



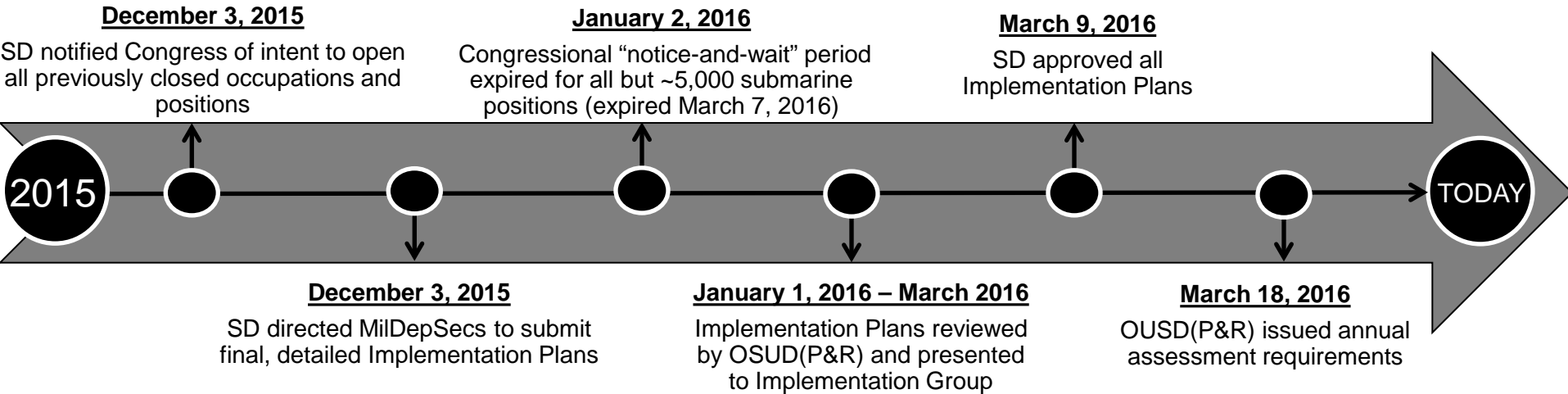
DACOWITS

Assignments Working Group Request for Information

- **The Committee requests a written response and briefing from the Force Resiliency Office on the newly developed integration implementation oversight plan for the continued full and effective integration of women into previously closed combat positions that are now opened per the SECDEF's announcement on December 3, 2015.**



Timeline





Annual Assessment Requirements

- **“The Secretary of each Military Department and the Commander, United States Special Operations Command, shall provide, by December 31st of each calendar year, to the Secretary of Defense, through the Chairman of the Joint Chiefs of Staff and the Under Secretary of Defense for Personnel and Readiness, a written assessment regarding their implementation efforts towards the full integration of women in the Armed Forces. Information and data contained in the assessment will cover the most recent Fiscal Year.”**
- **Derived from SD’s seven implementation tenets in December 3, 2015 implementation guidance memorandum**



Annual Assessment Requirements

- **Transparent Standards**
 - Certification that gender-neutral standards are in place for all **Military Occupational Specialties** and are in use at all **Military Occupational Specialty** training and schools.
 - Results of the most recent **Military Department Inspector General** compliance inspections to assess whether the **Services'** occupational standards, both mental and physical, for selecting, training, and continuing personnel in each individual occupation/rating/specialty, together with implementing methodologies, are in compliance with applicable Public Laws, in accordance with the March 2, 2015, Under Secretary of Defense for Personnel and Readiness direction.
- **Population Size**
 - Detailed description of challenges and mitigation strategies in the event of small numbers of women in newly opened career fields.
 - Detailed description of actions each **Military Department** and **Special Operations Command** have taken to mitigate any equipment sizing, supply, and facility issues.



Annual Assessment Requirements

- **Physical Demands and Physiological Differences**
 - Injury rates for male and female Service members in newly opened Military Occupational Specialties in comparison to the last five fiscal years of data that 1) occurred during initial qualification training and 2) occurred during the performance of duties.
 - Recommendations and actions the Military Departments and Special Operations Command have taken to mitigate injury rates for all Service members, particularly in occupational fields requiring load-bearing activities.
 - Results or status of on-going studies regarding injury rates and mitigation efforts.
- **Conduct and Culture**
 - Detailed description of integration education and training efforts, to include type and frequency of education and training.
 - Specific steps taken to address sexual assault, harassment, hazing, fraternization, or other unprofessional behavior in newly integrated occupations, units, and platforms.



Annual Assessment Requirements

- **Talent Management**
 - Detailed description of efforts taken to recruit and retain women into newly opened Military Occupational Specialties, to include numbers of fiscal year female accessions.
 - Detailed description and analysis of male recruiting and retention rates in newly opened Military Occupational Specialties compared to the five fiscal years previous to integration.
 - Male and female representation numbers in newly opened occupations, units, and platforms in comparison to the previous fiscal year.
- **Operating Abroad**
 - Detailed description of female integration issues or barriers experienced while women are operating abroad with multinational forces and mitigation of those issues.
 - List best practices and lessons learned in the past fiscal year pertaining to women serving abroad in newly opened occupations.



Annual Assessment Requirements

- **Assessment and Adjustment**
 - Additional assessment and adjustment efforts not covered by the above topics.
 - Status and interim results of ongoing longitudinal integration studies.
- **Additional information deemed appropriate by the Military Department Secretaries and Commander, United States Special Operations Command.**