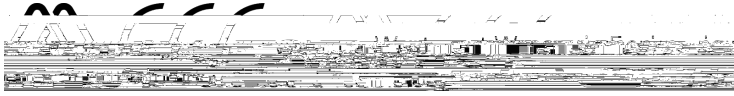




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DANNIELE

So that leads us right into the next question. How has mentorship or sponsorship helped to support your career?

CALLEY

That is a great question. And I love that you know the difference between mentorship and sponsorship.

DANNIELE

[Laughs]

CALLEY

So mentorship has played such a huge role in shaping my career. So I've had a few really great mentors going through, you know, Simone Page was my original mentor. I met him right after I graduated from RY



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DANNIELE

Right.

CALLEY

And they were also, you know, during this time they were kind of closed door sessions. So nobody, it was kind of a mystery what they discussed and they didn't bring in a lot of guest speakers. So I felt really honoured to have even been invited to present to this Naval Engineering Council. So I presented to them my thoughts on what some of these hidden barriers were in our trade and why women, although we were getting them through the door, we were recruiting them, they weren't progressing through the ranks. And I was surprised that my recommendations were actually really widely accepted. And I came to see the council as you know, yeah, it is all men, but it's well intentioned men who want to see, want to have a more diverse workplace. So they were open to these ideas, even though they couldn't see those roadblocks themselves.

DANNIELE

Yeah.

CALLEY

So they were open to having that, you know, that different gender perspective on the trade. And so all my recommendations were actioned within a year. Some of them included Navy wide policy about pregnant women. Some of them included, you know, just incorporating family planning into career management and recognizing gender bias. And then my favorite was having female representation on the Naval Engineering Council. So you have this council that discusses big hot topics in our trade, but there's no female representation. You have a lot of .of t ~~t~~



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because I had been out of school for five years before going back to do my masters. So after



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wanted to be doing the maintenance. When we have Had FSRs come, so field service reps, they would come and do some work on our equipment. And I would ask for volunteers from my staff to stay behind and assist. I never had trouj r o



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Definitely.

CALLEY

So for me, my mom was an engineer. She was a chemical engineer by background. And she did really, really great in her professional life. So in my mind, I saw engineers succeeding. So I got to see that quite a bit. So I decided to go into engineering instead of mathematics.

DANNIELE

Very cool. Yeah. I'm similarly keen on that applied perspective of engineering. So fun. To show that problem solving, and clearly you're a team player as well. And engineering is a team sport. [Laughs] So once you decided to focus on engineering, what was your university experience like?

CALLEY

So I had two very different experiences in university. I had the exncesi



peers and some of my friends were working part time as waitresses to help pay their way through school. Whereas, you know, I was very fortunate to get paid to just focus on me and developing myself for four years.

DANNIELE

Yeah.

CALLEY

So then I graduated from RMC and I started listening to other people's experience at civilian universities. And it was very different from mine. But finally I did get to experience the civilian university perspective or the civilian university experience when I went to the Massachusetts Institute of Technology in Cambridge. So I did this for my post grad. And I figured, you know, this is my opportunity to experience a civilian university. And I really did, you know, despite the fact that I did do two masters in my two years, so I had double the course load and had to do a bigger thesis to cover off both master's degrees. I still did find quite a bit of time to hang out with friends and just enjoy life, and again, you're getting paid to go to school. So I was getting paid to go to MIT. So it was a little bit different than your typical university experience because I was the rich kid on campus. I got paid a salary to go to school, whereas other people had to work as lab assistants or hold part time jobs. So it was, it was really great for me. I loved going to MIT. It was an experience that I would have been hard pressed to get if I did hadn't done it through the military.

DANNIELE

Yeah.

CALLEY

Mostly because I wouldn't have been able to afford to go there.

DANNIELE

Yeah, not exactly the cheapest institution to choose. [Laughs]

CALLEY

No. And so MIT was the first time that I actually got to choose my course load. At RMC it was pretty structured. And there's not many opportunities to choose your own electives, at least in engineering. But at MIT You have an entire course catalog to go through. And all the courses seemed so fascinating. And they're all taught by professors that are famous in their fields. So it's hard not to want to take every single one of them.

DANNIELE

Absolutely.

CALLEY

So the big challenge for me was actually limiting my course intake. So it wasn't hard for me to double up on my course load. It was actually quite the pleasure. But yeah, so I loved going to class at MIT. I got to experience more of a social life when I was at MIT. But again, probably not your typical civilian university experience because I didn't have to worry about finances.



these things, and keep getting the same amount of fulfillment from my work, like, I consider that a success.

DANNIELE

Definitely. Well, it sounds like you've got a pretty good handle on the concept of work life balance as well.

CALLEY

Yeah, I do think that, that I am able to achieve a balance. There's still certain things that I want out of life like a husband and kids. And I recognize that with a family, my division of time won't look like it does now. I probably won't be able to spend as much time at work, at least not without feeling guilty.

BOTH

[Laugh]

CALLEY

And it's gonna be difficult to catch up with friends or steal quiet time to myself. I don't have a family yet, but I can appreciate how life gets a lot busier with kids. I guess I'll cross that bridge when I get there.

DANNIELE

Yeah, definitely. What are your tips for dealing with stress?

CALLEY

Well, I have a few tips for dealing with stress. Like when I'm feeling stressed or overwhelmed, sometimes I just need a couple minutes to myself to calm myself down and recentre. So one of the things that I do is I focus on breathing, like the deep belly breaths that they go over with you in yoga class. And then I'll do an exercise in mindfulness. So I just like look around the room, and I'll list a bunch of things that I can see. And then I'll start going down the list and think of, you know, what are some things I can hear? What are some things I can feel, or smell or taste? And then by actually doing this, it makes me more present. So that I find by the end of this exercise, I'm not stressing about things that are happening in the future or worrying about things that I did in the past, but I'm just living in the present. But yeah, the other thing that I do to deal with stress is I have a really good support system. So I have friends and family that are willing to listen to me and talk to me but provide honest feedback.

DANNIELE

Yeah.

CALLEY

And I just feel like, you know, with my family and my friends, I've got a real safe space -

DANNIELE

That is really important.

CALLEY



Yeah, I think it's really important to have that support system and be able to talk about your stress and not hold it all inside,

DANNIELE

For sure. For sure. Those are good pieces of advice. All right. You have made it to the lightning round questions. These are just short questions that ever comes to mind. First up, you're a new addition to the crown box. What colour would you be and why?

CALLEY

Ooh, Well, the first thing that comes to mind is a play on my last name gray. Shippside gray. That's because this is the color that we paint our ships hauls.

DANNIELE

I love that. How nerdy.

CALLEY

[Laughs] But what it would actually be, I think, is purple with a purpose because it's feminine and fierce.

DANNIELE

Ooh, very nice. How much coffee do you drink in a day?

CALLEY

Actually, not much. Probably none. But I do drink about six cups of tea a day.

DANNIELE

Okay, there we go. We found the addiction somewhere in there. Cats or dogs?

CALLEY

Both.

DANNIELE

Acceptable. [Laughs] Did you go to camp as a kid? If so what was your favourite activity?

CALLEY

I went to all the camps, church camp, choir camp, French camp, soccer camp. I think my favourite activity though, is kayaking and beach days.

DANNIELE

That sounds like a good choice. What was your last Halloween costume?

CALLEY

Ooh, well, the soccer team I'm on has a fundraiser every Halloween and we dress in theme. And at our last soccer party, the theme was GLOW, Gorgeous Ladies of Wrestling. So we wore our hair big and wore 80s workout gear.



DANNIELE

That sounds pretty awesome. Describe yourself in three words.

CALLEY

Caring, thoughtful, and outgoing.

DANNIELE

Very nice. Well, congratulations, you have made it to the end to the lightning round.

CALLEY

Yay.

DANNIELE

[Laughs] So as we wrap up, what advice would you like to give to our listeners today?

CALLEY

I'm guessing it would be...Don't be afraid to push yourself outside of your comfort zone. You know, the field in STEM, it's very competitive, and to be successful, it's going to be required. So work hard while you're at school. Learn as much as you possibly can, put in the extra hours and the late nights. And then be prepared to continue learning even after you finish your degree. If you want to stay relevant, you have to keep learning. Swallow your pride, get involved. And don't be shy to ask questions. And don't be afraid to make mistakes. Especially when you're just starting out. No one expects you to be perfect. And you can learn the most through the mistakes you make. Just make sure that you fail forward. It's okay to fall short or to totally screw up. Just make sure you reflect on it, figure out the right way to do things and learn from your mistakes.

DANNIELE

Those are some great pieces of advice. Thank you so much for joining us today, Lieutenant Commander Gray, it was a pleasure.

CALLEY

Thank you for having me.

Outro

If you enjoyed this episode and want to keep up with all the latest news on women in STEM, you can visit us online at wwest.ca. There, you can subscribe to our bi weekly newsletter, connect with us on social media, and more. From everyone at Westcoast Women in Engineering, Science and Technology, thanks for listening.