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PRESENTATION

Qualitative Project: The Lived Experience of Transgender NZDF Personnel

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ROADMAP

1. Introduction and literature review
2. Research design and methodology
3. Findings
4. Conclusion

INTRODUCTION AND LITERATURE REVIEW

LGBT and the military

- 19 countries allow transgender personnel to openly serve in their militaries.
- No evidence of negative effect of openly serving transgender personnel on operational effectiveness, cohesion or readiness (RAND, 2016).
- LGBT personnel allowed to openly serve in NZDF since 1994.
- No formal research on lived, day to day experience of LGBT NZDF personnel

RESEARCH PROJECT

- Hui 2019 for transgender personnel, DDI and Overwatch to discuss current gender transition guidelines.
- Qualitative research project into lived experience of transgender NZDF personnel.
- Aim to inform DDI, Overwatch and NZDF leadership of effects of current policies, positive experiences and issues needing addressing.
- Offers an unique insight in the experience of gender within the NZDF.

RESEARCH DESIGN AND METHODOLOGY

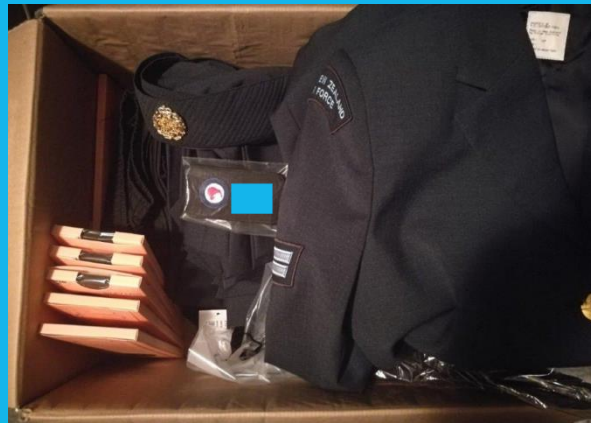
- Qualitative approach
- 5 NZDF participants
- Photovoice
- Thematic analysis

FINDINGS

Five Main Themes

1. Journey
2. Career
3. Acceptance
4. Support
5. Women versus Men

PHOTOVOICE



SOME TAKE AWAYS

- Importance of correct name and pronoun usage
- Importance of wearing uniform of correct gender
- Acceptance and support increase wellbeing
- Unisex bathrooms and changing rooms
- The “genderedness” within the NZDF

CONCLUSION

Overall the NZDF is perceived as an inclusive organisation, with policies in place allowing equal opportunities to transgender personnel. The acceptance and support of colleagues, command and managers as well as the presence of Overwatch are seen as important and generally effective to generate an inclusive climate.

9 recommendations were put forward to DDI and
OverWatch

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