

**Defense Advisory Committee on Women in the Services
September 2024 Request for Information**

**Military Personnel Policy/Joint Staff J1 Response
August 2024**

BACKGROUND

The Defense Advisory Committee on Women in the Services (DACOWITS) continues to research the Women, Peace, and Security (WPS) study topic. The Committee has requested the Office of the Secretary of Defense and the Joint Staff provide information on Department of Defense policies regarding assignments to positions on the joint duty assignment list (JDAL). The office of Military Personnel Policy (MPP) within the Assistant Secretary of Defense for Manpower and Reserve Affairs and the Joint Staff J1 will provide a response to applicable sub-questions.

In accordance with DACOWITS' Terms of Reference, the Employment and Integration (E&I) Subcommittee will examine the Military Services' efforts to fulfill requirements of the U.S. Strategy on WPS, specifically related to the WPS Strategic Framework and Implementation Plan. In addition, the E&I Subcommittee will examine WPS long-term defense objectives to assess women's meaningful participation within the Joint Force, as well as women's representation across all ranks and all occupations.

REQUEST FOR INFORMATION NO. 3

The Committee requests a **written response** from the **OSD, Joint Staff (JS), and the Military Services** on the following:

- a. The published process for assignments to joint duty assignment list (JDAL) positions. Specifically, provide overall guidance and direction given to the Military Services regarding criteria for nomination, the evaluation/selection review process, and approval process for assignment to JDAL billets. In addition:
 - i. **OSD/JS:** Provide any existing guidance on how OSD/JS directs/encourages/requires any review of gender equity in the JDAL assignment process.
 - ii. **Military Services:** Each Service should offer in greater detail (within the written response) how officers are selected for JDAL billets including the Services' selection process from nomination to final approval for JDAL billet assignment.
 - iii. **Military Services:** Is gender considered in the review process for joint duty assignments? If so, how, and is gender data collected?

- b. Discuss the published process for enlisted management with respect to joint duty assignments. Specifically overall guidance and direction given to the Military Services regarding criteria for nomination, the evaluation/selection review process, and approval process for assignment to joint billets.
 - i. **OSD/JS:** Provide any existing guidance on how OSD/JS directs/encourages/requires any review of gender equity in the assignment process.
 - ii. **Military Services:** Each Service should offer in greater detail (within the written response) how enlisted Service members are selected for joint billets, including the selection process from nomination to final approval.
 - iii. **Military Services:** Discuss any review process or direction criteria which takes gender into consideration for joint assignments.
- c. **Military Services:** Is there a process to ensure equitable representation of female officers in JDAL billets (that is comparable to rank/specialty percentages of women within the Service)? If so, please describe this process in detail.

MPP/JOINT STAFF J1 RESPONSE

MPP and JS J1 can provide a response to the following requests for information:

- a. **The published process for assignments to joint duty assignment list (JDAL) positions. Specifically, provide overall guidance and direction given to the Military Services regarding criteria for nomination, the evaluation/selection review process, and approval process for assignment to JDAL billets. In addition:**
 - i. **OSD/JS: Provide any existing guidance on how OSD/JS directs/encourages/requires any review of gender equity in the JDAL assignment process.**

Guidance regarding the Department of Defense Joint Officer Management Program is found in DoD Instruction (DoDI) 1300.19, change 1 effective May 18, 2023. This instruction does not go into detail regarding the criteria for nomination, the evaluation/selection review process, or the approval process for assignment to JDAL billets. The Military Services maintain authority to select members for assignment to JDAL billets.

There are only two instances where the DoDI directs the Military Services regarding criteria for filling JDAL billets: (1) Military Services must ensure that for National Defense University graduates, all Joint Qualified Officers (JQOs) must be assigned to a JDA as their next duty assignment, and that more than 50 percent of all non-JQO graduates also be assigned to a JDA as their next duty assignment following graduation; (2) the Military Services must ensure that at least one-half of their O-5 and above JDA positions are filled by officers who have the appropriate level of joint qualification.

Joint Staff J1 provides guidance on Joint Officer Management in Chairman of the Joint Staff Instruction (CJCSI) 1330.05C, effective July 19, 2024. This instruction is gender neutral and all Services are expected to nominate the most qualified officer for a JDAL assignment, regardless of gender.

OSD/JS guidance does not direct/encourage/require any review of gender equity in the joint duty assignment process.

- b. Discuss the published process for enlisted management with respect to joint duty assignments. Specifically overall guidance and direction given to the Military Services regarding criteria for nomination, the evaluation/selection review process, and approval process for assignment to joint billets.**
 - i. OSD/JS: Provide any existing guidance on how OSD/JS directs/encourages/requires any review of gender equity in the assignment process.**

DoDI 1300.19 and CJCSI 1330.05C do not provide any policies which pertain to the enlisted force.