



WORKSHOP: Culture and Diversity in the Armed Forces

CIMVHR and CIDP, with the collaboration of the Canadian Armed Forces (CAF), are pleased to facilitate this workshop as a joint initiative allowing for the advancement of research on Cultures and Diversity in the CAF.

Topics to be explored include:

- **Issues of gender-based violence** (sexual misconduct and harassment)
- **Masculinity in The Forces**
- **Coping with change**
- **Diversity as it relates to/influences conduct and misconduct**
- **How the health of an organization and the health of an individual relate**
- **Critical aspects/cultural challenges in the CAF** (or a military context)
- **Respectful workplace environments**

May 4, 2017 | Ottawa
8:30 AM - 5:00 PM

Royal Canadian Air Force Officer's Mess
The Control Tower, 3rd Floor
158 Gloucester St., Ottawa
To register, email: CIMVHR@queensu.ca

*Space is limited. You will receive an email to confirm your spot.

A **networking dinner will be organized following the event, at the expense of participants. Please indicate if you would like to attend this dinner in your registration email.



CIMVHR
Canadian Institute for Military
and Veteran Health Research

ICRSMV
L'Institut canadien de recherche sur
la santé des militaires et des vétérans



Culture and Diversity in the Armed Forces

Co-hosted by CIMVHR, CAF and CIDP

AGENDA - *Please note that the agenda is subject to change

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|---------|---|
| 08:00AM | Registration |
| 08:30 | Welcome
<i>Dr. Stéphanie Bélanger, Interim Co-Scientific Director, Canadian Institute for Military and Veteran Health Research (CIMVHR)</i> |
| 08:35 | Opening Remarks
<i>RAdm Jennifer Bennett, Director General Canadian Armed Forces Strategic Response Team on Sexual Misconduct</i> |

Armed Forces and Police Services

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| 08:50 | CAF Diversity Strategy and Action Plan
<i>LCol Sarah Heer, Director, Directorate of Human Rights and Diversity (DHRD)</i> |
| 09:05 | Culture and Diversity, key components of the Defence Ethics Programme
<i>Dr. Stephen Hare, Director, Defence Ethics Programme, Department of National Defence</i> |
| 09:10 | OPP – Respectful Workplace Unit Programs
<i>Ms. Amanda Weaver, Coordinator, Respectful Workplace Programs, Ontario Provincial Police</i> |

- 09:25 **Perspectives of visible minority members on recruitment and inclusion in the CAF**
Mr. Justin Wright, Director General Military Personnel Research and Analysis (DGMPRA), Department of National Defence
- 09:40 **Factors affecting the recruitment of visible minorities in the CAF**
Dr. Phyllis Browne, Defence Scientist, Director General Military Personnel Research and Analysis (DGMPRA), Department of National Defence
- 09:55 **Discussion**
Moderator: Dr. Stéphanie Bélanger, Interim Co-Scientific Director, Canadian Institute for Military and Veteran Health Research (CIMVHR)
- 10:10 - 10:30 **BREAK**

Rapport Deschamps

- 10:30 **Organizational-level trust in the military: Links to individual and organizational well-being**
Dr. Megan Thompson, Defence Scientist, Toronto Research Centre, Defence Research and Development Canada (DRDC)
- 10:45 **Research on sexual misconduct and sexual harassment: Implications for culture and diversity in the Canadian Armed Forces**
Dr. Karen Davis, Defence Scientist, Director General Military Personnel Research and Analysis (DGMPRA), Department of National Defence
 &
Dr. Krystal Hachey, Defence Scientist, Director General Military Personnel Research and Analysis (DGMPRA), Department of National Defence
- 11:00 **After Deschamps: Masculinities, feminities, and the CAF**
Dr. Nancy Taber, BUFA Grievance Officer, Associate Professor, Department of Graduate and Undergraduate Studies in Education, Faculty of Education, Brock University
- 11:15 **Sexual misconduct in Canadian Armed Forces**
Dr. Sanela Dursun, Defence Scientist, Director General Military Personnel Research and Analysis (DGMPRA), Department of National Defence
- 11:30 **Discussion**
Moderator: Dr. Stéphanie von Hlatky, Director, Centre for International and Defence Policy (CIDP)

11:45 -
1:00

LUNCH

Cultural Challenges

1:00 **Digging below the surface: How military culture can be an obstacle to organizational change and individual transition**

Mr. Sean Bruyey, Masters of Public Ethics

1:15 **The contribution of contemporary sociology of identity on the cultural and diversity challenges in Canadian Armed Forces**

Mr. Vincent Giroux-Lalonde, PhD Candidate, University of Ottawa

1:30 **Tracing the promises and limitations of cultural diversity: Racialized soldiers and the Canadian military experience**

Dr. Tammy George, Assistant Professor, Department of Sociology (LTF), Ryerson University

1:45 **Discussion**

Moderator: Maj Nancy Perron, Policy/Program Divison, Strategic Response Team on Sexual Misconduct, Canadian Armed Forces

Diversity and Healthcare

2:00 **Shaped by loss: Overseas casualties and culture in Canada during the Afghanistan experience**

Dr. J.R. McKay, Assistant Professor, Department of Political Science & Associate Dean of Arts (Faculty), RMCC

2:15 **Experiences of military and Veteran family members in Canadian health care**

Mrs. Linna Tam-Seto, PhD (c), O.T.Reg.(Ont), School of Rehabilitation Therapy, Queen's University

2:30 **Discussion**

Moderator: Dr. Sanela Dursun, Defence Scientist, Director General Military Personnel Research and Analysis (DGMPRA), Department of National Defence

2:45-3:15 **BREAK**

Embracing Diversity

- 3:15 **Female regular force members' perceptions on recruitment and employment of women in the CAF: Preliminary findings**
Dr. Barbara Waruszynski, Director General Military Personnel Research and Analysis (DGMPRA), Department of National Defence
- 3:30 **Intercultural mediation: Who is going to do it and how do we encourage it?**
Dr. Sara Rubenfeld, Defence Scientist, Director General Military Personnel Research and Analysis (DGMPRA), Department of National Defence
- 3:45 **Mitigating the ethical risk of sexual misconduct in organizations**
Dr. Deanna Messervey, Defence Scientist, Director General Military Personnel Research and Analysis (DGMPRA), Department of National Defence
&
Dr. Karen Davis, Defence Scientist, Director General Military Personnel Research and Analysis (DGMPRA), Department of National Defence
- 4:00 **Discussion**
Moderator: Maj Craig Gardner, Army Ethics Officer, Department of National Defence
- 4:15 **Closing Remarks**
Dr. Stéphanie Bélanger, Interim Co-Scientific Director, Canadian Institute for Military and Veteran Health Research (CIMVHR)
- 4:30 –
5:30 **Networking Reception**