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Canadian Federation For Citizenship

Accelerating Progress by Addressing Barriers to Leadership and Democratic Participation

#CSW69

Agenda



- History of Women's Progress in the Canadian Military
- Setting the Conditions for Success
- Canadian Armed Forces: Leadership Development
- Canadian Chief of Defence Staff: General Jennie Carignan
- Lessons Learned for a Way Ahead



History of Women's Progress in the Canadian Military



- 1885 to 1924 - Nurses
- WWII – about 50,000 women
- 1950 to 1953 – more than 5,000
- 1965 to 1971 – fixed ceiling 1,500 (1.5%)
- 1979 – 81 of 127 occupations and Military Colleges open
- 1980 – 6%
- 1989 – almost all occupations open
- 2001 – All occupations open to women
- 2012 – 14.8%
- 2025 – 16.6%
- Aspirational Goal - 25%



Canadian Armed Forces: Setting the Conditions for Success



- Equal pay
 - Pay grids published and readily available
 - Automatic progression through the grid
 - Specialist skills recognized and compensated
- Career long training and education
- All positions are open to all genders
- Maternity and Parental leave benefits
- Medical and dental plans
- Defined benefit pension plan



Canadian Armed Forces: Leadership Development



- Subsidized Education:
 - College diplomas, Undergraduate degrees, Masters and PhD degrees
- Officer Leadership Training:
 - Basic Military Officers Qualification
 - Staff College
 - National Security Studies Programme
- Occupational Training
- Mentoring
- Employee Resource Groups



General M.A.J. Carignan Canadian Chief of Defence Staff



- Val-des-Sources, Quebec
- Royal Military College of Canada
- Military Engineer
- Three Deployments
 - Bosnia-Herzegovina
 - the Golan Heights
 - Afghanistan
- Led NATO Mission Iraq
- Multiple degrees and honours
- Married with four children
- Chief of Defence Staff



Lessons Learned For A Way Ahead



- Set and measure aspirational goals
- Recognize and address systemic barriers:
 - Equal pay, regardless of gender, ethnicity, marital status etc...
 - Equitable access to training, education, and other professional development
 - Compensation for maternity, parental, and other family care absences
- Support systems such as:
 - Peer support
 - Mentors
 - Employee Resource Groups
- Recognize and reward potential with:
 - Opportunities
 - Advancement
- Women's Empowerment Principles for more proven strategies



Thank You!
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