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# Cultures of Inclusion: A Stronger Women, Peace, and Security Agenda

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# Guidelines and Principles of Community

*Diversity without a Culture of Inclusion (CoI) is not only a hypocritical maneuver but also wasteful and dangerous. The conversation must have academic rigor, study, and lived experience. The WPS agenda is not exempt from this argument.*

- When participants contribute, the conversation and learning are richer.
  - No tokens
  - No obligations to contribute
  - No obligation to pay for the sins of your predecessor
  - No expectation to apologize for your race, gender, sexual orientation, or socioeconomic background
  - No obligation to divulge (My opinion vs. My Statements)



# Key Enablers

- **Sense of Purpose**
  - Identity, Belonging, Vision
- **Empowerment**
  - Authority, Intent, Autonomy
- **Relationships**
  - Honesty, Authenticity, Transparency
- **Communication**
  - Candor, Feedback, Compelling, Influential
- **Growth Mindset**
  - Development, Self-Awareness, Critical Thinking
- **Toughness**
  - Mind-Body-Soul, Perseverance, Presence, Recovery
- **Culture of Inclusion**
  - Respect, Connectedness, Diversity, Just & Fair, Humility
- **Trust**
  - Respecting Boundaries, Integrity, Reliability, Accountability, Vulnerability



# Learning Cultures

*The most significant effort in a commander's list of objectives in setting the conditions for healthy, development, growing cultures and climate is the ability to establish a learning culture.*

- Learning Cultures
  - are disruptive
  - are publicly principled
  - have a sense of urgency
  - demand direct unambiguous language and feedback
  - curious about people and have the study of people at its core
  - willing to take personal risk (e.g., have skin in the game)
  - deliberate about every moment; there is no accidental learning



# The WPS Agenda & its Relation to DEI Efforts

*While both WPS and DEI aim to promote gender equality and women's empowerment, WPS is a specific policy framework focused on addressing the unique needs of women and girls in conflict and post-conflict settings.*

- WPS is a global policy framework originating from the United Nations Security Council Resolution 1325, which was adopted in 2000.
- WPS specifically focuses on women and girls' unique experiences and needs in the context of armed conflict, peace processes, and post-conflict reconstruction.
- The primary objectives of the WPS agenda are to:
  - Increase women's participation in decision-making roles related to peace and security.
  - Protect women and girls from sexual and gender-based violence during and after armed conflicts.
  - Integrate gender perspectives into all peace and security policies and operations.
  - Ensure relief and recovery efforts address the specific needs of women and girls.





# The WPS Agenda & its Relation to DEI Efforts

*In contrast, DEI is a more comprehensive approach encompassing a broader range of identities and contexts to promote diversity, equity, and inclusion for all individuals.*

- DEI is a broader concept that applies to various contexts, including workplaces, educational institutions, and communities.
- DEI focuses on fostering environments where individuals of different backgrounds, identities, and experiences feel valued, respected, and included.
- The primary objectives of DEI initiatives are to:
  - Promote diversity by encouraging the representation and participation of individuals with different characteristics, such as race, gender, age, religion, sexual orientation, and abilities.
  - Ensure equity by addressing systemic barriers and providing equal opportunities for all individuals, regardless of their backgrounds or identities.
  - Foster inclusion by creating a culture of respect, understanding, and appreciation for diverse perspectives and experiences.



# Effective Approaches for Military Leaders

- Connecting WPS to Operational Effectiveness
- Provide Practical Examples
- Offer Training and Resources
- Encourage Collaboration





# Essential Contributions by Senior Leaders

- Leading by Example
- Integrating Gender Perspectives
- Creating a Safe and Inclusive Environment
- Promoting Female Representation



# Counterarguments

- WPS is a political agenda, not a military necessity
- Women are not physically suited for combat roles
- The inclusion of women may disrupt unit cohesion
- The WPS agenda diverts resources from more pressing military priorities
- The WPS agenda undermines meritocracy in military



## Rubric – Integrating WPS and Col

- Awareness and Education
- Leadership Commitment
- Policy Development and Implementation
- Performance Metrics and Accountability
- Collaboration and Partnerships
- Communication and Advocacy
- Continuous Improvement



# WPS – An Exercise in Contrast

- Purpose of the Activity: This exercise has been designed to provide participants with an opportunity to understand the complexities of gender and security and explore how we enjoy privileges based on our gender identity. By illuminating our various privileges as individuals, we can recognize ways to collectively work towards creating more inclusive and peaceful societies.
- Directions: Listen to the following statements, and follow the instructions given. For example, when I read "If you have never been discriminated against based on your gender, add one point," only people who have never been discriminated against based on their gender would add a point to their running total. This activity should be done in silence. It is an introspective exercise, and it's important for you to understand how privilege or the lack thereof affects your life. It is not designed to make you share things that you don't wish to share.



# Conclusion – Recommendations for Adapting Practices

- Provide a rubric of observations and recommendations for integrating WPS and Col concepts in public administration education, training, and development
- Emphasize the importance of fostering a learning culture that supports both Col and WPS goals
- *Diversity without a Culture of Inclusion (Col) is not only a hypocritical maneuver but also wasteful and dangerous. The conversation must have academic rigor, study, and lived experience. The WPS agenda is not exempt from this argument.*



# Contact Information

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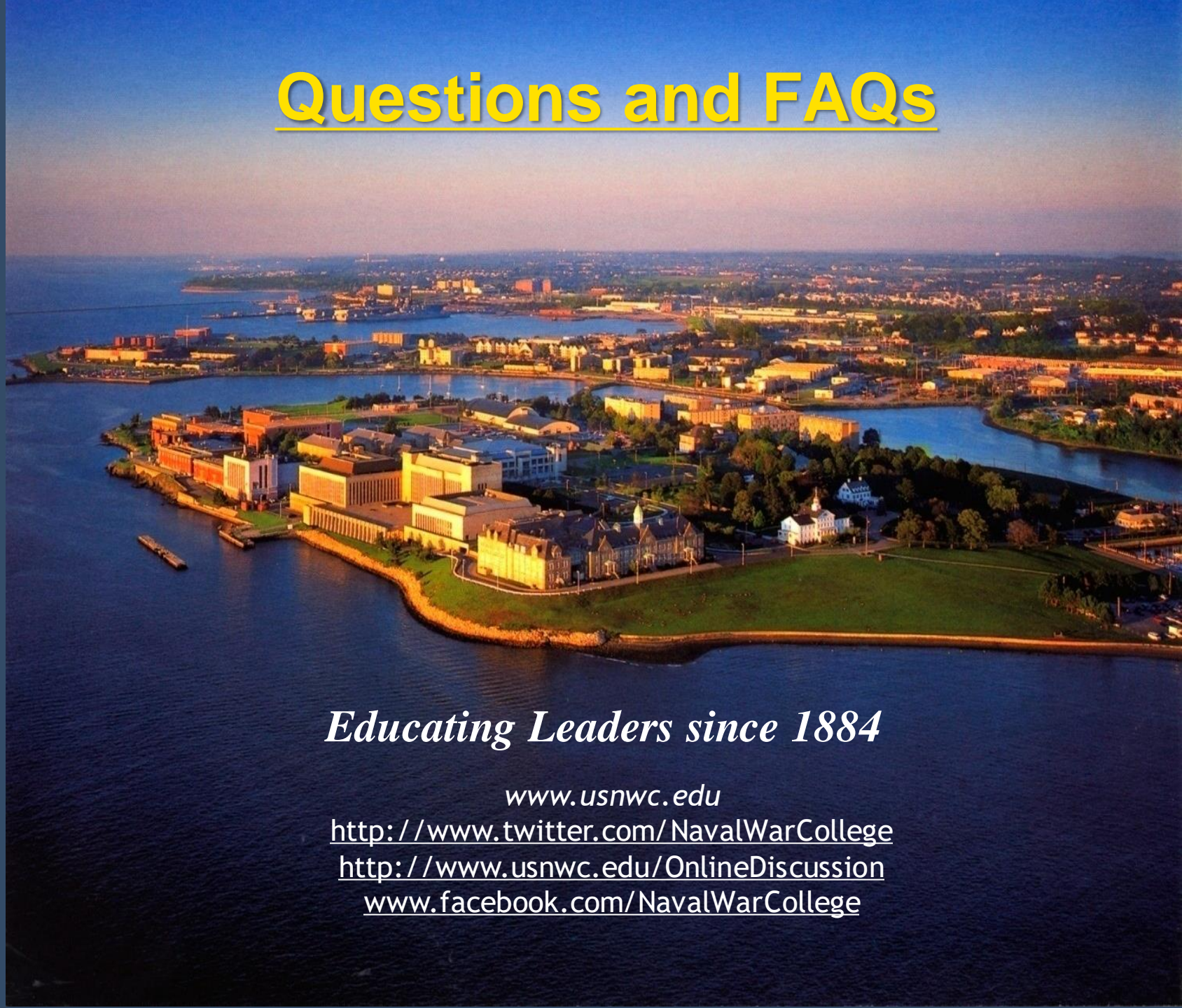
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# Questions and FAQs



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