



鮑胡嫻儀女士

Ms. Teresa Woo-Paw

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少數族羣的聲音 多元文化的先鋒

40年來，她一直以不同身份為少數族群爭取權益，推動多元文化服務，帶來不少正面改變。從70年代移民到華人稀少的亞伯達省，便開始投身社區工作，擔任義工，繼而在80年代創立和參與多個社區組織，90年代晉身教育局成為委員，至2008年當選亞省省議員及成為內閣廳長，角色雖然輪流轉，卻是「轉而不離」，始終如一地推動社會公義、公民參與、跨文化包容及共融。

鮑胡嫫儀很清楚自己的人生座右銘：「誠信、創新、包容」。這六字真言，並非一般政客的選舉口號，而是多年來身體力行，並且從人生經驗確立的信念。

在她人生路上，成就了不少「第一」與「唯一」；例如成為第一位當選省議員及內閣廳長的華裔女性，第一位及唯一當選卡城教育局委員的亞裔女移民，第一位亞裔女性獲得傑出移民獎和加拿大女青年會頒發的傑出女性獎。就連大學畢業時，也成為首5位從卡爾加里大學社會工作系畢業的華裔之一。

自移居加國，鮑胡嫫儀已開始切身體會到作為「少數中之少數」的滋味，也看到「包容」的重要性，是以抱著一股「誠信」和「創新」精神，開始投身社會，走向認定的目標和理想。

多年來，她創立了不少社區機構和組織，包括卡城華人社區服務中心、文化與多元文化課程協會、卡城少數族裔協會、亞裔文化基金會、以及華英中文學校，並且推出創新的CSL「中文為第二語言」課程。

在當選亞省省議員之前，她曾任職「包容多元文化研究所」、紅十字會、公益金等機構，又擔任多元文化及反歧視培訓的顧問和指導。

2015年，鮑胡嫫儀告別亞省議會，從國際及跨政府事務與亞太關係副廳長一職退任，再一次「華麗轉身」，而人生取向則和過往如出一轍，把累積了40年社區和公職經驗，延伸至下一代，以至其他族裔社群。

一切從爭取開始

鮑胡嫫儀自從卸任省議員及內閣廳長以後，隨即投入三項重點工作。首先是籌劃一個全國性組織，以提高華裔在加國的公民參與，尤其是華裔新一代，並且促進多元文化的包容。作為三個孩子的母親，她自然關心和樂於聆聽下一代的聲音，她說時至今日，依然聽到不少土生土長的華裔表示因教育、傳媒、公共或私人機構缺乏多元文化包容度而受到不公平待遇，甚至感到羞恥。

刻下，她又著力於卡城及加拿大「救救華埠」行動。事緣卡城華埠面臨用地更改的建議，影響到華埠固有的面貌，因此須要連結社區去發出抗衡的聲音。在她看來，多個華埠的固有獨特文化承傳，正受到威脅，所以要製造「集體聲音」，保留這具有多元文化意義的集體回憶。

此外，作為亞裔文化基金會現任會長，她正在聯同30多個組織訂立一個策略性行動方案，為加國亞裔社區和新一代領袖，提供有關共融及泛亞合作的培訓。她所關注的，不單是華裔的福祉，而是更廣更遠的多元文化共融。

她很強調，這是一生也做不完的工作，要繼續爭取下去，也不諱言，此話尤其適用於她的所在地亞省。與多倫多和溫哥華相比之下，亞省對少數族裔和多元文化的包容程度望塵莫及；就以族裔機構申請撥款而言，便如挾山超海；她花了整整15年時間的努力和遊說，才爭取得三級政府向她創立和參與的華裔機構撥款。

在1970年代，華人在各級政府的領導層僅有絕少數代表；到後來她參與主流機構及政府部門的工作，也經常是少數中的少數。1972年移民到亞伯達省，鮑胡嫻儀雖則還未開始操流利英文，眼看四週少數族群面對的不公以及被主流社會制度拒諸門外，便決心投入社區做義工，並選讀社會工作系，希望可以當社工，為弱勢爭取權益。她又曾擔任難民工作者，幫助70及80年代初到加拿大的東南亞難民建立新生活。

天時、地利、人和 開天闢地

1982年大學畢業後，鮑胡嫻儀開始全力在社區打拚，先後創立和參與多個服務華裔以及少數族裔的團體。她強調爭取的並非「融入主流」，而是「廣泛包容」的服務，也就是具有包容性，而不分主流或次等的族群。由她創立的卡城華人社區服務中心，其後亦成為首個獲卡城市議會撥款的族裔機構。

看到華人下一代教育方面的需要，鮑胡嫻儀開辦了一所中文學校及暑期文化學習課程，雖然艱苦經營，所有籌劃及行政都在家居的地庫開始，甚至由丈夫借錢給她支付第一期教員的薪水，但她永不言悔，後來亦成立了華英中文學校。

回想那段日子，她說確曾撫心自問，是否值得繼續走這

吃力不討好，回報又少的路。她笑說「反面教材」反而成了她的推動力；越是看到政府削支，社群的權利被剝削，便越加努力，鏗而不捨。

當時，她也沒有想過有一天會晉身教育局成為委員，更遑論當選省議員。她自言是一個從不懂得建立政治籌碼的人，平日總是埋頭苦幹，每天工作十多小時，哪有空接受訪問和大肆宣傳？競選省議員時，她只有5個星期時間進行競選活動拉票，全賴她過去在草根階層實幹的功績有目共睹，加上屬選區30多年街坊以及豐富的社區工作經驗，令她成功「上位」。

她也多得80年代出爐的多元文化政策，給她締造了一個好時機，讓她獲得跨文化溝通、調解糾紛等各方面的培訓，甚至被挑選為文化大使，建立起更大的信心、技能和更廣的人際網絡，預備往後的工作。

自從成為「局內人」，她開始履行自己的競選諾言，為麥基和北隅區選民謀福祉和向省府表達多元族裔的心聲，務求省府在作出政制決策時，關顧到多元文化族裔的需要，又曾先後入內閣，被委任為亞省國際及跨政府事務，亞太關係副廳長，和亞省的亞洲顧問委員會主席。

有償 無償 最大獎賞

若問她人生的高點，她可以如數家珍；除了當選首位女華裔內閣廳長，獲頒英女王登基50週年紀念勳章和多個獎項，也難忘幾經努力終於成功爭取得政府撥款，以及在國會內三度成功保衛亞省人權法案的其中一重要部分。她笑言花在「無償」工作的時間比「有償」的還要多，但看到工作有成果，已是最

大的獎賞與回報。

她也特別提及童年在香港的歲月是人生另一個高點，很慶幸自己兒時可以在華人文化的環境土生土長，十多歲移民來加拿大時，看似是離鄉別井，實質是另一種「家庭團聚」，因她的家族早已在加拿大和美國紮根，來加後她搖身一變為第四代加國華裔；她的父親也是在1972年抵達卡加里機場時，才第一次和在美的祖父見面。

對她而言，這經歷讓她心中早已植根一份加拿大公民意識。當時的總理杜魯多，經常在演說中強調加拿大是一個公正的社會，她聽進了這話，也深信生活在這個國家，力求公平和公正，是十分重要的事；投身服務社區和族裔社群自是理所當然。

對於成功做到的一切，她首先感謝父母、丈夫、弟妹、子女和幾位社區領袖及很多相信和支持她的朋友。雖然他的丈夫是一位地質學家，從事完全不一樣的行業，但始終默默在背後支持她，還有她父母從照顧家庭到社區工作，都給予她支持和鼓舞，尤其推動她出來競選，不怕自己是女性或是少數。

若再問她成功之道，她簡單地說：「只管事事用心去做」。無疑，此等人生道理是不分種族、文化、語言、性別的。



宣誓就任亞省內閣亞太關係副廳長 (2014)
Swearing-in to become Associate Minister for
Asia Pacific Relations (2014)



參加卡加利牛仔節 (2014)
At the famous Calgary Stampede parade (2014)



在廣東開平的祖屋
Paternal ancestral home in Kaiping, Guongdong,
China



宣誓就任亞省內閣國際及跨政府事務副廳長
(2012)
Swearing-in to become Associate Minister of
International & Intergovernmental Relations (2012)



與2008年亞省省議會議員
With 2008 elected Alberta Members of Legislative
Assembly



與丈夫Borick和孩子 Jadine (醫生)、
Jason (律師) and Cordelia (小提琴家)
With husband Borick and children Jadine (MD),
Jason (LLP) and Cordelia (Violinist)



代表亞省政府主講亞洲面對的挑戰 (2014)
Speaking and hosting on behalf of Government of
Alberta on Canada's Asia Challenge (2014)



家族不斷開枝散葉，濟濟一堂 (2001)
An extended family that keeps growing (2001)



胡家六代聚首慶祝父親80大壽；這僅是一小部份成員 (2012)
A small portion of the Woo family's 6 generations gathering to celebrate father's 80th birthday (2012)



與前任亞省省長Ed Stelmach
With former Alberta Premier Ed Stelmach



與利德蕙博士和伍衛權醫生在溫尼伯人權博物館開幕招待會
With Hon. Dr. Vivienne Poy and Dr. Neville Poy at the Canadian Human Rights Museum opening reception in Winnipeg



與媳婦Kim和孫女 Quinn在選舉辦事處
With daughter-in-law Kim, and granddaughter Quinn at campaign office



向亞省前省督，也是首位華裔省督林佐民頒發獎狀 (2005)
Presenting commemorative plaque to Hon Norman Kwong, first Alberta lieutenant governor of Chinese Canadian decent (2005)

Ms. Teresa Woo-Paw

For 40 years, Ms. Teresa Woo-Paw has fought tirelessly for minorities and multiculturalism in Alberta and Canada. Since she immigrated to Alberta, a province with few Chinese immigrants in the 1970s, she has built a career in community work leaving a strong legacy in the non-profit and public sectors as a leader and a mentor. She has volunteered for over 40 community groups and founded six non-profit organizations since the 1980s. Although her role has changed over the years, she is always committed to promoting social justice, civic engagement, intercultural collaboration and inclusion.

Teresa is very clear about her own motto in life: “integrity, innovation, inclusion.” This mantra, developed over years of public service, has led to several ‘first’s and ‘only’s in her career.

In 1995, she was the first and only Asian immigrant woman elected to the Calgary Board of Education, where she served as a Trustee and Chair. She became the first Asian-Canadian female to be elected to MLA (Member of Legislature Assembly) in Alberta in 2008, and the first Asian-Canadian female to be appointed a cabinet minister in 2012. She was recipient of the YWCA Women of Distinction Award and the first Asian Canadian woman to be recognized with the Immigrants of Distinction Award. She was one of the first five graduates of Chinese descent from the Faculty of Social Work at the University of Calgary.

As an immigrant woman, an outspoken advocate, and a leader, Teresa epitomizes being “a minority within a minority”.

In the 1970s, Canadians of Chinese descent were hardly present in government or leadership positions. In 1972 when Teresa landed in Alberta and before speaking fluent English, she already noticed the prejudice faced by ethnic minorities. They were shut out by systemic discrimination in mainstream society, but she was determined to be included. She began to volunteer in the community and majored in

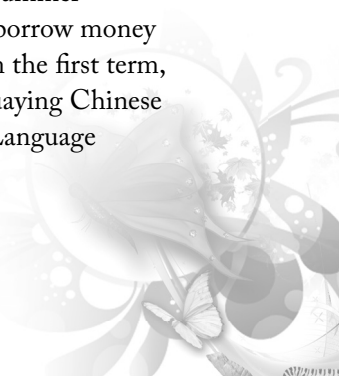
social work in university, hoping that one day she would be a social worker fighting for the rights of the disadvantaged.

Her work as a refugee coordinator with the ‘boat people’, newly arrived southeast Asians fleeing war in the 1970s and 1980s, underpinned the importance of “inclusion” through their struggles to build and live normal lives in Canada. To uphold “integrity” meant that she would hold herself and everything she did to high standards of accountability. “Innovation” for Teresa meant expanding her efforts into the broader community, beginning a lifelong campaign for systemic integration and equality.

As she broadened her work with mainstream institutions and government departments, Teresa found herself among a select few minorities influencing decisions. She challenged institutions, governments, organizations, and even some members of her own community to build and support the foundations for a more inclusive society.

After graduating from university in 1982, Teresa’s advocacy began in earnest through supporting ethno-specific organizations. She started her community advocacy on the fundamental principle of equitable access to services, regardless of whether for mainstream or ethnic groups. With her volunteer and professional experience, she founded the first of six organizations, the Calgary Chinese Community Service Association, which was the first ethnic organization to receive grants from Calgary’s city council.

Seeing the need for positive identity development for Chinese Canadian children and youth, Teresa developed a summer curriculum for cultural programs. She even had to borrow money from her husband to pay for the teachers’ salaries in the first term, but she never regretted it. Later she also set up Huaying Chinese school, which offered the first Chinese as Second Language program in Calgary.



Teresa started four other initiatives in the following decades: Society for Cultural and Multicultural Programs, Community Partnership for Access and Participation, Ethno-Cultural Council of Calgary and Asian Heritage Foundation. These helped improve Calgary's multicultural communities by combining direct action, community organization, and systemic change.

Teresa's dedication for social inclusion at the community level transformed her later into a diversity, anti-discrimination and organizational change trainer and consultant. Some of the organizations she worked for include the Canadian Red Cross, the United Way of Calgary and Area, the Calgary Board of Education and the Calgary Health Region.

When Teresa arrived in Canada in 1972, she never thought that one day she would be elected to the Calgary Board of Education as a trustee, let alone becoming its Chair, but she never fully embraced the political game. Instead she always worked hard, over ten hours a day, in between raising her three children. There was no time for self-promoting interviews. Following her work with the Calgary Board of Education, Teresa continued her community building as founder and chair of Asian Heritage Foundation and the Ethno-Cultural Council of Calgary.

With that coalition-building experience under her belt, and with support from her mentors and peers, Teresa once again sought public office to address community issues. She seized an opportunity to run in 2008 for a seat in Alberta's Legislature to represent her north Calgary community. She only had five weeks to campaign, but her hard work over 30 years in the community paved her way to victory.

As a political "insider" once again, her plan was to take what she had learned to live up to her promises to her diverse constituents. She strongly championed the multicultural view in the provincial government, but Teresa's concerns were for more than just visible

minorities and new Canadians. She never shied away from any chance to use her office to protect and advance human rights, the rights of women and children, or the right to equitable and fair access to public services. Teresa's work in advocacy earned her a role in cabinet, first as the Associate Minister of International and Intergovernmental Relations, and then as Associate Minister of Asia Pacific Relations and Chair of Asia Advisory Council. There, she worked to bring the benefits of robust international connections to Albertans at large, the result of which would be greater opportunities for all Canadians.

Teresa says that Canada's multicultural policy of the 1980s provided her with a solid foundation. She received training in inter-cultural communication and dispute resolution, and was even selected as a cultural ambassador. This gave her more confidence, skills and networking opportunities to prepare for future work.

In 2015, Teresa bid farewell to the Alberta Legislature. While her role has changed, her direction in life stays the same. Tempered by over 40 years of community and public service, she now prepares the next generation of community advocates.

Teresa now focuses on three areas. The first is planning a national organization to promote civic engagement of Chinese-Canadian citizens, especially among youth, to realize inclusion in multiculturalism. As a mother of three, she is naturally interested in listening to the voice of the next generation. To this day, she still hears many Canadians of Chinese descent protest unfair treatment, or being made to feel ashamed of their ethnicity. She hopes to change that by improving the capacity and understanding for multiculturalism in education, media, and public and private organizations.

Secondly, she is focused on "Save Chinatown" campaigns in Calgary and across Canada. Calgary's Chinatown faces land use changes which threaten the residents, culture and history of Chinatown. In



her view, the unique cultural heritage inherent in many Chinatowns can only be protected by a united voice and action to preserve these collective contributions to multiculturalism.

Finally, as the current Co-Chair of Asian Heritage Foundation, she is organizing over 30 organizations to devise a strategic action plan for the Asian-Canadian community supported by a new generation of leaders. This plan will help build capacity for integration and collaboration among community groups. Her concern is not only for the well-being of Chinese Canadians, but for a broader and far-reaching integration of multiculturalism into all aspects of Canadian life.

Teresa stresses that full integration cannot be accomplished in one lifetime, and one has to continue to fight for it. She freely admits that her work is especially challenging in Alberta, which cannot begin to match Ontario or British Columbia in the degree of inclusiveness for minorities and multiculturalism. She says that obtaining government funding for ethno-cultural organizations in Alberta is as difficult as moving a mountain, but decades of persistent effort and lobbying have finally secured funding from the three levels of government for ethnic service organizations.

Recalling the days of building and running community programs and organizations out of her home, she says she did ask herself whether it was worthwhile to continue such a thankless job with so little return. She laughs and says “negative reinforcement” only gave her impetus to do more. When she sees the government cut social spending, and the rights of the community are being eroded, she increases her effort and perseveres in her work.

If you ask Teresa about the high points of her life, she would point to her election as the first Asian-Canadian female in Alberta’s Legislature and as the first female Asian-Canadian cabinet minister. As a Member of the Legislative Assembly, she successfully defended three times an important part of the Alberta Bill of Rights. She was

awarded the Queen's Golden Jubilee Medal and holds numerous other awards. Securing government funding for Calgary Chinese Community Service Association after many years was particularly memorable for her. She says with a smile her "unpaid" work is far greater than her "paid" work, but the fruits of her unpaid labour are in itself the greatest reward.

Teresa remembers her childhood years in Hong Kong as another high point in her life. She feels fortunate to have grown up in Chinese culture. When she moved to Canada as a teenager, it felt like her family was leaving their home, but in reality it was a family reunion. Extended family members had set roots in Canada and the United States decades before. She transformed easily into a fourth-generation Chinese Canadian. Her father also met his own father from the United States for the first time when he arrived at the Calgary airport in 1972.

Teresa's immigrant experience has crystalized Canadian citizenship in her heart. Mr. Pierre Trudeau, the Prime Minister of Canada when Teresa became a Canadian citizen, often emphasized in his speeches that Canada was a just society. She heard this and was convinced that ensuring fairness and justice was critical in Canada. It was only a matter of course for her to commit to community service, especially in ethnic communities.

She thanks her parents, her husband, siblings, children, several community leaders, and friends who believe in and support her, for her success. Although her husband is a geologist in a completely different field, he has always backed her up. Her parents also gave her support, no matter whether she was working at home or in the community. They encouraged her, and twice motivated her to run for public office, despite her being a woman and a minority.

She says the key to her success is simply: "put your heart into everything you do." No doubt, such a life lesson applies regardless of gender, race, language or culture.

