



ARMY HEADQUARTERS
CHIEF OF ARMY'S SENIOR ADVISORY COMMITTEE

MAXIMISING FEMALE WORKFORCE PARTICIPATION
MINUTE 22/11

Date: 6 Dec 2011

CASAC Members:

LTGEN D. Morrison	CA – Chairman
BRIG M. Holmes	representing HMSP-A
MAJGEN M. Slater	COMD FORCOMD
MAJGEN P. Gilmore	SOCAUST
MAJGEN R. Burr	COMD 1 Div
MAJGEN G. Cavenagh	HLS
BRIG G. Reynolds	DGPERS-A
Mr A. Culley	DGRM-A

Invited Members:

BRIG A. Bottrell	COFS AHQ
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In Attendance:

BRIG L. Reynolds	ADJT GEN
BRIG M. Hall	CCMA
COL B. Stevens	DWS-A
LTCOL K. Sowry	SO1 COORD-A
Dr C. Manning	
Ms Nuygen	
COL B. Stevens	DWS-A
COL D. Graham	MA to CA
LTCOL J. Fenwick	MA Designate
MAJ V. Graylin	Secretary

Reference:

A CASAC Submission 22/11

Introduction

1. The submission sought endorsement for proportional representation of females in senior leadership positions across Army and to increase the enlistment rate from 10% to 15% by 2014.
2. DWS-A briefed CASAC. A copy of the presentation is available on Sharepoint.

Considerations

3. In making its recommendations to CA, CASAC took the following into account:

- a. The issue is one of capability for Army and how to optimise the workforce. Senior leadership must be involved.
- b. Targets were important to ensure action is taken to achieve them and to provide some form of measurement. The logic underpinning the targets is the key.
- c. Merit must not be compromised. All members sitting on PAC Boards and in CM roles are to be exposed to unconscious bias training (UBT). This will be extended to COs, RSMs, OCs and CSMs in future. DGPERS-A is to advise CA on how this may be achieved NLT 16 Dec 11. COMD LWDC to see if packages internal to LWDC are appropriate.

**Action: DGPERS-A
COMD LWDC**

- d. Mentoring forums provide a good medium for discussing issues and providing feedback. Funding is available and suitable forums are being identified and attendance encouraged.
- e. Care must be taken not to get positive discrimination. Respect must be maintained. Inclusivity rather than diversity would be a better focus.
- f. The Directive needs to focus on how to communicate more subtly to different groups. Questionable as to whether a Directive was required.
- g. The papers confuse capability with gender diversity. A focus on improving general working conditions and environments for the whole workforce may provide a better result.
- h. The policy on employment in Combat Arms needs to be addressed and linked into the paper.
- i. Long term outcomes need to be addressed. This could be assisted by looking at equipment to enable participation.
- j. Child care was a barrier.
- k. Conditions and targets need to be set to have a successful career. Job opportunities were narrowing due to civilianisation in garrison roles.
- l. Advice is to be given to CA on the resources that may be required by CCMA.

Action: CCMA

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~~COMMITTEE-IN-CONFIDENCE~~

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- m. The role that women play in our culture still needs addressing.

Outcomes

4. CA stated that it was a difficult issue with no single solution. He acknowledged that there were cultural issues and that it was a capability issue for Army. He said technology would change the way Army did business and this would change employment roles.

5. CA **tasked** DGPERS-A to form a group of about 15-20 personnel with representation from all ranks and experience, and to include civilians and ex-military, to look at:

- a. the current draft CA Directive /11 – Maximising Female Participation in Army,
- b. achieving cultural change,
- c. conditions of service,
- d. changes that can be made in the short term,
- e. women's forums, and
- f. targets and how to construct them.

Dissenting views should be expressed. DCA is to take the lead with a report to be brought back to CASAC on 9 Mar 12.

6. CA will include some details in his end of year message.

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for V.A. GRAYLIN
Major
Secretary

26 January 2012

A handwritten signature in black ink, appearing to read 'D.L. Morrison'.

D.L. MORRISON, AO
Lieutenant General
Chairman

26 January 2012