MEGAN DEWAR & KSENIYA GARASCHUK, Tutte Institute for Mathematics and Computing & Canadian Centre for Cyber Security

From Representation to Inclusion: Lessons in building mathematical communities within Canada's security and intelligence sector

Meaningful inclusion in mathematical and technical communities requires more than simply recruiting diverse talent. Drawing on our lived experiences as women working in Canada's federal security and intelligence community, and our involvement in initiatives to advance equity, diversity, and inclusion, we share practical approaches and lessons learned from recruitment, career development, mentorship, community-building, and research partnerships. We explore the importance of addressing barriers across the talent life-cycle, using data to inform action, and combining individual advocacy with institutional commitment. While grounded in the federal security and intelligence environment, our experiences offer insights relevant to Canada's broader mathematical sciences communities.