

# **Strategic Oversight Military Services' Gender Integration Implementation Plans**

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**PERSONNEL AND READINESS**



# Overview

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- Organizational Structure
- Policy
- Current State
- Assessment
- Summary



## ODEI Mission and Vision

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- Vision:
  - Foster a diverse and inclusive mission ready Total Force
- Mission:
  - Direct and oversee policies and programs to promote a DoD culture of dignity and respect that values diversity and inclusion as readiness imperatives



## ODEI Objectives

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- Develop and reissue *DoD Policies and Guidance*
- Establish and execute *Compliance Frameworks*
- Engage in broader/deeper *Strategic Planning and Assessment* to better understand organizational climate and emerging issues
- Provide policy oversight *Training/Education/Research* for DoD diversity management and equal opportunity programs
- Develop and implement a *Strategic Communications Plan*



# Gender Integration Policies

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- 1994 DoD policy *prohibited* assignment to direct ground combat units *below the brigade level* and permitted Services to *restrict* women based on privacy and berthing, physical requirements, special operations and long-range reconnaissance, and where positions were doctrinally required to physically co-locate with direct ground combat units.
- In February 2012, then-Secretary of Defense Panetta notified Congress of his decision to rescind the co-location rule and to integrate approximately 14,000 new positions to women.
- Following a year-long review, on January 24, 2013, Secretary Panetta and then- Chairman of the Joint Chiefs of Staff GEN Martin Dempsey announced rescission of the remaining portions of the 1994 assignment policy.



# Gender Integration Policies

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- In the December 3, 2015, then-Secretary of Defense Carter issued the memorandum, “Implementation Guidance for the Full Integration of Women in the Armed Forces directing the Military Services and United States Special Operations Command (USSOCOM) to begin executing their implementation plans for the integration of women as soon as practicable, but not later than April 1, 2016.
  - The remaining 213,000 previously closed positions, occupations, and platforms were opened to the assignment of women, following 5 years of extensive research/analysis.
- On March 9, 2016, Secretary Carter approved the implementation plans.



## Current State

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- No quotas: Implementation is based on requirements, not accession or demographic metrics
- The Department continues to implement processes that ensure combat effectiveness and protect the welfare of the force
- The assessment of women in previously closed occupations will continue to be based on gender-neutral standards



# Assessments





# Army

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- Gender-neutral standards are in place for all occupations and in use at all occupation-producing schools and sites of instruction.
- Since the opening of all career fields to women, approximately 138,000 previously closed positions and qualified women, who meet all applicable standards, are serving in these positions across the Army.
- Since April 2016, the Army has accessed and transferred over 500 women into Infantry and Armor Career Management Fields (officer and enlisted), and one female Field Artillery enlisted.
- Enforcement of standards and conduct, along with adherence to the Army Values and Warrior Ethos, remain a top priority for all organizations.



# Navy

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- The Navy has fully integrated women into every facet of its mission.
- Gender-neutral occupational standards are in use at schools and training for each designator, rating, and Navy enlisted classification.
- Naval Special Warfare Sea Air and Land/Special Warfare Combatant Craft-Crewman occupations and enlisted occupations in the submarine warfare force have the lowest representation of Navy women Service Members.
- The Navy has adopted gender-neutral inclusive language across all outreach and communication products to encourage women Service members to apply for these previously closed occupations.



# Air Force

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- Gender-neutral standards are in place for all Air Force Specialty Codes (AFSC) and in use at all associated training locations and schools.
- Air Force continues to actively seek recruitment of women into the seven Battlefield Airman AFSCs by incorporating programs that address resilience mentorship, diversity, and integration.
- In October 2017, the Air Force established the 330th Recruiting Detachment dedicated solely to Battlefield Airman and Combat Support recruiting.
- The Air Force has updated all webpages, brochures, and other media outlets to ensure maximum diversity and inclusion, conveying the message that Battlefield Airman career fields are open to both genders.



# United States Special Operations Command

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- USSOCOM continues to actively recruit females to apply for selection to Special Operations Force training programs.
- In 2017, there were 11 females who entered four of USSOCOM's Assessment and Selection courses.
- USSOCOM continues to work closely with the Services Recruiting Commands to ensure the greatest number of female Service members are aware of Special Operation Force opportunities.



# Questions?

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