



A CIDP Event



The Power of Diversity in the Armed Forces:

**International Perspectives on Immigrants'
Participation in the Military**

Virtual Workshop By Invitation

25-26 June 2021



Workshop Organizers

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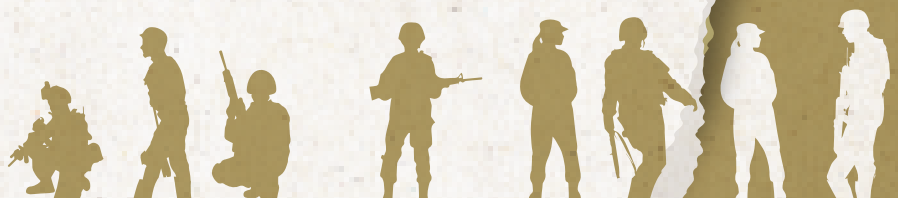
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A key issue scholars and government officials around the world are currently grappling with is that of enhancing the diversity of their countries' armed forces. Very few, however, focus on a critically important aspect of this debate: the representation of those who, in many countries, cannot fully contribute to enhancing the diversity of their armed forces because of their status as immigrants or non-citizens. This topic is particularly important to today's militaries because they need to find innovative ways to increase and diversify their recruitment pools in order to accomplish the double objective of meeting their current recruitment needs whilst also reflecting the diversity of the populations they serve. This workshop brings together researchers from Australia, Belgium, Brazil, Canada, India, Israel, the Netherlands, Norway, Poland, Sweden, Switzerland, and the United States who will discuss the different experiences of various militaries around the world as they attempt to meet these two objectives simultaneously. In particular, they will spell out the nature of existing barriers as well as opportunities to immigrants/non-citizens' full participation in the armed forces by drawing comparisons across countries, identifying common challenges and opportunities, sharing best practices, and providing evidence-based recommendations. This workshop's most important contribution to the debate focusing on how to increase the diversity of militaries around the world consists in its central claim that the participation and integration of immigrants/non-citizens in the armed forces is morally and strategically imperative, and contributes to the goals of equity, diversity, and inclusion in defence organizations.

The workshop will be held virtually over two days, on June 25 and 26, 2021, through the Centre for International and Defence Policy (CIDP) at Queen's University. The CIDP has a wide network of students and early career researchers, who we will be pleased to engage leading up to, during, and after the workshop. A number of our presenters are also new scholars, which is another meaningful way we are involving early researchers and providing them with opportunities for professional and career development. Employing an interactive panel style will effectively allow presenters to share the research they have developed. On Friday, June 25, workshop organizers will welcome participants and provide opening remarks to set the stage for the two-day workshop. This will be followed by the keynote address by Dr. Alan Okros, and three consecutive panels. The following day, Saturday, June 26, will consist of the guest speaker's presentation by Major-General Lise Bourgon, followed by a fourth panel, leading into two sessions of three concurrent break-out groups with different themes to generate rich discussions. Finally, a theme integration session will conclude our virtual workshop.

All EASTERN STANDARD TIME (EST)

DAY 1: Friday, June 25, 2021

Opening Remarks from Workshop Organizers

08:00-
08:10

Keynote Address

08:15-
09:15

- *“Expanding the Considerations of Immigrants and the Military”*

Alan Okros (Royal Military College of Canada (RMC); Dallaire Centre of Excellence for Peace and Security, Canadian Defence Academy (CDA))

Panel I

Representation: A Military that Reflects the Society it Serves

Chair: **Stephen Saideman** (Carleton University, Canada; Canadian Defence and Security Network (CDSN))

- *“Fighting for Your Host Country: A Look at Non-citizen Soldiers in Belgium”*

Delphine Resteigne (Royal Military Academy, Brussels; University of Mons, Belgium)

- *“The Swiss Armed Forces’ Reputation and Its Integration Function for Recruits with Migration Backgrounds”*

Stefano De Rosa (Military Academy at the Swiss Federal Institute of Technology (ETH) Zurich, Switzerland)

Tibor Szvircsev Tresch (Military Academy at ETH Zurich, Switzerland)

- *“Whose Military Is It Anyway? Transforming the Australian Defence Force into Australia’s Defence Force”*

Jarrod Pendlebury (University of Sydney, Australia)

09:20-
10:55

11:00-
12:05

Panel II

Motivators to Non-citizen Military Participation

Chair: **Alan Okros** (RMC; Dallaire Centre of Excellence for Peace and Security, CDA)

- *“In Defence of Diversity: Immigrant Inclusion in the US Military as a Strategic Imperative”*
Emerald M. Archer (Mount St. Mary’s University, California, US)
- *“Gym Warriors: Motivations of and Barriers to Second Generation Immigrants for Enlisting in the Dutch Armed Forces”*
René Moelker (Netherlands Defense Academy)
Lema Salah (Netherlands Defense Academy; Radboud University, Nijmegen, the Netherlands)

12:10-
13:15

Panel III

Equity, Diversity, Inclusion: Benefits and Imperatives to Non-citizen Military Participation

Chair: **Sara Greco** (RMC; CIDP, Queen’s University)

- *“The Military as a Path to Citizenship, Integration, and Identity: Visible Minorities and Immigrants’ Perspectives about the Military in Canada”*
Grazia (Grace) Scoppio (RMC; CIDP, Queen’s University)
Nancy Otis (Director General Military Personnel Research and Analysis (DGMPRA), Department of National Defence (DND), Canada)
Yan (Lizzie) Yan (Queen’s University)
- *“Nationalism and Absence of Immigrants in the Brazilian Armed Forces”*
Maria Celina D’Araujo (Pontifical Catholic University of Rio de Janeiro, Brazil)

13:20-
13:25

Day 1 Wrap Up

DAY 2: Saturday, June 26, 2021

Welcome Back Remarks

08:00-
08:10

Guest Speaker

08:15-
08:55

- *“From Integration to Inclusion: Key to successful culture change”*

Major-General Lise Bourgon (Canadian Armed Forces; CIDP
2020-21 Visiting Defence Fellow)

Panel IV

Roadblocks: Barriers to Non-citizen Recruitment and Retention in the Armed Force

Chair: **Irina Goldenberg** (DGMPRA, DND)

- *“Children of Migrant Workers in Military Service: Cross-sectional Comparison in the Israel Defense Force”*

Uzi Ben-Shalom (Ariel University, Israel)

Deby Babis (Ariel University)

Galia Sabar (Tel Aviv University, Israel)

Anabel Lifszyc Friedlander (Gordon College, Israel; Tel Aviv University)

Corinne Berger (Ariel University)

- *“International Perspectives from India, Norway, and Poland on Immigrant Intake in the Military”*

Samir Rawat (Military MIND Academy, India)

Andrzej Piotrowski (University of Gdańsk, Poland)

Ole Boe (Bjørknes University College, Norway; University of South-Eastern Norway)

Shradha Sharma (Military MIND Academy)

- *“Caught In Between the Progressive and the Traditional: The Swedish Military Managing Diversity”*

Arita Holmberg (Swedish Defence University)

Beatrice Pahv (Swedish Defence University)

09:00-
10:35

10:50-
11:50

10:40-10:50: Information for Breakout Session 1
Facilitated Breakout Session 1

- Breakout Group A:– Moderator: **Linna Tam-Seto** (CIDP PostDoc, Queen’s University; CDSN)

***Best practices and lessons learned:** Identifying best practices and lessons regarding the participation of immigrants/non-citizens in the armed forces internationally.*

- Breakout Group B:– Moderator: **Stephen Saideman** (Carleton University, CDSN)

***State and armed forces barriers to recruitment of immigrants in the military:** Addressing barriers by the state or the armed forces that prevent immigrants/non-citizens from serving in the military.*

- Breakout Group C:– Moderator: **Alex Olteanu** (Queen’s University)

***Attracting, recruiting and retaining a more diverse force:** Identifying motivators that attract immigrants/non-citizens to join the military as well as innovative recruiting and retention strategies in order to concurrently contribute to recruiting requirements and the need for the military to increase diversity, driven by demographics and migration trends.*

11:50-12:00: Information for Breakout Session 2
Facilitated Breakout Session 2

12:00-
13:00

- Breakout Group D:– Moderator: **Grazia Scoppio** (RMC; CIDP, Queen’s University)

***New generations:** How to challenge and change traditional military ideals linked to national identities, in contrast to new generations’ global identities, to enable the participation and inclusion of immigrant/non-citizen youth in the armed forces.*

- Breakout Group E:– Moderator: **Sara Greco** (RMC; CIDP, Queen’s University)

***Social movements and Equity, Diversity and Inclusion:** Linkages between social movements, such as #BlackLivesMatter, #MeToo, as well as Equity, Diversity and Inclusion initiatives, in support of advocating the inclusion of immigrant voices in the military.*

- Breakout Group F:– Moderator: **Linna Tam-Seto** (CIDP PostDoc, Queen’s University; CDSN)

***Further research:** Possible further research to better understand issues related to immigrant/non-citizen participation in the military, as well as to inform policy to attract and motivate immigrants/non-citizens to join and remain in the armed forces, including analyzing intersectionality factors such as ethnic, gender, cultural, and religious identities.*

Group Discussion and Theme Integration

13:05-
13:50

13:50-14:00: Closing Remarks - Wrap Up and Next Steps: Book and Policy Brief

Keynote

Alan Okros: *“Expanding the Considerations of Immigrants and the Military”*

The papers being presented throughout the workshop on The Power of Diversity in the Armed Forces: International Perspectives on Immigrants’ Participation in the Military provide multi-national, inter-disciplinary examinations of the many facets of diversity in the military context. This presentation will seek to inform the subsequent papers and, in particular, participant’s considerations in two ways. The first will be to situate these studies of immigrants and the military in the larger context of the profession of arms and, in particular, the interactions and exchanges that occur between the armed forces and broader society. The second will be to offer perspectives, questions and comments to expand and extend the information presented during this workshop. A key consideration is that none of central issues addressed in this workshop will remain static: the role, purpose and culture of the armed forces will evolve; the tensions and dynamics of diversity will continue to reverberate across society; and global migration patterns will see increasing numbers who move from one country to another. There is, therefore, value in critiquing current assumptions and anticipating emerging issues.

Panel I: Representation: A Military that Reflects the Society it Serves

Delphine Resteigne: *“Fighting for Your Host Country: A Look at Non-citizen Soldiers in Belgium”*

The papers being presented throughout the workshop on The Power of Diversity in the Armed Forces: International Perspectives on Immigrants’ Participation in the Military provide multi-national, inter-disciplinary examinations of the many facets of diversity in the military context. This presentation will seek to inform the subsequent papers and, in particular, participant’s considerations in two ways. The first will be to situate these studies of immigrants and the military in the larger context of the profession of arms and, in particular, the interactions and exchanges that occur between the armed forces and broader society. The second will be to offer perspectives, questions and comments to expand and extend the information presented during this workshop. A key consideration is that none of central issues addressed in this workshop will remain static: the role, purpose and culture of the armed forces will evolve; the tensions and dynamics of diversity will continue to reverberate across society; and global migration patterns will see increasing numbers who move from one country to another. There is, therefore, value in critiquing current assumptions and anticipating emerging issues.

Stefano De Rosa and Tibor Szvircsev Tresch: *“The Swiss Armed Forces’ Reputation and Its Integration Function for Recruits with Migration Backgrounds”*

Due to a high migration rate, Swiss society became more multicultural and this is reflected in the composition of the armed forces, which is based on general conscription for all Swiss men. We analyze the impact of the armed forces on the integration of recruits with migration background (MB) in the Swiss society. Furthermore, we examine if there are differences between recruits with migration background and those without migration background concerning their motivation to serve in the Swiss Armed Forces. For this purpose, we conducted three quantitative surveys by 2508 Swiss recruits during their basic military training. Recruits with MB show a slightly higher motivation and willingness to perform in the armed forces and consider military service more profitable for their own personal development than their comrades without MB. At the end of basic military training, these recruits with MB in particular are convinced that a militia cadre position within the armed forces enjoys a high social reputation. In addition, recruits with MB after completion of the basic military training think that others see them more as Swiss than before the military service.

Jarrold Pendlebury: *“Whose Military Is It Anyway? Transforming the Australian Defence Force into Australia’s Defence Force”*

Despite clear and consistent efforts to build a military that reflects the Australian demographic, the Australian Defence Force (ADF) remains predominantly Anglo-Celtic and male. To date, approaches aimed at “diversifying” the ADF have emphasized the capability benefits to an organization that is culturally and linguistically diverse; a similar argument to that presented in support of increasing the numbers of women in the military. In essence, first and second generation immigrants are “othered” in order to argue for their inclusion in the military. Methods of classifying and recording this “otherness” are fraught, and senior leaders are therefore faced with the difficult task of developing policy based on incomplete and potentially misleading data. This presentation will outline some of the challenges facing decision makers in understanding the levels of “diversity” within an organization and suggest that such efforts – despite the best intentions of those involved – can distract from a broader liberal-democratic goal of removing barriers to service for the widest possible spectrum of Australians. Drawing on qualitative data gathered in fieldwork conducted across three air forces, it will argue that current directions in policy prioritize the amount of “otherness” within the ranks, rather than seeking to identify and remove barriers that work against the recruitment and retention of first and second-generation immigrants in the Australian military.

Panel II: Motivators to Non-citizen Military Participation

Emerald M. Archer: *“In Defence of Diversity: Immigrant Inclusion in the US Military as a Strategic Imperative”*

Throughout the Global War on Terror, American Armed Forces and its coalition partners have understood the value of diverse teams working together for strategic purposes. The US Department of Defense has made concerted efforts to draw on diversity through the recruitment of immigrants, but recent policy has threatened the diversity of its armed forces by discharging immigrant enlistees and ending immigrant recruitment programs due to security concerns. This presentation focuses on the case of immigrant soldiers in the US in order to demonstrate that specific and intersecting diversity categories create the conditions for greater operational flexibility. The theory of Cognitive Diversity is applied to the military context, affirming the notion that teams with diverse perspectives and backgrounds are more innovative. Three specific case studies illustrate how the intersection of particular diversity categories – gender, generational status, and citizenship status – work to strengthen force readiness. With US troops serving worldwide, the skills and experiences immigrants bring to the military are more vital to national security than ever.

René Moelker and Lema Salah: *“Gym Warriors: Motivations of and Barriers to Second Generation Immigrants for Enlisting in the Dutch Armed Forces”*

Youngsters interested in kick boxing and martial arts should normally form perfect recruiting material. They are disciplined, healthy, and show character. They are not easily defeated and are resilient. Exactly the type of persons that the armed forces would like to recruit. These youngsters fit the profile and match the target population of armed forces recruiters. We interviewed 40 respondents from (mostly) Moroccan ethnic background at a martial arts school in the poorer parts of large cities like The Hague. Indeed, places where ISIS was also recruiting. The results proved surprisingly positive, since the youngsters actually were very much interested but were not aware of the possibilities to pursue a military career. Also, family approval proved an important issue. However, the boys differentiated significantly from the girls. The girls proved to be more conscious about career paths than the boys but, aimed at civilian careers. This presentation not only reports the study, but also gives general statistics, and reports on attitudes pertaining to the armed forces and motivations of youngsters in general.

Panel III: Equity, Diversity, Inclusion: Benefits and Imperatives to Non-citizen Military Participation

Grazia (Grace) Scoppio, Nancy Otis and Yan (Lizzie) Yan: *“The Military as a Path to Citizenship, Integration, and Identity: Visible Minorities and Immigrants’ Perspectives about the Military in Canada”*

Despite growing immigration levels and increasing ethnocultural diversity in Canadian society, the Canadian Armed Forces (CAF) struggles to achieve a diverse workforce, representative of the population it serves. The CAF’s inability to meet its Employment Equity goals for visible minorities coupled with the pressure to boost military strength has triggered discussions about attracting visible minorities and the possibility of opening recruiting to immigrants/non-citizens. Indeed, the requirements to have both Canadian citizenship and a security clearance in order to enrol in the CAF are compounded by the lack of interest of some immigrant groups in a military career, all of which contribute to the low representation of visible minorities in the CAF. This presentation explores the option of Canada opening military service to immigrants/non-citizens as a means of increasing representation of visible minorities and addressing recruiting challenges in the CAF, while at the same time providing newcomers to Canada who wish to serve in the military a path towards citizenship, integration, and a Canadian identity.

Maria Celina D’Araujo: *“Nationalism and Absence of Immigrants in the Brazilian Armed Forces”*

The presentation explains the way in which the Armed Forces of Brazil are linked to nationalist sentiments and why since independence there are no immigrants in the military corporation. It will be demonstrated that the decision not to accept immigrants and to avoid foreign cultural influence in military institutions can be observed in several paradigmatic moments in the country’s history. A common factor in all such moments is the need to guarantee that military personnel are born in the country and participate in a political and cultural process to expand patriotic values. Since Brazil was a Portuguese colony, it is deemed necessary to make it clear that the new country has to be defended and protected only by Brazilians’ values, in a country under construction. Immigrants have not been allowed in the national defence forces and so far there has not been any movement to consider this possibility. Our purpose is to demonstrate that, differently from European countries, for example, the Armed Forces in Brazil are perceived as a crucial institution to define and guarantee national identity, and that they classify themselves as the cradle of nationality. As in other Latin American countries, in Brazil the Armed Forces existed prior to society and the formation of independent states. Explaining the social prestige of the military in Brazil, its dominant role in politics, even in the XXI century, goes beyond the scope of this chapter. Instead, a documented historical overview is presented, in order to show how the institution has been capable, through ideology, racism and demographic and social conditions, to maintain immigrants out of the barracks in the name of preserving what Brazilians values should be.

DAY 2: June 26, 2021

Guest Speaker

Major-General Lise Bourgon: *“From Integration to Inclusion: Key to successful culture change”*

The Canadian Armed Forces are at an inflection point with regards to the gap that exists in its desired and professed culture versus the one which it practices. We cannot have cohesive, effective teams if members feel marginalized, shunned or unsafe. Where individuals cannot achieve their career potential because we don’t recognize their talent and enable them to contribute to success. More importantly, Canadians will not join if they do not see themselves represented in the institution. To succeed, the CAF must change its culture to become more inclusive; it must transform its institution through the creation and fostering of more inclusive leaders. Because inclusion unlocks the power of diversity, which is the key to CAF’s survival.

Panel IV: Roadblocks: Barriers to Non-citizen Recruitment and Retention in the Armed Force

Uzi Ben-Shalom, Deby Babis, Galia Sabar, Anabel Lifszyc Friedlander, Corinne Berger: *“Children of Migrant Workers in Military Service: Cross-sectional Comparison in the Israel Defense Force”*

Empirical research on soldiers who are migrant workers in the military is scarce, since most often these migrants are not eligible to join the service in their host country. Their children, however, sometimes join the military. Data on this unique group of migrants is surely needed following the current trends in global migration. The current research addresses the adaptation of children of migrant workers who serve in Israeli compulsory service. 154 soldiers, who are children of migrant workers (SCMW), completed self-administered questionnaires assessing their satisfaction from military service, willingness to excel in the service and their perception of cohesion and multicultural climate of their unit. These attitudes were compared to a sample of 547 soldiers who immigrated from the former USSR (SIFU) two decades ago. The result indicates that soldiers who are children of migrant workers are highly adapted to the military system although they seem to be restricted to certain roles and seldom man officer or academic positions. This presentation discusses several sources that promote their adaptation including unit multicultural climate, ethnic identity, and religious conviction. It speculates that this group of migrants is highly adapted because of their personnel gain from the military, their unique life experiences, and self-selection for enlistment.

Samir Rawat, Andrzej Piotrowski, Ole Boe and Shradha Sharma: *“International Perspectives from India, Norway, and Poland on Immigrant Intake in the Military”*

Our research question in this chapter is the following: Why do some countries incorporate the soldier – citizen norm and welcome immigrants in their military while others do not? This presentation is an attempt to better understand the reasons for multicultural differences in the selection process with respect to permitting foreigners and immigrants to serve or not to serve in the military in India, Norway, and Poland. Firstly, we discuss the contextual background and legislative framework of selection and recruitment criteria and process in the military of these three different countries. Secondly, we review related literature for conceptual clarity to identify gaps in the omission/commission of immigrant intake in the military. Thirdly, we seek to better understand reasons and conditions why immigrants would seek opportunities to serve in military institutions outside their native homeland. Fourthly, we discuss why armed forces want to recruit immigrants as well as some challenges that might arise when an immigrant is serving in a foreign armed force. Fifthly, we discuss future challenges and implications for India, Norway and Poland regarding immigrants in the military. Finally, we recommend best practices that may provide insights to policy makers and stakeholders in national defence organizations.

Arita Holmberg and Beatrice Pahv: *“Caught In Between the Progressive and the Traditional: The Swedish Military Managing Diversity”*

Research on migration and the military has devoted little attention relation to migration and the military in terms of the impact of societal and normative transformation processes such as value changes, political ideals, and policies of diversity and equal opportunities. This presentation explores how the military in Sweden maneuvers in-between traditional citizen-soldier values and progressive, politically driven ideas of diversity and equality, between 2013-2018. During this time, the conscription system was re-introduced in response to military recruitment problems and a perceived decrease in national security, due to the Russian aggression in Crimea. Simultaneously, migration flows spurred by the conflict in Syria shocked the welfare systems of the state and strengthened the brewing nationalism in both society and politics. The presentation finds that there was political and societal pressure of increasing diversity in the Swedish Armed Forces (SAF) in the beginning of the period studied, but this has largely disappeared. At the time that diversity was addressed, it was dealt with as an instrumental issue rather than a rights-based issue. The current work on the implementation of the total defence system in Sweden does not problematize diversity. Overall, the issue seems to have been silenced by traditional, security-focused priorities that are institutionalized within the SAF.

Contributors' Biographies



Emerald M. Archer - emarcher@msmu.edu

Dr. Emerald M. Archer is the director of the Center for the Advancement of Women and associate professor of political science at Mount Saint Mary's University in Los Angeles. She has published articles in *The European Legacy* and *Armed Forces and Society*, contributed to numerous research anthologies on the topics of militarism, terrorism, and political psychology, and is the author of *Women, Warfare and Representation: American Servicewomen in the Twentieth Century* (2017, Bloomsbury). She serves on the board of directors for the Foundation for Women Warriors and holds a PhD in Political Science from the University of California, Santa Barbara (2009).



Deby Babis - debyba@ariel.ac.il

Dr. Deby Babis is a cultural Anthropologist who is an expert in the study of migration and foreign workers. Deby has conducted various studies on Philippine working migrants in Israel and in comparative perspectives. She is a Senior Researcher in the Sociology and Anthropology Department of Ariel University.



Uzi Ben-Shalom - uzibs@ariel.ac.il

Dr. Uzi Ben-Shalom is a Military Sociologist and the Chair of the Sociology and Anthropology Department of Ariel University. Uzi has studied the psychological adaptations of immigrants in the military and their impact on unit cohesion. He is the Co-chair of the Israeli Community for the Study of Military and Security in the Israeli Sociological Association.



Corinne Berger - berger.psychology@gmail.com

Dr. Corinne Berger is an accredited medical psychologist and completed her Ph.D. in Health psychology. Today she is a Post-Doc Resident in the Sociology and Anthropology Department of Ariel University where she is conducting applied research on military and security in the Israeli society.



Ole Boe - ole.boe@usn.no

Dr. Ole Boe holds a PhD in Cognitive Psychology and previously served as an Associate Professor at the Norwegian Military Academy (NMA), where he taught leadership to army officers. In 2017 and 2018, he served as an Associate Professor of military leadership at the Norwegian Defence University College. He currently works as a Professor of Organization and Leadership at the University of South-Eastern Norway and as Professor II of Organizational Psychology at Bjørknes University College. He also serves as a part-time Professor of Leadership and Leadership Development for the NMA and Military Leadership for the Norwegian Defence University College. He is a graduate of the Norwegian Defense Command and Staff College and served as an Operational Officer in a Norwegian military special unit conducting VIP protection, hostage rescue, and close combat. He has published over 285 scientific works on stress management, decision making, and leadership.



Lise Bourgon - lise.bourgon2@forces.gc.ca

Major-General Lise Bourgon joined the Canadian Armed Forces (CAF) in 1987; received her pilot wings following graduation from College Militaire Royal de St-Jean in 1992. Assigned to 423 Maritime Helicopter Squadron in Shearwater as a helicopter pilot; she deployed on numerous Royal Canadian Navy deployments. She held positions of Executive Assistant to the Chief of the Air Staff, Air Liaison Officer at the NATO Air Headquarters in Ramstein, Germany, Chief of Operations at the Canada Joint Operational Command and Director General Operations at the Strategic Joint Staff. Currently assigned as the Deputy Commander of Military Personnel Command, she is also the Women, Peace, and Security Champion for the CAF. A graduate of Air Warfare College, holding a Master Certificate in Project Management from George Washington University and a Master in Public Administration from the Royal Military College of Canada. She completed a one-year Defence Fellowship assignment with the Centre of International and Defense and Policy at Queens' University.



Maria Celina Soares D'Araujo - mariacelina@daraujo.net

Dr. Maria Celina Soares D'Araujo has a Doctorate and Master's in Political Science, and is currently a Professor at the Social Sciences Department in Pontifical Catholic University of Rio de Janeiro. She has worked in the following research areas as: military and defense, authoritarianism in Latin America, military justice, elites and careers of the executive branch. She has published dozens of articles, books and book chapters on the aforementioned topics, and participated in several national and international conferences relating to these issues, directed dissertations, doctoral theses and undergraduate conclusion monographs. Her current research projects include: military justice and democracy in Brazil; Defensed development and democratic stability in Brazil and in South America; quality of democracy in Brazil and Latin America; police and armed forces interfaces in Latin American defense and security.



Stefano De Rosa - Stefano.DeRosa@vtg.admin.ch

Mr. Stefano De Rosa studied sociology, psychology, and popular culture at the University of Zurich. He completed his Master's in 2016. From 2013 to 2016, he worked as a Student Project Manager at the Research Institute for the Public Sphere and Society, where he contributed to the Yearbook Quality of Media. From 2016 to 2017, he was employed as a University Intern in the Military Sociology Department at the Military Academy (MILAC) at the ETH Zurich as part of the Security 2017 study. Since 2018, he has been an Academic Assistant in the Military Sociology Department, where he teaches various subjects of military sociology and conducts research mainly on nutrition in the military. He is a PhD student.



Irina Goldenberg - irina.goldenberg@forces.gc.ca

Dr. Irina Goldenberg is Director Research Operational and Organizational Dynamics (DROOD) in the Director General Military Personnel Research and Analysis (DGM-PRA) in the Canadian Department of National Defence. Her main areas of expertise include military recruitment and retention, military culture and identity, and topics related to Total Defence Workforce personnel management (including integration and collaboration amongst regular forces, reservists, defence civilians). She is an internationally recognized researcher and plays an active role in many international organizations, including the NATO Science and Technology Organization and the European Research Group on Military and Society (ERGOMAS).



Sara Greco - Sara.greco@queensu.ca

Dr. Sara Greco is a policy analyst with the Canadian Armed Forces Transition Group (CAF TG) in the Department of National Defence. She is also a research associate at the Centre for International and Defence Policy (CIDP). Sara holds a PhD in political studies from Queen's University, with specializations in international relations and comparative politics. Currently, Sara researches in the area of Canadian defence and security, with a focus on gender, diversity, and military culture. Sara is a two-time R.S. McLaughlin Graduate Fellow recipient. Her work has been published in leading journals and books, and on news sites, including Canadian Foreign Policy Journal, Springer, and the National Post. She has been interviewed for podcasts and has presented her work to audiences in a variety of settings, including Global Affairs Canada, the International Studies Association, and Women in International Security – Canada.



Arita Holmberg - arita.holmberg@fhs.se

Dr. Arita Holmberg (PhD, Stockholm University, Sweden) is an Associate Professor in Political Science with a focus on security studies at the Department of Security, Strategy and Leadership at the Swedish Defence University. Her research interests lie within the field of security and defence transformation, military organizations and resistance. Her recent publications appear in Gender Work and Organization and Defence Studies.



Anabel Lifszyc Friedlander - anabel@post.tau.ac.il

Dr. Anabel Lifszyc Friedlander is a Lecturer in the Faculty of Medicine and the School of Education at Tel Aviv University and Gordon College. She was a partner in the steering team of the Knesset Research and Information Center, which investigated the issue of migrant worker's children and, as a result, played an active part in the process of granting civilian status to those children. Today, she is involved in a range of studies on education and children's health in Israel, including migrant worker's children.



René Moelker - rene_moelker@yahoo.com

Dr. René Moelker is Associate Professor of Sociology at the Netherlands Defense Academy. He holds a Doctorate from the Erasmus University, Rotterdam. His work in military sociology concentrates on the sociology of military families, military technology, military profession, the military sociology of Norbert Elias, military education, the conflict in Chechnya, and the media. His latest project focuses on veterans and veteran care. His latest (edited) book (with Andres and Rones) is titled Politics of Military Families (2019, Routledge).



Alan Okros - Alan.Okros@rmc.ca

Dr. Alan Okros holds a PhD in Industrial and Organizational Psychology from the University of Waterloo. He is a Full Professor in the Royal Military College Department of Defence Studies; Deputy Director Research in the Canadian Defence Academy Dallaire Centre of Excellence for Peace and Security and also Special Advisor to Chief Professional, Conduct and Culture. He served in the Canadian Armed Forces from 1971 to 2004. As a researcher on leadership, gender equality and diversity, he has contributed to Canadian and international projects to achieve equality objectives and enhance military operational effectiveness. As a policy entrepreneur, he has advocated for evolutions in military understandings and approaches to diversity and inclusion within the CAF and internationally including involving the military in the United States, Australia, New Zealand, Bolivia, Singapore and South Africa. He serves as the Chair of the Inter-University Seminar on the Armed Forces and Society - Canada.



Alex Olteanu - co35@queensu.ca

Mr. C. Alexander Olteanu is a PhD student at Queen's University, Canada and Research Assistant with the CIDP, Queen's University. He is working on the 'New NATO Project' investigating how NATO and the EU adapted to the post-Cold War environment during the critical 1989-1993 period. Previously, Alex completed a Masters (Research) with Distinction in Global Security Studies at the University of Glasgow. Alex has been active for over three decades in the legal profession, has taught at post-secondary institutions in Canada and Iraq, appears regularly on British Columbia's Rompost TV show as political commentator for the local Romanian community, is a former 2. Lieutenant in the CAF Reserves and is fluent in five languages.



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