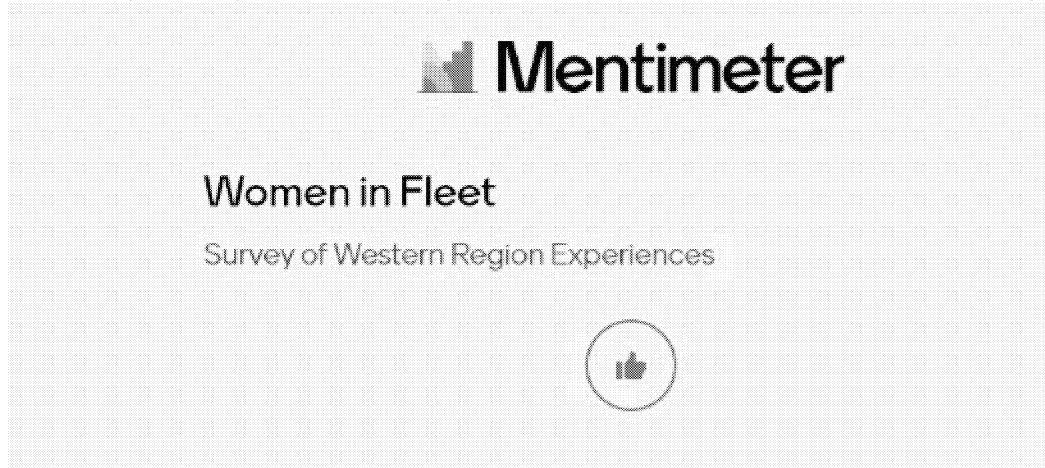
From: Calla, Karen <Karen.Calla@dfo-mpo.gc.ca>
Sent: Tuesday, October 17, 2023 9:19 AM
To: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>; Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Subject: RE: Women in Fleet

Huh. Maybe we will have to do it live then. Sorry about that

From: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Sent: Tuesday, October 17, 2023 8:34 AM
To: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>; Calla, Karen <Karen.Calla@dfo-mpo.gc.ca>
Subject: RE: Women in Fleet

Good morning,

I cannot open the questions either, I just see this screen and when I click on thumbs up, nothing happens.



Katie Reynolds

Administrative Officer
Office: (250) 480-2734
Email: Katie.Reynolds@dfo-mpo.gc.ca

From: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Sent: Tuesday, October 17, 2023 8:31 AM
To: Calla, Karen <Karen.Calla@dfo-mpo.gc.ca>
Cc: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Subject: RE: Women in Fleet

I wasn't able to see any of the questions...

From: Calla, Karen <Karen.Calla@dfo-mpo.gc.ca>
Sent: Tuesday, October 17, 2023 7:12 AM
To: Pickrell, Susan (DFO/MPO) <Susan.Pickrell@dfo-mpo.gc.ca>
Cc: Reynolds, Katie (DFO/MPO) <Katie.Reynolds@dfo-mpo.gc.ca>
Subject: Women in Fleet
Importance: High

Hi Sue,

If this looks okay could you or Katie please circulate this today to all the participants for the Women in Fleet meeting on Thursday?

Hi everyone,

In advance of our upcoming meeting with Deputy Commissioner Chris Henderson we have prepared a short Menti poll. It is intended to provide him with a view of some of your experiences as women in the CCG Fleet. The link to the poll is here <https://www.menti.com/alxvjfxwu5g3> or you can use your phone with the QR code (no network access required). If possible, please complete it before our meeting - it should only take 15 minutes. The “Never have I ever” questions were developed by the team organizing the Diversity and Inclusion symposium on November 6th where some of the same questions (and more) will be discussed.

These questions may be triggering for those directly affected, and we encourage you to reach out to mental health supports such as the Employee Assistance Program (EAP), which is available 24/7 for you and your immediate family members at 1-800-268-7708 or 1-800-567-5803 (TTY service for individuals who are deaf and hard of hearing).



Susan Pickrell
Senior Director of Fleet

Women in Fleet.

- for oil spill we all react and then based on one event, we make policies. we don't do that for sexual assault/harassment.

- I feel a great need to talk, to solve, to have influence over the problem. The reality is that sometimes I shouldn't problem-solve, as I don't have as much power to punish as I would like.

- do women feel threatened or undermined by other human rights movements (trans, etc.)

- "Media apology to do better"

- what protection is in place for people who come forward (fear of reprisal of trans, careers)?

- Process is broken. Re-victimisation
Tina Ghomeski.

"I don't want EE, I don't want women's meetings"

Someone who is not CCG needs to come in and take a look.

I know that I'm oblivious to certain culture flows, issues, etc.
Chief Justice DesChamps

Consequences for men? Perception that there ~~isn't~~ aren't any.

Complaint onboard a ship... who leaves? Complainant or respondent?

⊛ If a complaint has been put in, the focus often shifts to how capable you are on how many other "issues" you've had.

Enough cabin space for primarily women
by women/women or men/men

⊛ Men's feelings don't trump women's safety

- message should be "your behavior is unacceptable" and not "we'll listen to you" Diana

- Derek - "I will do everything in my power to..."

- I came up and talk with women onboard ships. Good or creepy?

- Women in talent management plan

- Another meeting with a male leader that accomplishes little to nothing

- "Oh, but he's a good guy"

- All DEI is off the side of the desk

- Should I sit in on the women in fleet meeting, as a male?

- Would you say/do that to a guy?

- Sailors always find someone to make fun of.

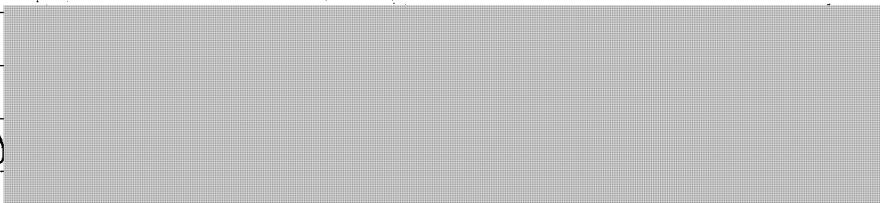
- 360 feedback

How do we teach leadership in Fleet?

- management versus leadership
- Royal Roads
- mentorship

How do you change in order to lead

- I haven't changed - you think
- be you, don't be what others want you to be



Amazing!

Chytomer reporting?

Middle management is the challenge

I have Karen, Nich, & Sue in senior management. I don't only ask them about women's issues.

Keep a ship non-op because the perpendant is removed.

"I dare you to harass me"

- Everyone belongs here.
- I used to say it's about respect. I heard a better way to put it. It's just about human decency.

Not on my watch.

Newly Captain not promoted to Commodore because of what his subordinates thought of him

Nolin, Melissa

s.19(1)

Subject: Women in Fleet: Discussion with DC Henderson
Location: Microsoft Teams Meeting; DFO CONF Victoria-25HuronSt-Julien Wedge CONF MPO
Start: Thu 10/19/2023 5:00 PM
End: Thu 10/19/2023 6:30 PM
Show Time As: Tentative
Recurrence: (none)

Organizer: Pickrell, Susan (DFO/MPO)
Required Attendees: Gladson, Brandy (she, her / elle, la) (DFO/MPO); Snider, Brianna (DFO/MPO); Scurr, Kaitlin (she, her / elle, la) (DFO/MPO); Mcewan, Skye; Calla, Karen; Gour, Samantha (she, her / elle) (DFO/MPO)

Optional Attendees: Mancey, Nicola (she, her / elle, la) (DFO/MPO); Rousseau, Paula (DFO/MPO); Aikman, Krystal; [redacted]
chantal.branscombe@ccgs-ngcc.gc.ca; [redacted]
tanner.batchelor@ccgs-ngcc.gc.ca; [redacted] emily.mount@ccgs-ngcc.gc.ca; [redacted] jessyca.reid@ccgs-ngcc.gc.ca;
[redacted] Chantal.Morrison@ccgs-ngcc.gc.ca;
[redacted] sarah.powell@ccgs-ngcc.gc.ca;
[redacted] eva.reeve@ccgs-ngcc.gc.ca; [redacted]
[redacted] sarah.smith@ccgs-ngcc.gc.ca; [redacted]
zahailey.golden@ccgs-ngcc.gc.ca; tartankara@gmail.com; kara.ferguson@ccgs-ngcc.gc.ca; [redacted] stephanie.nadeau@ccgs-ngcc.gc.ca; [redacted]
[redacted] dana.tully@ccgs-ngcc.gc.ca; [redacted] audrey-maryse.lanteigne@ccgs-ngcc.gc.ca; [redacted] justine.ivanisevic@ccgs-ngcc.gc.ca; [redacted] eleni.tanner@ccgs-ngcc.gc.ca;
[redacted] kayleedb.hansen@ccgs-ngcc.gc.ca;
[redacted] virginie.beauchamp@ccgs-ngcc.gc.ca; [redacted]
[redacted] paige.harrison@ccgs-ngcc.gc.ca; [redacted]
sheila.ball@ccgs-ngcc.gc.ca; [redacted] amber.ly@ccgs-ngcc.gc.ca;
Reynolds, Katie (DFO/MPO); Luco, Mary (DFO/MPO); Branscombe, Tal (they, them / iel, ellui) (DFO/MPO); Batchelor, Tanner (DFO/MPO); Mount, Emily (DFO/MPO); Reid, Jessyca; Powell, Sarah; Reeve, Eva; Smith, Sarah; Ferguson, Kara; Nadeau, Stéphanie

Hello Women in Fleet,

The Deputy Commissioner is coming to Vic Base this week. We are hosting a meeting to discuss issues facing women in fleet this Thursday from 2-3:30pm. We appreciate your input and welcome you to please join us in the Wedge Boardroom, or by using the Teams link.

Thanks, Katie

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: [REDACTED]

Passcode: [REDACTED]

[Download Teams](#) | [Join on the web](#)

Join with a video conferencing device

teams@dfo-mpo.video.canada.ca

Video Conference ID: [REDACTED]

[Alternate VTC instructions](#)

Or call in (audio only)

+1 647-484-5913, [REDACTED] Canada, Toronto

Phone Conference ID: [REDACTED]

[Find a local number](#) | [Reset PIN](#)

[Learn More](#) | [Meeting options](#)

Women in Fleet w/ C. Henderson Oct 19/23.
+ AC Moss.

Brianna + Kaitlynn + Skye + Brandy

||||| ~~16~~
1 15

continuing
9 here.

Samantha Gour

Why do people not trust the system?

On ramp needed for harass/violence process for Fleet - not well understood.

'normalized' things experiences.

We all converge on an oil spill + respond. Then we make policy.

♀ leave good jobs to

Women vs All diverse Genders

Catalyst - another Region funded complaints

How can we offer protection to terms or others who are scared to lose their jobs?

Stewart

SWG?
quest?

Justice.
I.

- redamage hurt employees. in the process
- Diana - need to be harder on the wrong behaviour. We say no tolerance but that's not true.

Get the people training so they can't say they don't understand the expectations for behaviour

No bystander intervention training

No sexual assault procedures (except Western).

Walk of Life to scientists talk given by women (i.e. don't wear bathing suits).

Training shouldn't look like an office.
→ no supervisor training between deckhand + OIC
- no real oversight of LBS

cameras? have no watching of behaviour

- listen + respect boundaries voiced by others

- Team dynamic - group for 28 days

- Some people assume women on ship are a dating pool.

- Slut shaming. - no one should spread rumours about someone else's sex life

"They need me' so they won't fire me"

Give mgs more clear base level things they have to deal with

'Victim Services Unit' to help person who is hurt?

- Women shouldn't have to find the solns.

- Need external ~~for~~ eval because we are too close to culture

- Men need to be developing the soln.

- Impacts their careers to file

- Person they file against still have to work with / for them.

- people who assaulted you are promoted

- Cabin arrangements - problem for ♀ because no space so can't be promoted. cabin

- larger # of women on a ship means they feel safer.

• 19.2% ♀ in Western is highest. in CCG.

• bathroom stalls in US CCG have victim services person they can speak to. (3 strikes rule).

tree planting BC / oil + Gas / Diamond → have better programs for remote places

- Most vulnerable as cadet / deck crew.
- officers get more respect as ♀.

VTE code not well understood, & it is the basis for everything

Complainant is the person who has to leave the ship

no work
Nicola?

here for others

empowered

&

seen heard validated

grateful to hear it. Mindful of not
prepare hand over so this doesn't
stall out → hope gets destroyed.

Where is report Brianna got?

Commitment to do better is needed.

Not on My Ship. - Talla Branscombe.

Chris. → Solid, permanent structure needs to be established.

- Improve recourse mechanism

- Fix - leadership training for Fleet (equivalent of JLC) for levels.

PDF + Chat

Private Update to this group. - AC/DC + RDF. agreed.

Nolin, Melissa

From: Belton, Diana
Sent: Thursday, October 19, 2023 2:02 PM
To: Pickrell, Susan (DFO/MPO)
Subject: Accepted: Women in Fleet: Discussion with DC Henderson

Nolin, Melissa

Subject: Meeting Forward Notification: Women in Fleet: Discussion with DC Henderson
Location: Microsoft Teams Meeting; DFO CONF Victoria-25HuronSt-Julien Wedge CONF MPO
Start: Thu 10/19/2023 5:00 PM
End: Thu 10/19/2023 6:30 PM
Recurrence: (none)
Organizer: Mcewan, Skye

Your meeting was forwarded

Mcewan, Skye has forwarded your meeting request to additional recipients.

Meeting

Women in Fleet: Discussion with DC Henderson

Meeting Time

Thursday, October 19, 2023 2:00 PM-3:30 PM.

Recipients

Belton, Diana

All times listed are in the following time zone: (UTC-08:00) Pacific Time (US & Canada)

Sent by Microsoft Exchange Server

Nolin, Melissa

From: Moss, Derek
Sent: Friday, October 20, 2023 11:39 AM
To: Calla, Karen; Pickrell, Susan (DFO/MPO)
Subject: Re: Summary from Women in Fleet
Attachments: Women in Fleet.pdf; Women in Fleet Chat.docx

Thanks Karen. I was glad to be a fly on the wall. They are fabulous, aren't they? Just imagine what would happen if we didn't have women in Fleet. Our ships would simply not be able to sail. Everything would shut down. The same goes for women ashore. We would completely shut down without them. Without you two.

On Oct 20, 2023, at 8:34 AM, Calla, Karen <Karen.Calla@dfo-mpo.gc.ca> wrote:

Hi Sue and Derek,

Here are the inputs from yesterday's meeting – the Menti poll and the meeting chat without any names.

Thank you for letting me stay in the room to listen. They are such amazing people and it was clear they showed up more for others than for themselves.

Although I've never worked in their world, I would like to be part of helping with solutions to improving our at sea culture. It's time to put our words into action and I have some ideas.

Thanks,

Karen Calla

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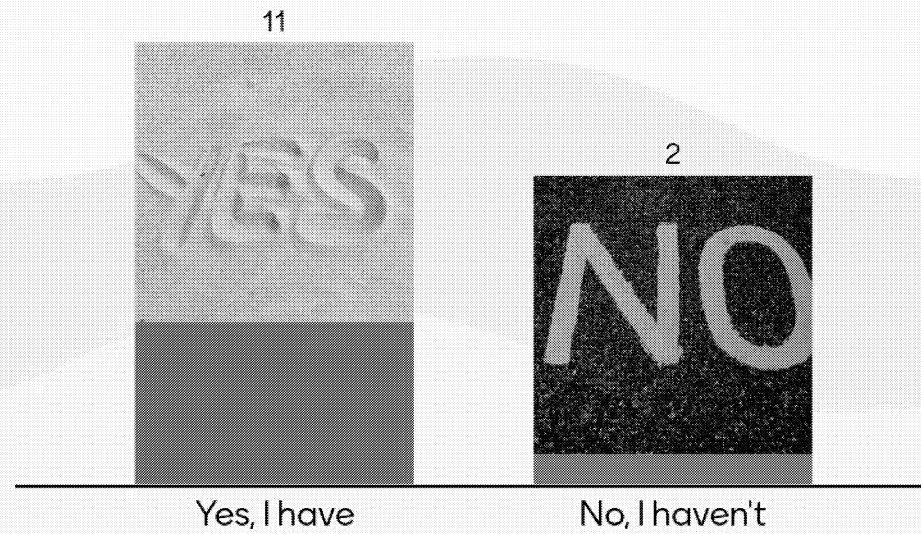
Women in Fleet

Survey of Western Region Experiences



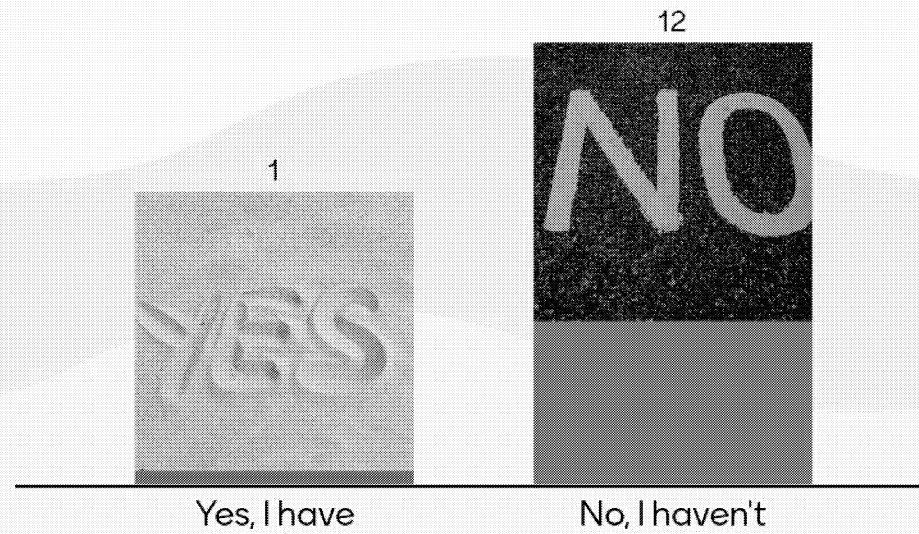
NEVER HAVE I EVER..

had people question whether I got my job based on my own abilities and qualifications



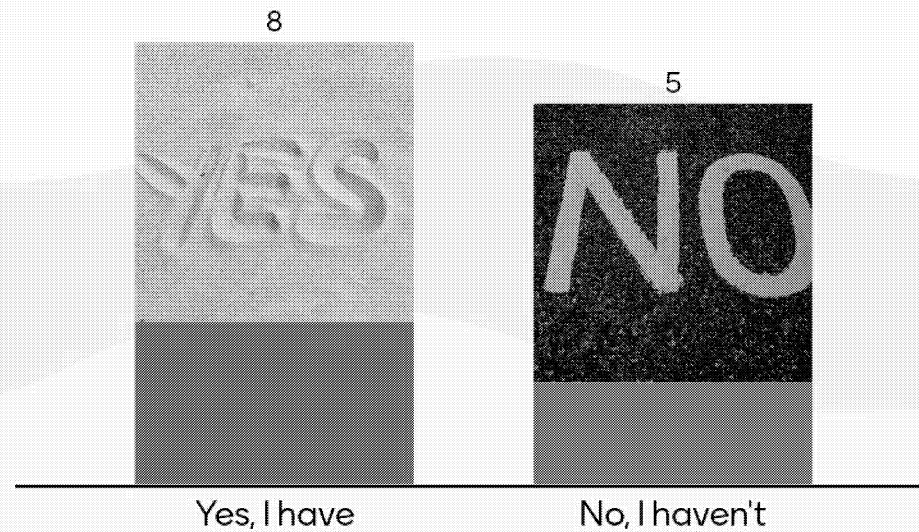
NEVER HAVE I EVER...

been referred to as a millennial that didn't want to work hard



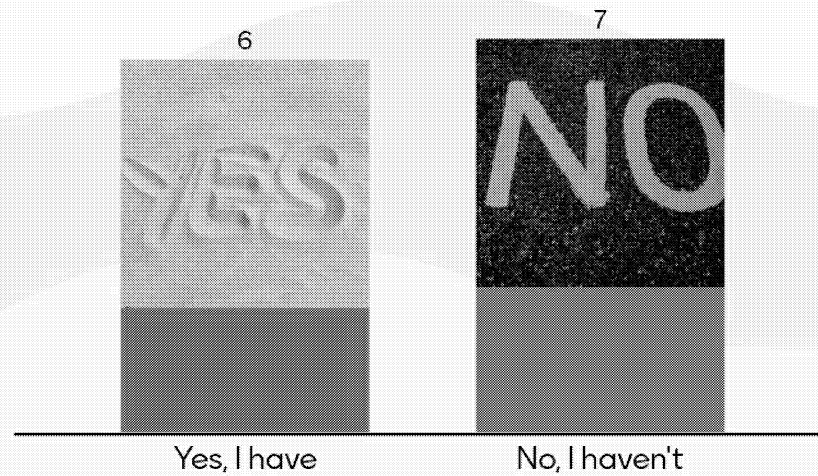
NEVER HAVE I EVER...

had colleagues pay too much attention to my impairments instead of the barriers I encounter



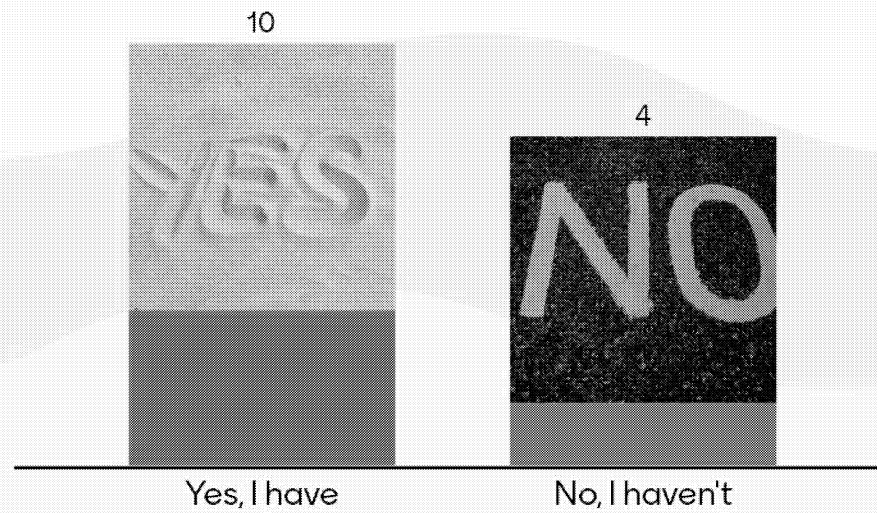
NEVER HAVE I EVER...

heard colleagues refer to members of my racial, ethnic or religious group in degrading or stereotypical ways



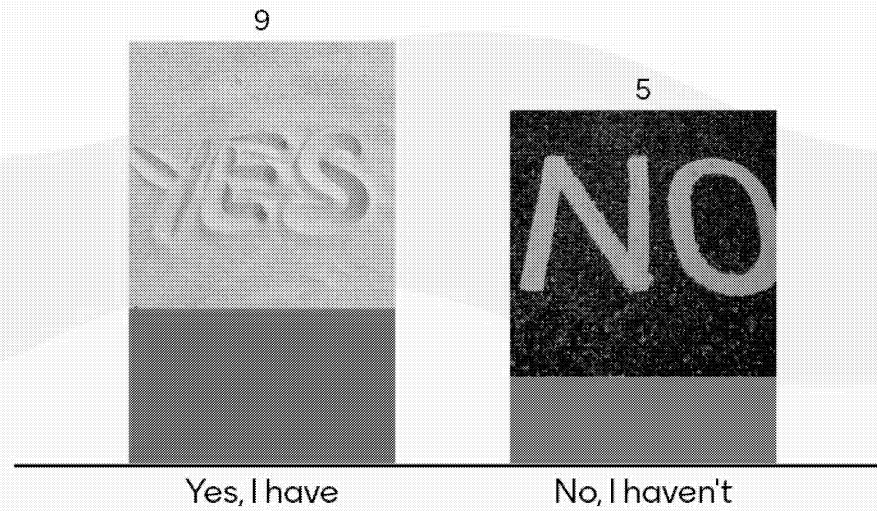
NEVER HAVE I EVER...

been questioned about my sexuality at work



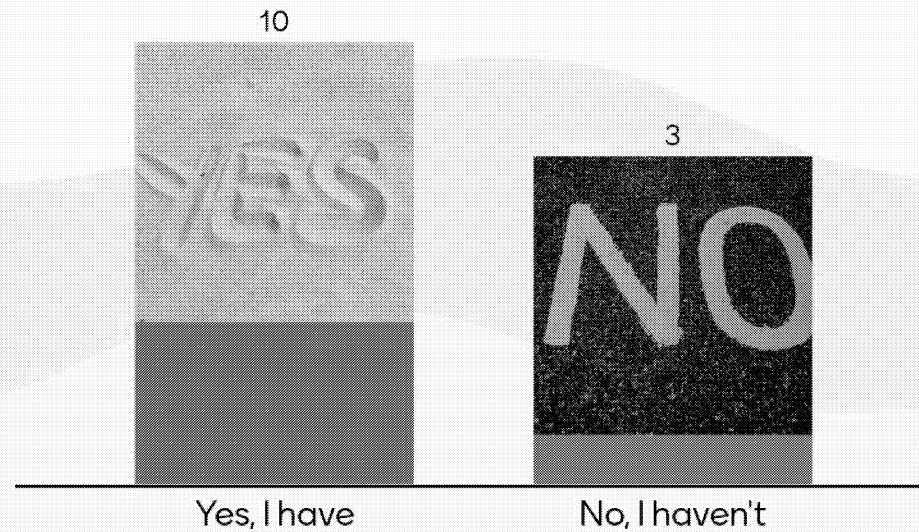
NEVER HAVE I EVER...

felt uncomfortable sharing a bathroom at work



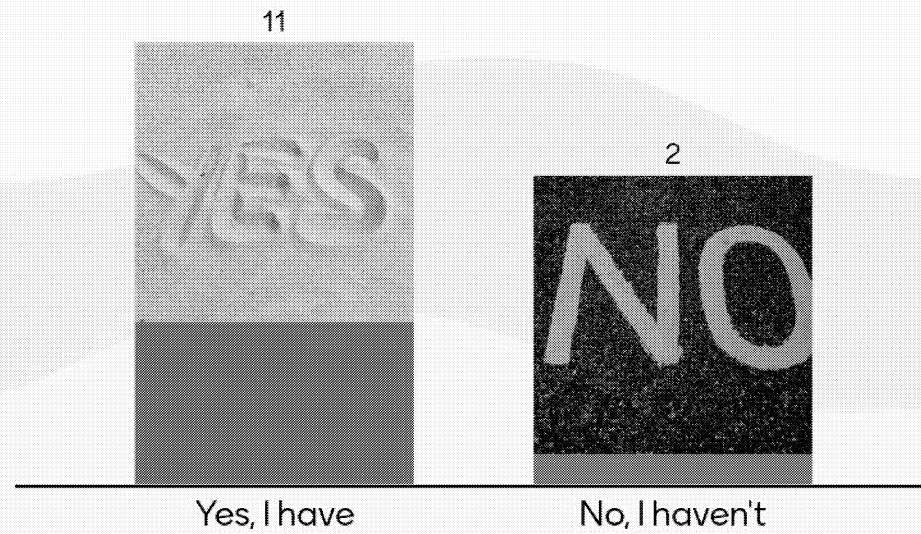
NEVER HAVE I EVER...

had to dig through a garbage can in order to hide my tampon below



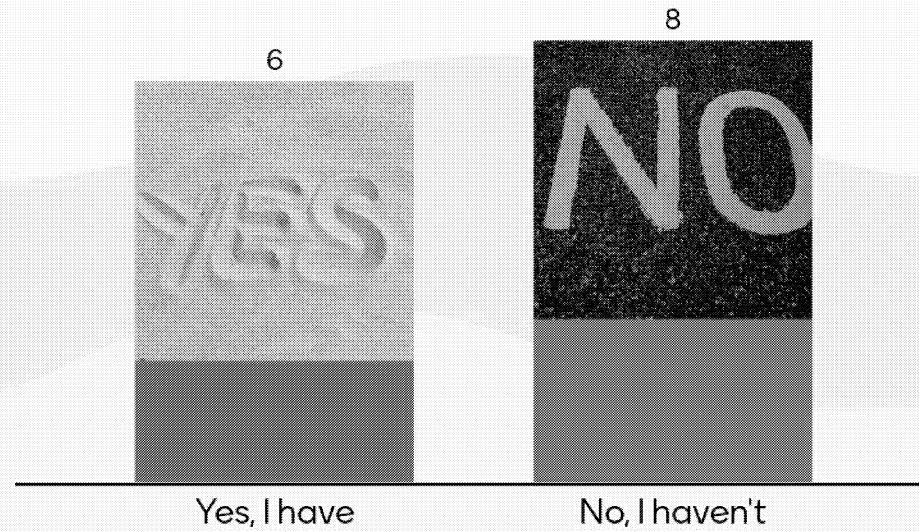
NEVER HAVE I EVER...

had someone walk into my cabin without my permission



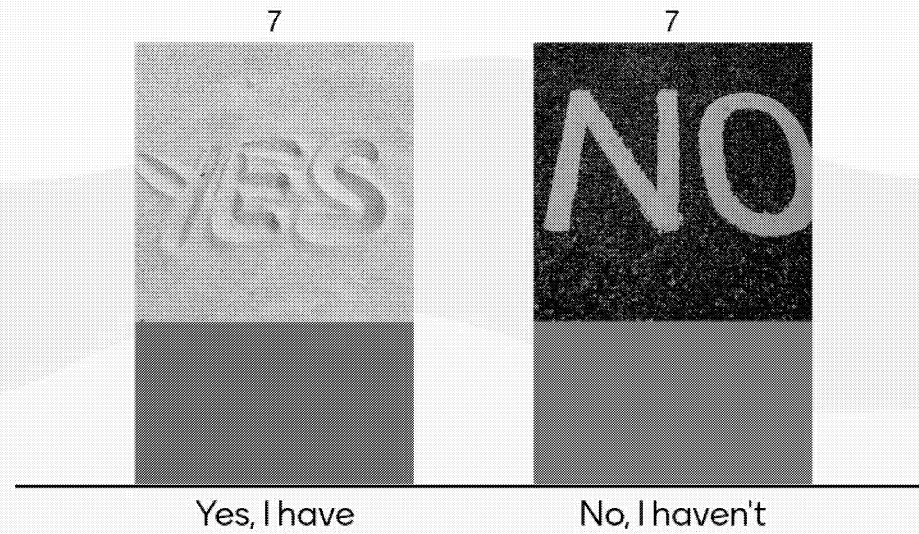
NEVER HAVE I EVER...

been warned to avoid an authority figure if you didn't want to be groped



NEVER HAVE I EVER...

been told by my manager not to file a harassment claim





Women in Fleet are...

13 responses

hard working
strong and powerful
too placating
tokenized
powerful
incredible
courageous
ignored
strong
resilient
undervalued
amazing



13



What do you want?

13 responses

the end of the old boys club

Respect for what I contribute

Feel comfortable sharing negative experiences

To be treated fairly

A workspace where no safety warning is needed for interacting with your colleagues

To feel like I'm not constantly fighting the system.

Equity of access, not outcome

More women on the ships

Leadership training. Men's mental health services. And a media apology with a commitment to doing better

What do you want?

13 responses

Better harassment reporting system. Bystander training. Resources for managers and employees.

Culture of calling out people for negatives regardless of your background

I want to be able to promote working at sea to close family members without the risk of them being harassed or sexually assaulted

A response that does not take years. A response that allows me to be safe in my job instead of being hidden away and the perp staying and working with no fear

Chat transcript

It's founded fears. Especially on ship. There are social and job repercussions for speaking out, or for someone speaking out for you. Like ██████ is saying - it's about actually changing why there is fear.

coming back to the culture change is that it is not about women it is about behaviour and ensuring that the culture is you respect all individuals and your behaviour should be from a place of safety and comfortability and openness

Harassment should NOT happen – no excuse for bad conduct. Do people really need training to tell people to not behave badly? I guess so, but lets get our culture to a place where this is embedded.

Space, washrooms, cabins etc should NEVER be an issue. All crew should be comfortable NO MATTER what, where, who or when.

EVERYONE needs to speak up.

Every single person needs to commit to drawing lines and never allow an environment where inappropriate behaviour can breed.

“Speak up” needs to be propagated throughout fleet.

WORST CASE – if something happens make recourse and help options readily available, obvious and the methods straightforward. I LOVE the idea of phone numbers, contacts, who to contact etc if someone crosses a line you have drawn.

My personal attitude – I DARE you to harass me, I will NOT be the one who ends up feeling bad about that event. And don't you dare harass my people either.

At the end of the day we need to ask who will stand up and call people out on bad behaviour and hold accountable for it.

Not. On. My. Ship.

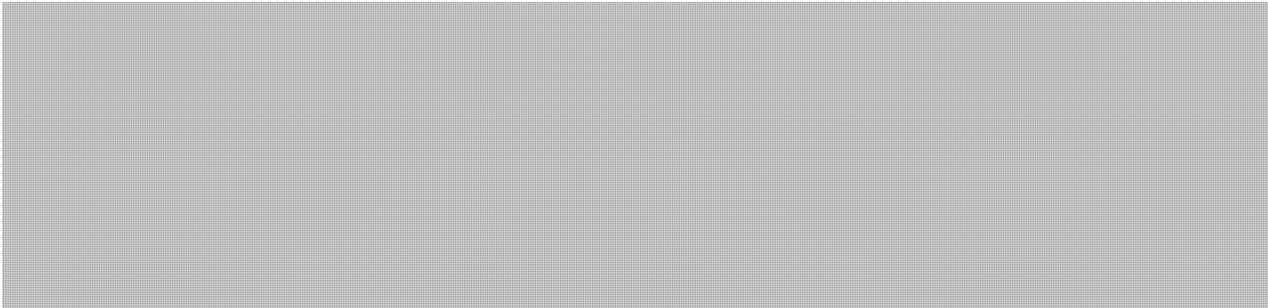
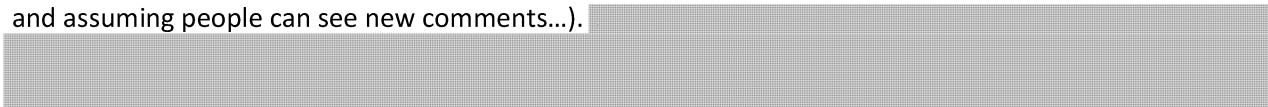
Just my cute little opinion thinking of all the points brought up today... 1) OUTSIDE ACCOUNTABILITY 2) NEW RULES, 3) EXPLICIT TRAINING ON THESE RULES, 4) QUICK REPERCUSSIONS (3 strikes...? etc.)

For those people who will double down, and get angrier that this meeting happened, I don't think they'll listen to anyone telling them to stop/do the "right thing". So until REAL culture change starts moving and there are enough people who will do the right thing to stand up and shame assholes to shutting up... there needs to actually be TANGIBLE repercussions that they actually care about.... (???)

I agree that all of us need to be educated men and women. I just had a male ship mate (who is an ally in this subject) stand over me for 15 minutes while I have been listening to this meeting and interject constantly with his opinion about men not being allowed to advance from deck to officer and why wouldn't men be invited to this meeting etc.... Yet he had no idea what he was doing!

s.19(1)

I would like to share some final personal thoughts around this meeting if anyone cares to hear (haha, and assuming people can see new comments...).



So I listened, and then I had the confidence to have a voice in the conversation as well.

Thank you Deputy Commissioner Henderson for making this meeting happen, for your humility, and for the positive changes you will champion. I am incredibly glad to have had the opportunity to be a part of this conversation today. Especially because (cheesy incoming) all of you women who are fighting this important reality despite the fact that you have been silenced, ridiculed, denied, abandoned, and/or profoundly underappreciated. You'll be the reason that all of this isn't just lip service or a pat on the back, even if it doesn't happen soon enough, and I think that's pretty fucking cool of you all. I hope I can do my part to keep this change moving forwards too.