AIDE MEMOIRE FOR BGEN McLELLAN

CHARTER TASK FORCE - APPROACH TO STUDY

3. A study will be done on the rationale behind the current CF policy on homosexuality, including such things as unit cohesion and morale and the effect of homosexuals on it. Completion date 15 Jul.

- 5. A study on the policies of the military of other nations is being undertaken. Completion date 1 Jul. (N.B. Russia has no policy as in that country there is no such thing as homosexuality.)
- 6. A public opinion poll has been commissioned through our standing contract with CROP Inc. of Montreal. To update information on attitude of the public towards homosexuals and homosexuals in the military. Completion date 15 Jul.
- 7. Attitude surveys are being conducted within the CF through the auspices of CFPARU. This includes a recruit survey to determine the effect of acceptance of homosexuality on recruiting. Completion date 15 Jul. (N.B. This date may be a litte optimistic.)
- 8. A case history study has been completed on homosexuals in the CF and problems they may have or cause. Completed 1 Jun.
- A study on the Medical Implications of admitting homosexuals has been completed 1 Jun.
- 10. A study on habitability and cost is being undertaken by DGMEM and DGQ. Completion date 25 Jul.

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TEAM 2 - WOMEN IN THE CF

1. Work had been ongoing on employment policies of the CF by DG Charter prior to the formation of the Task Force. Promulgation of these policies in the form of two new CFAO's and an amendment to an existing CFAO was the first recommendation of the Charter Task Force - (Released by CANFORGEN 16 June???)

As the Task Force's mandate is to develop options and

- make recommendations on how best to implement the government's policy on equality rights without affecting the operational effectiveness of the CF, all aspects of women in the military and current CF policy on the employment of women are being investigated. Such issues as the minimum male requirement, Trial results, pregnancy, availability of men vs. women and compatibility of current CF equipment to women are under study. In addition, the Task Force is attempting to identify costs related to the greater employment of women such as: reconfiguring the current Fleet and base accommodations as well as the future fleet and future accommodations to cater for greater employment opportunities for women. Pregnancy, and child care, issues which will be increasingly important should the female population of the CF increase, are being studied not only from the financial aspect but also from the point of view of career management and attrition. These studies and review of material will be completed by 15 Jul.
- 3. A public opinion poll has been commissioned, also through CROP Inc., concerning women in combat. Completion date 15 Jul.
- 4. An attitude survey within the Canadian Forces, including a recruit survey, under the auspices of CFPARU, is being undertaken. Completion date 15 Jul.
- 5. A study of the policies of other nations concerning women in combat is being updated and expanded. Completion date 1 Jul.

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- 6. A contract has been let for a paper relating to women in combat units and the effect they will have on cohesion and morale and operational effectiveness. The author is Professor M. Segal of the University of Maryland and a well-known authority on the subject. This will give us the opinion of an outside expert. Much of this paper will also be of use to Team 1. Completion date 15 Jul.
- 7. The cohesion and morale paper will be reviewed by military experts in conjunction with the SWINTER Report. Completion date 21 Jul.
- 8. Development of options and resource implications will begin 1 Aug. Completion date 20 Aug.
- 9. First draft of report with recommendations to be completed by 1 Sep.
- 10. Final report compiled and submitted by 1 Oct.

OVERALL

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