



**Invitation  
to 2023  
Female  
Cadets  
Conference  
and Workshop**

WHY?

1

*To Inspire*

2

*To Learn*

3

*To Succeed*



# Agenda

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## TODAY IS ABOUT YOU!

- Positive body image, Self confidence, Mental Health
- Male dominated professions - how to break in and succeed
- Opportunities within the CAF, including paid tuition
- The law and you, including social media
- Supporting one another – being an ally and avoiding “mean girl” drama
- Personal stories of challenges and successes
- Importance of Fitness (fun surprise here)

# TODAY IS ABOUT YOU!

1

**What are your challenges?**

We all have them...

2

**What do you worry about?**

We all worry...

3

**What do you hope for?**

How can we help?

**KEY NOTE SPEAKER:**  
**Lieutenant-General M.H.L. (Lise) Bourgon, CMM, MSC, CD**



Please follow the link below for a brief video  
<https://www.canada.ca/content/dam/dnd-mdn/videos/caf-stories/12-09-ch124-en.mp4>



## **Continued: Lieutenant-General M.H.L. (Lise) Bourgon, CMM, MSC, CD**

Lieutenant-General Lise Bourgon joined the Canadian Armed Forces (CAF) in 1987 and received her pilot wings following graduation from College Militaire Royal de St-Jean in 1992. She is the acting Chief of Military Personnel.

As a helicopter pilot, she was assigned to 423 Maritime Helicopter Squadron in Shearwater, Nova Scotia where she deployed on numerous Royal Canadian Navy deployments. She also served as an instructor with 406 Maritime Operational Training Squadron (OTS).

Operational tours included Detachment Commander on HMCS Montreal during a 6 month tour and the Joint Task Force (JTF) Commander for OP IMPACT, the first Canadian female to serve in that position. She became the commander of 500 Canadians in Joint Task Force Iraq from May until November of 2015 — summer in a desert nation in the Middle East. The Canadians were based in Kuwait, but flew missions into Iraq. For this, she received the Meritorious Service Cross from Gov.-Gen. David Johnston, one of 24 military people honoured for service and bravery in 2017.

Leadership opportunities included the command of 406 Maritime OTS, the Maritime Helicopter Wing in Shearwater and the Canadian Task Force assigned to OP INHERENT RESOLVE.

Staff positions have included project management, Executive Assistant to the Chief of the Air Staff, Air Liaison Officer at the NATO Air Headquarters in Ramstein, Germany, Chief of Operations at the Canada Joint Operational Command and Director General Operations at the Strategic Joint Staff.

She is currently the Women Peace and Security Champion for the CAF. LGen Bourgon is a graduate of the Air Warfare College, holds a Master Certificate in Project Management from George Washington University and a Master in Public Administration from Royal Military College of Canada.

LGen Bourgon was awarded the prestigious Order of Military Merit in October 2018.

**Continued: Lieutenant-General M.H.L. (Lise) Bourgon, CMM, MSC, CD**





## **RN CNP(Q), Clarity Counselling**

Andrea Paschert, is a Certified Nurse Psychotherapist (Qualifying) with her own practice who works with teens and adults.

Andrea completed a diploma in nursing at the Mack School of Nursing at Niagara College in 1995. She subsequently completed advanced psychotherapy training and certification in psychotherapy through the Canadian Nurse Psychotherapist Association. She has completed certification in Trauma Informed Care, Suicide Prevention, Risk Assessment & Management, and Nonviolent Crisis Intervention.

Since 2012, Andrea has provided health services to the local and Indigenous community of Sandy Lake in Northern Ontario. Over the past four years, she served as a mental health case manager as well as a nurse counsellor for the Sandy Lake First Nation Health Authority, where she oversaw mental health care for over 300 clients.

Andrea's practice includes Cognitive Behavioral Therapy, Psychotherapy, Counselling, and Consulting with Health Care Teams







# Kayoko Ross

## Group Fitness Instructor

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Originally from Osaka, Japan, Kayoko's previous professional focus was IT, specifically Information Technology Management and Instruction.

Since 2014 her passion for fitness evolved into becoming a fitness instructor, including Zumba, Aqua Fitness, Barre Fitness, and Yoga.

She has instructed fitness for the City of St. Catharines, the District School Board of Niagara, the YMCA and the Town of Grimsby as well as at resorts and conference centres.

She combines fitness with fun through music to engage and inspire participants.



# Inspector Sandy Staniforth

Sandy Staniforth has been with the Niagara Regional Police Service for 28 years. During this time, she has occupied various positions including frontline uniform as a Constable and a Sergeant, Criminal investigation – Street Crime, secondment to the Training Unit during our transition to new computer and reporting system, Recruiting Unit, Professional Standards Unit, Staff Sergeant in uniform, Member Support, Inspector in the Duty Office and now overseeing District Operations in Welland, which oversees Welland, Port Colborne, Grimsby and the Auxiliary Unit. She also participated in the 2010 Olympics in Whistler BC.

After finishing high school in Oakville, she attended McMaster University and graduated from Phys-Ed. Always interested in fitness, she continued to play sports including hockey, soccer, softball, basketball and volleyball. She played hockey while at University and continues being involved as a hockey assistance coach at Brock University for 15 years. She continues to coach women's hockey in St Catharines with the St Catharines Jets.

Sandy consistently seeks opportunities for self development, while maintaining a passion to help develop others and their personal goals. One such endeavour was the development of the Member Support Unit, which was created to support members through stressors and life challenges. We developed a Peer Support team, external resources to help with psychological injuries, brought in a facility dog and many programs that could help members and their families.





# Constable Sara Flowers

Constable Sara Flowers is 36 years old, born and raised in the Niagara Region. She has been a member of Niagara Regional Police Service for 9 years. Currently holds rank as a Constable, working uniform patrol, in the City of Welland.

She is a qualified Scenes of Crime Officer and a member of the Crisis Intervention Team. In the coming weeks, she will become a board member with Youth Resources. She is also a member of the Niagara Regional Police Service women's soccer team. The team takes part in an annual North American Police Soccer Tournament. In August 2021, she was recipient of a Niagara Regional Police Service Chiefs Commendation, for Life-Saving Intervention.

Fitness had always played a big role in her life; she played many sports growing up and presently into adulthood. Prior to her policing career, she studied Fitness and Health Promotion at Niagara College. During her three years at Niagara College, she played Varsity volleyball, receiving Most Valuable Player and Leadership award in 2011. She received a college diploma and became a Certified Personal Trainer. Her desire to make a difference in people's lives in an even more fulfilling, community-based way led her to the Niagara Regional Police Service, Female Recruiting Information session and discovered her new passion, policing!





## Anne Marie DiSanto Partner, DiSanto & Gray LLP.

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Anne Marie grew up in the Niagara Region and received her BA Honours in English Language and Literature from Brock University.

During her studies at Niagara, Anne Marie worked for a mid-size law firm in Niagara Falls as a co-op student, and then began working in the Estates department at that same Firm on a full-time basis following graduation.

Five years later, Anne Marie returned to university to pursue her LLB from City University in London, England. She was called to the bar in January 2017.

Anne Marie's main areas of practice are Family Law, Estates and Estate Litigation. Her previous years of work as a clerk makes her particularly well suited to assist clients dealing with these areas of law.

Anne Marie is active in the community and is proud to be a member on several boards including the Quest Community Health Centre, Niagara Sexual Assault Centre, and Chippawa Lioness.



# Ashley Gibson, B.A., L.L.B., Managing Partner Gibson & Reitboeck LLP

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Born and raised in Fort Erie, Ontario, Ashley attended Fort Erie Secondary School. After high school Ashley attended McMaster University and obtained an Honours Bachelor of Arts in Political Science with a minor in Anthropology. Ashley graduated from McMaster in 2004, Summa Cum Laude. Ashley thoroughly enjoyed her time in Hamilton and considers the city a second home.

After undergrad, Ashley attended the University of Windsor for law school where she developed a passion for social justice; graduating in 2007 she was called to the bar in 2008.

A well respected legal professional, she is also a Dispute Resolution Officer.

Representing children and advocating for their rights in court is Ashley's favourite part of law and she is passionate about children's rights. She focusses on protection of youth and speaks to organisations on sexual assault, harassment, and consent.





## Petty Officer 2<sup>nd</sup> Class Amber Oldland CD

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Amber grew up in Niagara Falls Ontario surrounded by a large family that has a proud military history. From a very young age, her dream was to serve like her grandfather aboard HMC Ships. Amber joined RCSCC 103 Niagara at 12 and respectfully retired at 17 having completed summer trades training for Boatswain at HMCS Quadra, Gunnery Instructor at HMCS Ontario and holding many positions within the unit such as Regulating Petty Officer and Coxswain. It was within the Cadet organization that she solidified her love of the Royal Canadian Navy. At 17 in her last year of high School, Amber applied for and attended the Co- Op program for the Primary reserves with Lincoln and Welland Regiment.

In 2005 Amber completed the recruitment process and enrolled into the Royal Canadian Navy in Victoria BC as a Boatswain. During her career, she served aboard HMCS Calgary, Vancouver, Winnipeg and Regina completing 2 circumnavigations, many exercises, and deployments. 2016 after her last deployment, Amber was posted to the Naval Fleet School (Pacific) and was employed in the role of Demolitions Instructor/ Drill Instructor until 2019 when she applied for and accepted the position of Canadian Armed Forces recruiter in Toronto Ontario. During her time at CFRC Toronto, she has been employed as Recruiter, Detachment Warrant Officer, Production Supervisor and will soon move to CFRC Southern Ontario Head Quarters as Production NCO.