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“DAD, SHOULD I JOIN THE MILITARY?”

Major Brian J. MacDonald

JCSP 45

Solo Flight

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Major Brian J. MacDonald

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“DAD, SHOULD I JOIN THE MILITARY?”

It is through one of the author’s children Brittany, a seventeen year old female seeking out the next steps in her education while pondering career possibilities sitting at home in isolation because of the COVID-19 pandemic, that the inspiration for this final essay came; “Dad, should I join the Army?” A seemingly straightforward question with a nexus to an often overlooked¹ topic within international relations and a recent JCSP discussion question: “Why is it no longer possible to ignore the gender dimension in debates (and policies) on security?”²

The author recognizes that his background, from a middle-class, European white family is one of privilege³ and that he is part of the male demographic that constitutes 85%⁴ of the Canadian Armed Forces(CAF); he also has a “traditional family”⁵ where his income is the primary source for the family and furthermore his spouse, like the majority of CAF civilian partners, is female.⁶ It is a stated desire of the CAF, already considered a world leader on gender integration in the military⁷, to increase female participation to 25% by 2026.⁸ This brief essay will explore the concepts of gender in international relations, the impacts of gender mainstreaming in a military context, reflections on

¹ Rebecca Tiessen, “Gender Essentialism in Canadian Foreign Aid Commitments to Women, Peace, and Security,” *International Journal* 70, no. 1 (March 2015): 87.

² Canadian Forces College. “Human Security” (Joint Command and Staff Programme 45 Directed Reading Package D2/CF568DL/GLO/DR-1, 2020).

³ Khalida Syed & Anne Hill, “Awakening to White Privilege and Power in Canada,” *Policy Futures in Education* 9, no. 5 (2011): 609.

⁴ Department of National Defence, “Statistics of Women in the Canadian Armed Forces,” *Canada.ca* Government of Canada, March 2, 2020, Accessed April 18, 2020, <https://www.canada.ca/en/department-national-defence/services/women-in-the-forces/statistics.html>.

⁵ Leigh Spanner, “Governing ‘Dependents’: The Canadian Military Family and Gender, a Policy Analysis,” *International Journal* 72, no. 4 (December 2017): 487.

⁶ *Ibid.*, P492.

⁷ Grazia Scoppio, Nancy Otis, Yan (Lizzie) Yan, & Sawyer Hogenkamp, “Experiences of Officer Cadets in Canadian Military Colleges and Civilian Universities: A Gender Perspective,” *Armed Forces & Society*, (February 2020), 2.

⁸ *Ibid.*

current CAF policies and conclude with some real world examples of discrepancies between the DND and CAF that need to be addressed if the CAF intends to increase female recruitment and retention

This essay posits that gender mainstreaming, is a demonstrably important and effective framework that when fully implemented within the DND and CAF together will make the CAF a more desirable workplace for young female applicants.

GENDER IN THE CONTEXT OF INTERNATIONAL RELATIONS

Throughout the literature reviewed for this essay there are various definitions offered for gender. Most explicitly distinguish sex, the biological classification of male or female based on physical characteristics⁹, from gender which is viewed as an acquired social identity¹⁰ in which individuals both understand themselves¹¹ and are associated by others using traits of femininities and masculinities.¹² Human sexuality, broadly defined as the sexual expression of people¹³, is also included in the broad definition of “gender” in this essay as it has been viewed by scholars as an issue that matters to international relations in the same way as sex and gender¹⁴ in that armed forces have been resistive to their inclusion for decades.¹⁵ To be clear, men can be feminized much like women can be masculinized¹⁶ and both can express themselves in any number of sexual ways.

⁹ Alan Okros & Denise Scott, "Gender Identity in the Canadian Forces: A Review of Possible Impacts on Operational Effectiveness," *Armed Forces & Society* 41, no. 2 (2015): P244.

¹⁰ Sabine Hirschauer, "De-Securitization, Sexual Violence, and the Politics of Silence," *European Journal of Women's Studies*, (November 2019), 5.

¹¹ Okros, *Gender Identity in the Canadian Forces...*, 244.

¹² Laura Sjoberg, "The Invisible Structures of Anarchy: Gender, Orders, and Global Politics," *Journal of International Political Theory* 13, no. 3 (October 2017): 330.

¹³ Mere Abrams, "46 Terms That Describe Sexual Attraction, Behavior & Orientation," Healthline. Healthline Media, December 20, 2019. Accessed May 2, 2020, <https://www.healthline.com/health/different-types-of-sexuality>.

¹⁴ Laura Sjoberg, "Seeing Sex, Gender and Sexuality in International Security," *International Journal* 70, no. 3 (2015): 451.

¹⁵ Heidi Hardt & Stéfanie von Hlatky, "NATO's About-Face: Adaptation to Gender Mainstreaming in an Alliance Setting," *Journal of Global Security Studies*, Volume 5, Issue 1, January 2020, 136.

¹⁶ Sjoberg, *The Invisible Structures...*, 330.

It is understood that the western notion of gender has been shaped primarily by men, who for centuries constructed state interests around their own notions of masculinity.¹⁷ This patriarchal structure of control and privilege¹⁸ extends beyond individuals and has in fact been the basis for ordering political and social life as we know it.¹⁹ People, groups and states associated with masculinity are generally accorded higher privilege than those linked with femininities, who are seen as subordinate to more masculine entities.²⁰

In the last few decades feminists have introduced the ordering effect, and organizing principles of gender into the field of international relations.²¹ Feminist scholar Laura Shepherd succinctly pulls together thoughts on how gender extends throughout international relations in noting that the actors in global politics do not work, live or politic alone²² rather they do so in gendered “interdependent relationships with others.” She instructs readers that failing to recognize the “construction of individuals as gendered beings” is a failure to understand how gender directly impacts global politics.

Others, including Mary Caprioli have similarly concluded that gender is a key element to group identity, up to and including nationalism which she states explicitly is not gender neutral; the implication being if gender is a key element to group identity than it is also a ground for conflict within and between groups.²³ Caprioli articulates that

¹⁷ Hirschauer, *De-Securitization, Sexual Violence...*, 5.

¹⁸ *Ibid.*

¹⁹ Sjoberg, *The Invisible Structures...*, 330.

²⁰ Laura J. Shepherd, “Gender, Violence and Global Politics: Contemporary Debates in Feminist Security Studies,” *Political Studies Review* 7, no. 2 (May 2009): 216.

²¹ Sjoberg, *The Invisible Structures...*, 330.

²² Shepherd, *Gender, Violence and Global Politics...*, 210.

²³ Mary Caprioli, “Primed for Violence: The Role of Gender Inequality in Predicting Internal Conflict,” *International Studies Quarterly* 49, no. 2 (June 2005): 166.

gendered nationalism, with leaders using woman as a group to protect, in effect a “call to arms” for men, clearly highlights the historically dichotomous nature of military organizations; men are soldiers and protectors of woman who are caretakers in need of protection.²⁴ Interestingly this “protector/protectee binary”²⁵ continues to be used to both promote and punish those who seek to break free of it, as will be discussed further in this essay with regard to the Arab Spring Uprisings.

Because the field of gender studies in international relations is relatively new there is still competing terminology to capture the same basic ideas. Phrases like gender equality²⁶, gender integration²⁷, gender perspective²⁸ and gender mainstreaming²⁹ all speak to the broad concept of recognition and inclusion of gender in security studies. The 2000 UN Security Council Resolution (UNSCR) 1325, “Women and peace and security,”³⁰ is purposed to include a “gender perspective”³¹ assuring women protection and full participation in “the promotion of international peace and security.”³² In 2014, the NATO Policy on Women, Peace and Security embraced UNSCR 1325 and orders the incorporation of a gender perspective in all military decision making.³³ In a recent 2020 article, Hardt and von Hlatky³⁴ use the term “gender mainstreaming” to refer to the military’s process of assessing the differentiated impact of gender on all processes,

²⁴ Ibid., 167.

²⁵ Elisabeth Johansson-Nogués, “Gendering the Arab Spring? Rights: Security of Tunisian, Egyptian and Libyan Women,” *Security Dialogue* 44, no. 5–6 (October 2013): 397.

²⁶ Tiessen, *Gender Essentialism in Canadian...*, 84.

²⁷ Scoppio, *Experiences of Officer Cadets...*, 2.

²⁸ Hardt, *NATO's About-Face...*, 152.

²⁹ Ibid., 137.

³⁰ United Nations Security Council, “UNSCR 1325 - Women and Peace and Security,” Accessed April 25, 2020, <http://unscr.com/en/resolutions/1325>.

³¹ Okros, *Gender Identity in the Canadian Forces...*, 85.

³² United Nations Security Council, *UNSCR 1325...*

³³ Hardt, *NATO's About-Face...*, 146.

³⁴ Ibid., 137.

policies and activities.³⁵ It seems that the intent of gender mainstreaming is to ensure not only that gender is considered but also to ensure those other than men are equally “important actors”³⁶ in decision making, political process and nation-building.³⁷

IMPACTS OF GENDER MAINSTREAMING

To date the effectiveness of social and policy change related to gender has been hard to measure empirically, and little quantitative studies are available³⁸ for review. It is predicted that increased participation of female scholars will shift the decades of “masculinist knowledge enterprise”³⁹ that has dominated⁴⁰ the realist framework that permeates international relations in favour of gender perspectives but for now we are limited to what is available.

There are many instances on the positive impact of gender mainstreaming. In general women represent about half of the world population and as such are a powerful demographic group in and of themselves. In the business world it has been observed through study that companies with a board of directors inclusive of women are better positioned to generate profit than those that do not.⁴¹ During the nineteen year Greenham Common Women's Peace Camp the all-female participants effectively used consensus based leadership to run the protest, demonstrating a viable alternative to the hierarchical and rigid military leadership style they were opposing.⁴² There are also concrete examples of the impact of gender mainstreaming on operational effectiveness, which

³⁵ Ibid.

³⁶ Tiessen, *Gender Essentialism in Canadian...*, 99.

³⁷ Ibid.

³⁸ Okros, *Gender Identity in the Canadian Forces...*, 244.

³⁹ Hirschauer, *De-Securitization, Sexual Violence...*, 5.

⁴⁰ Shepherd, *Gender, Violence and Global Politics...*, 210.

⁴¹ Hardt, *NATO's About-Face...*, 139.

⁴² Matthew Bolton, “Act 3. Lysistrata: Meaningful Human Control,” *Imagining Disarmament, Enchanting International Relations*. Palgrave Pivot, Cham 2019, 69.

broadly includes leadership, cohesiveness and morale⁴³; it is theorized that having tangible military success can act as a powerful incentive to reversing the opposition to gender inclusion in conflict.⁴⁴

The inclusion of women as meaningful participants in UN peace process negotiations resulted in a 20% increase in the two year survivability of the settlement⁴⁵, this statistic becomes exponentially larger when a survivability period of 15 years is used at which point the inclusion of women equalled a 35% greater chance of lasting peace.⁴⁶ Studies have also indicated that the integration of a female perspective in military operations leads to reduced sexual misconduct and more effective intelligence gathering.⁴⁷ During the Afghanistan campaign an ISAF commander was presented with the challenge of having to rescue a Muslim female using male medics because no female soldiers were readily available to assist with the task; his decision resulted in strategic level discontent with the host nation and provides a lesson on how having women fully integrated offers appropriate flexibility.⁴⁸

Gender mainstreaming also extends beyond heterosexual male and females to broadly include those with other gender identities or sexualities. Westphalian militaries have historically excluded gay males⁴⁹ and the CAF was no exception, with homosexuality being banned in one form or another until 1992 following a Federal Court of Canada decision that ordered the CAF to remove all such discrimination.⁵⁰

⁴³ Cheryl Lamerson, "The Evolution of A Mixed-Gender Canadian Forces," *Minerva* VII, no. 3 (1989): 3.

⁴⁴ Hardt, *NATO's About-Face...*, 141.

⁴⁵ *Ibid.*, 139.

⁴⁶ *Ibid.*

⁴⁷ *Ibid.*

⁴⁸ *Ibid.*, 147.

⁴⁹ Sarah Bulmer, "Patriarchal Confusion?," *International Feminist Journal of Politics*, 15:2(2019): 139.

⁵⁰ Okros, *Gender Identity in the Canadian Forces...*, 245.

Transgender rights were no better in the CAF than those that existed for non-heterosexual members, with transgender members being identified as abnormal and subject to release.⁵¹ Progress has been made in the CAF since 1992 and by 2011 it was reported that one CAF member per year was undergoing procedures to change gender⁵² and some four years later in 2015, it was estimated that the CAF had 265 serving transgender members.⁵³ It is estimated that .05% of the population may be trans(gendered, sexual or itioned)⁵⁴ and with a Canadian population of approximately thirty eight million people⁵⁵ there is an estimated one hundred and ninety thousand trans citizens. With a CAF that is approximately one hundred thousand strong (AC), representing a calculated participation rate of .26% of the Canadian population, the CAF should have approximately 500 trans members. Research has shown that citizens in the United States who identify as transgender are twice as likely as others to serve in the military⁵⁶ and if this were applied to the Canadian population the CAF should have approximately 1000 trans members; this seems to represent a fantastic demographic to target for recruitment in the CAF as this particular subset of the population exhibits a stronger disposition for service than the general population.

In 2019 Strand and Kehl researched the impact on the effectiveness of The Swedish Armed Forces (SAF) aggressive marketing of itself as gender mainstreamed

⁵¹ Ibid.

⁵² Ibid.

⁵³ Ibid.

⁵⁴ The Trans Pulse Project, "Sex and Gender Diversity Among Transgender Persons in Ontario, Canada," April 24, 2014, <http://transpulseproject.ca/tag/demographics/>.

⁵⁵ Statistics Canada, "Population and Demography Statistics," Government of Canada, Statistics Canada, March 19, 2020, Accessed May 10, 2020, https://www.statcan.gc.ca/eng/subjects-start/population_and_demography.

⁵⁶ Okros, *Gender Identity in the Canadian Forces...*, 245.

organization.⁵⁷ Sweden has been identified through research as the “leading non-NATO provider of gender training” for military forces in the world⁵⁸ and it is clear based on military recruitment advertising featuring the rainbow flag, same-sex kissing that gender and sexuality of all types are part of the SAF.⁵⁹ Marketing the SAF as gender friendly⁶⁰ and highlighting the diversity of the organization has resulted in those across the gender spectrum seeing themselves as rights holders⁶¹ and consequently those states, like Russia, that still promote a traditional patriarchal and homophobic agenda are viewed as a threat to those rights holders.⁶² As Sweden seeks to rearm itself in response to a re-emerging threat environment in which Russia is the adversary⁶³ it has been assessed that the successful portrayal of Russia as a threat to the gender based rights holders in Sweden has perhaps enabled and legitimized the rearmament itself in the eyes of the citizens of Sweden.⁶⁴

If gender mainstreaming can be viewed as a positive force so powerful as to justify and legitimize the rearmament of a state, a proven force-multiplier in creating lasting peace agreements and a key tool to increase operational effectiveness the question of potential drawbacks should also be explored.

⁵⁷ Sanna Strand & Katharina Kehl, “A country to fall in love with/in”: gender and sexuality in Swedish Armed Forces’ marketing campaigns,” *International Feminist Journal of Politics*, 21:2,(2019): 295-314.

⁵⁸ Hardt, *NATO’s About-Face...*, 146-147.

⁵⁹ Strand, *A country to fall in love...*, 303.

⁶⁰ *Ibid.*, 300.

⁶¹ *Ibid.*, 304.

⁶² *Ibid.*, 307.

⁶³ *Ibid.*, 298.

⁶⁴ *Ibid.*, 309.

The Arab Spring uprising offers a unique insight into how when the protector/protectee binary, that sees women as victims⁶⁵ in need of protection, is destabilized during conflict⁶⁶ that the results are not always favorable for those typically viewed as requiring protection. The uprising saw women as equal partners, working with and supported by male demonstrators,⁶⁷ hoping as co-revolutionaries to have meaningful input into the future of the countries they were trying to oust dictators out from.⁶⁸ The result however was that the women were “sent back to the kitchen”⁶⁹ by the very men they were protesting alongside. By engaging in the protests, the women were visibly stepping outside of the protection of the masculine state. When female casualties occurred, either because of violence from the state itself or third parties who felt empowered to attack unprotected women, it could be interpreted by others that it was because the women were vulnerable and not protected that they were hurt. This paradoxically reinforced the need for protection that was being fought against to being with.⁷⁰ It should be noted that the Arab Spring was not a tale of gender mainstreaming, namely because the protests themselves were spontaneous and unplanned so the integration of female protesters as equal participants was as much by accident as it was by design. Despite the spontaneous nature of the Arab Spring the outcome for women should be highlighted as a cautionary tale that illustrates the fragility of poorly planned gender inclusion.

⁶⁵ Tiessen, *Gender Essentialism in Canadian...*, 98.

⁶⁶ Elisabeth Johansson-Nogués, “Gendering the Arab Spring? Rights: Security of Tunisian, Egyptian and Libyan Women,” *Security Dialogue* 44, no. 5–6 (October 2013): 394.

⁶⁷ *Ibid.*

⁶⁸ *Ibid.*, 401.

⁶⁹ *Ibid.*, 394

⁷⁰ *Ibid.*, 397

CAF GENDER MAINSTREAMING

One thing evident in the research for this essay is that CAF gender mainstreaming is a paradox; this was noted by Catic et al when they observed that the CAF promotes itself as gender neutral, putting women as equals while at the same time promoting the unique skills and abilities as adding value to the CAF.⁷¹ Is it possible that one can be equal but different? An interview with an ISAF(Afghanistan) commander sought in part to answer this paradox when he noted that although gender of a soldier generally does not matter it is a good practice for leaders to consider it when selecting which soldiers perform what tasks.⁷² Supporting the idea of gender equality, or perhaps blindness, is an interview with the first female commander of the Snowbirds, LCol. Maryse Carmichael, Aerial Acrobatic Squadron in which she stated “it doesn't matter whether you're a man or woman. As long as you can stay in formation.”⁷³ Okros and Scott relay the story of an anthropologist who spent time embedded with CAF soldiers in Afghanistan and noted that characteristics like gender were not relevant to the troops at the tactical level and instead soldiers were categorized based on personality attributes.⁷⁴ It is theorized however that concepts of gender, like other “distinctions between normal and exceptional”⁷⁵, tend to be destabilized during conflict⁷⁶ like the example of the Arab Spring and therefore anecdotes like that of the anthropologist should be viewed in context.

⁷¹ Maja Catic & Stéfanie von Hlatky, “Women, Gender, and International Security.” *International Journal* 69, no. 4 (December 2014): 572.

⁷² Hardt, *NATO's About-Face...*, 147.

⁷³ “Snowbird Formations Are Gender-Blind,” *Macleans* 123 (18)(2010): 25, Accessed April 18, 2020, <http://search.ebscohost.com/login.aspx?direct=true&db=a9h&AN=50455551&site=ehost-live&scope=site>.

⁷⁴ Okros, *Gender Identity in the Canadian Forces...*, 249.

⁷⁵ Maria Eriksson Baaz & Maria Stern, “Curious erasures: the sexual in wartime sexual violence,” *International Feminist Journal of Politics*, 20:3(2018): 307.

⁷⁶ Johansson-Nogués, *Gendering the Arab Spring...*, 394.

In reviewing gender mainstreaming in CAF policy, Leigh Spanner⁷⁷ noted areas in which the CAF is performing well and areas that need improvement. It was noted that the CAF continues to promote a family culture in which the military itself is a family with an obligation to care for subordinates in a patriarchal way.⁷⁸ Specific documents, like the family care plan reinforce the paternalistic notion that the military member has authority over his or her family, responsible for making critical decisions on their behalf.⁷⁹ The integrated relocation program, which covers the relocation policies associated with postings, was also noted to reinforce the role of the service person as the primary breadwinner⁸⁰ in omitting adequate time for considerations of factors like health, child and personal care from house hunting trips⁸¹ and instead leaving them for partners to figure out once a move occurred; Spanner also noted that spousal employment expenses are not listed as a key entitlements and instead listed as sundry(not important enough to be mentioned individually) expenses.⁸² All of these policies were assessed as reinforcing the concept that the service member prioritizes his or her employment over that of his or her spouse and that it is through the gendered views expressed in policy documents like the IRP that the CAF plays a role in the reproduction of the “traditional family”.⁸³ Spanner’s review also highlighted some successes, including the Military

⁷⁷ Leigh Spanner, “Governing ‘Dependents’: The Canadian Military Family and Gender, a Policy Analysis,” *International Journal* 72, no. 4 (December 2017): 484–502.

⁷⁸ *Ibid.*, 496.

⁷⁹ *Ibid.*, 497.

⁸⁰ *Ibid.*, 492.

⁸¹ *Ibid.*

⁸² *Ibid.*, 493.

⁸³ *Ibid.*, 488.

Employment Transition (MET) Spouse Program⁸⁴ and various other support programs offered by the Military Family Resource Centres (MFRC).

The gender mainstreaming issues faced by the CAF are not unique, the challenge of maintaining a positive and appropriate modern image is shared amongst other Liberal democracies⁸⁵ including the United Kingdom where similar opinions on gender equality and inclusion permeate the military; a Royal Navy Sailor who identifies as a Lesbian was quoted to say “Yes you can be gay but you are still a sailor and that’s your first[role]... primarily you are a sailor...”⁸⁶ similar to the sentiments expressed above regarding CAF soldiers in Afghanistan.

DND - THE FORGOTTEN QUARTER OF THE CANADIAN DEFENCE TEAM

Scholars studying the incorporation of gender mainstreaming within NATO noted that the military component of NATO has adapted well⁸⁷, while the civilian side of the organizations has not, with civilians in NATO espousing the view that gender was “irrelevant”⁸⁸ to their daily work. It is theorized that the military incentivizes compliance through career consequences for inaction, thereby forcing action⁸⁹; no similar mechanisms were noted in the civilian structure and the danger in having non incentivized civilians crafting policy and directives for consumption by military members was noted.⁹⁰

⁸⁴ Ibid., 495.

⁸⁵ Bulmer, *Patriarchal Confusion...*, 150.

⁸⁶ Ibid., 144.

⁸⁷ Hardt, *NATO's About-Face...*, 137.

⁸⁸ Ibid., 146.

⁸⁹ Ibid., 137.

⁹⁰ Ibid., 146.

Drawing on real-world and firsthand CAF and DND experience the following paragraphs offer reflections on lived experience of the author that identify parallels between civilian/military disconnect at NATO and that which exists within the Canadian Defence Team.

A Major in the CF Primary Reserves was alleged to have made comments about the body types of two female applicants who he was swearing in, saying “one was attractive and one was not” after they had left the room. Two months later the Major was issued a Recorded Warning and elected to retire to avoid threatened future discipline. A senior DND firefighter was tape-recorded while acting as an evaluator for an ongoing promotion board making statements to candidates like “show me a picture of your wife’s ##### and we’ll see how you score.” Ultimately no action was taken about the sexualized nature of the comments.

While working with the CAF at the Royal Nova Scotia International Tattoo in 2018 the author became aware of allegations of sexual harassment directed at a gay military member, within hours measure had been taken to protect the member and separation between parties along with follow up administrative, disciplinary and restorative action completed within days. In a highly publicized⁹¹ incident at the DND Fire Department at which the author is now chief, a gay firefighter was physically assaulted and sexually harassed in the workplace. The firefighter quit and received lifelong compensation from the provincial workers compensation board; no follow-up was done to hold anyone to account within the unit following the verdict.

⁹¹ David Pugliese, “If DND Has Zero Tolerance for Harassment, Why Did Gay Firefighter Receive Threats and No One Was Punished?,” Ottawa Citizen, 5 October 2016.

Clearly the cases mentioned above are not identical but there is a distinct difference in how they were handled; it is theorized that there are not effective incentives for civilian DND employees to adapt to strategic change, perhaps the DND civilian world could use a simpler accountability framework. The failure to include the twenty-eight thousand DND employees⁹² in gender mainstreaming initiatives like OPERATION HONOUR whatsoever is discouraging. As a member of the CAF the author attended multiple, mandatory and continuing training sessions including bystander intervention, GBA+ and other to name a few; no similar training was mandated as a DND civilian employee. It is plain and obvious that if DND and CAF members are expected to work alongside each other a better job must be done to ensure consistency in training and accountability between the two groups.

WHERE TO GO FROM HERE

In the preceding paragraphs gender was explored in the context of international relations, many positive impacts of gender mainstreaming were illustrated and areas for improvement in both CAF policy and Defence Team integration were identified. It is recognized by scholars that gender analysis within international relations is in its infancy, with great untapped potential⁹³ and the 2004 observation by Lori Handrahan that security itself is an empty concept without consideration of gender continues to ring true.⁹⁴

⁹² "Phoenix Pay System - Response from DND to PWGSC," Canada.ca Government of Canada, December 4, 2019, Accessed May 8, 2020, <https://www.tpsgc-pwgsc.gc.ca/remuneration-compensation/services-paye-pay-services/centre-presse-media-centre/lettres-dm-dm-letters/lettres-letters/reponse-de-mdn-reponse-from-dnd-eng.html>.

⁹³ Laura Sjoberg, Kelly Kadera, and Cameron G. Thies, "Reevaluating Gender and IR Scholarship: Moving beyond Reiter's Dichotomies toward Effective Synergies," *Journal of Conflict Resolution* 62, no. 4 (April 2018): 865.

⁹⁴ Lori Handrahan, "Conflict, Gender, Ethnicity & Post-Conflict Reconstruction," *Security Dialogue* 35, no. 4 (December 2004): 442.

This essay has demonstrated that gender mainstreaming is an important and effective framework within international relations. Furthermore, it has articulated that while Canada is already considered a world leader in this field it can continue to draw on lessons learned from countries like Sweden, who have leveraged gender mainstreaming to gain political support for the military, and organizations like NATO that share similar struggles with the full adoption between civilian and military members alike. The policy improvements that need to be made are best made by those with a gender perspective different from those who formulated the policies in place; in essence more diversity and education in the CAF is required⁹⁵ if we desire change that will facilitate greater participation of groups like young women.

So yes Brittany, you should join the Military! You will be joining a team that has a solid foundation from which to continue building and one that is striving to recognize the importance of your contribution as a full participant, verses a vulnerable token who needs protection.

⁹⁵ Scoppio, *Experiences of Officer Cadets...*, 17.

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