



- Joined the Department of National Defence as Executive Director (ED) of the Sexual Misconduct Response Centre in May 2017.
- Prior, worked for the Parole Board of Canada for 8 years, and as Psychologist for the Correctional Service of Canada for 19 years.
- Ph.D. in Psychology from Queen’s University, registered with the College of Psychologists of Ontario, and member of the Canadian Psychological Association.

MANDATE

- Provide support services or referrals to support services for CAF members who are affected by sexual misconduct (since 2015).
- Provide guidance and recommendations to the military that shape the development and implementation of policies and programs to eliminate sexual misconduct in the military (new since April 2019).
- Monitor progress of military policies and programs, providing independent, external analysis of their effectiveness and recommendations for improvement (new since April 2019).
- Per Budget 2021, the Mandate will be expanding to DND public servants and former CAF members.

KEY FACTS

**Total Employees:** 86 positions staffed, expanding to 215 positions (Permanent, Casual, Students and Military staff)

**Budget:**

Fiscal Year 2020-2021	\$25,248,455
Operating & Maintenance	\$ 8,101,872
Civilian Salary	\$16,133,433
Grants & Contributions	\$ 500,000
Reserve Pay	\$ 109,744
Capital	\$ 392,750

**Primary location(s):** Ottawa. Regional presence to be planned.

KEY PARTNERS

- Internal:**
- Chief, Professional Conduct and Culture
  - All Level 1s (heads of branches and services)
  - Judge Advocate General
  - Canadian Forces Health Services
  - Military Police/Canadian Forces National Investigative Service
  - Integrated Conflict and Complaint Management
  - Chaplain General
  - National Defence/Canadian Forces Ombudsman
  - DND/CF Legal Services Advisor
- External:**
- External Advisory Council to the Centre
  - Department of Justice
  - Women and Gender Equality Canada
  - Veterans Affairs Canada
  - Five-Eyes partners (United States, United Kingdom, Australia, New Zealand)

TOP ISSUES

Heyder-Beattie Class Action Settlement

- **Restorative Engagement Program (October 2021):** For class members to share their experience of sexual misconduct with senior defence representatives with the help of restorative practitioners.
- **Survivor Support Consultation Report (published November 2021):** The ED and two CAF members met with class member representatives, supported by three subject matter experts, to provide a report on enhancing Defence Team resources and support programs for survivors.

Budget 2021 Programs, Part 1

- **Peer Support:** A key ask from many stakeholder survivor groups. Program to be launched in conjunction with Veterans Affairs Canada. Undergoing program design and ensuring that those with lived experiences are consulted throughout the design. Program will include online and face-to-face options.

Budget 2021, Part 2

- **SMRC Expansion:** SMRC expanded its services to DND public servants in August and to former CAF members in September. Will be adding regional services, first in QC in October, and then in Pacific in early 2022.
- **Contribution Program:** Launched August 2019, provides funding to sexual assault centres in communities near 10 most populated bases. Budget 2021 provides an expansion to the program and promotes innovation to meet needs of underserved locations and populations.

Budget 2021, Part 3

- **Prevention and Training:** Developing comprehensive prevention plan to support the military’s culture change strategy, including a program at Canadian Military Colleges to launch this academic year with all officer cadets.
- **Responsive Legal Options:** Two initiatives aimed at increasing victims’ access to justice. First is provision of Independent Legal Advice. Second is Alternative Reporting Options, including consideration of restricted and online reporting.

Arbour Review

- Mme Arbour will be examining the mandate and governance of SMRC as part of her review.
- Sexual misconduct will also feature heavily in her review, thus SMRC will be actively engaged.