

Book Club

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Diversity and Inclusion Book Club

You are invited to join our Book Club - brought to you by the Diversity and Inclusion Office, Materiel Group, National Defence. We know that knowledge is power and books have the ability to expand our awareness. Let's read and discuss together some important themes around diversity, inclusion, equity and belonging.

Including a Book Club into our organization has many benefits and everyone is welcome to join. A Book Club is a small but impactful way to continue courageous conversations and encourage more members in our organization to lean in and learn, un-learn and take action together.

Our Book Club is our commitment to continue to make time and space for important conversations. A Book Club creates an intentional space and time to discuss topics related to diversity, equity, and inclusion (DEI) in the workplace

The Benefits to Joining the Book Club

- A Book Club builds our organization as a learning organization in which people continuously grow and develop.

- This fun activity is an easy and inspiring way to share information and develop colleagues at work. In a book club, our members collectively learn new concepts and new ways of doing activities that they can apply in their workplace.
- Developing a consistent set of book club discussion questions enables members to apply the concepts on the job. The same three questions will be used for all our Book Club discussions.
- It builds camaraderie, comfort, and teamwork in the group of team members who attend. It is a team-building activity that works in tandem with more formal activities.
- When members of an organization learn the same concepts, by reading the same book, they share the same language and have heard the same ideas. It makes the application and adoption of the ideas and concepts more easily and seamlessly into the workplace.

The Details

Together we will read 6 books a year and explore the following questions:

- What challenged you in the book?
- What did you enjoy about the book?
- And, how do you relate what you read to our organization?

The Book Club discussion will take place in an online discussion format during a scheduled [L1 Diversity and Inclusion Working Group Meeting](#). Smaller break out rooms will be created to have meaningful conversations. The Book Club also gives our members the opportunity to step up and practice leadership roles such as leading a group discussion and sharing their thoughts on the discussion questions.

Everyone is welcome to join The Book Club. L1 Working Group members can invite their team members to participate.

If you have any questions or have a book idea to suggest please connect with us at:

DiversityandInclusion-Diversiteetinclusion@forces.gc.ca (mailto:DiversityandInclusion-Diversiteetinclusion@forces.gc.ca)

We look forward to including you in our Book Club! Inclusions means everyone, always.

Join the Book Club or Suggest a Book

Fill out this [form \(https://forms.office.com/r/tuZwzoDp50\)](https://forms.office.com/r/tuZwzoDp50) to join our Book Club and we'll send you the meeting invite or use the form to suggest a book for a future discussion!

Schedule

Meeting Date	Book	About the book	Discussion Questions
April 10, 2025 1:00 pm - 2:00 pm ET	Wire Your Brain for Confidence: The Science of Conquering Self-Doubt by Louisa Jewell Post Book Club Article	Whether you're aiming to improve your performance at work, enhance your personal relationships, or simply feel better about yourself, this book offers a clear, actionable path to lasting confidence. The strategies shared are grounded in scientific research and have been tested and refined over years of practice (and personal experience)	■ What challenged you in the book? ■ What did you enjoy about the book? ■ And, how do you relate what you read to our organization?

Past Reads

Meeting Date	Book	About the book	Discussion Questions
February 7, 2025 1:00 pm - 2:00 pm ET	<u>Indivisible: How to Forge Our Differences Into a Stronger Future</u> by Denise Hamilton <u>Post Book Club Article</u>	Denise's research challenges us to move beyond current notions of diversity and inclusion to build communities, workplaces, and relationships that live up to that word. She urges us to reexamine long-held beliefs and habits and to dismantle hierarchies that shape our current society. She will share with us the meaning and goals behind indivisibility and the opportunity it brings to create more safe leadership in our organizations.	- What challenged you in the book? - What did you enjoy about the book? - And, how do you relate what you read to our organization?
December 5, 2024 1:00 pm - 2:00 pm ET	<u>Feeling Seen: Reconnecting in a Disconnected World</u> by Dr. Jody Carrington <u>Post Book Club Article</u>	"Feeling Seen: Reconnecting in a Disconnected World" by Dr. Jody Carrington is a compelling examination of the profound need for human connection in today's increasingly fragmented society. Dr. Carrington, a clinical psychologist, delves into the psychological and emotional consequences of disconnection, offering insights and practical strategies to rebuild meaningful relationships. She emphasizes the importance of empathy, active listening, and genuine engagement in fostering deeper connections with others. By addressing both personal and systemic barriers to connection, Dr. Carrington provides a roadmap for individuals and communities to overcome isolation and cultivate a sense of belonging and mutual support. Through relatable anecdotes and professional expertise, she inspires readers to prioritize and nurture their social bonds in order to enhance overall well-being.	- What challenged you in the book? - What did you enjoy about the book? - And, how do you relate what you read to our organization?
October 3, 2024 1:00 pm - 2:00 pm ET	<u>21 Things You May Not Know About the Indian Act</u> by Bob Joseph <u>Post Book Club Article</u>	"21 Things You May Not Know About the Indian Act" by Bob Joseph is an insightful exploration of the historical and contemporary impacts of Canada's Indian Act on Indigenous peoples. The book breaks down 21 key aspects of the legislation, highlighting its role in shaping the lives of First Nations communities. Joseph provides a detailed account of the Act's origins, its implementation, and the ongoing challenges it presents. He also sheds light on the cultural, social, and economic repercussions for Indigenous peoples, while advocating for education and understanding as steps toward reconciliation. Through clear and accessible language, Joseph aims to inform readers about the complexities of the Indian Act and the necessity for meaningful change.	- What challenged you in the book? - What did you enjoy about the book? - And, how do you relate what you read to our organization?
June 5, 2024 1:00 pm - 2:00 pm ET	<u>Birds of All Feathers: Doing Diversity and Inclusion Right</u> by Michael Bach	"Birds of All Feathers: Doing Diversity and Inclusion Right" by Michael Bach is a comprehensive guide aimed at helping organizations develop and implement effective diversity and inclusion (D&I) strategies. The book emphasizes the importance of creating an inclusive culture that goes beyond mere compliance and tokenism. Bach provides practical advice, frameworks, and real-world examples to help leaders understand the business and moral imperatives of D&I. He also addresses common challenges and misconceptions, advocating for a proactive, systemic approach to embed D&I into the core values and operations of an organization. Through his insights, Bach aims to inspire meaningful and sustainable change that benefits both employees and the organization as a whole.	- What challenged you in the book? - What did you enjoy about the book? - And, how do you relate what you read to our organization?
April 11, 2024 1:00 pm - 2:00 pm ET	<u>How to be Resilient in Your Career: Facing Up to Barriers at Work</u> by Dr. Helen Ofosu <u>Post Book Club Article</u>	How to be Resilient in your Career: Facing up to Barriers at Work" is a comprehensive guide that provides essential career advice for navigating challenging workplace experiences such as harassment, imposter syndrome, toxic environments, and discrimination. Drawing on two decades of experience in talent acquisition and career coaching, Dr. Ofosu offers practical insights and strategies to overcome these obstacles while also providing valuable perspectives from the employer's standpoint. This invaluable resource is presented with nuance and depth, making it an essential read for professionals seeking to build and sustain a resilient career amidst adversity. Psychologists, HR professionals, and individuals at various stages of their careers will find this book to be an indispensable guide for addressing complex career issues with confidence and clarity.	- What challenged you in the book? - What did you enjoy about the book? - And, how do you relate what you read to our organization?
February 1st, 2024		"Among these amazing Black Atlantic Canadians are people who saved lives, set sports records (Delmore William "Buddy" Daye), achieved international	What challenged you in the book?

1:00 pm - 2:00 pm ET	Amazing Black Atlantic Canadians: Inspiring Stories of Courage and Achievement by Lindsay Ruck; illustrated by James Bentley Post Book Club Article Recording (https://youtu.be/LP1Htk8rPcg)	superstardom (Measha Brueggergosman), made change in their own neighbourhoods (Quentrel Provo), overcame injustice (Vla Desmond), and enacted many other inspiring deeds of courage and perseverance. With dozens of profiles on both historical and contemporary Black people from Atlantic Canada, Lindsay Ruck celebrates the accomplishments of some of our region's amazing Black heroes."	- What did you enjoy about the book? - And, how do you relate what you read to our organization?
December 7th, 2023 1:00 pm - 2:30 pm EST	Beyond Pronouns: The Essential Guide for Parents of Trans Children by Tammy Plunkett and Mitchell Plunkett Recording (https://youtu.be/JtzBHIB4HsU)	"If your child or teen recently told you they are transdemon-binary or genderfluid, you're bound to have questions. You may wonder how best to support your child's transition and doubt whether you are making the right decisions. When her son came out as transgender, Tammy Plunkett had the same worries. In Beyond Pronouns, she shares her candid experiences learning to navigate her child's transition and provides clear and practical guidance to help you do the same."	- What challenged you in the book? - What did you enjoy about the book? - And, how do you relate what you read to our organization?
June 15th, 2023 10:30am - 11:30am EST	Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge and the Teachings of Plants by Robin Wall Kimmerer	"Drawing on her life as an indigenous scientist, and as a woman, Kimmerer shows how other living beings—asters and goldenrod, strawberries and squash, salamanders, algae, and sweetgrass—offer us gifts and lessons, even if we've forgotten how to hear their voices. In reflections that range from the creation of Turtle Island to the forces that threaten its flourishing today, she circles toward a central argument: that the awakening of ecological consciousness requires the acknowledgment and celebration of our reciprocal relationship with the rest of the living world. For only when we can hear the languages of other beings will we be capable of understanding the generosity of the earth, and learn to give our own gifts in return."	- What challenged you in the book? - What did you enjoy about the book? - And, how do you relate what you read to our organization? Bonus Questions: 10 Braiding Sweetgrass Book Club Questions
September 14th, 2023 1:00pm - 2:00pm EST	The High Five Habit: Take Control of Your Life With One Simple Habit by Mel Robbins	"Using her signature science-backed wisdom, deeply personal stories, and the real-life results that The High 5 Habit is creating in people's lives around the world (and you'll meet a lot of them throughout this book), Mel will teach you how to make believing in yourself a habit so that you operate with the confidence that your goals and dreams demand. The High 5 Habit is a simple yet profound tool that changes your attitude, your mindset, and your behavior. So be prepared to laugh and learn as you take steps to immediately boost your confidence, happiness, and results."	- What challenged you in the book? - What did you enjoy about the book? - And, how do you relate what you read to our organization?
October 5th, 2023	Frequently	"Are you a white person with questions about how race affects different situations, but you feel awkward, shy or afraid to ask the people of colour in your life? Are you a racialized person who is tired of answering the same questions over and over? This book is for you: a basic guide for people learning about racial privilege. In Frequently Asked White Questions, Alex	- What challenged you in the book? - What did you enjoy about the book?

10:30am - 11:30am EST	Asked White Questions by Ajay Parasram and Alex Khasnabish <u>Post Book Club Article</u> Session transcript	Khasnabish and Ajay Parasram answer ten of the most common questions asked of them by people seeking to understand how race structures our every day."	▪ And, how do you relate what you read to our organization?
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Session transcript

- And, how do you relate what you read to our organization?

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