

APRIL 2024

LET'S CONNECT

Official Newsletter of
Central Alberta Sexual Assault Support Centre

Supporting our fellow women in the workplace

CHRISTI ALBERS-MANICKE

Studies consistently demonstrate that companies with women in leadership roles outperform their counterparts financially. Women leaders often showcase strong emotional intelligence and empathy, excelling in building relationships, resolving conflicts, and understanding team dynamics.

Yet, despite these advantages, the representation of women in such positions remains disproportionately low. According to Stats Canada in 2020 women held just over one-fifth (20.5%) of the 17,996 seats on boards of directors. The majority of boards (59.7%) were composed entirely of men, while 28.0% had one woman director, and 12.3% had two or more women directors.

Jaelene Tweedle, currently running for a seat on Red Deer City Council, suggests that a scarcity mindset fosters competition among women, hindering mutual support for career goals.

The perception of limited advancement opportunities may contribute to this trend.

"Women have had to work a bit harder to get into these positions of leadership and once they are in one, they don't want to give it up," she says.

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Empowering and respecting women throughout their journey is crucial for success in workplaces, communities, and families.

Patricia Arango, Executive Director of the Central Alberta Sexual Assault Support Centre (CASASC), also emphasizes the importance of mutual respect and support among women to foster a strong community.

“We need to support each other and create a sisterhood,” she says adding that when women feel supported and empowered, we as society build stronger communities in the workplace and at home.

Empowering and respecting women in the workforce isn't just a social issue. According to RBC, a labour market with equal participation between men and women, could lift Canada's economic output by \$100-billion each year.

In 2020, educational services achieved gender parity on boards, with half of its directors being women and finance and insurance had the second-highest share of women directors (26.7%), followed by utilities (25.3%) and transportation/warehousing (22.8%). The agriculture industry had the lowest representation of women directors, with only one in twenty board seats occupied by women.

In 2023, over three-quarters of Canadian women have contemplated leaving their careers, contributing to a 12% decline in the number of women in the pipeline to senior management from 2022 to the present.



Remarkably, young Canadian women aged 25 to 34 are more likely to hold advanced degrees compared to their male or older counterparts.

Unconscious biases further exacerbate this issue, perpetuating negative assumptions about women's abilities, intentions, and commitment to their careers. The "queen bee" stereotype, coined in 1973, portrays successful women in male-dominated fields as unsupportive of other women.

Combatting workplace competitiveness among female colleagues isn't impossible, experts say it can be achieved by embracing a collaboration-over-competition mindset and recognizing and leveraging each team member's strengths contributes to a more inclusive and productive workplace culture.

When women support each other, they collectively break down barriers and create a more equitable workplace. Avoiding Queen Bee habits, fostering open communication, and celebrating individual and team successes are key steps toward this goal.



CASASC at the Rebels

**\$878 raised through
raffles and donations**



An Albertans Story

Searle Turton, March 11, 2024

Family and social supports

alberta.ca/article-preventing-family-violence

Family violence can have many forms, and it can be tough to know what to do when you realize something isn't quite right in your relationship. Maybe you feel like you're walking on eggshells around your partner. Maybe you don't like the way you are being spoken to or treated. Maybe your access to money is being restricted, or you're dealing with threats to harm you, your family, your pets or your property. Maybe friends or family are expressing concerns about how you are treated. When you feel trapped, scared or unsafe, trust your voice and instincts.

Are you worried about a coworker, friend or loved one?

It can be difficult to figure out what to do or say when you know or suspect a colleague, friend or loved one is experiencing family violence. Did you know one of the key ways someone reaches out for help is by sharing their story with someone they trust? Your words and emotional support can be a lifeline. Staff at our info line can be your sounding board and give you advice and helpful resources that you can share.

If you're someone who wants to be healthier and safer – for your partner and family there is always hope for a brighter, healthier future. Don't be afraid or embarrassed to ask for help. It could be life-changing for you and your family.



Testimonial from Albertan who is healthier thanks to our prevention programming

"I didn't want to be abusive or want to be that person that someone was afraid of ... The Men's Counselling Service helped me change. Talking about my anger, controlling behaviours, and feelings with the right people is what's helped me. Keeping it to myself created more chaos. It's taken me many years to get help and counselling. Now I wish I did this in my 20s. I was scared. I didn't have anyone to talk to. But now I've changed."

[Full testimonial \(audio\)](#)



**DO
YOU
NEED
HELP?**

1-866-956-1099

PHONE-TEXT-WEBCHAT

**YOU'RE NOT ALONE.
WE BELIEVE YOU.
LET'S NAVIGATE THIS TOGETHER.**

**Helping
Kids Grow
Up Great**

**Nominate A Caring
Adult In Your
Child's Life!**

Coach, Neighbour, Teacher,
Mentor, Instructor, Someone
Special

SPARC red deer

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bgc Red Deer & District Club



Reconnection

WELLNESS RETREAT

APRIL 19 - APRIL 21
YOUTH AGED 13-17 | CAMP ALEXO

Join us for a weekend of exploring our well-being, building healthy coping skills, and reconnection



RECONNECT



**YOUTH
HQ**



Employment and
Social Development Canada

Sign up today!

RSVP BY APRIL 12

\$75 EACH

YOUTHHQ.CA

403-342-6500

heatherj@youthhq.ca



It's **PERIOD.** Essential.

Monthly menstruation products are a basic need.

We are proud to announce that we have taken United Way of the Alberta Capital Region's Period Promise Pledge. You can now find free menstrual products in our washrooms.

By taking this pledge, we have committed to providing free menstrual products in a dignified way to employees, guests, and clients. We've taken the Period Promise Pledge because we want everybody to be confident and comfortable when they are with us. We believe in menstrual equity and supporting people by making sure they can access basic needs, like period products.

Signing onto the Period Promise Pledge is one way we are addressing the issue, de-stigmatizing menstruation, and working towards helping more people access the products they count on.



#PeriodPromise
www.myunitedway.ca/PeriodPromise

IN SUPPORT OF  **United Way**
 Alberta Capital Region

SPONSORED BY 

What is Period Promise?

Periods are a fact of life.

But if you're living in poverty – or vulnerable in other ways – access to necessary menstrual products can be challenging. And COVID has made it more difficult.

26% of people who menstruate in Canada say that they have gone through a period without having menstrual products available to them.

Almost one quarter of Canadian women say they have struggled to afford menstrual products for themselves or their children.

 **United Way**
 Central Alberta

 **United Way**
 Central Alberta

Contact us at info@caunitedway.ca

 **United Way**
 Central Alberta



Recognizing and Managing Fatigue

Content provided by: [Alberta Health Services](#)

Fatigue is a feeling of physical and/or mental tiredness or exhaustion that impacts your ability to perform at your best. You may feel fatigued because of overwork, poor sleep, worry, boredom, or lack of exercise.

Any illness may cause fatigue and it usually goes away as the illness clears up. Most of the time, mild fatigue occurs with a health problem that will improve with home treatment and doesn't usually require a visit to a doctor. Nearly everyone struggles with being overtired from time to time. Fatigue can be influenced by extended work hours, tough physical or mental activities, and loss of sleep. Chronic fatigue is a constant state of weariness that develops over time and reduces your energy and mental capacity. Chronic fatigue can impact your emotional and psychological well-being.

Fatigue can impact your health, safety, and productivity at work and in life. In some cases, fatigue is a symptom of an underlying medical problem that requires medical treatment. Remember to reach out to a medical professional when needed. Fatigue and getting good quality sleep are an important part of maintaining your health and wellness. But how do you know if you are feeling the impacts of fatigue?

Being proactive and taking care of your health and wellness can help mitigate the risks associated with fatigue. Getting quality sleep – and enough of it – is an important way to manage fatigue.

Symptoms of fatigue

Being mindful of how you experience fatigue can help you understand how to address it.

Physical Signs:

- Yawning
- Drooping eyes
- Rubbing of eyes
- Head dropping
- Digestive problems

Mental Signs:

- Difficulty concentrating on tasks
- Lapses in attention
- Difficulty remembering tasks being performed
- Unable to communicate important information
- Failure to anticipate events or actions
- Accidentally doing the wrong thing

Emotional Signs:

- More quiet or withdrawn than usual
- Lack of energy
- Lack of motivation to perform tasks

Causes of Fatigue

Fatigue can be linked to your habits and routines, which can include:

- Sleep disturbances (e.g. snoring, night sweats, and loud noises)
- Home environment (e.g. window shades, bed surfaces, room temperatures, etc.)
- Level of support (e.g. peer support, family support, etc.)
- Too little or too much exercise
- Dehydration
- Medication
- Alcohol, caffeine, or drug use

What to do if you are experiencing prolonged fatigue? Fatigue that lasts longer than two weeks usually requires a visit to a doctor. This type may be caused by a more serious health problem, such as:

- A decrease in the amount of the substance that carries oxygen in red blood cells (anemia).
- Problems with the heart, such as coronary artery disease or heart failure.
- Metabolic disorders, such as diabetes.
- Problems with the thyroid gland. It regulates the way the body uses energy.
- Kidney disease and liver disease. Fatigue is a common symptom of mental health problems, such as anxiety or depression. If you think that your fatigue may be caused by a mental health problem, see your doctor.

Tips to a good night's sleep

Not getting enough sleep can lead to feelings of fatigue, low alertness, negative mood, lengthier response times, and diminished attention and memory.

Not getting enough sleep can negatively impact health and has been linked to the development of chronic diseases including obesity, Type 2 Diabetes, cardiovascular disease and depression.

Build healthy sleep patterns by:

Routines: establish a pre-bedtime routine that includes quiet relaxing activities. Go to bed and get up at the same time every day

Quiet: reduce the amount of noise. White noise or earplugs are good options if the room is not quiet enough

Cool: ensure your room is the right temperature. The body typically sleeps best when the environment is between 18 and 22 degrees Celsius

Dark: block out as much light as possible. Darker rooms tend to encourage deeper and prolonged sleep

Nutrition: eat at regular intervals and consume a balanced diet

Minimize distractions: use your bed primarily for sleeping. Try not to watch television, play on electronics, or consume screen time in excess before bedtime

Caffeine: minimize caffeine intake prior to sleep. Caffeine acts as a stimulant and can last for up to six hours after consumption

Stress free: try to reduce stress before sleeping. Make sleep a priority and allow yourself enough time to get the sleep you need!

help, central
Albertans
affected by
sexual violence

DONATE
TODAY

CASASC.CA/DONATE



SCAN ME

EVENTS

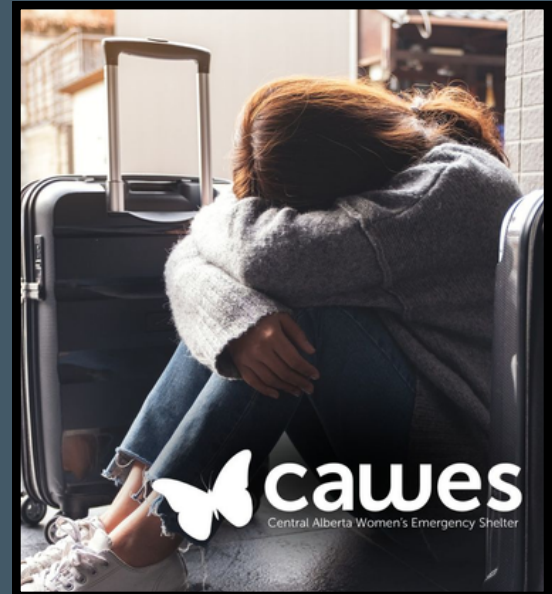
APRIL 2024

CAWES Luggage Drive

Month of April

Help Central Alberta Women's Emergency Shelter (CAWES) provide dignity and comfort to women seeking refuge! Shelter guests stay for up to 28 days, and need luggage and duffle bags to help them transport their belongings. Gently used donations are greatly appreciated.

For the safety of guests and team, please give us a call 403-346-5643 extension #2 to arrange a drop off.



Robbie Craig Pop-up Art Show & Sale

April 6 and 7 - 10 am - 6 pm

Hampton Inn & Suites by Hilton, Red Deer

Join Robbie Craig as he showcases a wide variety of art prints, canvas, and other treasure; such as scarves to ornaments, photography prints, dish towels, coasters, magnets, art cards, and more, there's something for everyone! For more information, visit www.rcraig.org.



Habitat for Humanity Anniversary

April 6 and 7 -- 11 am - 2 pm

Habitat Red Deer ReStore

This all-day celebration will include a 20% off sale in-store at the Habitat Red Deer ReStore, door prizes, cake and much more!



EVENTS

APRIL 2024

Reconnection Wellness retreat April 19-21

Youth HQ will be hosting their Reconnection Wellness Retreat. Join them for a weekend of exploring our well-being, building healthy coping skills, and reconnection with nature, ourselves and each other.

Register by emailing heatherj@youthhq.ca or visiting youthhq.ca/programs/reconnection-wellness-retreat



RECONNECT

CAMP ALEXO

YOUTH HQ

Employment and Social Development Canada

Sign up today! **RSVP BY APRIL 12**
\$75 EACH

YOUTHHQ.CA
403-342-6500
heatherj@youthhq.ca



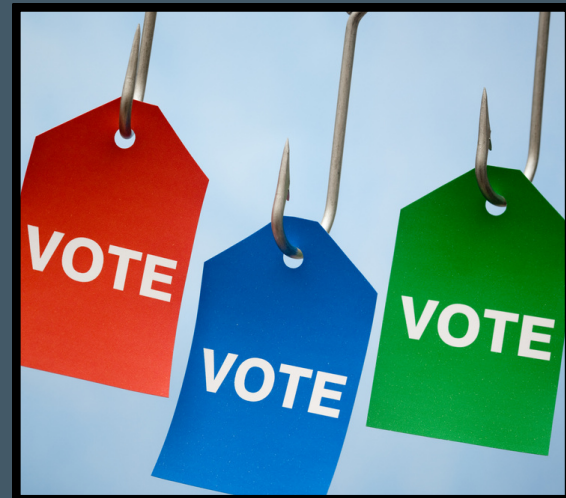
2024 Municipal By-Election April 22

Advance vote days:
April 18, 19, and 20, 2024 10 a.m. - 8 p.m.

By-election date: April 22 - 10 a.m. - 8 p.m.

Where:

- Parkland Mall Red Deer
- Baymont by Wyndham Red Dee
- Salon B - Prairie Pavilion at Westerner Park



Safaris Stories April 24 6 - 7:30 pm

Penhold & District Public Library

Wildlife photography Darrin Clark will share his stories and photography. Pre-registration appreciated by calling (403) 886-2636.



PHOTOGRAPHIC ARTIST

SAFARIS STORIES with DARRIN CLARK

BE INSPIRED
by the adventure of life as
Darrin Clark
shares his experience of
growing up in Zimbabwe and
his photographic safaris
into the wild of southern Africa

APRIL 24