



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE SECRETARY

09 September 2024

MEMORANDUM FOR DACOWITS

FROM: HQSF/S1

SUBJECT: USSF DACOWITS RFI Response #3

QUESTION #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 **briefing and 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.

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.

The USSF meets service mission needs (to include Joint/JDAL billets) through the Guardian Assignment Timeline (GAT). The service mission needs are defined by the Office of the Chief Human Capital Officer (CHCO) and informed by the Career Field Functional Authorities (FA) and Field Command Commanders. The GAT is an annual single assignment cycle that fills service priority vacancies for each calendar year.

The GAT encompasses several milestones, but primary are the movers (Guardians) designated to PCS, the requisitions (submitted billet vacancies), the Marketplace Assignment Preferences (MAPS), and finally the Matching window.

Once the projected billets are identified (to include Joint and JDAL positions) Guardians are offered an opportunity to preference these positions based on professional and personal desires. As well, organization commanders and senior leaders are afforded the opportunity to bid on prospective candidates based on their performance record and skillsets. Once those metrics are captured the Enterprise Talent Management Office (ETMO) performs the “matching” process.

ETMO takes all factors into account when matching Guardians to their next assignment. Paramount are service needs and priorities, Guardian Professional Development, commander bids, and Guardian preferences. There are various other factors to consider for matching evaluation such as Senior Leader Requests (SLR), Join Spouse, and Special Program Outplacement. Other factors include Leadership Development Team (DT) and Developmental Education (DE) outplacement, short tours, and other programs. Each assignment is personal and tailored to both service and Guardian needs.

iii. **Military Services:** Is gender considered in the review process for joint duty assignments? If so, how, and is gender data collected?

The Space Force does not consider gender in the review process for joint duty assignments.

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.

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iii. **Military Services:** Discuss any review process or direction criteria which takes gender into consideration for joint assignments.

The Space Force does not take gender into account when filling enlisted joint duty assignments, except when it is mandated by law or Department of Defense policies.

c. **Military Services:** Is there a process to ensure equitable representation of female officers

The Space Force does not consider gender (unless mandated by statute or DoD policy) when filling joint duty assignments. Candidates are selected for an assignment without regard to race, age, gender, etc.