

# Select Bibliography

---

Australia Bureau of Statistics, *Cultural Diversity in Australia: Reflecting a Nation: Stories from the Census*, cat no 2071.0, ABS, Canberra. At <http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/2071.0main+features902012-2013> (viewed 26 June 2012).

Australian Centre for the Study of Sexual Assault, *International Violence Against Women Survey: the Australian Component* and other Victimisation surveys. At <http://www.aifs.gov.au/acssa/statistics> (viewed 28 June 2012).

Australian Strategic Policy Institute, *Australian Defence Almanac 2011-2012*. At [http://www.aspi.org.au/publications/publication\\_details.aspx?ContentID=303&pubtype=-1](http://www.aspi.org.au/publications/publication_details.aspx?ContentID=303&pubtype=-1) (viewed 9 July 2012).

Australian Human Rights Commission, *On the record: Guidelines for the prevention of discrimination in employment on the basis of criminal record*, Australian Human Rights Commission (2012). At [http://www.hreoc.gov.au/human\\_rights/criminalrecord/on\\_the\\_record/contents.html](http://www.hreoc.gov.au/human_rights/criminalrecord/on_the_record/contents.html) (viewed 28 June 2012).

Australian Human Rights Commission, *Our experiences in elevating the representation of women in leadership: A letter from business leaders* (2011). At [www.hreoc.gov.au/sex\\_discrimination/publication/mcc/index.html](http://www.hreoc.gov.au/sex_discrimination/publication/mcc/index.html) (viewed 26 June 2012).

Australian Human Rights Commission, *Report on the Review into the Treatment of Women at the Australian Defence Force Academy*, Australian Human Rights Commission (2011).

Australian Human Rights Commission, *Sexual harassment: Serious business – Results of the 2008 Sexual Harassment National Telephone Survey*, Australian Human Rights Commission (2008). At [www.hreoc.gov.au/sexualharassment/serious\\_business/SHSB\\_Report2008.pdf](http://www.hreoc.gov.au/sexualharassment/serious_business/SHSB_Report2008.pdf) (viewed 13 June 2012).

Australian Law Reform Commission, *Family Violence – A National Legal Response*, ALRC Report 114 (2010). At [www.alrc.gov.au/publications/family-violence-national-legal-response-alrc-report-114](http://www.alrc.gov.au/publications/family-violence-national-legal-response-alrc-report-114) (viewed 13 June 2012).

Australian National Audit Office, *Defence's Management of Health Services to Australian Defence Force Personnel in Australia*, Attorney-General's Department (2010).

Australian National Audit Office, *Contracting for Defence Recruiting Services*, Audit Report No. 45 Attorney-General's Department (2010). At [www.anao.gov.au/Publications/Audit-Reports/2009-2010/Contracting-for-Defence-Force-Recruiting-Services](http://www.anao.gov.au/Publications/Audit-Reports/2009-2010/Contracting-for-Defence-Force-Recruiting-Services) (viewed 31 May 2012).

Baird M, Charlesworth S and Heron A, *Flexible and part time work in Australia: some responses to the need for work/life balance* (English version of a paper to the 'Egalite homes/femmes et articulation travail/famille: vers un nouveau modele?' Conference, Paris, 30 September-1 October 2010).

Ballard A, *Report on Sexual Assault Prevention and Intervention in a Military Environment* (2009). At [www.churchilltrust.com.au/site\\_media/fellows/2009\\_Ballard\\_Angela.pdf](http://www.churchilltrust.com.au/site_media/fellows/2009_Ballard_Angela.pdf) (viewed 31 May 2012).

Bartone P, Snook S and Tremble Jr T, 'Cognitive and Personality Predictors of Leader Performance in West Point Cadets' (2002) 14(4) *Military Psychology* 321.

Blackburn R M, Jarman J, and Brooks B, 'The Puzzle of Gender Segregation and Inequality: A Cross-National Analysis' (2000) 16(2) *European Sociological Review* 119.

Blake-Beard SD, 'Taking a hard look at formal mentoring programs' (2001) 20(4) *The Journal of Management Development* 331.

Burton C, *Women in the Australian Defence Force: Two Studies* (1996).

Callahan J, 'Manifestations of Power and Control: Training as the Catalyst for Scandal at the United States Air Force Academy' (2009) 15 *Violence Against Women* 1149.

Canadian Forces, *National Report to the Committee for Women in NATO Forces* (2007). At [www.nato.int/ims/2007/win/pdf/canada-2007.pdf](http://www.nato.int/ims/2007/win/pdf/canada-2007.pdf) (viewed 4 July 2011).

- Canadian Forces, *National Report to the Committee for Women in NATO Forces* (2009). At [http://www.nato.int/issues/women\\_nato/meeting-records/2009/national-reports/canada-national-report-2009.pdf](http://www.nato.int/issues/women_nato/meeting-records/2009/national-reports/canada-national-report-2009.pdf) (viewed 21 June 2012).
- Carmody M, Evans S, Krogh C, Flood M, Heenan M and Ovenden G, *Framing best practice: National Standards for the primary prevention of sexual assault through education, National Sexual Assault Prevention Education Project for NASASV* (2009).
- Cawkill P, Rogers A, Knight S and Spear L, *Women in Ground Close Combat Roles: The Experiences of other Nations and a Review of the Academic Literature* (2009). At [http://www.mod.uk/NR/rdonlyres/7A18C2A3-C25B-4FA1-B8CB-49204A109105/0/women\\_combat\\_experiences\\_literature.pdf](http://www.mod.uk/NR/rdonlyres/7A18C2A3-C25B-4FA1-B8CB-49204A109105/0/women_combat_experiences_literature.pdf) (viewed 17 June 2012).
- Centre for Defence Leadership Studies, *Executive Series ADDP 00.6: Leadership in the Australian Defence Force* (2007). At [www.defence.gov.au/adcdocs/Publications/ADDP%2000.6-Leadership.pdf](http://www.defence.gov.au/adcdocs/Publications/ADDP%2000.6-Leadership.pdf) (viewed 21 May 2012).
- Chandler D E, 'The Maven of Mentoring Speaks: Kathy E. Kram Reflects on Her Career and the Field' (2011) 20(1) *Journal of Management Inquiry* 24.
- Chapman S, 'Increasing the Operational Effectiveness of Women in the Australian Defence Force' (1999) 139 *Australian Defence Force Journal* 25.
- Charlesworth S, Keen M and Whittenbury K, 'Integrating part-time work in policing services: policy, practice, and potential' (2009) 10(1) *Police Practice and Research* 31.
- Cohen P N, 'The Gender Division of Labor: "Keeping House" and Occupational Segregation in the United States' (2004) 18(2) *Gender and Society* 239.
- Committee for Women in NATO Forces, *Improving the Gender Balance: A Selected List of Best Practices* (2008). At [www.nato.int/issues/women\\_nato/2008-11-gender\\_balance.pdf](http://www.nato.int/issues/women_nato/2008-11-gender_balance.pdf) (viewed 30 March 2012).
- Conger J A and Fulmer R M, 'Developing your leadership pipeline' (2003) *Harvard Business Review* 76.
- Davis K (ed), *Women and Leadership in the Canadian Forces: Perspectives and Experience* (2007).
- Defence Advisory Committee on Women in the Services (DACOWITS), *Annual Report* (2010). At <http://dacowits.defense.gov/Reports/2010/> (viewed 14 January 2012).
- Defence Advisory Committee on Women in the Services (DACOWITS), *Annual Report* (2011). At <http://dacowits.defense.gov/Reports/2011/> (viewed 14 January 2012).
- Deloitte and Women & Leadership Australia, *Impacting Gender Diversity, Exploring the Challenges and generating strategies for Change* (2011). At <http://www.deakin.edu.au/equity-diversity/assets/resources/impacting-gender-diversity-2011.pdf> (viewed 26 June 2012).
- Deloitte, *Building the Lucky Country: Business Imperatives for a prosperous Australia – Where is your next worker?* (2011). At [http://www.deloitte.com/view/en\\_AU/au/news-research/luckycountry/whereisyournextworker/index.htm](http://www.deloitte.com/view/en_AU/au/news-research/luckycountry/whereisyournextworker/index.htm) (viewed 26 June 2012).
- Deloitte, *The gender dividend: Making the business case for investing in women* (2010). At <http://www.deloitte.com/investinginwomen> (viewed 26 June 2012).
- Deloitte, *Only Skin Deep? Re-Examining the Business Case for Diversity* (2011). At [http://www.deloitte.com/view/en\\_AU/au/More/index.htm?key\\_modCount=82&moreChannelId=8f0a16a77a49f210VgnVCM3000001c56f00aRCRD&key\\_DPMComponentId=a57d586f514bf210VgnVCM3000001c56f00aRCRD](http://www.deloitte.com/view/en_AU/au/More/index.htm?key_modCount=82&moreChannelId=8f0a16a77a49f210VgnVCM3000001c56f00aRCRD&key_DPMComponentId=a57d586f514bf210VgnVCM3000001c56f00aRCRD) (viewed 26 June 2012).
- Department of Defence, *Capability through mental fitness: 2011 Australian Defence Force Mental Health and Wellbeing Strategy* (2011).
- Department of Defence, *Defence Annual Report 2001-2002* (2002). At <http://www.defence.gov.au/budget/01-02/dar/index.htm> (viewed 27 June 2012).

Department of Defence, *Defence Annual Report 2002-2003* (2003). At <http://www.defence.gov.au/budget/02-03/dar/index.htm> (viewed 27 June 2012).

Department of Defence, *Defence Annual Report 2003-2004* (2004). At <http://www.defence.gov.au/budget/03-04/dar/index.htm> (viewed 27 June 2012).

Department of Defence, *Defence Annual Report 2004-2005* (2005). At <http://www.defence.gov.au/budget/04-05/dar/index.htm> (viewed 27 June 2012).

Department of Defence, *Defence Annual Report 2005-2006* (2006). At <http://www.defence.gov.au/budget/05-06/dar/index.htm> (viewed 27 June 2012).

Department of Defence, *Defence Annual Report 2006-2007* (2007). At <http://www.defence.gov.au/budget/06-07/dar/index.htm> (viewed 27 June 2012).

Department of Defence, *Defence Annual Report 2007-2008* (2008). At <http://www.defence.gov.au/budget/07-08/dar/vol1/online.htm> (viewed 27 June 2012).

Department of Defence, *Defence Annual Report 2008-2009* (2009). At <http://www.defence.gov.au/budget/08-09/dar/index.htm> (viewed 27 June 2012).

Department of Defence, *Defence Annual Report 2009-2010* (2010). At <http://www.defence.gov.au/Budget/09-10/dar/index.htm> (viewed at 27 June 2012).

Department of Defence, *Defence Annual Report 2010-11* (2011). At <http://www.defence.gov.au/budget/10-11/dar/index.htm> (viewed 27 June 2012).

Department of Defence, *Defence Personnel Environment Scan 2025* (2006). At [http://www.defence.gov.au/dpe/dpe\\_site/publications/DPES2025/index.htm](http://www.defence.gov.au/dpe/dpe_site/publications/DPES2025/index.htm) (viewed 19 June 2012).

Department of Defence, *Defending Australia in the Asia Pacific Century: Force 2030*, Defence White Paper 2009 (2009). At [http://www.defence.gov.au/whitepaper/docs/defence\\_white\\_paper\\_2009.pdf](http://www.defence.gov.au/whitepaper/docs/defence_white_paper_2009.pdf) (viewed 22 May 2012).

Department of Defence, *Pathway to Change: Evolving Defence Culture* (2012). At <http://www.defence.gov.au/culturereviews/index.htm> (viewed 31 May 2012).

Department of Defence, *People in Defence: Generating the Capability for the Future Force* (2009). At [http://www.defence.gov.au/dpe/dpe\\_site/about\\_dpe/vision\\_mission.htm](http://www.defence.gov.au/dpe/dpe_site/about_dpe/vision_mission.htm) (viewed 26 June 2012).

Department of Defence, *Portfolio Budget Statements 2011-12*. At <http://www.defence.gov.au/budget/11-12/pbs/index.htm> (viewed 25 June 2012).

Department of Defence, *Portfolio Budget Statements 2012-13*. At <http://www.defence.gov.au/budget/12-13/pbs/index.htm> (viewed 17 June 2012).

Department of Defence, *The Review of Employment Pathways for APS Women in the Department of Defence* (2011). At [www.defence.gov.au/culturereviews/docs/epapsw/index.htm](http://www.defence.gov.au/culturereviews/docs/epapsw/index.htm) (viewed 17 June 2012).

Department of Defence, *The Strategic Reform Program 2009 – Delivering Force 2030* (2009). At <http://www.defence.gov.au/SRP/> (viewed 14 June 2012).

Department of Education, Employment and Workplace Relations, *Industry Employment Projections 2012 Report* (2012). At <http://www.deewr.gov.au/Imip/default.aspx?LMIP/Publications/IndustryEmploymentProjections> (viewed 26 June 2012).

Department of Education, Employment and Workplace Relations, *2011 Australian Jobs* (2011). At <http://www.deewr.gov.au/Employment/Pages/default.aspx> (viewed 26 June 2012).

De Vries J, Webb C and Eveline J, 'Mentoring for gender equality and organisational change' (2006) 28(6) *Employee Relations* 572.

- Diversity Council Australia, *Get Flexible! Mainstreaming Flexible Work in Australian Business* (2012). At <http://www.dca.org.au/News/News/Get-flexible-or-get-real%3A-It%E2%80%99s-time-to-make-flexible-working-a-legitimate-career-choice/245> (viewed 28 June 2012).
- Dolan K, 'Are all women state legislators alike?' in Thomas S & Wilcox C (eds), *Women and Elective Office: Past, Present, and Future* (2<sup>nd</sup> ed, 1998).
- Doll Y, 'US Army Women General Officers and their Strategies for Ascension' (2007) 7(3) *International Journal of Business Strategy*. At [http://usacac.army.mil/cac2/cgsc/repository/dcl\\_DOLLArticle.pdf](http://usacac.army.mil/cac2/cgsc/repository/dcl_DOLLArticle.pdf) (viewed 14 January 2012).
- Drew E and Murtagh E M, 'Work/life balance: senior management champions or laggards' (2005) 20(4) *Women in Employment Review* 262.
- Dunt D, *Review of Mental Health Care in the ADF and Transition through Discharge* (2009). At <http://www.defence.gov.au/health/DMH/Review.htm> (viewed 25 June 2012).
- Employment of Women in the Armed Forces Steering Group, *Women in the Armed Forces* (2002). At [http://www.mod.uk/NR/rdonlyres/A9925990-82C2-420F-AB04-7003768CEC02/0/womenaf\\_fullreport.pdf](http://www.mod.uk/NR/rdonlyres/A9925990-82C2-420F-AB04-7003768CEC02/0/womenaf_fullreport.pdf) (viewed 21 June 2012).
- Estrada A and Berggren A, 'Sexual Harassment and its Impact for Women Officers and Cadets in the Swedish Armed Forces' (2009) 21(2) *Military Psychology* 162.
- Evertson A and Nesbitt A, *The Glass Ceiling Effect and its Impact on Mid-Level Female Officer Career Progression in the United States Marine Corps and Air Force*, Thesis, Naval Postgraduate School, Monterey California, March 2004. At [www.dtic.mil/dacowits/research/glassceiling.pdf](http://www.dtic.mil/dacowits/research/glassceiling.pdf) (viewed 28 January 2012).
- Febbraro A, *Women, leadership and gender Integration in the Canadian combat arms: A qualitative study*, Technical Report, DRDC Toronto TR 2003-170 (2003). At <http://pubs.drdc.gc.ca/PDFS/unc31/p521088.pdf> (viewed 25 June 2011).
- Fowler T K, Bunting J, Nardotti M J Jr., Carpenter A M and Ripley J W, *Final Report of the Panel to Review Sexual Misconduct Allegations at the United States Air Force Academy* (2003). At [www.defense.gov/news/Sep2003/d20030922usafareport.pdf](http://www.defense.gov/news/Sep2003/d20030922usafareport.pdf) (viewed 3 July 2011).
- Gibson S, 'Perceptions of US Military Leadership: Are All Leaders Created Equally?' (2005) 24(2) *Equal Opportunities International* 1.
- Goldman Sach JB Were, *Australia's Hidden Resources: The Economic Case for Increasing Female Participation* (2009).
- Hawke A and Smith R, *Australian Defence Force Posture Review*, Department of Defence (2011). At <http://www.defence.gov.au/oscdf/adf-posture-review/docs/final/default.htm> (viewed 26 June 2012).
- Headlam-Wells J, Gosland J and Craig J, "'There's magic in the web": e-mentoring for women's career development' (2005) 10(67) *Career Development International* 444.
- Hendricks C and Hutton L, *Defence Reform and Gender, Gender and Security Reform Toolkit* (2008). At <http://www.osce.org/odihr/30669> (viewed 5 June 2012).
- Hewlett S A, Peraino K, Sherbin L and Sumberg K, *The Sponsor Effect: Breaking Through the Last Glass Ceiling*, Harvard Business Review Research Report (2011).
- Hodson S E, McFarlane A C, Van Hooff M and Davies C, *Mental Health in the Australian Defence Force – 2010 ADF Mental Health Prevalence and Wellbeing Study: Executive Report* Department of Defence (2011).
- Hollywood D M, 'Creating a True Army of One: Four Proposals to Combat Sexual Harassment in Today's Army' (2007) 30 *Harvard Journal of Law and Gender* 151.
- Human Rights and Equal Opportunity Commission, *Pregnant and Productive, Report of the National Pregnancy and Work Inquiry* (1999).

- Hoglin P, 'Why Ab Initio?' (2011) 8(2) *Australian Army Journal* 157.
- Inspector General Australian Defence Force, *Review of the Management of Incidents and Complaints in Defence including Civil and Military Jurisdiction* (2011).
- Jans N and Schmidtchen D, *The Real C-Cubed: Culture, Careers and Climate and How They Affect Capability* (2002).
- Jansen E and WO=MEN WG 1325 Dutch Gender Platform, *UNSCR 1325 In-country monitoring report – The Netherlands*, Global Network of Women Peace-builders (October 2010). At <http://www.wo-men.nl/cms/wp-content/uploads/2011/05/UNSCR-1325-monitoring-report-The-Netherlands-20101.pdf> (viewed 25 June 2012).
- Johnson W B and Anderson G R, 'Formal Mentoring in the US Military- Research Evidence, Lingering Questions and Recommendations' (2010) 63(2) *Naval War College Review* 330. At <http://www.usnwc.edu/getattachment/1d75c515-7093-4bc3-92fa-7284b7198bb4/Formal-Mentoring-in-the-U-S--Military--Research-Ev> (viewed 26 June 2012).
- Joy L, Carter N, Wagner H and Narayanan S, *The Bottom Line: Corporate Performance and Women's Representation on Boards* (2007). At <http://www.catalyst.org/publication/200/the-bottom-line-corporate-performance-and-womens-representation-on-boards> (viewed 26 June 2012).
- Kelley M J M, *Gender Differences and Leadership* (1997). At [www.au.af.mil/au/awc/awcgate/awc/97-104.pdf](http://www.au.af.mil/au/awc/awcgate/awc/97-104.pdf) (viewed 25 June 2012).
- Kropf M B, 'Flexibility initiatives: current approaches and effective strategies' (1999) 14(5) *Women in Management Review* 177.
- Krulak C, 'The Strategic Corporal: Leadership in the Three Block War' (1999) *Marines Magazine*. At <http://handle.dtic.mil/100.2/ADA399413> (viewed 9 July 2012).
- Lievore D, *Non-reporting and Hidden Recording of Sexual Assault: An International Literature Review*, Commonwealth Office of the Status of Women (2003). At [www.aic.gov.au/documents/D/4/6/%7BD4631AC0-2DDC-4729-AD3C-8A69DF33BA65%7D2003-06-review.pdf](http://www.aic.gov.au/documents/D/4/6/%7BD4631AC0-2DDC-4729-AD3C-8A69DF33BA65%7D2003-06-review.pdf) (viewed 13 June 2012).
- Mattis M C, 'Advancing women in business organizations: Key leadership roles and behaviors of senior leaders and managers' (2001) 20(4) *Journal of Management Development* 371.
- McDonald P, Flood M and the Australian Human Rights Commission, *Encourage, Support, Act: Bystander Approaches to Sexual Harassment in the Workplace*, Australian Human Rights Commission (2012).
- McKinsey & Company, *Women Matter 2012: Making the Breakthrough* (2012). At [http://www.mckinsey.com/client\\_service/organization/latest\\_thinking/women\\_matter](http://www.mckinsey.com/client_service/organization/latest_thinking/women_matter) (viewed 26 June 2012).
- McLoughlin C, *Women's Participation in the Navy*, Report of the Participation of Women in New Generation Navy Review (2009).
- Meijer M and De Vries R, *Sexual Harassment in Netherlands Naval Operations*, NATO (undated). At <http://ftp.rta.nato.int/public//PubFullText/RTO/MP/RTO-MP-HFM-158//MP-HFM-158-29.doc> (viewed 6 June 2011).
- Military Leadership Diversity Commission, *From Representation to Inclusion: Diversity Leadership for the 21<sup>st</sup> Century Military: Final Report* (2011).
- Moelker R and Bosch J, *Hidden Women: Women in the Netherlands Armed Forces*, Publications of the Faculty of Military Science, No. 2008/01, Netherlands Defence Academy (2008) At <http://hbo-kennisbank.uvt.nl/cgi/nda/show.cgi?fid=1721> (viewed 15 July 2011).
- Morgan M J, 'Women in a Man's World: Gender Differences in Leadership at the Military Academy' (2004) 34(12) *Journal of Applied Social Psychology* 2482.

Mulhall E, 'Women Warriors: Supporting She 'Who Has Borne the Battle', Issue Report October 2009, Iraq and Afghanistan Veterans of America (2009). At [http://media.iava.org/IAVA\\_WomensReport\\_2009.pdf](http://media.iava.org/IAVA_WomensReport_2009.pdf) (viewed 15 January 2012).

National Equal Opportunities Network, *National Conversation About Work – New Zealand Army*. At [http://live.isitesoftware.co.nz/neon/documents/Final\\_NZ\\_Army.pdf](http://live.isitesoftware.co.nz/neon/documents/Final_NZ_Army.pdf) (viewed 4 August 2011).

New Zealand Defence Force, *Annual Report* (2011). At [www.nzdf.mil.nz/downloads/pdf/public-docs/2011/nzdf-annual-report-2011.pdf](http://www.nzdf.mil.nz/downloads/pdf/public-docs/2011/nzdf-annual-report-2011.pdf) (viewed 22 March 2012).

Office of the Inspector General of the Department of Defense, *Evaluation of Sexual Assault, Reprisal & Related Leadership Challenges At the United States Air Force Academy*, Report No. IPO2004C003 (2004). At [www.defense.gov/news/Dec2004/d20041207igsummary.pdf](http://www.defense.gov/news/Dec2004/d20041207igsummary.pdf) (viewed 16 June 2011).

Orme, C W *Beyond Compliance: Professionalism, Trust and Capability in the Australian Profession of Arms*. At <http://www.defence.gov.au/culturereviews/docs/personalconductpersonnel/index.htm> (viewed 9 July 2012).

OSCE Office for Democratic Institutions and Human Rights, *Handbook on Human Rights and Fundamental Freedoms of Armed Personnel* (2008). At [www.osce.org/odihr/31393](http://www.osce.org/odihr/31393) (viewed 21 January 2012).

Productivity Commission, *Paid Parental Leave: Support for Parents with Newborn Children*, Report No 47 (2009).

Quadara A, 'Responding to young people disclosing sexual assault: A resource for schools', *ACSSA Wrap*, No 6 (2008). At [www.aifs.gov.au/acssa/pubs/wrap/acssa\\_wrap6.pdf](http://www.aifs.gov.au/acssa/pubs/wrap/acssa_wrap6.pdf) (viewed 13 June 2012).

Quinn K, *Group Dynamics: An Organisational Framework for Understanding Mixed Gender Interaction and Sexual Harassment in the Military* (1992).

Rau T J, Merrill L L, McWhorter S K, Stander V A, Thomsen C J, Dyslin C W, Rabenhorst M M and Milner J S, 'Evaluation of A Sexual Assault Education/Prevention Program for Male US Navy Personnel' (2010) 175(6) *Military Medicine* 429.

Recardo R J, 'Overcoming resistance to change' (1995) 14(2) *National Productivity Review* 5.

Ridgeway R and Correll S, 'Unpacking the Gender System: A Theoretical Perspective on Gender Beliefs and Social Relations' (2004) 18(4) *Gender & Society* 510.

Rimalt N, 'Women in the Sphere of Masculinity: The Double-Edged Sword of Women's Integration in the Military' (2007) 14 *Duke Journal of Gender Law & Policy* 1097.

Rumble G, McKean M and Pearce D, *Report of the Review of Allegations of Sexual and Other Abuse in Defence – Facing the problems of the past*, DLA Piper (2011). At <http://www.defence.gov.au/culturereviews/docs/DLAPiper/> (viewed 24 July 2012).

Rzechowka M, 'Gender Integration and Modern Military Forces: A Comparative Analysis' (2010) 13(2) *The Canadian Army Journal* 71. At [www.army.forces.gc.ca/caj/documents/vol\\_13/iss\\_2/CAJ\\_vol13.2\\_10\\_e.pdf](http://www.army.forces.gc.ca/caj/documents/vol_13/iss_2/CAJ_vol13.2_10_e.pdf) (viewed 26 June 2011).

Schipani C A, Dworkin T M, Kwolek-Folland A and Maurer V G, 'Pathways for women to obtain positions of organizational leadership: the significance of mentoring and networking' (2009) 16 *Duke Journal of Gender Law and Policy* 89.

Schjolset A, *NATO and the Women: Exploring the Gender Gap in the Armed Forces*, Peace Research Institute Oslo (2010). At [www.prio.no/Research-and-Publications/Publication/?oid=192310](http://www.prio.no/Research-and-Publications/Publication/?oid=192310) (viewed 19 November 2011).

Schmid M, 'Comment: Combating a Different Enemy – Proposals to Change the Culture of Sexual Assault in the Military' (2010) 55 *Villanova Law Review* 475.

Scoppio G, 'Diversity Best Practices in Military Organizations in Canada, Australia, the United Kingdom and the United States' (2009) 9(3) *Canadian Military Journal* 17.



- Scott K A, *Universal or Gender-specific? Exploring Military Leadership from a Subordinate Perspective*, Technical Report, DRDC Toronto TR 2003-121, October 2003. At <http://pubs.drdc.gc.ca/PDFS/unc57/p521079.pdf> (viewed 6 June 2011).
- Sheehan M, 'The changing character of war' in Baylis J, Smith S and Owens P (eds), *The Globalization of World Politics: An Introduction to International Relations* (2007) 213.
- Studlar D and McAllister I, 'Does a critical mass exist? A comparative analysis of women's legislative representation since 1950' (2002) 41 *European Journal of Political Research* 233.
- Summers A, 'Women's business in men's business: women's health in military service in Australia' (1999) 1 *ADF Health* 9.
- Tharenou P, 'Does mentor support increase women's career advancement more than men's? The differential effects of career and psychosocial support' (2005) 30(1) *Australian Journal of Management* 77.
- Thom V, Acting Commonwealth and Defence Force Ombudsman, *Australian Defence Force: Management of Complaints about Unacceptable Behaviour*, Report No 4 (2007).
- Thomas K and Bell S, 'Competing for the Best and Brightest: Recruitment and Retention in the Australian Defence Force' (2007) 3(1) *Security Challenges* 97.
- UK Ministry of Defence, *Equality and Diversity Annual Report 2008-2009*. At <http://mod.uk/DefenceInternet/Templates/InformationProfile.aspx?NRMODE=Published&NRNODEGUID=%7B1992AB7E-5091-48A2-878D-4FAD5E5FC4E0%7D&NRORIGINALURL=%2FDefenceInternet%2FAboutDefence%2FCorporatePublications%2FPersonnelPublications%2FEqualityandDiversity%2FDiversityInformation%2FEqualityDiversityScheme.htm&NRCACHEHINT=Guest> (viewed 24 June 2011).
- USA Department of Defense, *Annual Report on Sexual Assault in the Military, Fiscal Year 2010* (2011). At <http://www.sapr.mil/index.php/annual-reports/> (viewed 9 July 2012).
- USA Department of Defense, *Report of the Defense Task Force on Sexual Assault in the Military Services* (2009). At [www.quantico.usmc.mil/download.aspx?Path=../Uploads/Files/SAPR\\_DTFSAMS\\_Report\\_Dec\\_09.pdf](http://www.quantico.usmc.mil/download.aspx?Path=../Uploads/Files/SAPR_DTFSAMS_Report_Dec_09.pdf) (viewed 21 June 2011).
- USA Department of Defense, *Report to Congress on the Review of Laws, Policies and Regulations Restricting the Service of Female Members in the U.S. Armed Forces* (2012). At [www.defense.gov/news/WISR\\_Report\\_to\\_Congress.pdf](http://www.defense.gov/news/WISR_Report_to_Congress.pdf) (viewed 18 May 2012).
- USA Department of Veterans Affairs, Women Veterans Task Force, *2012 Report: Strategies for Serving our Women Veterans*, Draft for Public Comment (2012). At [http://www.va.gov/opa/Publications/Draft\\_2012\\_Women-Veterans\\_StrategicPlan.pdf](http://www.va.gov/opa/Publications/Draft_2012_Women-Veterans_StrategicPlan.pdf) (viewed 17 May 2012).
- Van den Heuvel E and Meijer M, *Gender Force in the Netherlands Armed Forces*, NATO (undated). At <http://ftp.rta.nato.int/public//PubFullText/RTO/MP/RTO-MP-HFM-158//MP-HFM-158-02.doc> (viewed 16 July 2011).
- Wadia-Fascetti S and Leventman P G, 'E-mentoring: A longitudinal approach to mentoring relationships for women pursuing technical careers' (2000) *Journal of Engineering Education* 295.
- Watkins L and Bourg M C, 'The Effects of Gender on Cadet Selection for Leadership Positions at the United States Military Academy' (1997) 15 *Minerva: Quarterly Report* 63.
- Watts M J, 'On the Conceptualisation and Measurement of Horizontal and Vertical Occupational Gender Segregation' (2005) 21(5) *European Sociological Review* 481.
- Winslow D, 'Rites of Passage and Group Bonding in the Canadian Airborne' (1999) 25(3) *Armed Forces & Society* 429.
- Wittenberg-Cox A, *How Women Mean Business* (2010).
- Woods K, 'Has ADF Leadership Changed over the Last 20 Years and Can We Make it Better?' (2012) 187 *Australian Defence Force Journal* 48.





- Further Information

**Australian Human Rights Commission**

Level 3, 175 Pitt Street  
SYDNEY NSW 2000

GPO Box 5218  
SYDNEY NSW 2001  
Telephone: (02) 9284 9600

Complaints Infoline: 1300 656 419  
General enquiries and publications: 1300 369 711  
TTY: 1800 620 241  
Fax: (02) 9284 9611  
Website: [www.humanrights.gov.au](http://www.humanrights.gov.au)

For detailed and up to date information about the Australian Human Rights Commission visit our website at: [www.humanrights.gov.au](http://www.humanrights.gov.au)

To order more publications from the Australian Human Rights Commission download a Publication Order Form at: [www.humanrights.gov.au/about/publications/index.html](http://www.humanrights.gov.au/about/publications/index.html) or call: (02) 9284 9600 fax: (02) 9284 9611 or e-mail: [publications@humanrights.gov.au](mailto:publications@humanrights.gov.au)

