



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

Grazia (Grace) Scoppio

Professor, Department of Defence Studies, Royal Military College of Canada
Cross-appointed in the Department of Political Studies, Queen's University
Fellow, Centre for International and Defence Policy (CIDP), Queen's University
Canada

scoppio-g@rmc.ca
gs104@queensu.ca

Sara Greco

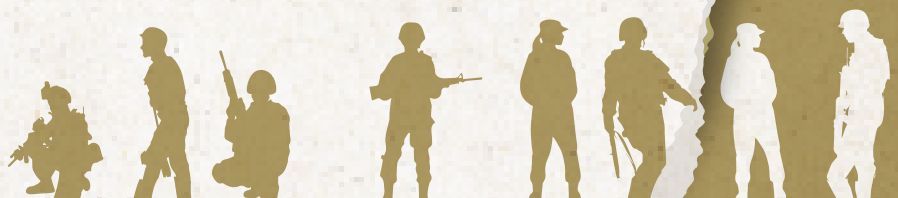
Calian Research Associate, Royal Military College of Canada
Research Fellow, CIDP, Queen's University
Canada


sara.greco@queensu.ca

C. Alexander Olteanu

Research Assistant, CIDP, Queen's University
PhD Candidate, Department of Political Studies, Queen's University
Canada

co35@queensu.ca





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

09:20-
10:55

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)

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.*

12:00-
13:00

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

- 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.*

13:05-
13:50

Group Discussion and Theme Integration

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



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