CONCURRENT SESSIONS SCHEDULE
19-21 OCTOBER, 2018

Friday, October 19
*** SPECIAL CONFERENCE WORKSHOP ***
1630-1745
Publishing in Military Studies: Insights from an Experienced Editor
Presented by: Patricia Shields

1800 – 2000 Lord Elgin Hotel
Registration and "Meet and Greet" reception (cash bar)

Saturday, October 20
0830 - 1000

1. Session A – Developing strategic leaders who embrace diversity and inclusion
   Chair: Jennifer Peach

   **George J. Woods** “Negotiation education, leader development and diversity: A fitting combination”
   **Thomas P. Galvin & Charles D. Allen** “The need for a post-diversity vision”
   **Kelly Lelito & Marybeth P. Ulrich** “Gender, diversity, and the U.S. National Security Professionals: Limits and opportunities in the civilian and military spheres”

2. Session B – Culture Changes and Diversity
   Chair: Rosemary Park

   **Charlotte Duval-Lantoine** “The failures of gender integration and culture change in the CAF in the 1990s: Lessons to harness the potential of diversity in the future”
   **Allan English** “‘Comprehensive culture change’ and diversity in the Canadian Armed Forces: An assessment of operation honour after three years and implications for the latest CAF ‘diversity strategy’”
   **Victoria Tait** “Diversity, operational effectiveness, and ‘re-gendering’ the CAF”
   **Linna Tam-Seto** “Mentoring as a strategy to support culture change and diversity initiatives in the CAF”
3. Session C – Identity and Diversity  
Chair: Paul Vasquez

Axel Auge “Graduated in the French army and not to be recognized”
Donald Travis “Democracy, national security, and the problems with labelling the military as a profession”
Jarrod Pendlebury “Pathways to change: Diversity discourses in the Australian Defence Force”
Paul Vasquez & Walter Napier “Band of Brothers or Band of Others? The pivotal role of military veterans in the quest for civil rights by German Jews and African Americans”

Saturday, October 20
1000 – 1030  Health Break

Saturday, October 20
1030 – 1200

4. Session A – Consequences of Force Composition  
Chair: Daniel Lagacé-Roy

Guy L. Siebold “The paradigm of social warfare and social demolition – Part IV”
Greg H. Parlier “(Re)Building a nation: The United States and its Army”
Abukar Sanei “Al-Shabaab and Boko Haram: Comparative analysis and policy approaches”

5. Session B – Culture-General Competence: Building military inclusivity and readiness for the future 
Chair: Brigitte Lapierre

Louise Rasmussen “Defining culture-general competence mastery levels for military personnel”
Sara Rubenfeld “Operationalizing the concept of cultural competence for the Canadian Armed Forces”
Tara Holton “Cultural competency within the influence activities specialty”
Barbara Waruszynski “Ethnic tolerance and intolerance in the NATO military context”
6. Session C – Diversity of Thought  
Chair: Justin Wright

Christopher D. Miller “Expertise as an emerging frontier for diversity”  
Guntram F. A. Werther “‘Diversity’ of what? – How looks are deceiving”  
David J. Kritz “Come together: Strengthening the profession of arms through cognitive diversity”  
Susan Bryant “Finding Ender: Exploring The Intersection of Creativity, Innovation and Talent Management In The United States Armed Forces”

7. Session D – Diversity and Military Families  
Chair: Matthew Saindon

Saya Kiba “Military families and disaster, not war: Family support of the Japan Self-Defense Forces”  
Kerri-Ann Welch “Dominant military culture – how does this affect intimate relationships”

Saturday, October 20  
1215 – 1315 Lord Elgin Hotel  
Luncheon

Saturday, October 20  
1330 – 1500

8. Session A – Identity in and out of uniform  
Chair: Sam Alvaro

Axel Auge “The graduated officer of the French Army: A marginal military identity”  
Sam Alvaro “Diversity, equity and federal executives in uniformed services: A barometer of change?”  
Joseph Paul Vasquez “Patriot Games, Norm Violators & the NFL’s Battle of Bended Knee: How Military Sociology Explains Sports Politicization in the Age of Trump”
9. Session B – Integrating gender perspectives in defence and security: Embracing the institutional and operational imperatives of the “new normal”
Chair: Robert Lummack

Angela Febbraro “Gender and radicalization: Relevance to the women, peace, and security agenda”
Victoria Tait “How do feminist norms travel: Can the military speak feminist without making the feminist speak military?”
Lisa Vandehei, Chantal Ruel & Michael Aylward “Beyond and before military operations: Integrating gender perspectives in the institution”
Karen Davis, Kathryn Foss, & Krystal Hachey “Speaking and seeking gender, sex, and diversity inclusion in DND/CAF: Negotiating GBA in cultural context”

10. Session C – How diversity can impact military organizations I
Chair: Barbara Waruszynski

John Ray Roberts “Beyond token leadership: The impact of diversity on service learning in a military environment”
Grazia Scoppio, Nancy Otis, Yan Yan, & Sawyer Hogenkamp “Perceptions and experiences of officer cadets in Canadian military colleges and civilian universities through a gender and ethnicity lens”
Jeanne M. Fox “How United States Air Force (USAF) cultural values are experienced by Airmen”
Samir Rawat “Navigating military away from religious identities and towards patriotic pride of multicultural diversity in national integration – An Indian military psychologist’s perspective”

11. Session D – Marketing modern military strategies: Strategic communications efforts of allies and adversaries
Chair: Rachel Lea Heide

Max Dixon “Strategic messaging through social media: A case study of the Nigerian government’s use of social media in counterinsurgency messaging”
John Alan Boyd “No good deed goes unpunished: Information operations, the United States, Haiti, and Operation Unified Response”
Rachel Lea Heide “Adversarial information operations in the age of ubiquitous media: The Russian case study and its impact on western national security”

Saturday, October 20
1500 – 1530 Health Break
Saturday, October 20  
1530-1700

12. Session A – The dark side of military service  
Chair: Dana Grosswirth Kachtan

- Atsushi Yasutomi “Dealing with taboo in the military: Examining death taboo in the Japan Self-Defense Force”
- Dana Grosswirth Kachtan & Erella Grassiani “Silenced voices on military service: Experiences of hardship from the Israeli Defense Forces”

Chair: Karen Davis

- Mathieu Saindon “Workplace well-being of under-represented populations in the Canadian Armed Forces”
- Daniel Stewart Coutts “Valuing change: A differential approach to measuring cultural shift”
- Jennifer Peach, Justin Wright, & Carina Daugherty “Checking the box: An institutional ethnographic analysis of DND/CAF human resources tools and their different impacts on diverse groups”
- Barbara T. Waruszynski “The intersectionality between a masculinized culture and women's interest to join the military”

14. Session C – Westpoint Panel – Student and Faculty work on diversity  
Chair: Jacob Absalon

- Remi Hajjar “Building inclusive leaders of character at West Point for a diverse Army, nation and world”
- Mekayla Korpinen “What I learned culturally while spending a semester in France”
- Jack Lowe “The revolution will not be televised ... It will be tweeted”

15. Session D – Reports from the field – reflections and observations  
Chair: Sarah Hill

- Paul R. Camacho “Peace development in Somalia”
- Roy Thomas “Special forces in the service of peace: Anecdotal evidence”
- Sarah Hill “What we develop is what we become: The over-scheduling hypothesis in action”
Saturday, October 20
1830 – 2130 Lord Elgin Hotel
Conference Banquet (cash bar)
Keynote Speaker: Luc Cassivi

Sunday, October 21
0900-1030

16. Session A – Managing Diversity
   Chair: Tania Maurice

   Eyal Ben-Ari “Managing diversity in context: Unit level dynamics in the
   Israel Defence Forces”
   Inga Karton, Kairi Kasearu & Tiia-Triin Truusa “Compulsory military
   service – does it decrease or increase diversity among conscripts?”
   Andrea Rinaldo “Minorities’ perspective on chances and challenges of
   diversity management in the Swiss Armed Forces”
   Tania Maurice “An examination of retention issues for senior female RCAF
   officers: A research in two acts”

17. Session B – Gender identity and other gender-based considerations
   Chair: Sara Rubenfeld

   Alan Okros & Vanessa Brown “Identities and Securities: The Women,
   Peace and Security Agenda and Militarized Masculinities”
   Tammy George “Troubling inclusion: Making the case for intersectionality in
   the Canadian Armed Forces”
   Rachael Johnstone & Bessma Momani “GBA+ policy brief: Measuring and
   evaluating gender-based analysis plus within the defence and security
   sector”

18. Session C – Military education
   Chair: Brian Selmeski

   Erik Hedlund “A generic pedagogic model for academically based
   professional officer education”
   A. Kadir Varoglu “The structural and functional redesign of Turkish military
   education system after July 15 attempted coup”
   Jacob Absalon & Morten Ender “The diversity and inclusion minor at West
   Point: A multidisciplinary effort”
   Bernadette Dececchi & Ann Chamberlin “Aboriginal programs in the
   Canadian Armed Forces”
Sunday, October 21
1045 – 1215

19. Session A – Military sexual violence in the Canadian Armed Forces
Chair: Karen Davis

Marie-Claude Gagnon “It’s just 700: Surviving military sexual trauma and changing culture”
Victoria Tait & Maya Eichler “Framing sexual violence across military and civilian spheres”
Ellie Lamothe, Cassandra Elliott, Maya Eichler & Marie-Claude Gagnon “Military sexual trauma survivors: Is there a structural bias in Veterans’ Review and Appeal Board decisions?”
Maya Eichler & Marie-Claude Gagnon “Sexual violence as a veteran issue: The struggles (and successes) of military sexual trauma survivors in Canada”

20. Session B – The impact of diversity on military organizations II
Chair: Emerald Archer

Emerald Archer “Diversity as a force multiplier: The case for gender and immigrant inclusion”
Arita Holmberg “Silence-breaking butterfly effect: Resistance towards the military within #metoo”
Karen Tannenbaum, David Mendelsohn, Travis Ray & Allen Omoto “Perceptions of female active duty service members”

Sunday, October 21
1330 – 1600

Post-conference roundtable on Diversity in the Canadian Armed Forces