

DACOWITS RFI #3 (SEPTEMBER 2024)

Subj: DACOWITS RFI #3 – Implementation of Women, Peace, and Security requirements

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:

- 3.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:
- 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?
- 3.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.
- 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.
- 3.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.

Response:

3.a.ii. The Deputy Commandant for Manpower & Reserve Affairs (M&RA) oversees the Service's centralized management of joint officer matters and assignment to Joint Duty Assignment List (JDAL) billets. Manpower Management Officer Assignments (MMAO) handles the day-to-day management of joint officers, coordinating directly with joint organizations like the Joint Staff, the Office of the Secretary of Defense, and Combatant Commands.

Joint organizations prioritize JDAL billet vacancies and submit Joint Requisition Sheets to MMAO outlining specific job requirements, qualifications, and security clearance requirements. MMAO validates these requisitions against assignable officer inventory and Service slating priorities to achieve directed fill rates for Joint organizations.

Military Occupational Specialty (MOS) monitors screen officers based on factors such as experience, education, and qualifications to match them with suitable JDAL billets. Once a candidate is selected, MMAO submits their information to the joint organization for approval. Upon approval, MMAO issues permanent change of station (PCS) or permanent change of assignment (PCA) orders.

The All-Service Nominations (ASN) process mirrors that of standard JDAL billets however, an additional level of service endorsement is required in the case of high-visibility joint billets such as the SECDEF Military Aide, the

CJCS Executive Officer, or the SECNAV Military Assistant. The ASN process allows the requesting joint organization to pick the best fit for the job before receiving orders.

3.a.iii. The Joint Officer Matter Officer (JOMO) complies with the Department of Defense Instruction for all joint assignments. Per DoDI 1315.18, “Assignments will be made for all service members without regard to their color, race, religious preference, ethnic background, national origin, age, marital status, sexual orientation, or gender, consistent with requirements for physical capabilities. This applies equally to both PCS and temporary duty (TDY) assignment actions.

This policy does not apply to unit moves. Exceptions to this policy include:

- (1) The religious preference of chaplains.
- (2) Marital status for military couples.
- (3) Marital status when the Assistant Secretary of Defense for Manpower and Reserve Affairs (ASD(M&RA)), with the concurrence of the General Counsel of the Department of Defense, determines on a case-by-case basis and for reasons of national security that marital status is an essential assignment qualification for particular military billets or positions.
- (4) Gender in cases approved by the Secretary of Defense. This authority will not be delegated.
- (5) Cases where status of forces agreement (SOFA) protections are not extended to same sex spouses.”

3.b.ii. Manpower Management Enlisted Assignments (MMEA) has no enlisted Marines serving in Joint Duty Assignments, as there are no enlisted billets on the JDAL. MMEA assigns Marines to joint commands in accordance with requirements for enlisted military occupational specialty (MOS) skillsets.

3.b.iii. Per DoDI 1315.18, “Assignments will be made for all service members without regard to their color, race, religious preference, ethnic background, national origin, age, marital status, sexual orientation, or gender, consistent with requirements for physical capabilities. This applies equally to PCS and temporary duty (TDY) assignment actions.

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- (4) Gender in cases approved by the Secretary of Defense. This authority will not be delegated.
- (5) Cases where status of forces agreement (SOFA) protections are not extended to same sex spouses.”

3.c. Per DoDI 1315.18, “Assignments will be made for all service members without regard to their color, race, religious preference, ethnic background, national origin, age, marital status, sexual orientation, or gender, consistent with requirements for physical capabilities. This applies equally to PCS and temporary duty (TDY) assignment actions.

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