

FROM THE MARGINS

and Outside
the Box

New Perspectives on
Researching the Military



December 1, 2022

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Often called out for its lack of diversity and inclusion, it is not only the military institution that needs to change, but also the way it is studied. For far too long, research on the military has been siloed. Few dialogues and consultations among researchers were taken place, either because their research field was distinct (political science, sociology, anthropology, history, applied ethics, and so forth) or because they were working for different institutions (academic or governmental). Now more than ever, marginalized approaches and perspectives in the study of international security need to be heard and seen as they can bring answers to some of the challenges the military institution is currently facing.

By bringing together researchers - virtually and in-person - from different countries, this conference aims to delve into how the military institution can be researched from more perspectives than we usually imagine when we think of the military. It is about paying attention to what underrepresented researchers, researchers using underrepresented approaches or working on underrepresented topics, can bring to the table. But it is also about opening a space for researchers - and the public - to share and learn from each other.

Queen's University is situated on traditional Anishinaabe and Haudenosaunee territory. We are grateful to be able to organize this event on this land. We also wish to acknowledge this territory's significance for the Indigenous Peoples who lived, and continue to live, upon it and whose practices and spiritualities were tied to the land and continue to develop in relationship to the territory and its other inhabitants today.

Agenda

8:30 a.m. Opening Remarks - Doing Things Differently

Dr. Johanna Masse (Queen's University, Canada)

8:45 a.m. Panel #1 : Participatory Research within the Military Institution: From Observation to Action-Research in the Service of Servicemembers

* This panel focuses on how participatory research offers an original and relevant perspective when it comes to the analysis of the military institution and its members. Using different perspectives (sociology, anthropology, applied ethics, etc.) and relying on different case studies (France, the Netherlands and Canada), the four researchers in this panel will present their work, as well as how they used this methodological approach in their respective research. Participative research contributes to a better understanding of issues such as the integration of women into the armed forces, the psychological suffering suffered by certain members, or more generally the ways to improve the situation of active members, veterans, and their relatives. As such, the contributions of participatory research should not be overlooked.

Panelists:

• **Marguerite Déon (EHESS, France)**

How does participatory observation allow the decompartmentalization of issues relating to the women's integration within the armed forces?

• **Léa Ruelle (Université Lumière - Lyon 2, France)**

How Fieldwork's Military People Does with its Anthropologist?

• **Elizabeth Suen (Department of National Defence, Canada)**

A Scoping Review of Participatory Action Research in Military and Paramilitary Organizations: Concepts, Contexts and Continuing Issues

• **Amber S. Spijkers (Amsterdam UMC University, The Netherlands)**

Participatory Action Research as a Means to Improve Psychological Safety and the Position of Women in the Netherlands Armed Forces: Promise or Peril?

10:00 a.m. Break

10:15 a.m. Panel #2: Lived Experiences Under Scrutiny: Learning from the Servicemembers Themselves

This panel is about lived experiences, and how a better understanding of what is happening at the individual level can potentially help to better understand - and thus ultimately improve - what is occurring at the institutional level. Lived experiences make it possible to better understand the trajectory of individuals and how they are coping when confronted with obstacles at certain points of their lives. Soldiers' lives courses in particular are known to be chaotic. Learning for instance about their experiences on the battlefield, or their transition out of the military, can enable the armed forces to better prepare its members when, or if, they face these situations.

Panelists:

- **Dr. Jennifer O'Neil (Samaritans, UK)**
Exploring the Lived Experience of Female Army Veterans in Undergraduate Programs
- **Dr. Michelle Jones (University of New England, USA)**
Using Lived Experience to Better Understand Soldier's Perceptions and Experiences of Encountering Children on the Battlefield

11:00 a.m. Panel #3 : Representation of Gendered and Sexual Identities: Toward a More Inclusive and Diverse Military Institution

This panel addresses the question of gender and sexual identities - as well as their integration - within the military, and how this issue has become central to most armed forces in democratic countries. Indeed, the military institution has long been synonymous with hyper-masculinity and heteronormativity. Those who did not match to the expected image and qualities of a soldier did not necessarily find their place within the institution, and were sometimes the target of inappropriate behaviour, harassment or violence. If today's and tomorrow's military wants to pursue the agenda of inclusion and diversity that it has set itself, it requires a better understanding of what some of its members are going through as well as the implications this has for them, as shown by the researchers on this panel.

Panelists:

- **Dr. Pooja Gopal (University of Delhi, India)**
Militarized Masculinities in the Studies of Militaries and War
- **Dr. Linna Tam-Seto (McMaster University, Canada)**
Agency and Identity: The Role of Changing Gender Expression in How Servicemembers Navigate Life in Canadian Armed Forces
- **Dr. Rachel Yon & Major Rex Steel (West Point Academy, USA)**
Democratic Ideals Undermined: A Discussion of Policy Based on Identity Group Membership

12:00 p.m. Lunch

1:00 p.m. Book Presentation - The Power of Diversity in the Armed Forces. International Perspectives on Immigrant Participation in the Military

Dr. Grazia Scoppio (RMC - Queen's University, Canada) &
Dr. Sara Greco (Queen's University)

* While countries throughout the world rely on immigrants to support their populations and economies, access to the military is limited, denied to those who have not yet acquired citizenship. Precluding immigrants from serving in their host country's armed forces is an issue of moral equity and operational effectiveness. Allowing immigrants to enlist ensures that the military represents the population it serves and encourages inclusivity and cultural change within the institution, while also creating a more effective military force. The Power of Diversity in the Armed Forces investigates how different countries approach the inclusion or exclusion of immigrants in their armed forces and offers immigrant military participation as a pathway to citizenship and a way to foster greater societal integration and achieve a more equitable, diverse, and inclusive military. By surveying international perspectives on immigrant and non-citizen military participation in twelve countries, The Power of Diversity in the Armed Forces introduces and examines a new way to unlock the power of diversity in military organizations globally.

1:45 p.m. Panel #4 : For a Culture Change: Capturing the Military's Institutional Evolution

This panel tackles the question of military culture, and the difficulties that lie not only in analyzing it, but specifically in changing it. Having become a matter of importance, particularly in Canada, due to the problematic behaviours associated with it, military culture nonetheless remains complex to approach as an object of study. The researchers on this panel approach the issue from different but complementary angles.

Panelists:

- Dr. Isabelle Richer (Department of National Defence, Canada)
Alternative Approaches to Understand and Monitor Defence Team Culture Evolution
- Major (retired) Marshall Gerbrandt (University of New Brunswick, Canada)
Institutional Ethnography: Exploring Experiences of Military Culture Change Within Education
- Dr. Tamir Libel (University of Bamberg) & Dr. Krystal Hackey (Department of National Defence, Canada)
Tracing Institutional Change in the Officer Corps using Textual Data from a Military School: Promise, Pitfalls and Ethical Considerations

2:40 p.m. Break

2:55 p.m. **Panel #5** : State Power and Military Force: A Complex and Changing Relationship

This panel focuses on the relationship between the state and the armed forces, a relationship that has evolved over time and space, and which influences the way power and strength are more generally apprehended. As the researchers on this panel will demonstrate, this relationship evolves depending on the context, including when a country is in a period of conflict, even if a state claims to be neutral. Nationalist discourses can also influence this relationship, as the presence of third actors, who do not always recognize one or even both institutions. Finally, and despite the possibilities offered by new technologies, such as artificial intelligence, we must remain cautious about the transformative potential of these new technologies, as it will be shown in this panel.

Panelists:

- * **Arthur Servier (Université Paul Valéry Montpellier III, France)**
Neutrality or the Delusion of Inactivity: For a Revival of Research About Neutral States
- * **Manaswini Ramkumar (American University, USA)**
National Army or Nationalist Army? Effects of Nationalism in Diverse Militaries
- * **Benjamin Toubol (Université Laval, Canada)**
A Critical Study of the State Model: The Representation of Security Auxiliaries in the Perception of the Kurdish Iraqi State
- * **Jacob Gateau (ENAP, Canada)**
Artificial Intelligence's Impact on a State's Power

4:10 p.m. **Keynote** : The State of Diversity in Canadian Studies

Dr. Maria Rost Rublee

In this presentation, Dr. Rublee explore the state of diversity in Canadian security studies, including demographic representation, methodological choices, and topics. Based on a multi-method investigation, she argues that Canadian security studies do not reflect the diversity of scholars and students studying it, nor the diversity of the Canadian population.

4:55 p.m. **Closing Remarks** : The Way Forward

Dr. Johanna Masse

Biographies

Organizer



Johanna Masse

Dr. Johanna Masse is a Post-Doctoral Research Fellow at the Centre for International and Defence Policy (CIDP) and the project coordinator for the CIDP's Gender Lab. Johanna's post-doctoral work at the CIDP is about gendered stereotypes, and how servicewomen in the Canadian Armed Forces' unit combats navigate between conceptualizations of masculinities and femininities.

Panel 1



Marguerite Déon

As part of her doctoral thesis in sociology, and under the co-direction of Yannick Barthe (École des Hautes Études en Sciences Sociales - EHESS) and Anne Muxel (Science Po Paris), Marguerite Déon focuses on the integration of women in the operational units of the army and the particularities of combat jobs. Her research was made possible thanks to funding from the DGRIS (General Directorate for International and Strategic Relations) of the French ministry of the Armed Forces.



Léa Ruelle

Léa Ruelle is a doctoral student in Anthropology at the University Lumière-Lyon 2 (France). Her research, supervised by Professor Jorge P. Santiago, focuses on the consequences of mental suffering by French Army's companies. During her doctoral research, partly funded by the Agence Innovation Défense (AID), she was able to immerse herself in the daily activities of the French infantry for nearly two years. Her research's overall objective is to produce a different perspective on the situation of psychic care following the occurrence of war trauma.



Elizabeth Suen

Elizabeth Suen is a Defense Scientist working in conjunction with the Director General Military Personnel Research and Analysis (DGMPRA), within the Department of National Defence. Trained in community health research, her research interests focus on the intersections between identity, mental health, and the lived experiences of underrepresented people. She has notably published on the topic of intercultural communication.



Amber S. Spijkers

Amber S. Spijkers is a doctoral student working in (applied) ethics and participatory action research at Amsterdam UMC University (The Netherlands). Since 2020, she has been involved in a participatory action research project on the Dutch armed forces with the aim of strengthening the psychological safety of soldiers and fostering a just and equitable culture in the army. Her research interests centre on military culture, in which issues of hierarchy, masculinity, camaraderie and pride play a prominent role. She is also interested in the innovation capacity of the military in their workplace. She recently published in the Intensive Care Medicine journal.

Panel 2



Dr. Michelle Jones

Dr. Michelle Jones is a lived experience researcher currently working within the research and evaluation team at the non-profit organization Samaritans (United Kingdom). Her research interests include military culture, strategic and intelligence studies, and conflict experiences. Dr. Jones has worked with the military to better understand how children, particularly child soldiers, are viewed by military forces on the battlefield. As a recipient of the Winston Churchill Fellowship in 2018, she has worked alongside Lieutenant General Roméo Dallaire and Canadian veterans on the VTECS program to develop pre-deployment training for security personnel working in areas where child soldiers are present.



Dr. Jennifer O'Neil

Dr. Jennifer O'Neil is the director of the School of Social Work and an assistant professor at the University of New England in Portland, Maine. In 2020, she obtained her doctorate in Adult Learning and Development from Lesley University, Cambridge (United States). Her research interests focus on the experience of female veterans in higher education and in transition, as well as military sexual trauma. Her research thesis, titled "Exploring the Lived Experience of Female Army Veterans in the Undergraduate Program," examined the lived experiences of female American Army veterans following their enrollment in an undergraduate university program.

Panel 3



Dr Pooja Gopal

Dr. Pooja Gopal is an Assistant Professor in the Department of Political Science, at the Maitreyi College, University of Delhi (India). She obtained her master and doctoral degrees in Canadian Studies from Jawaharlal Nehru University (New Delhi, India). Her research focuses on understanding militarised masculinities, gender norms, and intersectionality, and how militarised masculinities are being constructed, relied upon and reproduced by both military institutions as well as state security discourse.



Dr. Linna Tam-Seto

Dr. Linna Tam-Seto is an Assistant Professor in the Department of Psychiatry and Behavioral Neurosciences at McMaster University (Hamilton, Canada). Dr. Tam-Seto currently leads the Military Health and Wellness Research Group within the Trauma and Patient Recovery Research Unit. Her research interests include understanding the health and well-being of military officers, veterans, public safety personnel, as well as their families, with a focus on the transitions and changes that occur throughout life.



Major Rex Steele

Major Steel has just left his position as an assistant professor in the Department of Social Sciences at West Point Military Academy but is still serving in the United States Armed Forces. In particular, he is interested in congressional cadet appointments and redlining.



Dr. Rachel Yon

Rachel Yon is an associate professor in the Department of Social Sciences at West Point Military Academy. In 2004, she obtained her Juris Doctor at the University of Florida (United States) and in 2015, a doctorate in political science at the University of Florida (United States). Her current research interests relate to the topics of diversity and inclusion, race, gender, and sexuality within the American socio-political sphere, as well as the role of women in terrorist organizations. She will present some of the work she is currently working on with Major Rex Steele.

Book Presentation



Sara Greco

Dr Sara Greco is a policy analyst with the Canadian Armed Forces Transition Group (CAF TG) in the Department of National Defence (DND) and a research fellow with the CIDP at Queen's University.



Grazia Scoppio

Dr Grazia Scoppio is a professor in the Department of Defence Studies at the Royal Military College of Canada. She is also cross-appointed in the Department of Political Studies at Queen's University, and is a fellow at the Centre for International and Defence Policy (CIDP) at Queen's.

Panel 4



Dr. Krystal K. Hachey

Dr. Krystal Hachey is a Defence scientist working with the Director General Military Personnel Research and Analysis (DGPRA), within the Department of National Defence. Dr. Hachey's research focuses on the relationship between the culture, ethos, professionalism, performance, and effectiveness of authority in the Canadian Armed Forces. The research she will present to us derives from a project she carried out with Dr. Tamir Libel.



Major (retired) Marshall Gerbrandt

Marshall Gerbrandt is pursuing a doctorate in Education at the University of New Brunswick, where he is both a research assistant and a teaching assistant in the field of adult education. Before returning to school, he spent twenty years in the service of the Canadian Armed Forces (CAF), starting as a non-commissioned member in the Royal Canadian Navy and ending his career as a major in the Artillery. His research interests focus on issues relating to adult education and the transmission of knowledge within the CAF.



Dr. Tamir Libel

Dr. Libel is affiliated with the University of Bamberg (Germany), and his research focuses on the influence of institutions on the behaviour of security and military actors, particularly as it pertains to strategic culture and military education.



Dr. Isabelle Richer

Dr. Isabelle Richer is a Defense Scientist and has worked with the Director General Military Personnel Research and Analysis (DGMPRA) since 2014. She joined the organization following a postdoctoral fellowship in community health at the University of Sherbrooke, and a doctorate in psychology from the University of Montreal. Her research focuses on the psychosocial aspects relating to the health, family adjustment and well-being of Canadian Armed Forces members and their families. Specifically, she is part of the Chief, Professional Conduct and Culture (CCCP) group and contributes to the development of a research program examining conduct and culture throughout the Defense Team. She also leads a working group that studies the lived experiences of members of the Defence Team and an international NATO activity focused on innovative approaches to understanding military culture.

Panel 5



Manaswini Ramkumar

Manaswini Ramkumar is a doctoral candidate in International Relations at American University (Washington DC, USA). Prior to her doctoral studies, she worked as an Associate Research Fellow with the Military Studies Program at the Institute for Defence and Strategic Studies in Singapore. Her research interests focus on the intersection between civil-military relations and comparative politics, a topic she delved into while writing her thesis on civil-military exchanges in the context of democratic disintegration.



Arthur Servier

Arthur Servier is currently a doctoral student in military history at Paul Valéry Montpellier 3 University (France). His doctoral thesis focuses on French soldiers interned in Switzerland during the Second World War, under the supervision of the professor Jean-François Muracciole. His research interests are numerous, but notably include museography and state neutrality. He received a research grant from the French Ministry of the Armed Forces in 2020.



Benjamin Toubol

Benjamin Toubol holds a master's degree in geopolitics from the French Institute of Geopolitics (Paris VIII, France). He is a doctoral candidate in the Department of Political Science at Laval University, in Quebec City (Canada). He is also a member of the Interdisciplinary Center for Research on Africa and the Middle East at Laval University. Under the supervision of two professors, namely Aurélie Campana (Laval University) and Marie-Joëlle Zahar (Montréal University), his research aims to engage in a critical study of the state model and the monopoly of legitimate violence in Iraqi Kurdistan.



Jacob Gateau

Jacob Gateau has been working for almost twelve years as a senior policy analyst in the Federal Public Service of Canada. He holds a specialized graduate degree in public administration from the National School of Administration (ENA) in France and is currently pursuing a doctorate in public administration at the National School of Public Administration (ENAP) in Quebec. Mr. Gateau has worked in several federal departments, such as Global Affairs Canada (GAC). He also acted for more than ten years as a consultant and deputy program director in the "Open Society Foundations" office in Haiti, where he implemented various programs and initiatives. His doctoral research work focuses on the impact of artificial intelligence on military power.

Keynote



Maria Rost Rublee

Maria Rost Rublee is an Associate Professor of International Relations at Monash University, Chair of the International Security Studies Taskforce on Diversity, and President of Women in International Security-Australia. She is an international relations scholar whose work interrogates the social construction of national security, including nuclear politics, maritime security, and diversity in security studies. Her current projects include survey experiments and nuclear politics, lived experiences of security studies scholars, and examination of sea militias in the South China Sea. Dr. Rublee's work has been supported by the Australian Department of Defence, the Canadian Department of National Defence, the United States Institute of Peace, the Norwegian Ministry of Foreign Affairs, and the Japan Foundation, among others. Her work has been published in a variety of international journals, including *Security Studies*, *Survival*, *European Journal of Public Policy*, *Contemporary Security Policy*, *International Studies Review*, and *Comparative Political Studies*. Dr. Rublee's book, *Nonproliferation Norms: Why States Choose Nuclear Restraint*, received the Alexander George Book Award for best book in political psychology, awarded by the International Society for Political Psychology. She is past Chair of the International Security Studies Section of ISA, an editorial board member of *International Affairs*, *Contemporary Security Policy* and the *Nonproliferation Review*, and a former editor of *International Studies Perspectives*. She received her Ph.D. from George Washington University.

The organization of this event would have been impossible without the help of the countless people who believed in and supported this project. I want to thank in particular the members of the scientific committee who took the time to evaluate the various proposals we received, despite their busy schedule:

The student members:

Isabelle Aung, Morgan Fox and Owen Wong.

The academic members:

Dr. Stéphanie Bélanger and Dr. Nadège Compaoré.

The Defence members:

Dr. Irina Goldenberg, Col Ryan Jurkowski (Canadian Visiting Defence Fellow 2022-2023) and LTC Wendy Tokach (US Army Visiting Defence Fellow 2022-2023).

Of course, it also wouldn't have been possible without the advice and support of the Centre for International and Defence Policy (CIDP) as well as the Canadian Defence and Security Network (CDSN).

Ultimately, this project was only possible because of a MINDS Targeted Engagement Grant (TEG).