



TEAM D+ - INNOVATION IN PROMOTING DIVERSITY

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Agenda

- Background
- Diversity and Inclusion
- Objectives of Team D+
- Success Factors
- Early Successes of Team D+
- Enabling the Integration of Women into Combat Units.
- Conclusion
- Questions/Discussion





Background

- 2017, the *Canadian Armed Forces Strategy* is published:
 - CDS vision statement: A CAF that is comprised of members who reflect the rich diversity of Canada and who are recognized and encouraged to maintain and contribute through their unique experiences, abilities, and perspectives within a respectful and inclusive environment.
- 2017, members of 2nd Canadian Division Support Group (2 CDSG) propose the creation of Team D+ (Diversity +).
 - Value proposition: volunteers wanting to bring positive change to the CAF without being ordered to do so.
 - Team comprised of a number of committees that focus on particular groups in order to better understand challenges faced.
 - Groups include: Women, handicapped persons, aboriginal people, LGBTQ2+, visible minorities, religious/spiritual.





Diversity and Inclusion

- CAF definition of Diversity:
 - ‘respect for and appreciation of differences in ethnicity, language, gender, age, national origin, disabilities, sexual orientation, education and religion.’ *Canadian Armed Forces Diversity Strategy*, p. 1.
- Principles foundational to the *Canadian Armed Forces Diversity Strategy*:
 - Reflective of Canadian Society
 - Operational Effectiveness
 - Values-based Model
 - Leadership Commitment
 - Merit Based Standards
- Inclusion, although not explicit in the Strategy, is essential to success. Essential elements for inclusion are borrowed from Deloitte’s *The diversity and inclusion revolution: Eight powerful truths* p.7:
 - Fairness and Respect
 - Valued and Belonging
 - Safe and Open
 - Empowered and growing





Objectives of Team D+

- Team D+ is an all-volunteer team, that is supported by the chain of command in its mandate. As it focusses on issues that preoccupy each of the groups (D+ community) represented by the sub-committees, it has the following objectives:
 - Propose to the chain of command innovative solutions to preoccupations of the D+ community;
 - Assist the chain of command as it issues plans and directives that could affect the D+ community;
 - Host activities that address the preoccupations of the D+ community;
 - Advise the chain of command on ways to get involved in activities external to the CAF and engage the stakeholders; and
 - Propose to the chain of command how the D+ Community could be involved in all military activities to further promote diversity and inclusion.
- Premiere businesses in Canada reported that companies with diversity and inclusion committees had greater success. ‘These committees are often chaired by key players in the organization, which reinforces their importance. It is a positive development...’ *2018 Diversity Disclosure Practices*, p. 6.



Success Factors

- Leadership
 - Buy-in
 - Inclusive leadership
- Role of Champions
 - Reinforces the role of leadership
 - Reinforces communication
- Stakeholder engagement
 - Institutional credibility
 - Promotes communication
- Timing
 - Leveraging momentum
- Communications
 - Internal Audience
 - External Audience





Early Successes of Team D+

- Unisex washrooms
 - Managing expectations
 - Managing emotions
- Involvement in Pride Parades
 - Promotion of diversity and inclusion
 - Connecting with Canadians
- International Woman's Day
 - Stakeholder engagement – *Force au Feminin*
 - Yoga broadcasted on FBook. live
- Aboriginal
 - Programme Carcajou
 - Spiritual lodge





How Team D+ can enable the integration of women into Combat Units

- Facilitating Communication.
- Leadership:
 - Engagement
 - Access
- Networking
 - Connecting with women already in the military
 - Connecting with women in other military organisations
- Stakeholder engagement
 - Connecting with Business Community



Questions & Discussion

