



# **Dare to Disrupt the Status Quo**

## **Envisioning Alternatives for Military Culture**

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**TMC Network Symposium**

**November 17–19, 2023**  
**Alt Hotel Ottawa**



**SICEMA**

CENTRE FOR SOCIAL INNOVATION AND  
COMMUNITY ENGAGEMENT IN MILITARY AFFAIRS



Ottawa is built on unceded Anishinabe Algonquin territory.

The peoples of the Anishinabe Algonquin Nation have lived on this territory for millennia. Their culture and presence have nurtured and continue to nurture this land.

The City of Ottawa honours the peoples and land of the Anishinabe Algonquin Nation.

The City of Ottawa honours all First Nations, Inuit and Métis peoples and their valuable past and present contributions to this land.<sup>1</sup>

The TMC Network is grateful to be gathering on unceded Anishinabe Algonquin territory.

We consider the work of reconciliation and decolonization to be part of the work that is necessary to transform military culture.

The military is an institution built on colonial structures and part of its problematic culture is tied to this history and its legacy.

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<sup>1</sup> This land acknowledgement is from the City of Ottawa: <https://ottawa.ca>

# WELCOME

Dear TMC Symposium Participants,

As co-directors of the Transforming Military Cultures Network, we welcome you to the Alt Hotel Ottawa for our second symposium.

We look forward to a vibrant exchange among our speakers, network members, and guests, which include Canadian and international academic researchers, defence scientists, military members, veterans, undergraduate and graduate students, and others with relevant lived experiences. Together we seek to disrupt the status quo and envision alternatives for military culture. We aim to arrive at practical insights to help guide the transformation of military cultures in Canada and internationally.

We look forward to your contributions and our conversations. We see this symposium as an opportunity for all of us to learn and be challenged in a respectful and supportive environment.

This symposium features an opening panel with lived experience voices from Sharp Dopler, Nadine Schultz-Nielsen, and Christine Wood; a panel on culture change in related sectors (sports, justice and corrections, and health) with Sabrina Razack, Gail Russel, Donna MacLeod, and Tammy George; a panel on culture change within the military with Vivian Cho, Emily Reiman, and Aaron O'Connor, chaired by Karen Davis; and, many other exciting presentations and performances, including by Airforce Bhangra.

Thank you all for participating in this TMC symposium.

Maya Eichler, Tammy George, and Nancy Taber



# LOGISTICAL INFORMATION

## **Location**

Alt Hotel Ottawa  
185 Slater Street  
Ottawa, Ontario  
K1P 0C8

## **Parking**

There is no parking on site. Guests can use the Indigo lot, 265 Laurier Ave West, which has daily rates for parking. For more information, go to: <https://indigoneo.ca/en/car-park/ot394-265-laurier>

## **Note on Covid-19**

If you are experiencing Covid-19 symptoms, please stay home.

## **Meals**

Meals in the program are covered by TMC, unless otherwise specified.

## **For Last-Minute Inquiries**

Ash Grover  
705-221-4173  
tmc@msvu.ca

## **Twitter Hashtag**

#TMC

## **Alt Wifi**

Network: Alt Public  
Password is on the whiteboard in the Indigo Room.

## **Chatham House Rule**

Chatham House Rule will be applied to discussions.

## **Dress Code**

Dress is smart casual civilian for the event.

## **On-site Mental Health Supports**

If you require support during the symposium, please feel free to contact John Whelan (902-452-9566) or Ariana Sams (418-361-2370).  
The Violet Room is our designated quiet room.

# PROGRAM

FRIDAY, NOVEMBER 17, 2023  
INDIGO ROOM

**6:45PM–7:15PM: Welcome**

**Opening Remarks and Land Acknowledgement**

TMC co-directors, with Shauna Mulligan and Sharp Dopler

**7:15PM–8:15PM: Opening panel and Q&A**

**Learning from Lived Experience**

Sharp Dopler, Nadine Schultz-Nielsen, and Christine Wood,  
chaired by Maya Eichler

**8:15PM–9:00PM: Networking**

**Opening Reception**

# PROGRAM

SATURDAY, NOVEMBER 18, 2023  
INDIGO ROOM

**8:15AM–8:55AM: Breakfast**

**9:00AM–10:00AM: Panel, Participant Voices, and Q&A**  
**Envisioning Alternatives: Military Cultures in Transformation**  
Maya Eichler, Tammy George, and Nancy Taber

**15-minute break**

**10:15AM–11:30AM: Panel and Q&A**  
**Learning about Culture Change from Other Sectors**  
Tammy George, Donna McLeod, Sabrina Razack, and Gail Russel

**11:45AM–12:30PM: Lunch**

**12:30PM–1:30PM: Panel and Q&A**  
**Culture Change on the Ground: Existing Alternatives and How to Amplify Them**  
Vivian Cho, Aaron O'Connor, and Emily Reiman, chaired by Karen Davis

**15-minute break**

# PROGRAM

SATURDAY, NOVEMBER 18, 2023  
INDIGO ROOM

## **1:45PM–3:30PM: 5-Minute Presentations Conversations on Alternatives for Military Culture**

### **Harnessing Language as a Powerhouse for Culture Change**

Andréa Peters

### **Expanding Our View of Canadian Military Families**

Sonja Maul-Wilson

### **Transforming Military Cultures: Recruiting for Peace**

kathrin winkler

### **Moral Injury: The Achilles Heel of Warrior Identity**

John Whelan

### **Looking at Space: Identifying Gendered Places within Military Education**

Marshall Gerbrandt

## **15-minute break**

### **The Cerberus Helmet Project: Crafting Identity, Purpose, and Meaning**

Lynette Peters

### **Navigating Gender Policy: A Podcast**

Laura Masson

### **Culture Change with a Top-Down and Bottom-Up Approach**

Meaghan Setter

### **Sowing Seeds that Spread like Wanted Weeds: Transforming Culture in Military Education**

Vanessa Brown

# PROGRAM

SATURDAY, NOVEMBER 18, 2023  
INDIGO ROOM

## 10-minute break

### **3:40PM-4:00PM: Performance and Discussion Airforce Bhangra**

Maryo John, Dalwinder Kalay, and Jasneet Virk

### **4:00PM-5:15PM: Wrap-up Session Identifying Alternatives**

### **5:15PM-6:00PM: Continue the Conversation Alt Lounge (no host)**

### **6:00PM-7:00PM: Networking Closing Reception**

SUNDAY, NOVEMBER 19, 2023  
EGGSPECTATION (171 BANK ST)

### **9:30AM-10:30AM: Breakfast Meeting Discussing Next Steps**



# OPENING PANEL

## Sharp Dopler

Sharp Dopler is a non-binary, Niizh-manitowag (two-Spirit) person of Meshkwahkihaki / Asakiwaki / Aniyunwiya and Irish ancestry. They live, work, and play in Ottawa, the unceded traditional territory of the Omàmiwinini, Anishinaabeg people. A Registered Psychotherapist, advocate, and activist she uses ALL the pronouns in every context. He is a military veteran, LGBT purge survivor, and martial artist. They are a Carrier of Ceremony and Helper in Indigenous and other communities. Sharp serves as Rainbow Veterans Canada board member to keep survivor stories alive and support 2SLGBTQ+ veterans.



## Nadine Schultz-Nielsen

Nadine Schultz-Nielsen served in the Canadian Armed Forces Navy for 12 years as a sonar operator, retiring in 2013. Nadine was a member of the “It’s Just 700” group and was selected as one of the plaintiffs for the Heyder-Beattie Sexual Misconduct Class Action. She has gone on to participate as a class member representative in the Heyder-Beattie Sexual Misconduct Class Action Oversight Committee. She presently also serves her local Royal Canadian Legion Branch as a Service Officer for Veterans.

## Christine Wood

Christine Wood signed up in 2010 for the Canadian Armed Forces Air Force Reserves as a logistics officer. Shortly after her military sexual trauma related release in 2014 she became a powerful Veteran advocate voice and executive member of the now closed “It’s Just 700” military sexual trauma peer support group. Christine has been honoured to testify on military sexual trauma related issues to both levels of Canada’s Parliament and to serve on the External Advisory Committee to the Sexual Misconduct Support and Response Centre.



# SYMPOSIUM SPEAKERS & PERFORMERS

## **Airforce Bhangra**

Airforce Bhangra was established in 2019, bringing together members of the Defence Team to perform for Diwali Celebrations through the Multicultural Festival at 4 Wing, Cold Lake. Airforce Bhangra prides itself in being an active part of the community. Over the years they have taught classes both in-person and online as well as completed workshops in local daycares, elementary, high-school, and local dance studios to raise cultural awareness, while promoting both mental and physical health. Performing members are A/Slt Maryo John, Capt Dalwinder Kalay, and 2Lt Jasneet Virk.

## **Vanessa Brown**

Vanessa Brown holds a PhD in Sociology from Carleton University. Dr. Brown is an Assistant Professor in the Department of Defence Studies at Canadian Forces College. Dr. Brown has assumed a variety of Department of National Defence research and advisory roles in recent years including as an Assistant Professor with the Dallaire Centre of Excellence for Peace and Security as well as Gender Advisor to Commander, Canadian Defence Academy.

## **Vivian Cho**

Master Corporal Vivian Cho is a Human Resources Administrator in the Canadian Armed Forces, currently employed in the Canadian Special Operations Forces Command. They participate on several advocacy groups within the defense team including the Youth in Defense Council and Petawawa Defence Employment Equity Advisory Group. They hold a Bachelor of Arts (Honours) degree in Political Studies from Queen's University, and a Graduate Certificate from Pennsylvania State University in Policy Analysis and Evaluation.

# SYMPOSIUM SPEAKERS & PERFORMERS

## **Karen Davis**

Karen holds an MA in sociology from McGill University and a PhD in War Studies from the Royal Military College of Canada, with a focus on gender, war, and society. Over several decades of service in the military and as a civilian defence scientist, Karen led numerous domestic and international research initiatives related to gender, leadership, and culture including development and oversight of research to address sexual misconduct and culture change.

## **Maya Eichler**

Maya Eichler, PhD, is a co-director of the TMC Network. She is also the director of the Centre for Social Innovation and Community Engagement in Military Affairs at Mount Saint Vincent University. She holds the Canada Research Chair in Social Innovation and Community Engagement and is an associate professor of Political and Canadian Studies and Women's Studies. Her research focuses on gender and the armed forces, military sexual violence, military-to-civilian transitions, and community stories of war and peace.

## **Tammy George**

Tammy George, PhD, is a co-director of the TMC Network. She is an assistant professor in the Faculty of Health Science, School of Kinesiology at York University and is currently a psychoanalytic psychotherapist (Qualifying) in Toronto. Her current research lies at the intersection of critical military studies, racial violence, and mental health and explores the reconfiguration of racial and national subjectivities in an era of neoliberalism.

# SYMPOSIUM SPEAKERS & PERFORMERS

## **Marshall Gerbrandt**

Marshall Gerbrandt is a PhD student at the University of New Brunswick where he explores adult learning in the Canadian military. He is interested in how learning, formal and informal, contribute to culture. Marshall holds an MEd in Instructional Design where he explored online learning and quality of life within the military. Prior to doctoral studies, he served as an artillery major in the Canadian Army and held leadership positions in training and operational organizations.

## **Ash Grover**

In addition to her role as the TMC Network Coordinator, Ash is a PhD candidate in Educational Studies and works in the areas of Equity and Curriculum Development at Brock University, in Ontario, Canada. Her research and writing are typically in the areas of access and inclusion in higher education, trauma-informed practice, social justice, and public pedagogies.

## **Laura Masson**

Laura has a PhD (2007) and Master (1999) in Social Anthropology from the Federal University of Rio de Janeiro (FURJ), Brazil. She is a professor at the National University of San Martín (Argentina) and a member of the Gender Policy Council of the Ministry of Defence (2006-2019). She coordinated the Special Issue *Disruptive Violence: Women and the Use of Force* (2020) for *Etnografías Contemporáneas*. Since 2020 she has been the Director of Gender Policies for the Ministry of Defence of Argentina.

# SYMPOSIUM SPEAKERS & PERFORMERS

## **Sonja Maul-Wilson**

Sonja Maul-Wilson, CD is a Master of Public Administration (MPA) student at the University of Victoria and a military spouse. She is a veteran of the Canadian Armed Forces where she served as a Naval Warfare Officer. Her research centres on the experiences of Canadian military spouses who identify as male to understand the impact the CAF has on their lives and careers. She also volunteers on the board of Women in Defence and Security.

## **Donna McLeod**

Anhii Bozho, Wassnoode Kwe n'dizhni-kaaz Shagi Dodem N'bisiing n'doon-giibaa Anshinaabe kwe en dow. Donna is Rainbow Woman Crane Clan from the Nipissing First Nation, and is an Anishinaabe/Mi'kmaq woman. She is 5th generation granddaughter of Chief Shabogestic, signatory to the Robinson Huron Treaty of 1850. Donna is an Indigenous Advisor at the Ministry of the Solicitor General, and has worked in the Ontario Public Service for over two decades. Her work has been foundational to the development and expansion of indigenous programming, policy, and human rights for Indigenous Peoples in the justice sector. She brings her traditions, understandings, and ways as Anishinaabe to all of the work that she does.

# SYMPOSIUM SPEAKERS & PERFORMERS

## **Shauna Mulligan**

Shauna is a Métis graduate student in the PhD program in Indigenous Studies at the University of Manitoba and is an Army Reserve Veteran, having served from 1995 to 2002 as a Medical Assistant. After a 20-year career in health care, she is currently working with Indigenous Veterans by attending ceremonies such as sweat lodges, veteran ceremonies, and namings. She is a First Year Sundancer, a former Veterans Ombud's office Indigenous Women's Advisor from 2020-2023, is connected with the Defence Aboriginal Advisory Group, a Registrar for Aboriginal Veterans Autochtones and Research committee member, and an Indigenous Advisor to the Atlas group.

## **Aaron O'Connor**

LCdr Aaron O'Connor is a Naval Reservist from Halifax, Nova Scotia. He completed his GENAD certification in 2018 and has since been involved in discussions of military culture change. He is the Executive Officer of Personnel Coordination Centre Atlantic. He is currently attending Mount Saint Vincent University pursuing a double major in Political and Women's Studies. He was the inaugural recipient of the Dr. Nargess Kayhani Award in Public Policy Studies in 2023.

## **Andréa Peters**

Hailing from Trinidad and Tobago, Andréa is currently working on a master's in Social Sciences at Université de Moncton. Her research uses an intersectional, social justice, queer, and critical feminist lens to analyze bilingual inclusive linguistic practices and diversity discourses in the Canadian Armed Forces. Her own military career has spanned fourteen years so far, and she volunteers extensively. Since 2022, she is Chair and Lead Author of SSHRC's Advisory Committee on Accessibility and Systemic Ableism.

# SYMPOSIUM SPEAKERS & PERFORMERS

## **Lynette Peters**

Lynette A. Peters is the artist and founder of Cerberus Pottery, spouse and caregiver of an injured CAF combat Veteran, mother of five, and Doctoral Candidate in Health at Dalhousie University, Nova Scotia. Her current research interests include Canadian Armed Forces Veteran transition, art, and craft. Lynette's ongoing artistic innovations and impact not only highlight the value and versatility of the arts for all but the importance of action, community relationships, and public engagement in solving complex societal problems.

## **Sabrina Razack**

Sabrina Razack, PhD, is Project Lead for Canada at the Centre for Sport and Human Rights and Assistant Professor, teaching stream, Faculty of Kinesiology and Physical Education at the University of Toronto. She has worked with Canadian Women & Sport, the Toronto 2015 Pan/Parapan American Games and various community organizations. Her PhD thesis involved a case study of the Black Girl Hockey Club and examined intersections of physical activity, sport, social movements, media, race, gender, class, and culture. Razack is an award-winning curriculum writer, and developed "Beyond a Boundary," a web-platform aimed to engage educators, parents, and organizations seeking curriculum designed to provide diverse perspectives.

## **Emily Reiman**

Lieutenant Emily Reiman is a Personnel Selections Officer in Cold Lake, AB, who recently commissioned after an 8-year career as an Aerospace Control Operator. She is the Director of Diversity, Equity, and Inclusion and Project Coordinator for Allies in the Workplace at Elevate Aviation. Emily holds a Bachelor of Arts in Sociology, a master's degree in interdisciplinary studies, and is pursuing a master's in industrial and organizational psychology.

# SYMPOSIUM SPEAKERS & PERFORMERS

## **Gail Russel**

Dr. Gail Russel is currently an Indigenous Human Rights Advisor with the Ontario Ministry of the Solicitor General. Prior to joining the Ontario Public service, she completed her PhD at the University of Toronto with a focus on Indigenous-State relations, policy and program development, and the Canadian Arctic. She has experience teaching in the Canadian Studies department at the University of Toronto and continues to publish on topics related to policy development and reconciliation in the Canadian Arctic.

## **Meaghan Setter**

Currently a student of the National Securities Programme at the Canadian Forces College, Colonel Meaghan Setter is also the Director for Reserve Force Knowledge Management. Colonel Setter is a RCAF Reserve member but started her career in 1988 in the Regular Force as an Air Navigator on Sea Kings. Mid-2000s, she deployed to Sudan then Afghanistan, embedded in CIDA's Afghanistan Task Force. Colonel Setter is a service spouse, daughter of a veteran, and mother.

## **Nancy Taber**

Nancy Taber, PhD, is a co-director of the TMC Network. She is a professor in the Department of Educational Studies at Brock University. Her research explores the ways in which learning, gender, and militarism intersect in daily life, popular culture, museums, and educational institutions, with a particular focus on the Canadian Armed Forces. She is a retired military officer who served as a Sea King helicopter air navigator.



# SYMPOSIUM SPEAKERS & PERFORMERS

## **John Whelan**

John Whelan, PhD, is a distinguished psychologist and veteran who blends his expertise in mental health with a profound understanding of military experiences. With a career devoted to both fields, he has significantly contributed to the intersection of psychology and veteran support by examining the unique challenges faced by those who have served. A valuable voice in fostering mental well-being for veterans, Dr. Whelan serves as professional advisor to the Veterans Ombud and is Adjunct Faculty at Mount Saint Vincent University.

## **kathrin winkler**

Once a high school art teacher, and now a grandmother of eight, human security takes on urgent meaning for kathrin winkler. Principles of non-violence fuel her interest as a feminist abolitionist under construction. She is a Nova Scotia Voice of Women for Peace member; Board member of the Mahatma Gandhi Canadian Foundation for World Peace; Raging Granny; and, Thousand Harbour Zen sangha member. She loves swimming in the ocean and can be found crocheting white peace poppies anytime, anyplace!

# NOTES

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