



## 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](mailto: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

---

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

### Armed Forces and Police Services

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