



## 2022 Vision - 3 Priorities

#1. Psychological safety	#2. Micro-behaviours	#3. Transparency
<p><b>Motivator:</b> Psychological safety is the most important factor in making people feel included in an organization. It's the driver for innovation and inclusion.</p> <p><b>Support:</b> Encouraging courageous conversations. Creating a workplace culture of mutual respect and acceptance.</p> <p><b>Success:</b> Openly sharing layers and feeling a deeper sense of belonging. Collaborating in the workplace. Accomplishing group goals.</p>	<p><b>Motivator:</b> Micro-behaviours are unconscious gestures, facial expressions, postures, words and tone of voice which influence how included (or not included) those who experience the actions are left feeling.</p> <p><b>Support:</b> Increasing self-awareness education opportunities. Creating safer spaces to learn how to use peaceful communication techniques.</p> <p><b>Success:</b> Adopting a growth mindset. Aligning lived workplace experience with organizational values.</p>	<p><b>Motivator:</b> Transparency is an attribute of corporate culture that gets revealed through the behaviours of an organization's leaders, employees, and stakeholders.</p> <p><b>Support:</b> Using peaceful communication approaches which promotes honesty and empathy to exchange information. Empowering managers to lead with a transformation mindset by providing resources to lead inclusive, innovative teams.</p> <p><b>Success:</b> Retaining high performers. Matching performance with rewards.</p>



## Town Hall Agenda

### Inclusion Means Everyone

### Consciously Creating a Diverse & Inclusive Workplace at Materiel Group

February 25, 2022  
10 am to 12 pm EST

TIME	ITEM	WHO
10:00 - 10:07 (5 mins)	<b>Welcome and Introduction</b>	Samantha Moonsammy and Lamare Robinson
10:07 - 10:12 (5 mins)	<b>Opening Remarks</b>	Nancy Tremblay
10:12 - 10:18 (1 min)	<b>Inclusion Means Everyone Video</b>	Lamare Robinson
10:18 - 10:35 (17 mins)	<p><b>Launch of flagship D&amp;I projects:</b></p> <p><b>Sam- 5 min - introduction</b> <b>Lamare and Sam - 12 min - Q&amp;A</b></p> <ol style="list-style-type: none"> <li>1. Diversity &amp; Inclusion Mandate letter and Companion Guide</li> <li>2. Diversity &amp; Inclusion Cascades and Learning Library</li> <li>3. Intranet page <ul style="list-style-type: none"> <li>- Mat Life</li> <li>-L1 Working Group</li> <li>- Monthly Multicultural Celebrations messages and calendars</li> <li>- Civilian Diversity &amp; Inclusion Action Plan</li> </ul> </li> <li>4. <a href="#">2022 AMA Calendar</a></li> </ol>	Samantha Moonsammy Lamare Robinson



	5. <a href="#">2022 LLMC Program</a>	
10:35 - 10:50 (15 mins)	<p><b>Resource Sharing and Collaboration</b></p> <ul style="list-style-type: none"> <li>- 21-Day Anti-Racism Challenge to coincide with the International Day for the Elimination of Racial Discrimination</li> <li>- Understanding the Terminology- Anti-Racism Lexicon</li> <li>- RACE guide (Racial Awareness and Cultural Equity)</li> <li>- Antiracism Secretariat's guide to courageous conversations on racism and discrimination</li> </ul>	<p>Guest speaker: Seyi Okuribido-Malcolm Director, DND Anti-Racism Secretariat</p>
10:50 - 11:05 (15 mins)	<p><b>Take the #AMChallenge</b> Our words and actions matter. A reflection on our privilege and influence and what we can do with it to advance a consciously inclusive workplace at Materiel Group.</p> <p><b>Top 10</b></p> <ol style="list-style-type: none"> <li>1. Be an active listener.</li> <li>2. Don't rely on others for your learning.</li> <li>3. Accept criticism - learn, unlearn, reflect.</li> <li>4. Support marginalized public servants.</li> <li>5. Use your privilege and influence to dismantle systemic racism.</li> <li>6. Support advancement opportunities for marginalized public servants.</li> <li>7. Don't expect rewards/recognition when facing the day-to-day problems.</li> <li>8. Share your decision-making power (leadership, privilege, influence).</li> <li>9. Build a professional network that includes marginalized public servants.</li> <li>10. Give positive and fair referrals and/or evaluations to marginalized public servants.</li> </ol>	<p>Guest speaker: Ryan Trudeau Global Affairs Canada December 15, <a href="#">Ask Me Anything Speaker</a></p>
11:05 - 11:10 (5 mins)	<p><b>2022 Vision - 3 Priorities</b> Why are we here? Why is this work important? What is my personal commitment?</p>	<p>Troy Crosby, ADM Head of organization</p>



<p>11:10 - 11:30 (25 mins)</p>	<p><b>Sam - Introduce DM Introduction and Q&amp;A</b></p> <ol style="list-style-type: none"> <li>1. What is your vision for diversity and inclusion within the Defence Team?</li> <li>2. Could you talk a bit about how you've arrived at that vision, both professionally and personally?</li> <li>3. What are some of the advantages to a diverse team that you've seen in past roles and how do you see things going at Defence?</li> <li>4. How does the vision for a safer and more inclusive Defence Team fit into our institution's overall mandate to protect and defend Canadians?</li> <li>5. What do you see as some of the challenges that lay ahead for realizing this vision?</li> <li>6. What can we learn from mistakes of the past?</li> <li>7. What do you see as some of the priorities that lay ahead?</li> <li>8. What are some of your personal commitments to advance people excellence in the Defence Team? For example how will you personally support psychological safety, transparency and micro-behaviours in the workplace?</li> </ol>	<p>Guest speaker: Deputy Minister, Bill Matthews, Defence Team and Samantha Moonsammy</p>
<p>11:30 - 12:00 (30 mins)</p>	<p><b>The Future of our Organization</b> Understanding the business imperative of IDEA (Inclusion, Diversity, Equity, Anti-Racism) and Psychological Safety</p>	<p>Guest speaker: Gerard Etienne DiversiPro</p>
<p>12:00 - 12:02 (2 mins)</p>	<p><b>Closing the Town Hall</b></p>	<p>Samantha Moonsammy Lamare Robinson</p>