



CENTER FOR CIVIL-MILITARY RELATIONS

Naval Postgraduate School
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Women in Strategic Defense & Security Decision Making (In Residence MASL #P179840) (Mobile MASL #319840)

The Center for Civil-Military Relations (CCMR) Expanded International Military Education and Training (EIMET) approved two-week seminar titled "Women in Strategic Defense and Security Decision-Making" is conducted in-residence at the Center for Civil-Military Relations (CCMR). A 3 to 5 day MET version is offered as well. The seminar aims to support countries all over the world to develop and implement gender policies, in particular policies aimed at augmenting the representation of and the prospects for women in decision-level positions within the executive, legislative, and judicial branches, including women in the security and defense decision-making arenas.

The seminar will provide theoretical background on gender roles and relations in general, as well as practical, strategic, and political insights into women's inclusion and promotion within decision and policymaking processes. The underlying theme is that including women in the national security decision-making process will result in a more diverse perspective on how to address the national security challenges facing a nation, which in turn will result in more effective strategic and operational responses to addressing those challenges.

Available topics include:

- challenges, benefits and opportunities to women's ascension to strategic decision makers
- strategic decision-making and strategic leadership;
- gender policies in various types of political regimes;
- gender, popular culture and media representations of women in strategic decision-making roles
- challenges and opportunities for women provided through peace processes and constitutional reform:

The program has a strong problem-solving focus and can draw examples from the experiences of many different countries and institutions (e.g., UN Peacekeeping Operations). Examples, lessons learned, and best practices of, and for, women's access to positions of strategic decision-making and leadership from various countries and institutions are also provided.

Course Objectives:

1. Explore the benefits of including women in strategic defense and security decision-making at senior levels of government.
 - a. Provide participants with an understanding of the main challenges and prospects for success associated with including women in positions of authority, power, and strategic decision-making;
 - b. Familiarize participants with best practices of integrating women into strategic decision-making, undertaken by developed and developing democracies around the world;
 - c. Assist participants in developing an action plan for promoting women in position of authority and strategic leadership at the executive, legislative, judicial, and societal levels.

The MET version of the course can be programmed under MASL# P319840 and would cover country relevant topics from a broad range of available modules. Regional versions of the course could be programmed under MASL P273001.

Participants: The seminar is designed for international female and male participants, including: military officers in the ranks of major to general, civilians from the defense and security sector, civilians in the legislative and judicial branches of the government, as well as civil and private sector representatives (from the academia, political parties, and non-governmental organizations) dealing with national security issues. Ideally, participants should hold positions of responsibility within their institutions (e.g., security policy and national strategy formulation; defense budgeting; legislative liaison; non-governmental organizations (NGOs); political party officials; academics; church officials; and



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other interested personnel). Countries are encouraged to nominate more than one participant, if deemed necessary. Ultimately, this seminar aspires to enable faculty and participants to develop academic and professional networks related to the topic of women in strategic defense and security decision-making.

Accommodations: Participants are normally housed on campus at the Naval Postgraduate School Bachelor Officer Quarters (BOQ). These rooms are near the classrooms where the course is conducted. The rooms include a private bath, television, telephone, internet access, and a small refrigerator and microwave oven.

Language: While there is no formal TOEFL requirement, ODC/SAOs and participants should be aware that the course is conducted entirely in English and that the program strongly emphasizes group discussion. The ECL requirement is 80.

Cost: The cost of the course is approximately USD \$6,500 for IMET per student. This fee does not include transportation to or from Monterey or the student's living expenses while in Monterey.



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Day One	Day Two	Day Three	Day Four	Day Five
	Course Director Time	Course Director Time	Course Director Time	Course Director Time
1 Welcome and Course Introduction	4 What's the Problem? Unconscious Bias and Gender	7 Recruiting, Employing & Retaining Women in National Defense and Security	10 Generational Gender Changes and How to Adapt	13 Women in the News
2 Gender and Leadership Overview	5 Gender and the Economy (Benefits of Inclusion) Security Sector	8 Case Study: A Female Success Story Example	11 Constructed Identity – Women in Popular Culture	14 Group Activity: Strategies to Improve Women's Representation in the Media
3 Culture Event/Group Dinner	6 Executive-Legislative-Society Dialogue about Gender and Power	9 The Effect of Norms and Practices on Power Distribution	12 Case Study: Women in Film/TV	15 Group Presentations

Day Six	Day Seven	Day Eight	Day Nine	Day Ten
	Course Director Time	Course Director Time	Course Director Time	
15 Week One Review, Discussion, Questions	18 Women's Rights as Human Rights and as a National Security Issue	21 Women in Defense Sector	24 Challenges and Prospects for Gender Inclusion	27 Discussion Panel – Women in Strategic Defense and Security Decision-Making
16 Gender Policies Around the World: Best Practices	19 Women in Peace Processes	22 Strategic Decision-Making and Strategic Leadership	25 Group Activity: Developing an Action Plan for Promoting Women at Leadership Levels in Defense and Security	28 Final Q&A and Course Evaluation
17 What is the "Gender Perspective"?	20 Case Study: Women in the Peace Process Example	23 Women's Pathways to Strategic/National Leadership	26 Group Presentations	