

JEN WITTWER, CSM

Jen Wittwer, CSM, is an international consultant, author and speaker on gender equality, gender mainstreaming and the global Women, Peace and Security (WPS) agenda. She has over forty years' experience in leading people through organisational change, large-scale cultural and workplace reform. Over the past fifteen years Jen has developed and implemented workplace behaviour education programs, women's leadership, mentoring and network programs and strategies, and advised senior military leadership on women's representation and participation, and gender equality and diversity policies and initiatives.

From 2012, Jen led the implementation of the WPS agenda within the Australian Defence Force (ADF) and the broader defence and security sector. She has participated in various international forums and projects relating to WPS and women's representation in armed forces, and she deployed as the first ADF Gender Adviser to North Atlantic Treaty Organisation operations in Afghanistan in 2013. On her return, Jen was appointed to implement the Australian Government National Action Plan on WPS. In her last ADF role from 2016, Jen was seconded to UN Women in New York as a policy specialist on peacekeeping, security sector reform and sexual exploitation and abuse. Jen continues to work in a reserve capacity for the ADF; from 2019-2021, she authored the annual *Women in the ADF Report*, and in 2022, was attached to the Australian Defence College as a gender adviser.

Since 2018, Jen has independently consulted to UN Women Ukraine to develop a training framework on gender and WPS, to UN Women Jordan to build capacity for gender mainstreaming in the security sector, and to UN Women in New York on the development and delivery of a leadership, empowerment, and networking module for the inaugural global Women's Military Peace Operations Course. In 2022, Jen was appointed as a Lead Associate with Gender Associations International Consulting, participating in a review of the Female Military Officers Course for UN Women In New York.

Jen has been recognised with a number of national awards; the 2010 Australian Centre for Leadership for Women *Advancement of Women in the Workplace Award* (Bronze), a finalist in the 2011 *Telstra Business Women's Awards*, a *Conspicuous Service Medal* in the 2013 Queen's Birthday Honours List, a finalist in the 2014 and 2018 *AFR 100 Women of Influence*, and acknowledged in the 2016, 2017 and 2018 editions of *Who's Who of Australian Women*. In 2018, Jen was named the Canberra Women in Business *Mentor of the Year* and in 2019, she was a finalist in the Australian Defence Magazine *Women in Defence Awards*, and silver award for YFactor *Most Inspirational Y*. She has also been awarded the NATO Afghanistan Medal, Australian Active Service Medal with Clasp ICAT, Afghanistan Medal, Defence Long Service Medal with Federation Star, Australian Defence Medal, UN Medal with Numeral 2, and Returned from Active Service badge.

Jen has written extensively on gender equality, and women's roles in peace and security efforts. Her work has been featured in the Australian Strategic Policy Institute 'The Strategist', the US-based 'The Strategy Bridge', US Naval War College 'Proceedings', the Australian Defence Force Journal, Women's Agenda, the Australian Army's 'The Cove', 'PropelHer', and various professional journals and blogs. In 2018, Jen was published in the inaugural international Oxford Handbook on WPS. In 2020, her first book, *Against the Wind: How women can be their authentic selves in male-dominated professions*, was published. Since 2019, Jen has authored courses on gender equality in peacekeeping and WPS for the Peace Operations Training Institute in the United States, and in 2022, she co-authored Monash University's 'Global Review on the Development of Military Gender Adviser Capabilities.'

Jen is currently enrolled as a PhD candidate at Monash University. She has a Master of International Development from Canberra University, for which she received the Faculty of Arts and Design Best Graduating Postgraduate Student prize in 2022, and the Dean's Excellence Award in 2021 and 2022. She also has Graduate Diplomas in Strategic Leadership and Resource Management, and Graduate Certificates in Management Studies, Administration, and Gender, Peace, and Security. From 2019-2022, Jen was a Non-Executive Director on the board of the International Women's Development Agency, and from 2021-23, on the board of Women Veterans Australia. She is also a Research Fellow at Monash Global Peace and Security Centre and a Credentialed Practitioner of Coaching.