

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

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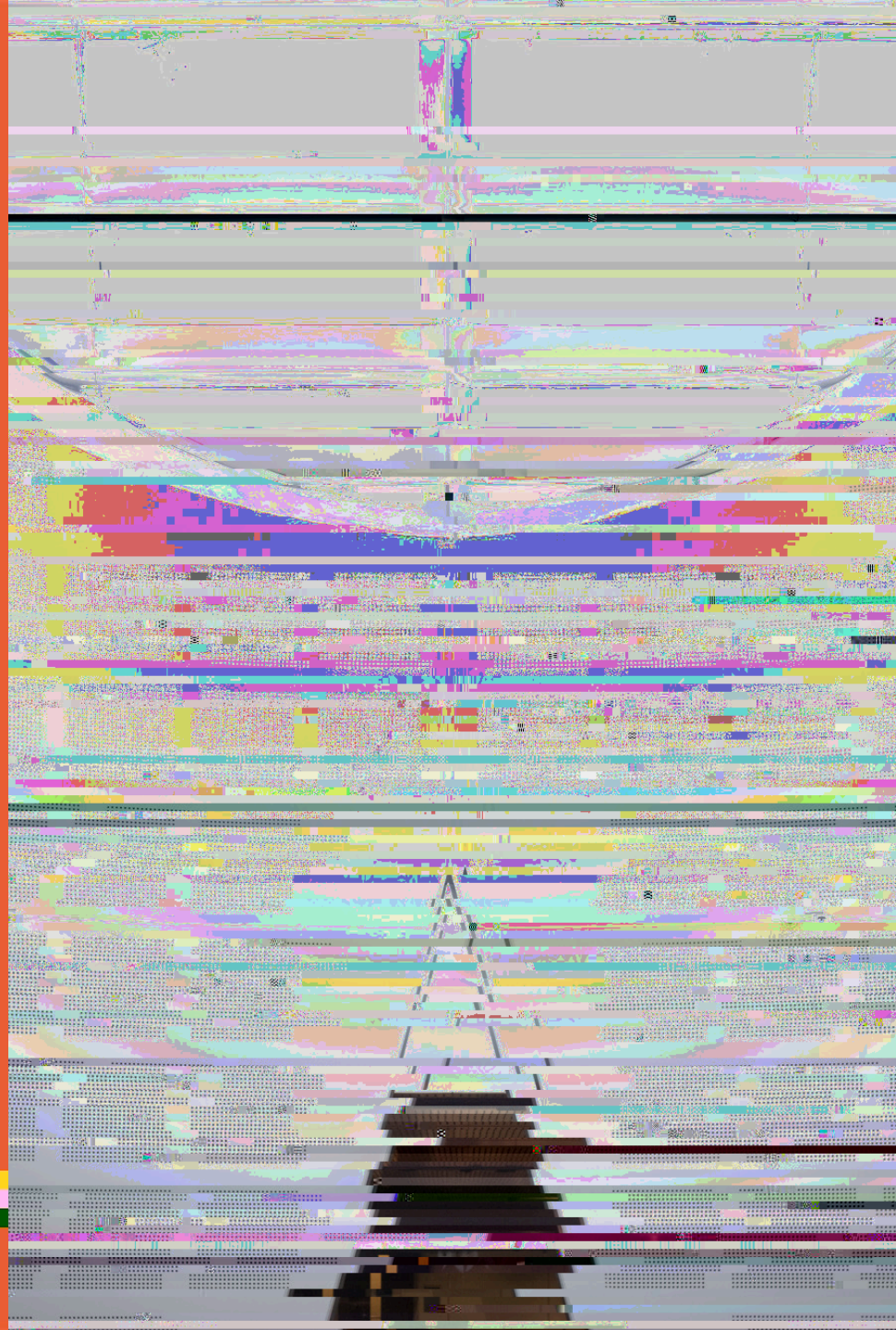
School of Social and Political Sciences

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# ADF Ô Diversity Õ

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# The Capability Argument

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# 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 (i) 0.6 (p) 0. (s) 2.5 (ol) 1.9 (u) 2.8 (c) 2.5 (ed)

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











# Diversity Discourses: Othering of Minority Groups

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# Institutional Othering of Minority Groups

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# 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):

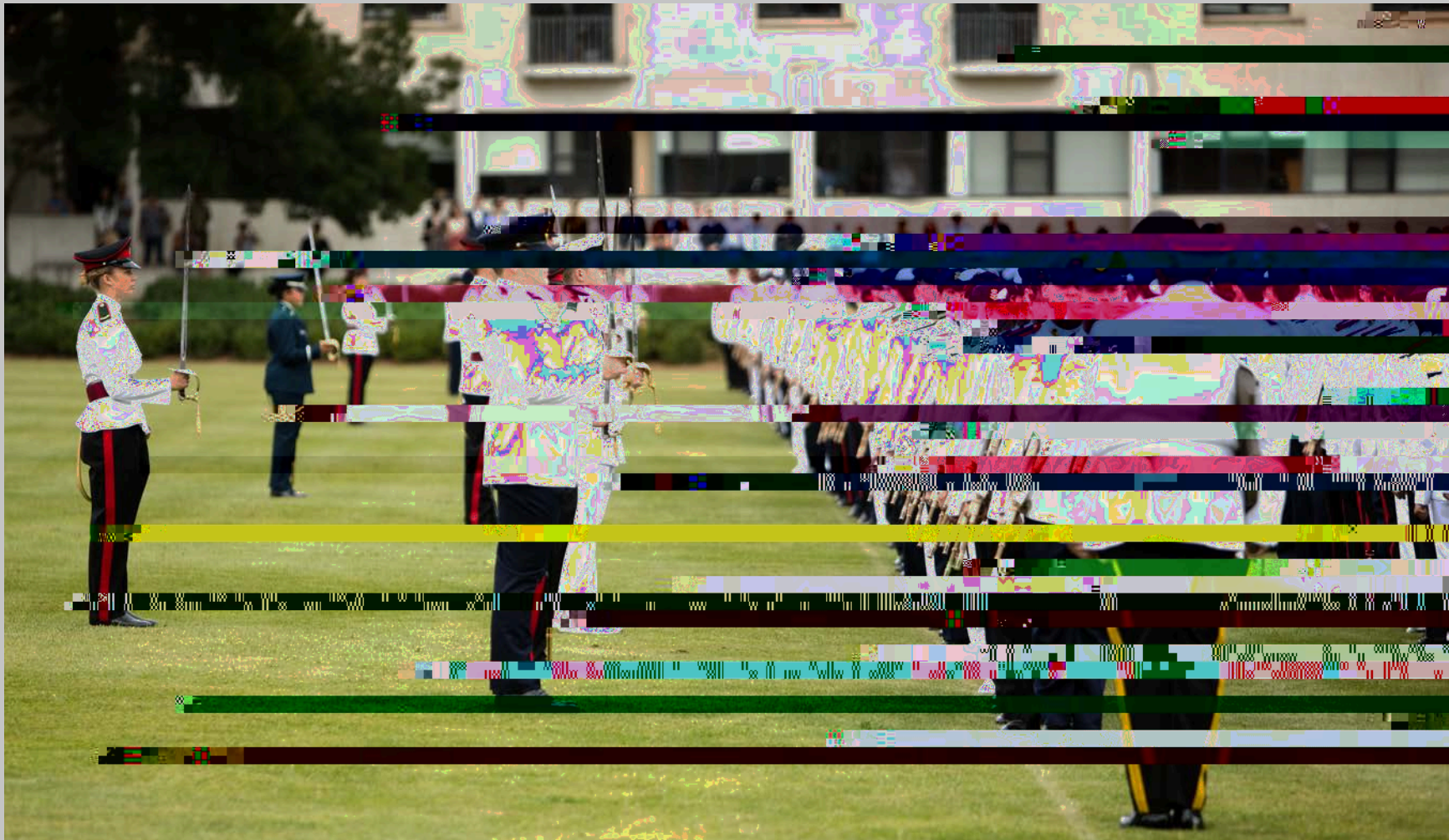
- ! Authorisation

- ! Acting For

- ! Symbolic

- ! Descriptive





# Questions

