

Diversity and Inclusion Office

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DIVERSITY AND
INCLUSION OFFICE



BUREAU DE LA
DIVERSITÉ ET L'INCI

MATERIEL GROUP - NATIONAL DEFENCE

GROUPE DES MATÉRIELS - DÉFENSE

The Materiel Group is committed to fostering a work environment that is diverse, inclusive, and treats people equitably. Through various activities and initiatives, the Diversity and Inclusion Office is dedicated to advancing diversity, inclusion and belonging in our organization.

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I have an idea!

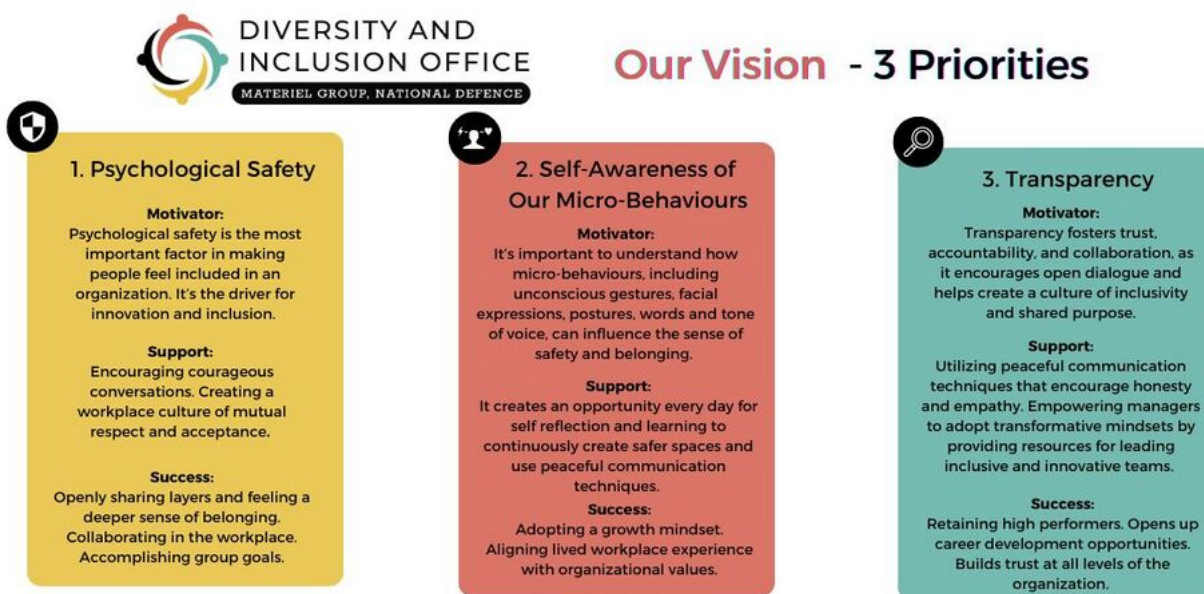
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Diversity and Inclusion Office - 3 Priorities



Making of the Inclusion Means Everyone Video

Lifting as you Lead Mentoring Circles

LIFTING AS
YOU LEAD

MENTORING CIRCLES PROGRAM

CONNECT • ELEVATE • INSPIRE



DIRIGER EN
ÉLEVANT LES AUTRES

PROGRAMME DES CERCLES DE MENTORAT

CONNECTER • ÉLEVER • INSPIRER



Lifting as you Lead Mentoring Circles Program Success Stories

Join the LLMC Network!

Join the LLMC LinkedIn Group(<https://www.linkedin.com/groups/12904569/>)

Lifting as you Lead Mentoring Circles Program 2025

September 2025 - December 2025

Five years ago, LLMC began with a bold vision: To build a community of values-based leaders dedicated to empowering people, transforming workplaces, and shaping the future of leadership. Since then, it has grown into a people-powered movement, equipping over 2000+ leaders within the Defence Team and the Federal Government of Canada with the skills, knowledge, and connections to drive positive change.

Lifting as you Lead Mentoring Circles Program 2024

September 2024 - December 2024

As a leader in our community, the Diversity and Inclusion team is calling on you to join the Lifting as you Lead Mentoring Circles (LLMC) program. The LLMC program is an initiative grounded in the **2020/2021 Deputy Minister Commitments on Diversity and Inclusion** and strives to build on the **Clerk's Call to Action** to better support leadership development towards addressing anti-racism, equity, and inclusion in the federal public service. Through this lens, the LLMC program provides you with an innovative space and opportunity to actively partake in making your workplace inclusive.

Lifting as you Lead Mentoring Circles Program 2023

September 2023 - December 2023

As a leader in our community, the Diversity and Inclusion team is calling on you to join the Lifting as you Lead Mentoring Circles (LLMC) program. The LLMC program is an initiative grounded in the **2020/2021 Deputy Minister Commitments on Diversity and Inclusion** and strives to build on the **Clerk's Call to Action** to better support leadership development towards addressing anti-racism, equity, and inclusion in the federal public service. Through this lens, the LLMC program provides you with an innovative space and opportunity to actively partake in making your workplace inclusive.

Lifting as you Lead Mentoring Circles Program 2022

September 2022 - December 2022

This ten-week program, consisting of five Circle sessions and five optional enrichment sessions, provides a platform for members to network with colleagues and leadership across the federal public service while developing interpersonal skills, learning about key leadership and cultural competencies, and finding career building opportunities.

Lifting as you Lead Mentoring Circles Program 2021

September 2021 - December 2021

As a leader in our community, the Diversity and Inclusion team is calling on you to join the Lifting as You Lead Mentoring Circles (LLMC) program. This ten-week program provides a platform for members to network with colleagues and leadership across the Materiel Group and the Public Service while developing interpersonal skills, key leadership competencies, and finding career building opportunities.

Projects and Activities

Ask Me Anything Events

Join our monthly courageous conversations on Diversity, Equity 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.

L1 Diversity and Inclusion Working Group

It is a community of members committed to advancing diversity, equity, inclusion and belonging in the Defence Team and Federal Public Service. Visit our biweekly meetings to learn more.

Mandate Letter

Culture Mandate Letter 2024 - 2025

Mandate Letter 2022 - 2023

Be the change you wish to see in your organization. This Diversity and Inclusion Mandate Letter aims to bring together all the leaders and members of the Federal Public Service to advance diversity, inclusion and equity within the workplace.

Cascades

Leadership in Action: Culture and Ethics Cascade - 2024 / 2025

Diversity and Inclusion Cascade: Consciously Creating a Diverse and Inclusive Workplace - 2022

Welcome to the “Consciously Creating a Diverse and Inclusive Workplace” activity. This activity is designed to prompt self-reflection, discussion, and action toward the goal of true diversity and inclusion in our workplace and beyond.

Cascade Demo Days

Civilian Diversity and Inclusion Action Plan

The Action Plan is a living document in Materiel Group organization. All members of Materiel Group, National Defence have the opportunity to provide advice and direction on the plan.

Mat Life Stories

Multicultural Calendar

Every month, our team works closely with Waheed Khan and the Visible Minorities Network at Environment and Climate Change Canada to launch a celebrations calendar that helps all of us learn about the multitude of multicultural events and awareness days celebrated across Canada. It's not only about diversity; it's about inclusion. When our people see their holidays, celebrations, and observations this fosters a greater sense of belonging and inclusion.

Articles & Announcements

Legend	
	Announcement
	Article

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	<u>(Closed) AS-05 position - 1-year Assignment Opportunity: Senior GBA Plus and Culture Evolution Strategy Advisor</u>

	Honouring Black Atlantic Canadian History: The Diversity and Inclusion Book Club Discussion with author Lindsay Ruck
	Recap: Exploring "Frequently Asked White Questions" with Drs. Alex Khasnabish and Ajay Parasram
	National Day for Truth and Reconciliation Hybrid Event, September 29th
	A Non-Performative approach to Diversity Equity and Inclusion - Insights from the Lifting as you Lead Mentoring Circles Program Canada.ca (https://www.canada.ca/en/department-national-defence/maple-leaf/defence/2024/01/mentoring-circles-program.html)
	Navigating the Art of Negotiation - Recap of Lifting as you Lead Mentoring Circles Program Canada.ca (https://www.canada.ca/en/department-national-defence/maple-leaf/defence/2023/12/navigating-art-negotiation-recap-lifting-you-lead-mentoring-circles-program.html)
	Mobilising Sponsorship for an Equitable Workforce Canada.ca (https://www.canada.ca/en/department-national-defence/maple-leaf/defence/2023/1/mobilising-sponsor.html)
	Cultivating Psychological Safety Through Inclusive Leadership – Recap of Lifting as you Lead Mentoring Circles Program Canada.ca (https://www.canada.ca/en/department-national-defence/maple-leaf/defence/2023/11/cultivating-psychological-safety-through-inclusive-leadership.html)
	Celebrating Inclusion and Mentorship: Highlights from the Lifting as you Lead Mentoring Circles (LLMC) Launch Event Canada.ca (https://www.canada.ca/en/department-national-defence/maple-leaf/defence/2023/10/highlights-lifting-as-you-lead-mentoring-circles-launch-event.html)
	Cultivating Diversity, Equity, and Inclusion, One High Five at a Time: Join Our Book Club Discussion on 'The High Five Habit' by Mel Robbins

I have an idea!

Diversity and Inclusion Ideas Hub

Every voice matters! You are welcome to share any idea or thoughts to advance diversity and inclusion in the workspace.

Past Events

Black History Month 2024

February 2024

Black History Month, February 2024, is Materiel Group's time to celebrate and honour Black Voices and Black Excellence in our community.

Be the Change - Materiel Group Diversity & Inclusion Jam Session

July 26, 2023 at 1 pm - 2 pm EDT

Do you have ideas to advance diversity, equity, and inclusion in our organisation? Are you committed to creating a psychologically safer workplace? Do you want more hands-on tools to empower you to take meaningful action? Join the Diversity and Inclusion Office (DIO) Jam Session to have your voice heard and co-create positive change!

Indigenous Awareness Workshop featuring Austin Ward

May 25, 2023 at 10:00 am - 12:00 pm EDT

Austin guides and teaches us how to make smudge kits and their significance, followed by a Q&A session facilitated by the Diversity and Inclusion Office Section Head, Samantha Moonsammy.

Diversity and Inclusion Town Hall

February 25, 2022 at 10:00 - 12:00 noon EST

At Materiel Group, we are dedicated to diversity, inclusion and belonging, striving for equity for all. It empowers us to make better decisions for our organisations and for Canadians. From our leaders to our members, we can all do better together. Let's take action and co-create lasting change. Inclusion means everyone, always.

Jam Session - Let's Talk Town Hall

February 28, 2022 at 10:30 - 12:00 noon EST

Leave this session with a resource guide filled with definitions and self-study tools. When you actively participate in the life and people of our organization you are being a part of the change. We are looking forward to igniting inclusion and action with you. Brought to you by our L1 Diversity and Inclusion Working Group. Jam sessions will be planned every 3 months so we can continue to audit and co-create the plan. Upcoming dates will be announced soon for May and July (student session).

Diversity and Inclusion Office Demo Days

March 10, 17, 24, 31, 2022

Learn how to host a Diversity & Inclusion Cascade, sign the Mandate Letter and other key initiatives.

Support Resources

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