



Conformism and Inclusion

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Conformism and Inclusion

- Focus
 - Cultural, behavioural and attitude changes
 - Groupe dynamics

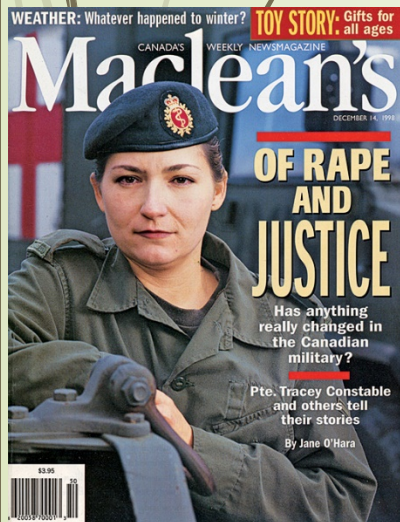


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Conformism and Inclusion

- Context
 - Media coverage of sexual misconduct
 - External Review
 - Op Honour
 - Culture change
 - Changing society



Conformism and Inclusion

Principles

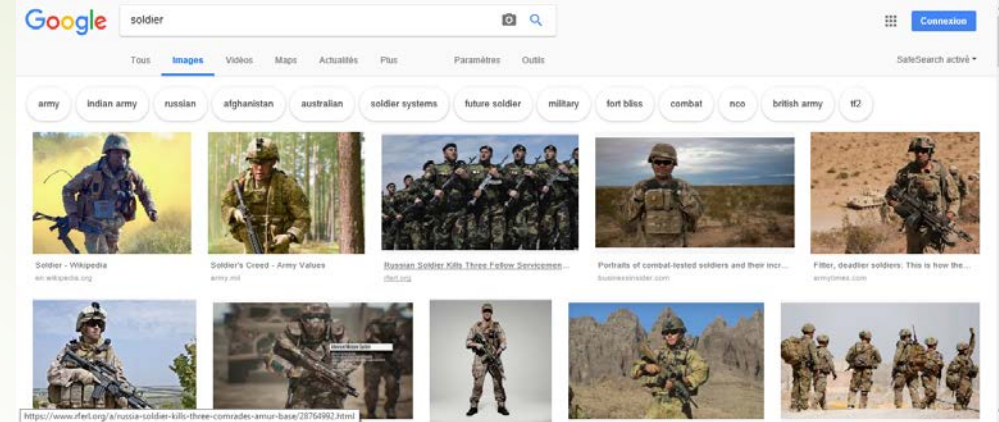
- Diversity encourages diversity
- Conformity discourages inclusion

Conformist Culture and the Training of Intolerance



Culture of exclusion

- What does a soldier/leader look like?
- What does a team look like?
- How do you create a shared identity?
- How and/or why are standards established?



Mechanisms of change – training environment

- ▶ Diversified teaching and learning methods
- ▶ Review and validation of training standards
- ▶ Training culture
 - ▶ Mastery
 - ▶ Voice
 - ▶ Authority
 - ▶ Positionality



Mechanisms of change - general

- ▶ Human resource management policies
- ▶ Education
- ▶ Leadership





Discussion

