



# 2021 Annual Expert Symposium

March 9–11 | 9:00 a.m.–12:30 p.m. EST



BUILDING A SAFE AND RESILIENT CANADA

## Bias Sensitivity, Diversity and Identity (BSDI) in National Security

### Event Overview

The National Security Policy Directorate (NSPD) at Public Safety Canada will host *the Annual Expert Symposium on Bias Sensitivity, Diversity and Identity (BSDI) in National Security* on March 9-11, 2021. The event will gather experts from government, civil society and academia, as well as members of the public, to discuss issues related to BSDI in national security. The event will be held over the course of three mornings and will feature keynote presentations, panel discussions and Q&A sessions.

The Symposium will support the Government of Canada's objectives to address the impacts of implicit biases and systemic racism in the security, intelligence and law enforcement communities.

The three day virtual event will explore three themes:

1. Improving Accountability to Canadians: Building trust and transparency;
2. Stopping the Threat: Enhancing and building effectiveness in identification and response; and,
3. Beyond the Token: Achieving diversity and inclusion in the national security workforce.

The topics selected for panels and keynote presentations focus on discussing and addressing knowledge gaps and aim to provide guidance for the national security community on how to apply BSDI considerations to policies, programs, operations and corporate activities. By publishing and reporting on elements of the Symposium, the Government of Canada will demonstrate its increased efforts to incorporate, understand and respond to BSDI considerations in national security through meaningful public engagement.

## March 9, 2021 — Day 1

### Improving Accountability to Canadians: Building trust and transparency

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The first day of the Symposium is dedicated to transparency and engagement with communities in the area of national security. The purpose is to better understand how national security organizations can build a more positive relationship with communities based on trust, accountability and transparency.

#### Panel Discussion

#### Building Bridges: Community Engagement in National Security

9:00 am – 10:30 am EST

This panel will gather speakers from the policing, university, federal government and civil society spheres to discuss the importance of engaging communities on national security issues.

Name	Background	Bios
<b>Peter Flegel (moderator)</b>	Government	Executive Director, Federal Anti-Racism Secretariat, Canadian Heritage
<b>Harpreet Jhinjar</b>	Policing	Community engagement officer for several police services. Introduced innovative ways to do engagement on policing and national security issues.
<b>Khadija El Hilali</b>	Student	Student activist aiming to develop an anti-racism course for universities.
<b>Amira Elghawaby</b>	Civil society	Journalist and human rights advocate, involved in several initiatives to promote civic engagement.

#### Guiding Questions:

- How can the national security community improve engagement with communities?
- What do successful engagement initiatives look like? On what elements should the national security community focus to build trust with the public it serves?
- What are the challenges of building partnerships with communities in a context of diversity?

## Keynote Speech

### The National Security Transparency Advisory Group (NS-TAG) : a Year in Review and What Lies Ahead

*11:00 am – 12:00 pm EST*

The second event will be a keynote speech by both of the National Security Transparency Advisory Group (NS-TAG) co-chairs. Transparency is closely linked to citizens' engagement and trust. Speakers will make links between diversity, bias sensitivity and transparency in national security and discuss the work of the NS-TAG to date, especially the group's upcoming focus on engagement with diverse communities.

The speakers will be introduced by **Sonya Read**, Acting Assistant Secretary for Digital Policy and Services, Treasury Board of Canada Secretariat.

Name	Background	Bios
<b>Dominic Rochon</b>	Government	Senior Assistant Deputy Minister for the National Security and Cyber Security Branch at Public Safety Canada and government co-chair of the NS-TAG.
<b>Thomas Juneau</b>	Academia	Assistant Professor at the Graduate School of Public and International Affairs at the University of Ottawa. Non-government co-chair of the NS-TAG.

#### *Guiding Questions:*

- How can enhanced transparency in national security build trust with communities?
- What are the lessons learned from the first year of the NS-TAG?
- What are the priorities of the NS-TAG in the year ahead?

## March 10, 2021 — Day 2

### *Stopping the threat: Enhancing and building more effectiveness in identification and response*

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The second day of the Symposium will focus on national security threats and how to apply an intersectional analysis to enhance the national security community's understanding of these threats and improve its response.

#### **Panel Discussion**

#### **Ideologically-Motivated Violent Extremism (IMVE): Leveraging Intersectional Analysis**

*9:00 am – 10:45 am EST*

The first event of the second day will be a panel on the intersectional analysis of current ideology motivated violent extremism (IMVE). IMVE movements will be analyzed through an intersectional perspective by experts from academia. Identity factors such as age, gender or socioeconomic profile will be explored in relation to IMVE threats and organizations.

The panel will be preceded by a speech from **the Honourable Bill Blair**, Minister of Public Safety and Emergency Preparedness.

Name	Background	Bios
<b>Frances Patry (moderator)</b>	Government	GBA+ advisor, Canadian Security Intelligence Service (CSIS)
<b>Solange Lefebvre</b>	Academia	Professor at the Institute of Religious Studies at the University of Montreal and co-author of the report <i>Afraid of What? Violent Extremism in Quebec and the Media Landscape</i> .
<b>Amarnath Amarasingam</b>	Academia	Assistant Professor at the School of Religion at Queen's University. His research focuses on radicalization, terrorism and sociology of religion.
<b>Brett Kubicek</b>	Government	Manager Research of the Canada Centre for Community Engagement and Prevention of Violence, at Public Safety Canada.

#### *Guiding Questions:*

- How does an intersectional analysis help the national security community to understand IMVE?
- What are the main characteristics of the membership of new IMVE movements, such as QAnon?
- How can our response to IMVE movements benefit from an intersectional analysis?

## Panel Discussion

### Emerging Technologies and National Security

11:00 am – 12:45 pm EST

This event will explore the disproportionate impacts of emerging technologies in the national security space, such as artificial intelligence and algorithms, on racialized and marginalized communities.

Name	Background	Bios
<b>Holly Ellingwood (moderator)</b>	Government	Lead Departmental Strategist, Diversity and Inclusion Secretariat, Public Safety Canada. He is currently completing his Ph.D in Psychology at Carleton University.
<b>Gideon Christian</b>	Academia	Assistant Professor of AI and Law at the Faculty of Law, University of Calgary
<b>Tim McSorley</b>	Civil Society	National Coordinator of the International Civil Liberties Monitoring Group.
<b>Lex Gill</b>	Law	Mtre Lex Gill is a lawyer, a research affiliate at the Citizen Lab (Munk School of Global Affairs and Public Policy, University of Toronto), and a part-time instructor at McGill University's Faculty of Law.
<b>Sami Khoury</b>	Government	Deputy Chief (Associate Deputy Minister), Enterprise Technologies and Solutions, Communications Security Establishment.

#### *Guiding Questions:*

- How can emerging technologies integrate and replicate biases, and/or perpetuate systemic racism?
- How can such technologies serve as tools to integrate diversity considerations in national security work?
- What privacy considerations are linked to the development and use of new technologies in national security activities?

## March 11, 2021 — Day 3

### Beyond the Token: Achieving diversity and inclusion in the national security workforce

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#### Keynote Speech

International Perspective with Sonya Holt, Deputy Associate Director of the CIA and Chief Diversity and Inclusion Officer

9:00 am – 10:00 am EST

The first event of the third day of the Symposium will be a keynote speech from **Sonya Holt**, Deputy Associate Director of CIA for Talent for Diversity and Inclusion at the CIA Chief Diversity and Inclusion Officer.

Sonya Holt will be introduced by **Monik Beauregard**, Associate Deputy Minister of Public Safety Canada.

#### Guiding Questions:

- Why is diversity in the workforce important to the national security community?
- How do we build a more diverse and inclusive national security workforce?
- What initiatives have Government departments and agencies in the United States implemented to enhance diversity in the national security workforce and develop inclusive workspaces? What are some lessons learned, and how can future initiatives be improved?

#### Panel Discussion

Changing the Paradigm:

Empowering Diversity in Canada's National Security Community

10:30 am – 12:30 pm EST

The Symposium will close with a panel discussion on the importance of taking concrete actions to attract, recruit and retain a diverse workforce in the national security community.

Name	Background	Bios
<b>Seyi Okuribido-Malcolm (moderator)</b>	Government	Director, Anti-Racism Implementation, Department of National Defence.
<b>Alain Babineau</b>	Policing	Retired Staff Sergeant from the Royal Canadian Mounted Police and advisor with the Center for Research Action on Race Relations (CRARR) in Montreal.
<b>Huda Mukbil</b>	Former public servant	President of Zultanite Consulting and former senior intelligence officer at CSIS.
<b>Marcie Hawranik</b>	Civil Society	Founder and President of Canadian Equality Consulting. She has worked with various levels of government in Canada.

<b>Stephanie Le Saux-Farmer</b>	Government	Analyst with the Secretariat of the National Security and Intelligence Committee of Parliamentarians , which reported on diversity and inclusion in the security and intelligence community.
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*Guiding Questions:*

- How can diversity in the workforce contribute to making Canada safer and more resilient?
- How can a diverse workforce help the national security community better engage with communities?
- How can a diverse workforce enhance the national security community's actions and initiatives?
- What are some key challenges to improving diversity and inclusion within the national security community?
- What are the best practices to be applied when an organization wishes to be more diverse and inclusive?