



National Defence

National Defence Headquarters  
Ottawa, Canada  
K1A 0K2

Défense nationale

Quartier général de la Défense nationale  
Ottawa, Canada  
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~~5320-6~~ (DPSRSC)

4 October 1985

Distribution List

SOCIAL BEHAVIOURAL SCIENCE REVIEW OF  
EMPLOYMENT OF WOMEN AND RECRUITING  
AND RETENTION OF HOMOSEXUALS POSITION PAPERS

Reference: A. 1460-45-3 (ADM(Per)) 2 Oct 85 (copy attached)  
B. The CF Policies on the Employment of Women and  
Sexual Orientation (Homosexuality) undated

1. Action addressees are to undertake the tasking indicated below in response to ref A, on an urgent basis.

The Task

2. There is a need to provide empirical data and other scientific evidence that are pertinent to the issues covered in ref B for use by CF executive leadership in completing the DND position. This is to be in the form of a clear, readable paper which readily identifies the issues, and offers conclusions that either buttress or refute the arguments made in reference B, strictly from a social/behavioural science perspective. There is also the requirement to identify issues that are pertinent but have not been dealt with in reference B.

3. Sources of information are to include the following:

- a. information contained in CF publications and documents;
- b. information from armed forces of other nations;
- c. information from the open scientific literature;
- d. counter-positions to the DND paper that have been placed before the Parliamentary Sub-Committee; and
- e. information that is unanalyzed and/or undocumented, but which bears directly on the topics discussed.

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In this regard, contact with the staff of DPCO, DPCOR, and D Secur may be necessary. Each source is to be weighed and analyzed for its evidentiary strength, from a SBS perspective, and limitations are to be noted.

5. The task is to be accomplished by systematically examining ref B on an issue-by-issue basis, and the procedure is to be as follows:

- a. examine the issue;
- b. summarize the data, if any, that supports the DND position, with the appropriate caveats regarding the reliability and validity of the source;
- c. summarize the data, if any, that argues against the position;
- d. draw a conclusion, from an SBS perspective, as to whether or not the bulk of the evidence is supportive, non-supportive or equivocal.

6. Additional pertinent issues should be presented after the above procedure is completed, and the relevance to the overall DND position - whether pro or con - is to be clearly drawn out.

7. An overall conclusion and recommendations are to be made at the end of the paper, and these should be based solely on the evidence that has been presented, with the implications for the DND position clearly spelled out.

8. The team will consist of the following officers:

- a. Maj R.A. Dickenson - DPSRSC, Team Leader
- b. Maj R. Park, CFPARU, member
- c. Maj K. Wenek, CFPARU, member
- d. Capt W. Keates, DPSRSC, member
- e. Lt L. Phillipo, CFB Shearwater, member
- f. Ms. S. Garrison, DPDS, Associate member.

The Team Leader is directly responsible to DPSRSC to carry out the task and to ensure that a typed draft is available to the undersigned by 1000 hours, Friday 10 Oct 85. Typing of draft

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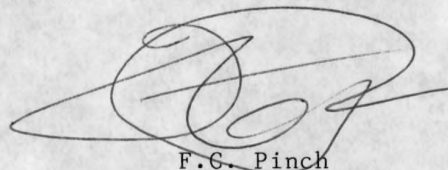
copy will be done within the DGPRD secretarial resources.

Additional Information

9. The conference room on the 3rd floor of the Killeany Building has been set aside 7-9 Oct 85 for team members. A representative from DGC Svc (BGen McLellan or Col Lake) will address the team at 0900 hours 7 Oct.

Conclusion

10. It is realized that the above represents a tall order in the short time period available. However, I am sure that you will understand the importance of this effort and that you will produce a solid document.



F.G. Pinch  
Lieutenant-Colonel  
Director Personnel Selection,  
Research and Second Careers  
for Chief of the Defence Staff

Attachment: 1

DISTRIBUTION LIST

<u>Action</u>	<u>Information</u>
Maj R.A. Dickenson	DGPRD
Maj R. Park	
Maj K. Wenek	
Capt W. Keates	
Lt L. Phillippo	
Ms. S. Garrison	
A/O DGPRD	

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