

MINDS TEG Grant 2020 - Women's Integration in the Military: Optimizing the CAF's Career Cycle – QUESTIONS FOR PARTICIPANTS

Opening Questions (Pre-Enrolment Perceptions)

1. What sparked your interest in the military?
 - a. Why did you choose the reserves specifically?
 - c. What did you know about the military beforehand that influenced your decision to join?
2. What factors, positive or negative, impacted your decision to join the military?
 - a. Where did you primarily receive information about a career in the military? (E.g family, social media, advertising, school recruiters)
3. How did your family or friends react to your decision to join?
 - a. Did you feel like their opinions influenced you?
4. How did you find the recruiting process?

Main Questions (Post-Enrolment Perceptions)

1. How does the military fit into your broader career?
2. Good or bad, what has been the most memorable experiences for you during your time?
3. Have you noticed that recruitment is a priority for the regiment?
 - a. As mentioned, the regiment has grown significantly in the last couple years. What do you think has influenced the dramatic rise in recruiting?
4. Retention is a new priority. What do you think influences retention (what makes people stay)?
5. How do you balance a career as a reservist with your other commitments (school, work, family, friends)?
6. Is your experience in the military what you expected it to be?
7. What are the biggest misconceptions or myths you think surround the military?
8. How do you think Canadians perceive the military?

9. What factors have kept you committed to staying in the military?
 - a. (if they plan on leaving) What has influenced that decision?

Challenges to Recruitment and Retention

10. What do you think are some challenges that the military is facing in recruiting women, visible minorities, and Indigenous people?
11. What do you think are some challenges that the military is facing in retaining women, visible minorities, and Indigenous people?
12. The CAF recently updated its Diversity Strategy. The intent is to increase the representation of women, visible minorities and indigenous peoples within the military. How could this be achieved at the unit level?
13. How do you think your experience differs from others?
 - a. Has the military been accommodating of those differences? Have you experienced challenges in these regards?
14. The Stats Can report observed that sexual misconduct occurs on a higher basis in the reserves than in the regular force. What do you think explains this?