



# **ASSEMBLÉE** GÉNÉRALE CRÉER CONSCIEMMENT **UN MILIEU DE TRAVAIL DIVERSIFIÉ ET INCLUSIF**

25 février 2022

**MATÉRIELS** 

## TOWN HALL **CONSCIOUSLY CREATING A DIVERSE & INCLUSIVE WORKPLACE AT MATERIAL GROUP**

February 25, 2022





HTTPS://MATERIEL.MIL.CA/DIVERSITY HTTPS://WIKI.GCCOLLAB.CA/DIVERSITY\_AND\_INCLUSION\_OFFICE



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# LETTRE DE MANDAT 5 ENGAGEMENTS

Signez la lettre de mandat Accédez au guide d'accompagnement - 7 actions significatives que nous pouvons tous entreprendre

# MANDATE LETTER 5 COMMITMENTS

Sign the Mandate Letter
Access the Companion Guide - 7
Meaningful Actions We Can All Take



# **D'APPRENTISSAGE**

5 ACTIVITÉS ET AMORCES DE CONVERSATION POUR LES ÉQUIPES À TRAVAILLER ENSEMBLE.

**FAVORISE LES CONVERSATIONS** COURAGEUSES.

CÉLÈBRE LES PARTIES INTÉRIEURES UNIQUES DE CHAQUE MEMBRE DE L'ÉQUIPE.

**5 ACTIVITIES AND CONVERSATION** STARTERS FOR TEAMS TO WORK THROUGH TOGETHER.

FOSTERS COURAGEOUS CONVERSATIONS.

**CELEBRATES EACH TEAM MEMBER'S** UNIQUE LAYERS.



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# INTRANET DIVERSITÉ ET INCLUSION

# DIVERSITY AND INCLUSION INTRANET

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#### PAGE INTRANET INTRANET PAGE



The Maleriel Group is correctled to foolering a work servicement find to diverse, inclusive and invals simpleyees equilably. Herough various activities and estilatives. The Diversity and Inclusion Office to dedicated to educating diversity, inclusion and belonging in our organization

#### Inclusion means everyone: The story behind the video



broughts this. If is your first stay on a new pilt and you must your new team for the first time. You see mosting enseryone virtually on MS bearra and it's liver dully fouldly rewelling. Everyone fee their currence on: They are amiling

#### Featured content





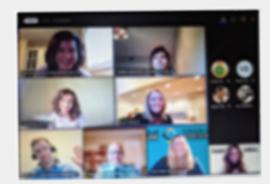












You Lead Mentoring Circles program with Deput

overybody has a story, DGMPD(A&CPfumer Ubrary Event challenged elemetypes and promotes empedity

#### BUREAU DE LA DIVERSITÉ ET DE L'INCLUSION

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#### Services and information

#### Mandate Letter

A practice to achieve to commitmettix to advisors. diversity indicates and equity selfer than MANgrishin

#### Diversity and inclusion Cascade

Micro missions

Mat life stories

Activity to help employees cheele spieces of excusion and loader a workplace of freionging Affairs people hed swood

Stori-larm opportunities for lamployees to

culture and applemic change

allowcase and develop than skills to support

#### Ask Me Anything series

Morably Jeography leverals in Junder Bicresold diversity, inclusion and belonging to the Malerial

#### Multioultural calendar

Related links and resources

Chrenally, inclusion and repully

Dearn about the multifude of multicultural events. and sengurano days calidrated across Caracla.

find a variety of information and necomos on

Head stories about people in the Maleriel Group who are committed to diversity and inclusion.

#### Lifting as You Lead Mentoring Circle

Phillips for simpleyons to milwork orbcollegates and leadable to Improve leadership what is, first common branching approximation.

#### Diversity and inclusion Working Grou

A community of marriage committed to advancing diversity, includes and belonging lour longlandnabors

#### in the news

Find informative rares stories about diversity inclusion severile and indistives.

#### Contact us





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- GUIDE RACE (SENSIBILISATION RACIALE ET ÉQUITÉ CULTURELLE)
- LEXIQUE ANTI-RACISME
- DÉFI ANTI-RACISME DE 21 JOURS
- CONVERSATIONS COURAGEUSES SUR LE RACISME ET LA DISCRIMINATION
- FORUM ÉLEVEZ VOTRE VOIX

- RACE GUIDE (RACIAL AWARENESS AND CULTURAL EQUITY)
- ANTI-RACISM LEXICON
- 21-DAY ANTI-RACISM CHALLENGE
- COURAGEOUS CONVERSATIONS ON RACISM AND DISCRIMINATION
- RAISE YOUR VOICE FORUM





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## RYAN TRUDEAU

AFFAIRES MONDIALES, SECRÉTARIAT LUTTE CONTRE LA RACISME DEMANDEZ-MOI N'IMPORTE QUOI FRAGILITÉ BLANCHE, PUISSANCE, PRIVILÈGE

GLOBAL AFFAIRS, ANTI-RACISM SECRETARIAT ASK ME ANYTHING SPEAKER WHITE FRAGILITY, POWER, PRIVILEGE

HTTPS://WIKI.GCCOLLAB.CA/AMA

## RYAN TRUDEAU



#### 10 MEILLEURS

- 1. Soyez un auditeur actif.
- 2. Ne comptez pas sur les autres pour votre apprentissage.
- 3. Acceptez les critiques apprenez, désapprenez, réfléchissez.
- 4. Soutenir les fonctionnaires marginalisés.
- 5. Utilisez votre privilège et votre influence pour démanteler le racisme systémique.
- 6. Soutenir les possibilités d'avancement pour les fonctionnaires marginalisés.

### **Top 10**

- 1. Be an active listener.
- 2. Don't rely on others for your learning.
- 3. Accept criticism learn, unlearn, reflect.
- 4. Support marginalized public servants.
- 5. Use your privilege and influence to dismantle systemic racism.
- 6. Support advancement opportunities for marginalized public servants.

# RYAN TRUDEAU

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- 7. Ne vous attendez pas à des récompenses/reconnaissance face aux problèmes quotidiens.
- 8. Partagez votre pouvoir décisionnel (leadership, privilège, influence).
- 9. Bâtir un réseau professionnel qui comprend des fonctionnaires marginalisés.10. Donner des références et/ou des

évaluations positives et équitables aux fonctionnaires marginalisés.

- 7. Don't expect rewards/recognition when facing day-to-day problems.
- 8. Share your decision-making power (leadership, privilege, influence).
- 9. Build a professional network that includes marginalized public servants.
- 10. Give positive and fair referrals and/or evaluations to marginalized public servants.



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### TROY CROSBY

SOUS-MINISTRE ADJOINT (MATERIEL) VISION 2022 - 3 PRIORITÉS

ASSISTANT DEPUTY MINISTER (MATERIEL) 2022 VISION - 3 PRIORITIES



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# **BILL MATTHEWS**

**SOUS-MINISTRE** SESSION DE QUESTIONS ET RÉPONSES

**DEPUTY MINISTER QUESTION & ANSWER SESSION** 



L'AVENIR - CRÉER CONSCIEMMENT UN MILIEU

THE FUTURE - CONSCIOUSLY CREATING A **DIVERSE & INCLUSIVE WORKPLACE** 



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# ASSEMBLÉE CÉNÉRALE

CRÉER CONSCIEMMENT UN MILIEU DE TRAVAIL DIVERSIFIÉ ET INCLUSIF CHEZ LE GROUPE DES MATÉRIELS

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