



# Centre for International and Defence Policy

## CIDP Gender Lab

### Gender Mainstreaming in the Military: Economic and Social Implications for Ontario

On June 11, 2015, the Government of Ontario awarded the Director of the Centre for International and Defence Policy (CIDP), Dr. Stéfanie von Hlatky, with an Early Researcher Award (ERA). This award consisted of a funding package of \$140,000.00 over the duration of 5 years.

The project stimulated by the receipt of this award, titled "Gender Mainstreaming in the Military: Economic and Social Implications for Ontario," focuses on the large role of the Canadian Armed Forces in Ontario, and examines military-to-civilian professional transitions in Ontario based on a gender-mainstreaming framework.

This project aims to connect the different professional experiences of women and men while in the military to their professional experiences after the military, considering the changing demographics of the Canadian veteran population. To fully understand the social and economic reintegration of veterans, the gap between federal programs and provincial employment efforts should indeed be bridged.

The proposed research project will address this divide by analyzing existing cross-national data to identify the factors that impact professional transitions during the military career cycle, and by collecting data through focus group discussions to assess how service members perceive and experience change throughout their military careers.



The gender lab is a division of the CIDP that provides first-class research and analysis on topics related to gender and defence studies. The gender lab is currently examining the gendered dimension of military transitions to civilian life, and is therefore the primary team working on the CIDP's provincially funded project, titled "Gender Mainstreaming in the Military: Economic and Social Implications for Ontario."



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## Meet the Gender Lab Team

### The Gender Dimension of Veteran Reintegration Workshop

On 21 April 2017, the CIDP, in partnership with the Department of National Defence's Defence Engagement Program, the Ontario Ministry of Research and Innovation, and Canada Company, held a workshop to bridge the gap between stakeholders assisting CAF personnel during their transition to civilian life.

The workshop panels considered contemporary challenges for women transitioning out of the forces, as well as best practices that could be learned from the programs of other nations, that would begin to address the some of the unique transition aspects for women veterans. The workshop also organized as a pilot mentorship program, which matched women veterans with those who are currently transitioning.

#### Veteran Service Provider Internship

The Veteran Service Provider Internship, supported by the CIDP and the Queen's University International Affairs Association, established a mutually beneficial program between veteran service providers across Canada and Queen's University.

This internship was founded to fulfill youth outreach objectives of the ERA project, largely by strengthening the research skills of students while simultaneously supporting the essential services and programs provided to Canadian military veterans. The internships played a vital role in both the professional development of Queen's University students as well as supporting the important mandate of veteran service providers across Canada.

Centre for International and Defence Policy  
Robert Sutherland Hall, Suite 403  
(613) 533-2381 | [cidp@queensu.ca](mailto:cidp@queensu.ca)



Dr. Stéfanie von Hlatky  
Assistant Professor, Department of Political Studies  
Director of the Centre for International and Defence Policy (CIDP)  
ERA Project Principle Investigator  
E-mail: [svh@queensu.ca](mailto:svh@queensu.ca)



Marin Beck  
PhD Graduate Research Fellow  
Email: [13mb12@queensu.ca](mailto:13mb12@queensu.ca)



Meaghan Shoemaker  
PhD Graduate Research Fellow  
ERA Project Coordinator  
Email: [m.shoemaker@queensu.ca](mailto:m.shoemaker@queensu.ca)



Lindsay M. Coombs  
PhD Graduate Research Fellow  
Email: [11mc1@queensu.ca](mailto:11mc1@queensu.ca)

Facebook: [www.facebook.com/CIDPqueens](http://www.facebook.com/CIDPqueens)  
Twitter: @QueensCIDP

[www.queensu.ca/cidp](http://www.queensu.ca/cidp)

Queen's University