



NATIONAL GUARD BUREAU DACOWITS QBM SEPTEMBER 2024

RFI #3 - The Committee continues to research the WPS study topic, examining specifically Defense Objective 1 to better understand how the Defense Department “*exemplifies a diverse organization that allows for women's meaningful participation across the development, management, and employment of the Joint Force.*” The Committee requests a **written response** from the **OSD, Joint Staff (JS), and the Military Services** on the following:

Response:

- ii. The National Guard Bureau (NGB) selects Army National Guard and Air National Guard officers for JDAL billets through a variety of channels and processes that vary from competitive advertisements, force management from the respective services, and requests from the Office of Secretary of Defense. This range of approaches is designed to ensure no National Guard member is arbitrarily excluded from consideration, that no individual member or group of members are exclusively targeted for consideration, and that there are many viable paths to filling a JDAL billet.
- iii. In no case is gender considered in the review process for joint duty assignments.
- b. As with officers, NGB selects Army National Guard and Air National guard enlisted members for joint duty assignments through a variety of channels and processes that vary from competitive advertisements to force management from the respective services. Senior enlisted Army National Guard and Air National leaders oversee the nomination, evaluation/selection review, and approval process for assignment of enlisted members to Joint billets to ensure, 1) that enlisted nominees for joint duty assignments are of the highest professional caliber, and 2) that enlisted nominees have a clear path for career progression following their joint duty assignment.
- iii. There is no review process or direction criteria by NGB that takes gender into consideration for joint assignments.
- c. The National Guard Bureau has no formal process to ensure equitable representation of female officers in JDAL billets. However, the National Guard Bureau’s Joint Leadership Advisory Board, which meets monthly and is chaired by the Vice Chief, National Guard Bureau, has the authority to direct corrective measures should the representation of female National Guard officers in JDAL billets appear to be inequitable.