

# Making Room for Diversity by Examining Lingering Mundane Discrimination



**Laurentian** University  
Université **Laurentienne**



UNIVERSITY OF  
NEW BRUNSWICK

**Dr. Lynne Gouliquer:** Associate Professor, Sociology  
Department, Laurentian University

**Dr. Carmen Poulin:** Associate-Dean, Faculty of Arts,  
Professor, Psychology, Gender & Women Studies, University of  
New Brunswick

- BIPOC, LGBTQ+ & Gender perspective
  1. Women
  2. BIPOC & LGBTQ+

# Women in the CAF



## **2 Signifiant Change Events**

- **Royal Commission on Status of Women (1970)**
- **1989 Human Rights tribunal case**

# Royal Commission on Status of Women (1970) & CAF

- 1) Enrolment restrictions (capped)
- 2) Pension benefits (nearly nil)
- 3) Access CF Universities (no)
- 4) Marriage (no)
- 5) Pregnancy (no)
- 6) Military Occupations (severely restricted)

- **1989 Human Rights tribunal case**
- **Ordered to integrate women in 10 years**
- Not submarines until 2001



# Increased Numbers

Year	% of women	
• 1970	2	Royal Commission
• 1989	9	Human Rights Tribunal
• 2001	11	10+ yrs post HRT mandate
• 2010	12	
• 2016	14	
• 2018	15	
• 2019	15	
• 2026	25	projected

- regular forces only

# Increase in Women (% change)

650% (1970 to 2019) - 50 years (2% - 15%)

350% (1970 to 1989) - 29 years (2 - 9%)

22 % (1989 to 2001) 12 years (9 - 11%)

25 % (2010 to 2019) - 9 years (11 - 15%)

67% (2016 to 2026) - 10 year aim (15 – 25%)



- Where are women located **CAF**
- Occupationally Necessary vs Support
- Support – most of women soldiers



# Research on CAF

- PhD research (2014) examined notion of – equal opportunity and equal pay



# CAF Data Set

Regular forces  $N = 3999$

Two sub-groups

- Officer Corps (  $F = 264$ ,  $M = 313$  )
- Non-Commissioned Member (NCM) Corps  
(  $F = 1489$ ,  $M = 1502$  )

# ***Analysis focus***

- Career success model
- Human capital theory (Becker, 1964, 1993)
- Multivariate Statistical Analysis
  - military earnings (Dependent)
  - 20 variables (factors or influences)

Constant		80145.61	77792.92	77428.84	76743.25	75887.27	75530.11
EDUCATION <sup>A</sup>	Gender <sup>A</sup>	-5432.39***	-3992.43***	-3744.91***	-2218.67***	-2259.52***	-1472.31
	Experience		1035.93***	1009.80***	691.66***	699.21***	740.40
	Experience Squared		-22.07*	-20.92*	-20.36*	-20.98*	-25.90
	HS & <		-413.80	-498.76	-1299.03	-1530.03	-2013.03
	>HS<BA		-831.17	-829.95	-805.81	-892.75	-896.03
	>BA<MA		4989.17*	4998.93*	6295.69**	5996.55**	5736.03
	MA & >		1083.32	1067.83	1258.47	752.45	1411.03
	Language		111.03	96.44	95.79	98.30	107.03
	Prestige of Degree <sup>A</sup>		3401.71***	3340.14***	2923.16***	3297.84***	2793.03
	Dependents			687.13*	411.19	387.28	513.03
	Dependents by Gender			-750.55	-351.43	-377.86	-418.03
	Relationship <sup>A</sup>			161.99	134.32	77.22	-172.03
	Training				390.83***	287.25***	181.70
	Postings				626.99***	693.32***	624.10
DIVISION <sup>A</sup>	Deployments				-221.24	-143.70	-290.03
	HQ Postings				637.95	817.67	1077.03
	Air Force					2655.48**	946.03
	Engineer					975.06	1204.03
	Navy					-118.87	914.03
	Army					1010.00	-37.03
	Pilot <sup>A</sup>						7631.80
	Rank						

# Officer Corps

Table 3	Model 1	Model 2	Model 3	Model 4	Model 5	Model 5b	Model 6
N	577	577	577	577	577	577	577
Adj. R <sup>2</sup>	.09	.41	.41	.48	.50	.53	.67
Constant	80145.61	77792.92	77428.84	76743.25	75887.27	75535.96	3431.12
Gender <sup>A</sup>	-5432.39***	-3992.43***	-3744.91***	-2218.67***	-2259.52***	-1472.86*	-1260.71*
Experience		1035.93***	1009.80***	691.66***	699.21***	740.46***	475.85
Experience Squared		-22.07*	-20.92*	-20.36*	-20.98*	-25.92**	-39.62***
HS & <		-413.80	-498.76	-1299.03	-1530.03	-2013.58*	44.11
>HS<BA		-831.17	-829.95	-805.81	-892.75	-896.89	683.20
>BA<MA		4989.17*	4998.93*	6295.69**	5996.55**	5736.06**	4933.09*
MA & >		1083.32	1067.83	1258.47	752.45	1411.45	-447.40
Language		111.03	96.44	95.79	98.30	107.00	-110.11
Age of Degree <sup>A</sup>		3401.71***	3340.14***	2923.16***	3297.84***	2793.01***	2052.01
Dependents			687.13*	411.19	387.28	513.91	140.94
Dependents by Gender			-750.55	-351.43	-377.86	-418.64	-231.79
Relationship <sup>A</sup>			161.99	134.32	77.22	-172.55	-169.42
Training				390.83***	287.25***	181.75**	109.84
Postings				626.99***	693.32***	624.10***	171.00
Deployments				-221.24	-143.70	-290.84	-215.02
Q Postings				637.95	817.67	1077.49	454.28
Air Force					655.48**	946.14	1096.34
Engineer					975.06	1204.99	1444.89

Officer Corps



Table 7		Model 1	Model 2	Model 3	Model 4	Model 5	Model 5a	Model 6
N		2991	2991	2991	2991	2991	2991	2991
Adj. R <sup>2</sup>		.05	.29	.29	.35	.38	.39	.68
Constant		49618.73	49125.81	48370.11	47723.51	46620.00	46499.38	26122.24
Gender <sup>A</sup>		-2456.96***	-1982.46***	-1953.93***	-1050.08***	-299.51	-297.61	-445.10**
EDUCATION	Experience		540.90***	541.29***	345.95***	415.70***	419.29***	20.99
	Experience-Sqd		17.33***	16.43***	22.42***	20.07***	19.47***	9.92***
	< HS <sup>A</sup>		-651.80***	-659.55***	-542.50**	-554.39**	-561.89**	-53.27
	>HS<BA <sup>A</sup>		49.09	-31.17	23.99	89.32	4.24	-80.47
	>BA <sup>A</sup>		2616.63**	2507.95**	3063.94***	3035.07***	3001.40***	810.46
	Language <sup>A</sup>		202.55	154.39	-83.69	88.81	116.77	-34.31
	Dependents			-75.43	-126.43	-87.91	-72.68	-143.31*
	Dependents by Gender			-562.30***	-276.98*	-315.45*	-319.26*	-24.82
Relationship <sup>A</sup>				1005.27***	854.50***	806.93***	804.89***	-49.05
Training					194.86***	190.03***	159.61***	-1.38
Postings					345.15***	193.85***	193.48***	67.78*
Deployments					275.44***	236.62***	251.95***	297.15***
HQ Postings <sup>A</sup>					838.61***	1004.96***	1141.30***	371.15**
DIVISION	Air Force <sup>A</sup>					487.31	-1081.04**	719.31**
	Engineer <sup>A</sup>					497.41*	-535.60	-106.68
	Navy <sup>A</sup>					4424.33***	2935.51***	1775.31***
	Army <sup>A</sup>					1080.51***	1158.07***	236.31
Specialist Group							2173.11***	2635.50***

NCM Corps



# ***Findings***

- Gender earnings disadvantage for women
- For both Officers & NCM corps

# Conclusions

- Illusion of opportunity
- Illusion of equal pay
- Illusion of choice (Stone & Lovejoy, 2004; Stone, 2007)
- Military or Family

# **BIPOC & LGBTQ+**

## **Looking for Diversity**

- **Examination obvious in COVID times**
- **Websites**
  - 1. Family Resource Centres**
  - 2. CAF – overall, army, navy, & air force**

# Criteria Used

- Pictures
- Videos
- Language used
- Events held
- Symbols

# Family Resource Centres



Retrieved from: [https://www.cafconnection.ca/National/Programs-Services/Deployment-Support/Deployment-Support-for-Families/Military-Family-Resource-Centres-\(MFRC\).aspx](https://www.cafconnection.ca/National/Programs-Services/Deployment-Support/Deployment-Support-for-Families/Military-Family-Resource-Centres-(MFRC).aspx)

# Who Wears the Uniform?



Retrieved from: <https://www.cafconnection.ca/Calgary/In-My-Community/About-Us.aspx>



Retrieved from:  
<https://www.northbaymfrfc.ca/22-wing-family-medical-clinic/>



Retrieved from: <https://esquimaltmfrc.com/parent-child/parenting-resources/>



# Who Wears the Uniform? (Retirement)



Photo credit: THINKSTOCK

Retrieved from: <https://www.cafconnection.ca/Suffield/Adults/Veterans-Families/Veteran-Family-Program.aspx>



# Bucking the Trend? 'Medically Released Veteran'



Photo credit: MFS

Retrieved from: <https://www.cafconnection.ca/Calgary/Adults/For-Releasing-Members,-Veterans-Their-Families/Medically-Released-Veteran.aspx>

# Representation of Women in Uniform



**For Military Personnel**

Photo Credit: MFS

Retrieved from: <https://www.cafconnection.ca/National/Programs-Services/For-Military-Personnel.aspx>

# More Diverse Depictions



Retrieved from: [https://www.cafconnection.ca/National/Programs-Services/Deployment-Support/Deployment-Support-for-Families/Military-Family-Resource-Centres-\(MFRC\).aspx](https://www.cafconnection.ca/National/Programs-Services/Deployment-Support/Deployment-Support-for-Families/Military-Family-Resource-Centres-(MFRC).aspx)



## EMERGENCY CHILD CARE



Retrieved from: <https://www.cafconnection.ca/Edmonton/Home.aspx>



# Incidental Erasure?



Retrieved from: [https://www.cafconnection.ca/National/Programs-Services/Deployment-Support/Deployment-Support-for-Families/Military-Family-Resource-Centres-\(MFRC\).aspx](https://www.cafconnection.ca/National/Programs-Services/Deployment-Support/Deployment-Support-for-Families/Military-Family-Resource-Centres-(MFRC).aspx)



## EMERGENCY CHILD CARE



Retrieved from: <https://www.cafconnection.ca/Edmonton/Home.aspx>

# Conclusion MFRC Websites

- BIPOC and LGBTQ+ representation limited
- Military families:
  - White
  - Generally man in uniform, woman in civilian clothes

Predominance of Traditional family

# Canadian Armed Forces Websites

- The Canadian Armed Forces website  
<https://forces.ca>
- The Canadian Army website  
<https://forces.ca/en/about-us/army>
- The Royal Canadian Navy website  
<https://forces.ca/en/about-us/navy>
- The Royal Canadian Airforce website

# Recruitment Showcasing Diversity: BIPOC and Gender

## INTERESTED IN JOINING?

Get all the info you need



Retrieved from: <https://forces.ca/en/>



# CAF site > Life in the Forces > Family Support



Retrieved from: <https://forces.ca/en/life-in-the-military/#st>

# Indigenous Representation

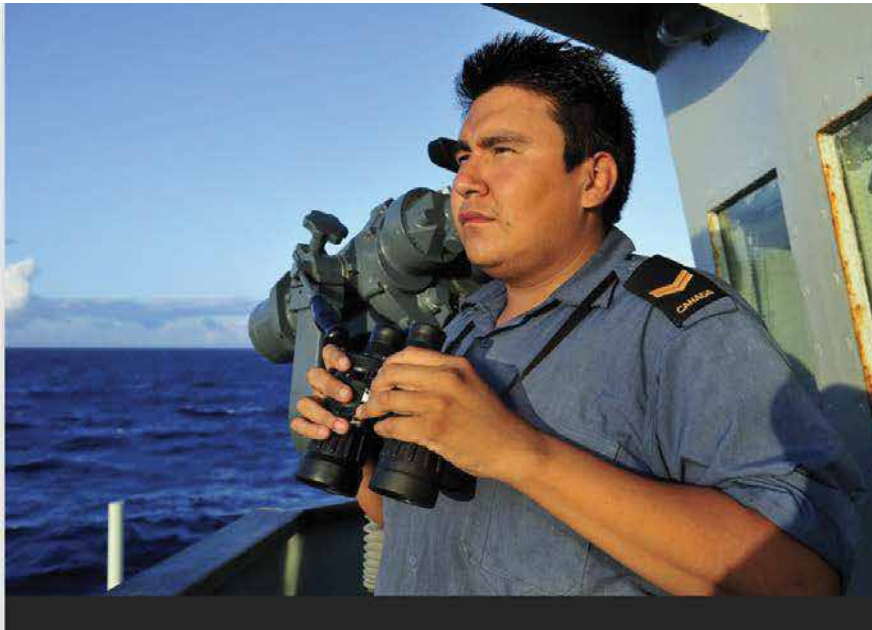


Retrieved from: <https://forces.ca/en/programs-for-indigenous-peoples/aloy/>



Retrieved from: <https://forces.ca/en/programs-for-indigenous-peoples/summer-programs/>

# Off the recruitment page



## Join the Regular Force (Full-Time)

Members of the Regular Force serve full time protecting Canada and defending our sovereignty. They contribute to international peace and security, and work with the United States to defend North America. They are ready to respond at a moment's notice to threats, natural disasters or humanitarian crises at home and around the world.

[BROWSE POSITIONS](#)

Retrieved from: <https://forces.ca/en/how-to-join/#wj>



# Conclusion

- **Family Resource Centres**
- Findings:
- White
- Colonial
- Heteronormative
- Gendered



Photo credit: THINKSTOCK

Retrieved from: <https://www.cafconnection.ca/National/Programs-Services/For-Transitioning-Veterans-and-their-Families/Families.aspx>



# Conclusion

- **CAF Websites**
- **Recruitment sites = most diversity**
- **Visibly** recognisable (women & BIPOC) = inclusion easier
- LGBTQ+ invisible = inclusion difficult



# Conclusions

- recognition of white colonial heteronormative gendered relations of power
- Careful examination needed of institutional
  - structures
  - practices
  - culture

# Acknowledgements

- We would like to express our sincere gratitude to Harleen Jhinger, our research assistant, and Alissa Moore, our P-SEC Research Project Coordinator, for all of their assistance on this presentation, and to all the women and LGBT soldiers and their partners who participated in our research to date.
- We also wish to acknowledge the financial support of the Social Sciences and Humanities Research Council [SSHRC Insight Grant (ref: 410-2005-1851), the University of New Brunswick Research Fund Competition Series 39 & 41, and the support of academic institutions where we studied and worked while completing this research: McGill University, University of New Brunswick, St Thomas University and Laurentian University.



# References

- Berthiaume, L. (2019, January 17). Defence chief admits slower-than-expected growth in female representation | CBC News. *CBC News*. <https://www.cbc.ca/news/politics/defence-women-vance-targets-1.4981603>
- Capstick, M., Farley, K., Wild, B., & Parkes, M. (2005). *Canada's soldiers: Military ethos and Canadian values in the 21st century army*. (Report to the Commander Land Force Command). National Defence Headquarters, Ottawa, Canada: Land Personnel Concepts and Policy and Director General Land Combat Development.
- Deschamps, M. (2015). External review into sexual misconduct and sexual harassment in the Canadian Armed Forces. National Defence and the Canadian Armed Forces. Retrieved from [http://ywcacanada.ca/data/research\\_docs/00000352.pdf](http://ywcacanada.ca/data/research_docs/00000352.pdf).
- Gouliquer, M. L. (2011). *Soldiering in the Canadian forces: How and why gender counts!* [PhD Thesis]. McGill University Montreal.
- Poulin, C., Gouliquer, L., & McCutcheon, J. (2018). Violating gender norms in the Canadian military: The experiences of gay and lesbian soldiers. *Sexuality Research & Social Policy: A Journal of the NSRC*, 15(1), 60–73. <https://doi.org/10.1007/s13178-017-0304-y>
- Smith, D. E. (1999). *Writing the Social: Critique, Theory, and Investigations*. University of Toronto Press. <https://utorontopress.com/ca/writing-the-social-3>
- Winslow, D. (1997). *The Canadian Airborne Regiment in Somalia: A socio-cultural Inquiry*. Ottawa: Canadian Government Publishing.