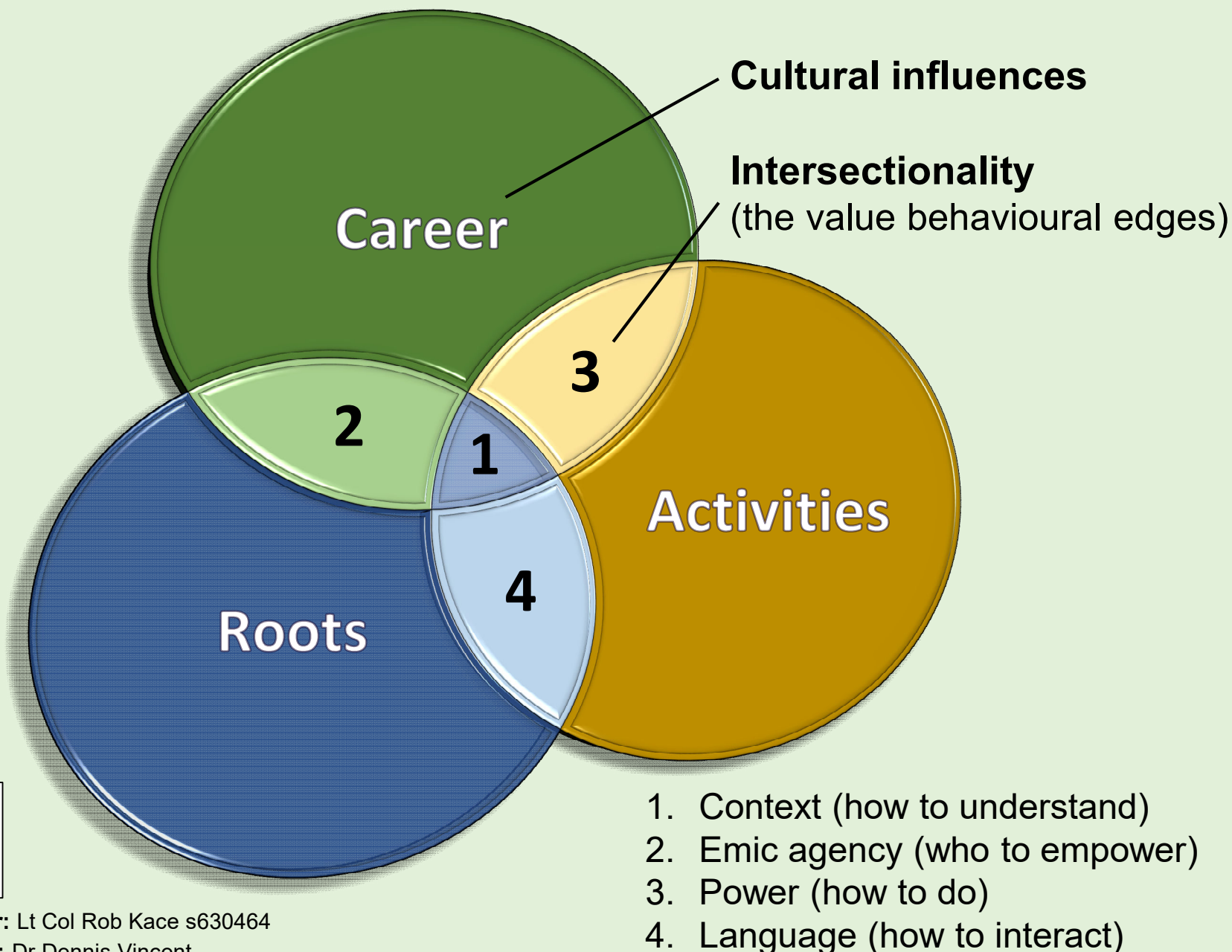
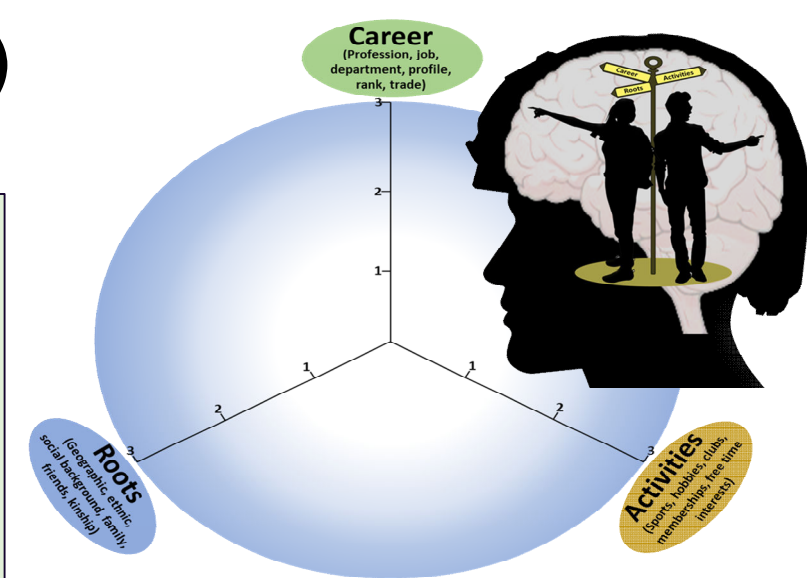


Cultural Identity Value Intersectionality Calculous (CIVIC)

An inductive study of British Army cultural sensemaking

Question: How can the British Army improve workforce understandings and articulation of their cultural intersectionality risks, to mitigate say/do gaps between conflicting values and behaviours?

Findings: Intersectionality is a puzzle of overlapping cultural influences. Enable organisational sensemaking through emic focus on the edges.



Cultural Value: (the type of people we are)				
Objective: (the purpose why something is done)				
	Agency	Cultural Intersections		
		Career	Roots	Activities
Career				
Roots				
Activities				

Key: Calculous (Threat, Mitigate, 0, Opportunity, Exploit)

Recommendations

Cultural intersectionality: making sense of the contradictions

Big idea:

Participatory research construction of an audience-centric sensemaking framework, combining Pike's (1982) emic theory, with Crenshaw's (1994) interlocking power systems.

Data-collection:

- 176 primary source data-gathering events.
- **British Army:** 37 events. 336 participants.
- **Allies and Partners:** 43 events. 199 participants. 15 nations (South Sudan, Spain, USA, Canada, Germany, Thailand, Netherlands, Sweden, Italy, Israel, Australia, Sri Lanka, Maldives, Norway and France).



Researcher: Lt Col Rob Kace s630464
Supervisor: Dr Dennis Vincent