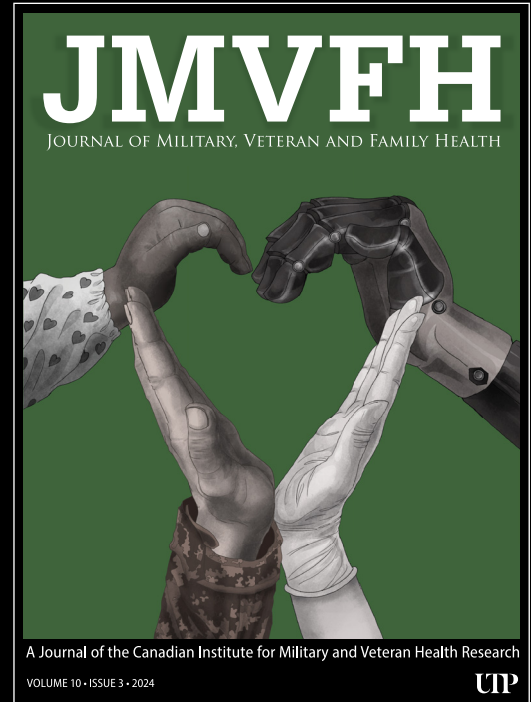


The Case for Change: Reimagining Research to Transform Military Culture

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Plain Language Summary

Why is this research important?

- Military culture change was identified by the Department of National Defence (DND) and the Canadian Armed Forces (CAF) as a key priority. It has also been recognized as such by the Canadian public and many in the military and Veteran community.
- Culture change is required to ensure all serving military members are treated equitably and fairly and to encourage recruitment and retention.
- Culture change is needed to reduce the potential for psychological and physical harm resulting from sex-, gender-, sexuality-, and race-based discrimination, harassment, and violence in the military workplace.

What questions should researchers ask to help transform military culture?

- How can military and Veteran research become more inclusive of diverse and historically marginalized experiences and voices?
- How can military and Veteran researchers ensure that the experiences and voices of those who have been institutionally silenced or marginalized are heard?

What was found?

- Research can help to advance military culture change by seeking to understand and monitor how military members are impacted by culture.
- Certain research methods and frameworks can bring light to lived experience voices which are both unique and shared across intersectional identities, time, and space. These approaches include storytelling, institutional ethnography, autoethnography, narrative analysis, transdisciplinary, feminist, anti-oppressive, and participatory action research.
- Meaningful engagement with as many diverse voices and experiences as possible can lead to inclusive research. Research participants not only provide data but should be involved, and partnered with, at each phase of the research process.
- Giving voice to diverse lived experiences will help those in decision-making positions understand, feel, and act on what is needed for culture change in terms of resources, funding, policies, and programming.

Where do we go from here?

- Researchers build on existing best research practices, learn from challenges, and develop strategic ways to leverage expertise and fill knowledge gaps.
- Existing best research practices include, for example, guidelines provided by chapter 9 of the Tri-Council Policy Statement 2, Sex and Gender Equity in Research (SAGER), and Gender-based Analysis Plus (GBA Plus).
- Military and Veteran researchers apply best practices to ensure that the voices of those marginalized within the dominant culture are heard and represented.
- The military and Veteran research community establishes quality assurance processes to ensure that researchers are following best practices that positively contribute to military culture change.
- Everyone reconsiders research relationships and shifts from the assumption that knowledge is created by researchers to re-defining knowledge as a process of co-creation and co-production among researchers, impacted communities, and knowledge users.

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