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+SSRRB-CERSS@forces.gc.ca

CANADIAN  
ARMED FORCES



FORCES ARMÉES  
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Le Conseil d'examen de la  
recherche en sciences sociales

Canada

National Defence Headquarters – Carling Campus

## Invitation Email

My name is Dr. Barbara Waruszynski, and I am conducting research for the Canadian Armed Forces (CAF) on fostering allyship in the Canadian military. The purpose of this invitation email is to ask you to participate in my research project on *Building Allies across the Canadian Armed Forces*. The aim of this research is to explore how military personnel can create effective allies to help foster a more diverse, equitable, and inclusive culture in the CAF. Your input is important to help the CAF examine the factors that will contribute to meaningful culture change — a culture that is diverse, progressive, safe, equitable, and inclusive through the establishment of effective allies.

This research has been approved by the Department of National Defence (DND)/CAF Social Science Research Review Board (SSRRB) in accordance with DAOD 5062-0 and 5062-1 and the SSRRB approval # is 2096/23F.

You do not have to answer any questions that you do not wish to. The information you provide will be summarized, in an anonymized format, in the body of the final report. At no time will any specific comments be attributed to you and all source documentation will be kept strictly confidential. In addition to submitting my final report to the Chief Professional Conduct and Culture, I will also be sharing my research findings with the entire Department and the CAF.

You are not compelled to participate in this research project. If you do choose to participate, you are free to withdraw at any time without prejudice. Similarly, if you choose not to participate, this information will also be maintained in confidence.

I am available to answer any questions you have about the study. You may contact me at 613-901-9605 or by email at [Barbara.Waruszynski@forces.gc.ca](mailto:Barbara.Waruszynski@forces.gc.ca). You can also contact my colleague at [stefan.wolejszo@forces.gc.ca](mailto:stefan.wolejszo@forces.gc.ca)

If you would like to participate, please contact the focus group facilitator at: [stefan.wolejszo@forces.gc.ca](mailto:stefan.wolejszo@forces.gc.ca)

Thank you for your consideration.

Sincerely,

*Barbara Waruszynski*

*Dr. Barbara Waruszynski  
Defence Scientist  
Director General Military Personnel Research and Analysis  
NDHQ (Carling),  
60 Moodie Dr,  
Bldg. CC-9, 9S.2.T30.02  
613-901-9605  
[Barbara.Waruszynski@forces.gc.ca](mailto:Barbara.Waruszynski@forces.gc.ca)*