

IMS Office of the Gender Advisor: Intelligence and the Gender Perspective

What is it?

Intelligence, surveillance and reconnaissance provide the foundation for all military operations. Intelligence services collect, analyse and disseminate information related to threats to national security, and so the work of intelligence services are particularly affected by the information age. By advancing gender equality and integrating a gender perspective, intelligence services can become better equipped to understand and address threats in their domestic and global spheres of influence and more representative of the populations they serve.

Gender and The Intelligence Cycle

Integrating the gender perspective throughout the intelligence cycle improves intelligence gathering and analysis in order to support well-informed, timely and accurate decisions. One way to achieve this includes adequately identifying gender-specific indicators and security risks with the use of sex and age disaggregated data.



“ANALYSTS CAN ONLY PROVIDE GOOD OUTPUT WHEN THEY HAVE GOOD INPUT”

Battlefield Impacts of Integrating Gender Perspective

Female personnel can bring a new perspective to the intelligence community and can allow armed forces to approach different populations, to understand the movements in that area, and collect information to provide a better and holistic intelligence assessment. When interacting with local populations, NATO should take into account varying demographics and cultural practices to determine the appropriate personnel and methods of interaction to employ.

Integrating Diversity in Intelligence

Lack of diversity can limit the ability to quickly develop a full intelligence picture. Increasing diversity in intelligence production by including typically marginalised groups, including women, can mitigate “mirror imaging” and enables us to better understand what an adversary might be doing. Diversity also helps to demystify different cultures, contribute with the correct subject matter expertise and collect better intelligence. Increasing diversity in the intelligence workforce requires active effort and support from leadership.

4 QUESTIONS FOR ANALYSTS TO ASK:

- Where are the women during a crisis?
- What challenges are they facing?
- Are those challenges different from what the men are facing?
- What about what children are facing?

The gender perspective can be integrated in intelligence gathering to break down systemic biases and provide greater understanding of the societal risks and vulnerabilities faced