

(UNCLASSIFIED)

INFORMATION PAPER

DAPE-MPC  
30 May 2018

1. SUBJECT: Gender Integration Implementation
2. Purpose: To inform the DACOWITS of updates to the Soldier 2020 (S2020) program to fully integrate women into all occupational specialties for the June Quarterly Business Meeting (RFI#2).
3. Background: Until final resolution of pending litigation against the Army concerning gender integration policies, the Army will only provide answers already covered by our declarations to the court. The Army must defer to answer questions from the Committee that are not covered by declarations.
4. The Committee requires a written response to address the following questions:
  - a. What office is responsible for gender integration oversight and accountability and what areas are specifically covered?

The Deputy, Chief of Staff, G-1 is responsible for oversight and accountability for developing and overseeing all policies and programs relating to the assignments of female Soldiers in the Army. Specifically, the Command Policy Division of the G-1 provides oversight and accountability on a semi-monthly basis with tracking of all personnel by name. Command Policy also tracks compliance with the Leaders First policy to ensure that leaders are assigned to previously closed units a minimum of 30 days prior to the arrival of female junior enlisted Soldiers in the same career field.

- b. What policies and regulations are in place to ensure long term integration?

In accordance with Execution Order 097-16, all military occupational specialties were coded as gender neutral for assignment purposes; all assignments regulations were updated to reflect gender-neutral assignment policies; all training bases have modified or have programmed modifications to accommodate gender-integrated training. The unit fill plan, administered by Forces Command (FORSCOM) is in the process of expanding units of assignment from the original Fort Bragg and Fort Hood brigade combat teams to Forts Bliss, Campbell, and Carson in 2018 and Forts Drum, Polk, and Stewart, Vicenza, Italy, and Joint Base Lewis-McChord in FY 2019. Two Military Personnel (MILPER) messages, 16-096 and 16-094, provided avenues for female officers and NCOs already in the Army to apply for consideration for branch transfer or reclassification to the previously closed military occupational specialties.

(UNCLASSIFIED)

(UNCLASSIFIED)

c. What measures/metrics are used?

The cognitive, physical, and non-cognitive metrics and tracking used in the integrated longitudinal studies, programmed through 2027. At this time, research agencies are gathering and analyzing data; however, the sample sizes are too small to draw conclusions.

d. What systems are in place to track compliance, success, and deficiencies?

The Army's semi-monthly, by-name tracking of personnel and the unit fill plan accounts for all personnel from contracted recruits, through the training pipeline, through units of assignment. Command Policy prepares two annual reports, one for the Secretary of Defense (OSD), and one for Congress, as directed by the 2016 National Defense Authorization Act (NDAA), on a variety of gender integration topics. The Army does not have release authority for these reports.

e. What is the timeline for changes?

S2020 is a three-year pilot projected to result in full gender integration across all previously closed career fields and units by the end of FY2020.

f. Who is responsible for measurements and gaps?

Several research agencies, to include but not limited to the Army Research Institute (ARI), the Center for Initial Military Training (CIMT), the Office of the Surgeon General (OTSG), among others, are conducting integrated longitudinal studies. The FORSCOM Commander is responsible for execution of the unit fill plan. The DCS, G-1 is responsible for policy oversight and accountability. All leaders are answerable to the Chief of Staff of the Army who conducts periodic Women in Service Reviews.

g. What is the current data on schools preparing Service members to serve in newly opened positions, including graduation occurring from March 2016 to present?

As of March 12, 2018, there were thirty-eight (38) female infantry officers, fifty-eight (58) female armor officers, six (6) female infantry non-commissioned officers, nine (9) female armor non-commissioned officers, 238 female enlisted infantry Soldiers, and 165 cavalry scouts and armor crewmembers serving in the Army active component or in the training pipeline. To date, one company in New Hampshire and one company in Colorado have met the Leaders First requirement and are actively recruiting female junior enlisted Soldiers into the infantry career field in the National Guard. The first enlisted National Guard infantry recruit graduated from Infantry OSUT in April 2018.

h. What military schools have not had women accessions, graduation, or completion?

(UNCLASSIFIED)

(UNCLASSIFIED)

To date, four (4) female Captains have already completed the Infantry (IN) Captain's Career Course and two (2) were assigned to 82<sup>nd</sup> Airborne Division at Fort Bragg, North Carolina in November and December 2016 while the third is arriving at Fort Hood, Texas, in late August 2018, and the fourth is continuing training at Fort Benning. The average training timeline for newly commissioned IN and Armor (AR) lieutenants is 9-12 months, dependent upon functional courses within their career fields. Thirty-four (34) female Lieutenants (LTs) have graduated the Infantry Basic Officer Leadership Course (IBOLC) to date. IBOLC is seventeen weeks long. Fifty-four (54) female LTs graduated Armor Basic Officer Leadership Course (ABOLC) to date. ABOLC is nineteen weeks long. The Army has an additional 48 female officers (21 Infantry/27 Armor) currently attending IBOLC and ABOLC or functional training. Additionally, one (1) female officer completed the Ranger Assessment and Selection Program (RASP II) in December 2016 and was assigned to 75<sup>th</sup> Ranger Regiment in March 2017; a second female officer completed RASP II in December 2017 and was assigned to the 75<sup>th</sup> Ranger Regiment in January 2018. Ten (10) female AR NCOs and twenty-two (22) female IN NCOs have completed training for reclassification in the National Guard. Seven (7) Active Duty NCOs have graduated from reclassification training for Armor career fields. Five (5) female NCOs have completed active duty reclassification training for Infantry. Two (2) active component female junior enlisted Soldiers completed Armor reclassification and two (2) completed Infantry reclassification. Two (2) non-commissioned officers attempted Special Forces Assessment and Selection (SFAS) unsuccessfully and two (2) female officers attempted SFAS unsuccessfully in March 2017. One (1) enlisted recruit is in SFAS training at present and five (5) enlisted recruits are in infantry training prior to scheduling their SFAS school dates; one (1) additional enlisted recruit has contracted for Special Forces and is scheduled for initial training. One (1) female officer is scheduled to begin training for SFAS in 2018.

i. What are the areas of success, positive trends, or unexpected trends?

Because of the propensity for female recruits and officers to contract or commission for IN and AR career fields, the Army has expanded the unit fill plan, as discussed above, ahead of expectations.

Prepared by: LTC Naomi Mercer, 703-695-7370, naomi.r.mercer.mil@mail.mil  
Approved by: MG Joseph Calloway

(UNCLASSIFIED)