Whose Military is it Anyway? Transforming the Australian Defence Force into *Australia's* Defence Force

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Visiting Fellow

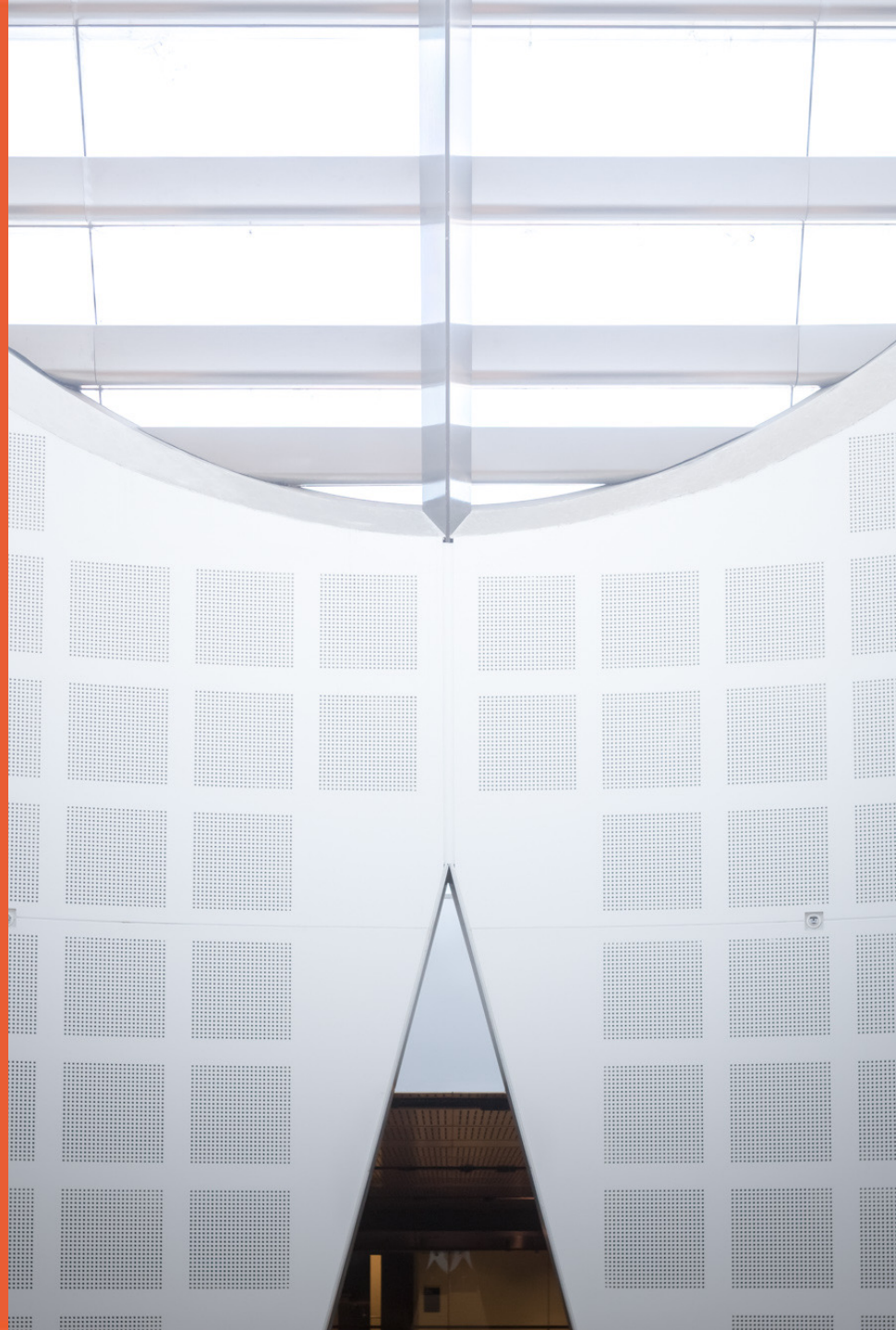Department of Government and International Relations
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ADF 'Diversity'

- Australia as place of birth:
  - ADF = 87%
  - Aus Society = 67%
- English only language at home:
  - ADF = 92%
  - Aus Society = 73%
- Religion = Islam
  - ADF = 0.2%
  - Aus Society = 3%
   (Department of Defence 2015, 2019; ABS 2016)

The Capability Argument

- Women and visible minorities bring "difference"

- Difference generates cognitive diversity

- Cognitive diversity results in better decisions

- Better decisions improve the performance of the organisation

- "Business-case argument" (Meriläinen et al, 2009)

- **WOMEN & MINORITY GROUPS OTHERED AS A "CAPABILITY"**

Political rhetoric

– "Through our individual and our collective actions we will build a strong positive Defence culture and deliver a flexible, adaptable, inclusive workplace and a sustainable workforce." (DoD, 2014: 3)

– Our Diversity and Inclusion Strategy envisages a Defence organisation where individual differences are recognised, respected and embraced as an opportunity to learn and enhance capability […] We maximise our capability by drawing on the diversity of our people (Australian Government, 2013: 4)

– We need to be absolutely unambiguous: inclusivity and diversity are crucial to Defence's ability to operate at peak performance and demonstrate maximum capability (Department of Defence, 2012: 16)

– A diverse workforce provides a greater range of ideas and insights to challenge accepted norms and will help strengthen our capability and our operational effectiveness (Payne, 2017)

Review into the Treatment of Women in the Australian Defence Force (Broderick Review)
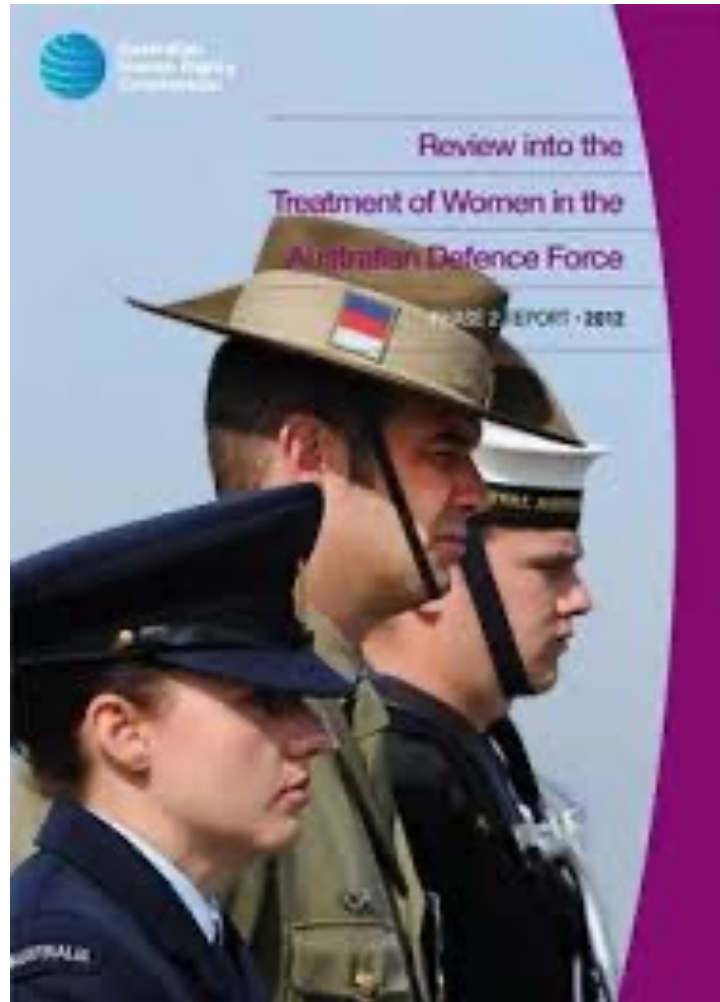
The Broderick Review: Othering of Minority Groups

- 1. Attract the best talent

- 2. Reduce Cost

- 3. Increase Capability

- 4. Be a first class and High Performing Employer

- 5. Take a Leadership Position (AHRC, 2012: 43)
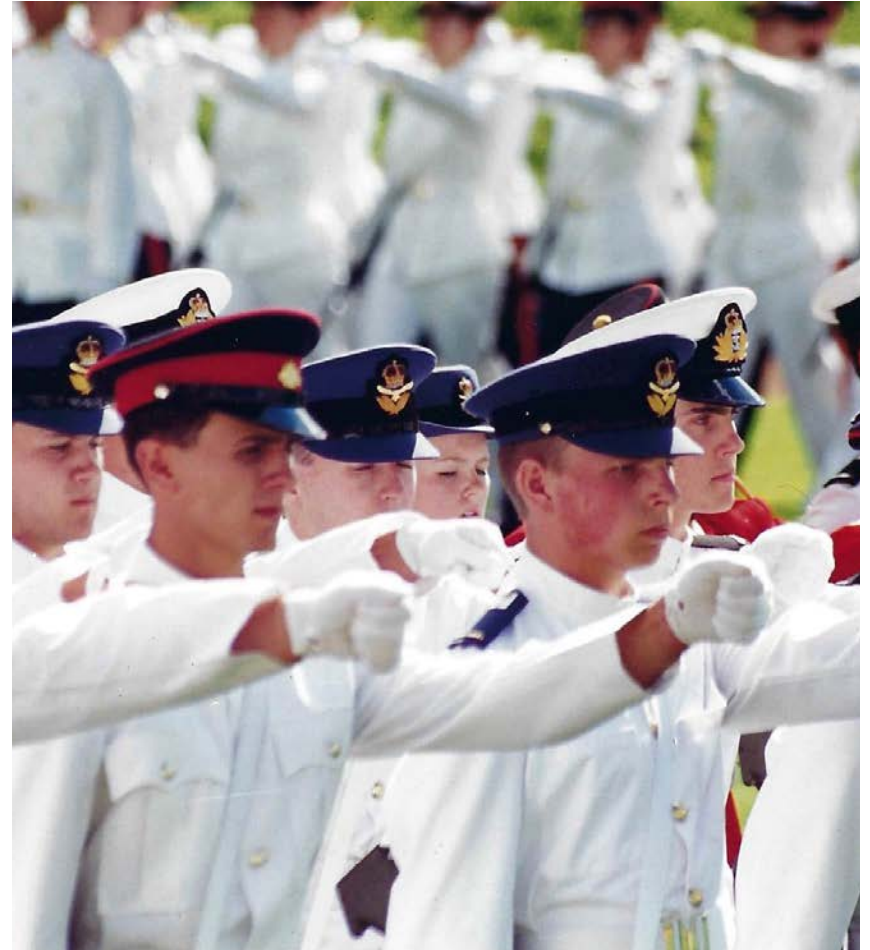
Bourdieu and Social Practice (Bourdieu, 2010)

$$[(Habitus)(Capital)]+Field = Social\ Practice$$

Review into the Treatment of Women in the Australian Defence Force (Broderick Review)

#	Recommendation	Category
1	COSC take responsibility for implementation of the initiatives	Field
2	COSC articulate a strong commitment to addressing the key findings	Field
3	COSC publish "Women in the ADF" report every year	Field
4	COSC ensure CO accountability	Field
5	COSC reassess need for senior positions to be arms corps	Capital
6	Service Chiefs should identify a target aimed at broadening work background of senior leaders	Capital
7	Flexible career models	Field
8	COSC establish innovative strategies to recruit more women	Field
9	Growth target for more women	Field
10	Build a critical mass of women	Field
11	Initatives to support the removal of gender restrictions on women in combat	Field
12	Address mentoring, networking & sponsorship programs for women	Field
13	Annual growth target for FWA	Field
14	Establish an FWA directorate & other supporting mechanisms to encourage FWA	Field
15	Workforce management system to allow more than one person posted to a position	Field
16	Impacts of Suakin on women	Field
17	Engagement with pers with respect to postings	Field
18	SEMPRO	Field
19	Mechanisms for confidential (restricted) reporting of sexual harrasment and assult	Field
20	Assess legislative mechanisms wrt inherent requirements for each job	Field
21	Mechanisms to waive ROSO and IMPS in the case of sexual assault and harrasment	Field

Diversity Discourses: Othering of Minority Groups

– As a female Pilot, I got told by a guy that was on my flight screening course in YOFT [Year One Familiarization Training] that the only reason I was here was because I was female, the only reason I got into the Defence Force was because I was a female and that hit hard, and I still hold a grudge (Female cadet, ADFA 2017)

Othering of Minority Groups

– [G]enerally speaking, if a military installation in a Western nation is the target of a terrorist threat, a bunch of Muslims will be planning it. With all that in mind, generally speaking, if you increase the number of Muslims in Western countries you will probably see more of these atrocities in the future. And if you are dumb enough to put these people into uniform, then there is also a fair chance the military will change as well. Not for the better, either (Gaynor, 2014).

Institutional Othering of Minority Groups

- Australian security arrangements require that applicants have a background of at least 10 years, which can be directly verified by the Defence Security Agency. Current international arrangements permit verification of applicants who have been living in Canada, New Zealand, South Africa, the United Kingdom or the United States […] Applicants from other countries require more specific and lengthy vetting procedures, which may preclude their appointment being considered (RAAF, 2019b).

Pathways to Change

- **Normative Rights Argument**
  - Government agencies should reflect the values of the polity to the greatest extent possible.

- **Legitimacy Argument**
  - Pitkin's criteria for legitimacy (Pitkin, 1967):
    - Authorisation
    - Acting For
    - Symbolic
    - Descriptive

- The *Australian* Defence Force?
  - Authorised by
  - Acting for
  - Symbolic of

  - **OR**

- *Australia's* Defence Force?
  - Reflective of the complexity and pluralism of the society from which its members are drawn

Questions