



# Women in Defence & Security Canada

**Overview Briefing**



# Outline

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## WiDS – Canada – Mission Statement

A National Security Organization promoting defence and security, affiliated with the Canadian Defence & Securities Industries Association, providing its members with opportunities for professional development and networking, and in doing so cultivating the advancement of women in leadership roles in government and industry professions across Canada.



# WiDS Objectives

- ◆ **Promotion of Women Leaders in Defence and Security across Canada; and**
- ◆ **To encourage women to pursue and continue careers related to the national security and defence interests of Canada**

**through the following WiDS initiatives:**

- ◆ **Develop and maintain an open and supportive relationship with DND and Security Departments to show WiDS support for national security and the need for an appropriate Canadian military and security capability**
- ◆ **Key Note Speaker Luncheons, Workshops and Activities providing members with a forum for professional development, exchange of ideas and experiences to generate enthusiasm and expand their network. These events and activities should meet our membership needs.**
- ◆ **WiDS North Star Scholarship Foundation**
- ◆ **Sustain and Increase Membership through endorsement of Senior Professionals in Defence, Security and Industry**
- ◆ **Development of a WiDS Mentorship Program**
- ◆ **Work with the Canadian Defence and Securities Industries Association (CADSI) towards a common vision and objective in profiling military and security in Canada.**



## WiDS – Membership

- ◆ WiDS represents the following membership:
  - ◆ Professional Women and Men in:
    - ◆ DND
    - ◆ Ottawa Police
    - ◆ PSEPC (Dept & Agencies)
    - ◆ Defence Industrial Base
    - ◆ Security Industrial Base
    - ◆ University Students
    - ◆ Academia
    - ◆ Other Federal Departments (Transport; Industry; PCO; DFAIT; Fintrak; other Emergency Management Organizations Federal, Provincial/Territorial and Municipal et al
  - ◆ To Date WiDS Membership includes close to 80 members  
60% Industry, 30% Government, 5% other



## Women in Defence – USA

- ◆ Created in 1985
- ◆ National Board of Directors – Washington DC
- ◆ Eight Chapters with over 1000 members
- ◆ Affiliated with National Defence Industries Association (NDIA)
- ◆ HORIZONS Scholarship Foundation
- ◆ WID USA Membership:
  - ◆ Industry 47%,
  - ◆ Government/Military 35%
  - ◆ Education, other 18%



## 2005 WiDS Canada Official Launch

- ◆ WiDS Launch – March 2, 2005
- ◆ President of WID USA – Honorable Carolyn Becraft
- ◆ Highly successful launch with endorsement at the highest levels of Military and Industrial participation, I.e.
- ◆ WiDS Executive has been established and the Honourable Deputy Prime Minister **Anne McLellan is the past and first WiDS Honorary Chairperson**



## Women in Defence & Security - Networking

### Goal

- ◆ Encourage women to seek careers in the defence and security sector nationally and internationally
  - ◆ WiDS provides a Forum for networking to further business objectives through:
    - ◆ **Luncheons with prominent Men and Women Speakers**
    - ◆ **Identification through WiDS web-site of activities germane to our goals**
    - ◆ **Professional Development Workshops**
    - ◆ **Events promoting professional relationships through networking**
    - ◆ **Provide a Forum for women and men to meet and exchange views on policy, experiences about the D & S industry**
    - ◆ **Provide an opportunity for WiDS membership to meet Minister's; Deputy Minister's and Senior Executives and subject matter experts in Defence and Security**



## Women in Defence & Security - Mentorship

- ◆ The Mentorship Program is open to all WiDS members.
- ◆ Its purpose is to enhance job skills, foster career development and increase professional growth while providing wisdom, knowledge and support through positive role models.
- ◆ WiDS Mentorship Director will be seeking respected, motivational and supportive volunteers from the D&S community, willing to give their time as Mentors to facilitate growth for individuals seeking knowledge and career advancement.
- ◆ Pair Mentors with members seeking mentoring to ease transition into the workforce, gain insight into key career moves and/or a greater satisfaction in their professional growth.
- ◆ WiDS to develop a Career Centre through its Web-site
- ◆ WiDS to develop an on-line discussion/newsletter for virtual communication



## Women in Defence & Security - Scholarship

### **North Star Scholarship Foundation**

- ◆ First Scholarship Foundation Award June 2006 (TBD)
- ◆ This will provide financial assistance to further the educational objectives of either university or currently employed D&S personnel pursuing higher education
- ◆ Eligibility Requirements i.e.. Canadian citizen, University student or Graduate
- ◆ Selection Criteria to be established
- ◆ WiDS Advisory – Selection Committee
- ◆ Application process through WiDS Web-site



## WiDS – Advisory Committee

- ◆ Objective
  - ◆ The Advisory Committee will be Senior Leaders in the Defence and Security community
  - ◆ The AC committee will consist of a members from various D&S departments
  - ◆ The WiDS Executive will meet with the AC bi-yearly to effect progress and make recommendations for the way forward
  - ◆ The AC will play a role in the Scholarship Foundation selection committee.



## WiDS Objectives - 2006

- ◆ Increase Membership of WiDS (100 – 2006)
  - ◆ Introduction of WiDS Canada East to West Coast
- ◆ First WiDS Scholarship Award Ceremony – June 2006
- ◆ Continue to provide business forums highlighting Canadian Men & Women feature speakers
- ◆ Provide Professional Development Workshops/conferences
- ◆ Promotion of WiDS Canada to Canadian Military, Security and Industrial Leadership
  - ◆ CEO Dinner – May 2006 (TBD)
  - ◆ Face to Face Meetings/Presentations
  - ◆ Canadian Defence & Security Exhibitions – WiDS participation
- ◆ Sign WiDS - DND Memorandum of Understanding



## WiDS Objectives - 2006

- ◆ Annual Sponsorship Campaign to encourage industrial participation and endorsement at high levels to support WiDS in its endeavors
- ◆ Finalize WiDS – Canada website to promote the defence and security sector/viable career for women (under construction),
- ◆ Creation of an on-line Career Centre
- ◆ Easy Access to Mentorship
- ◆ Campaign to introduce WiDS Canada to Academia
- ◆ Establish professional relationships with other similar organizations within Canada or internationally  
I.e. DND DWAO, Women in Technology International (WITI)
- ◆ Establish a bi-lateral relationship with WID USA



## WiDS – Future Objectives

- ◆ WiDS Canada to be viewed as a seamless partnership with Defence and Security Canada
- ◆ Increase WiDS Membership to 300
- ◆ WiDS Scholarship Foundation Annual Scholarships of \$10 000.00 to recipients
- ◆ WiDS Sponsorship Campaign / Industrial Partnerships with annual contributions
- ◆ WiDS Mentorship Program active
- ◆ Active participation by our Defence and Security Community in WiDS activities