



The Navy League of Canada
presents

MOMENTUM

WOMEN IN SECURITY AND DEFENCE

20 NOVEMBER 2019 | SHAW CENTRE | 8:30am - 3:30pm

Registration: \$50 | Students \$15

Join veterans, academic, corporate, and government leaders in the security and defence sector to discuss gender-related issues and share strategies on leading change to reach gender harmony in the workplace.

Founded in 1895, the Navy League of Canada was formed to promote effective naval defence including the need for an independent Canadian navy, playing an instrumental role in establishing what we know today as the Royal Canadian Navy. Today, the Navy League is primarily known for its role in supporting two youth programs – The Navy League Cadets (ages 9 through 12) and Royal Canadian Sea Cadets (ages 12 through 18). Its third portfolio, Maritime Affairs, continues to maintain an abiding interest in issues affecting Canada's maritime community, including offshore industries, the marine environment, shipbuilding, transportation by water, a strong and ready Coast Guard and a combat-capable Navy to protect and watch over our interests.

As part of its Maritime Affairs portfolio, The Navy League of Canada is proud to organize *Momentum*, a one-day conference, to discuss the importance of gender balance in all facets of the maritime defence sector.

Astutely named after the momentum that has been built over the years, this conference serves as a venue for attendees to share ideas and learn how to address the various problems that are commonly found when attempting to reach gender harmony in the workplace.

Our insightful and thought-provoking panel discussions will feature prominent veterans and members from academia, industry, the Canadian Armed Forces, and government to share strategies for successful gender balance from their personal and professional experience.

This conference will engage over 300 women and men comprised of young scholars, corporate leaders, the private sector, academia, and members from the Navy League of Canada's Maritime Affairs Alliance.

Keynote Speakers and Panel Discussions

Recruiting and Retaining Women
Mentorship and Coaching
Women in Research and Academia
Eliminating Barriers
Addressing the Gender Gap

Registration: \$50

Students: \$15 – available through the Navy League national office only.

Registration includes meals throughout the day.

Registration through EventBrite will be available from Friday, 20 September, 2019.

Topics

Panel Discussion 1 – Women in Motion

Trailblazing women from varying backgrounds discuss their internal experience pitted against the external perceptions of being the first generation of women at the table, calling the shots, and the challenges they faced.

Presentation 1 – Finding Courage through Adversity

What is perseverance? How do you find the courage to continue to work towards your goals when faced with adversity? Author of *Out Standing in the Field*, Major (Ret'd) Sandra Perron speaks on daily micro aggressions, bystanders, and finding the courage to speak up in the face of adversity.

Panel Discussion 2 – Opening Doors

Taking a closer look at internal policies, this panel will discuss strategies to recruit women for positions at all levels, the secondary effects HR policies create for women in the workplace, and the effects of having a stable mentor or coach to address career progression in the workplace.

Presentation 2 – Women in Research and Academia

Where are the women in defence research? While statistics are on the rise for women in STEM, representation for women in defence-specific research is still surprisingly low. Hear from Women in International Security about the importance of having women in research in all fields and their contribution to the defence dialogue.

Panel Discussion 3 – Changing Lenses

This panel discussion targets addressing gender-oriented change in the workplace, providing concrete, tangible solutions and strategies to implement in our daily lives and at work. Discuss how to lead change at all levels, and how to start to change the way we approach gendered issues, including personal mindsets and habits that we can all adopt and implement to eliminate this concept of a glass ceiling.

AGENDA

TIME	TOPIC	SPEAKERS (CONFIRMED)
7:15 – 8:30am	Registration, Breakfast & Networking	
8:30 – 8:45am	Welcome Address	Cdr Michele Tessier
8:45 – 9:15am	<u>Keynote Speaker</u> Reflecting on our Past to Inform our Future	TBC
9:15 – 10:15am	<u>Panel Discussion 1</u> Women in Motion – Pioneers in their fields discussing external perceptions of being part of change	Moderator: TBC Panelists: -Capt(N) Harry Harsch RCN (Ret'd) -Luisa Russo Lemay, Chief Superintendent (Ret'd), RCMP
10:15 – 10:45am	Networking Coffee Break	
10:45 – 11:15am	<u>Presentation 1</u> Finding Courage through Adversity	Maj Sandra Perron (Ret'd) A New Dynamic Enterprise
11:15am – 12:15pm	<u>Panel Discussion 2</u> Opening Doors – Recognizing unique female talent through internal HR policies and recruitment, and fostering growth through mentorships and coaching	Moderator: Cmdre Rebecca Patterson Panelists: -CCG College Representative -Shipbuilding Industry Representative -Aerospace Industry Representative
12:15 – 1:45pm	Networking Buffet Lunch	
1:45 – 2:15pm	<u>Presentation 2</u> Women in Research and Academia	Dr. Gaelle Rivard Piché Dr. Aisha Ahmad Women in International Security Canada
2:15 – 3:15pm	<u>Panel Discussion 3</u> Changing Lenses – Changing the way we approach gendered-issues in the workplace and in everyday interactions	Moderator: TBC Panelists: -BGen Lise Bourgon, Defence Champion, Women, Peace and Security -Maj Sandra Perron (Ret'd), A New Dynamic Enterprise -Centre for Research in the Advancement of Women Representative
3:15 – 3:30pm	Closing Remarks	