

# Gender Perspective at the JWC

**By Sarah Denieul**

NATO International Civilian  
Lead Gender Focal Point  
Exercise, Training and Innovation Directorate  
Joint Warfare Centre

NATO Joint Warfare Centre (JWC) appointed its first Gender Advisor in 2013. Within the framework of the JWC's central goals, this role has evolved, and its title and focus can shift depending on the incumbent, on changing priorities, and on strategic guidance. Today, the responsibilities of the JWC's gender team may be divided into three predominant work strands:

- Guiding the Commander and staff on the implementation of NATO's gender perspective in our internal business;
- Enabling our exercise audience to train on NATO's gender perspective through realistic representation of the human landscape;
- Contributing, through warfare development, to the recognition that applying gender perspective can influence and improve operational art and operational effectiveness.

We bring these ambitious responsibilities down to earth by breaking them into smaller lots and distributing them between people according to their primary functions at the JWC, their experience, competencies, and interests.

## **BELOW**

The JWC gender team representing different functions (from left): real life support, quality assurance and lessons learned, information management, human resources, exercise logistics, linguistic; Sarah Denieul, lead gender focal point; exercise civil-military integration, and public affairs



In this respect, the JWC is fortunate enough to have several civilian and military staff who have completed gender advisor and/or gender focal point (GFP) training with the Nordic Centre for Gender in Military Operations (NCGM), NATO Department Head. From exercises through experimentation to gender-inclusive language, the following examples illustrate the breadth and depth of the JWC gender team's work, and attest to the confidence and endorsement of the Centre's leadership:

With regard to exercises, the Centre's gender team is always available to advise exercise scenario developers on content that could enhance the realism of exercise settings and scenarios from a gender perspective. Since 2015, the JWC GFPs have participated in exercise scripting, where scripted story threads and details add layers to animate the exercise scenario. Two of the JWC's subject matter experts deploy to training audience locations to observe and advise within their functional areas (civil-military interaction; logistics). Their additional gender advisor training enables them to mentor training audiences on integrating gender perspective in all phases of an exercise and operation, from crisis response planning to operations assessment. Similarly, the Office of Budget and Finance (BUDFIN) GFP's gender expertise enables her to augment the NCGM's own exercise support team.

The JWC's civilian legal advisor's GFP training and his encyclopaedic knowledge of the laws governing NATO and international law make him an invaluable asset when reviewing JWC and NATO gender-related directives, policies, and action plans, or recognizing the interplay between the Women, Peace and Security (WPS) Agenda and obligations to protect the most vulnerable groups. The civilian GFPs within the JWC's Human Resources (HR) Branch verifies that all HR documents produced or updated by the JWC are written with a gender perspective. The Real Life Support GFP provides sex-disaggregated data for all events hosted at the JWC. The JWC's linguist ensures the use of gender-inclusive language when editing and translating documents from or for the Centre. And, since 2015, the JWC's Public Affairs Office GFP has made certain that each issue of *The Three Swords*, the Centre's in-house journal, provides an opportunity for a substantial feature related to the WPS Agenda and gender perspective.

All staff at the JWC must complete the NATO Advanced Distributed Learning Module 169, "Improving Operational Effectiveness by Integrating Gender Perspective". Additionally, our JWC Gender Action Plan outlines and monitors how the JWC will continue to support the WPS Agenda internally, and more broadly, across NATO. We update the plan as required and review it every two years. Since the adoption of UN Resolution 1325, NATO's deepening commitment to the principles of the Resolution is clear, not only in the policies the Alliance endorses, but in the people chosen to implement those policies. Together, we make NATO better. ✦



**Sarah Denieul** has been supporting the integration of gender perspective in the JWC's exercises and daily business since 2015. She was appointed as the JWC's Lead Gender Focal Point in 2020.

#### RIGHT

The JWC's One Team,  
April 1, 2022

#### UNSCR 1325

In the autumn of 2000, the United Nations Security Council adopted Resolution 1325 on Women, Peace and Security (WPS), in which it recognized the connection between gender equality and international peace and security.

The Resolution was based on four pillars: the role of women in the prevention of conflict, their participation in peace building, the protection of women's rights during and after conflict, and their needs during relief and recovery.

The NATO approach to the WPS Agenda centres around the principles of integration, inclusiveness and integrity, achieved through gender mainstreaming and applying gender perspective throughout its structures and across its missions and operations.