

**Defense Advisory Committee on Women in the Services (DACOWITS)
Request for Information for Sept. 13-14 Sep 2016 Meeting
RFI #5**

While risks to progress in integration have been mitigated in the integration EXORD, the Army has not yet encountered significant barriers to gender integration.

INFORMATION PAPER

17 August 2016

Subj: DACOWITS RFI #2016-MRA_MP_mpe-000000014.001: DACOWITS RFIs for September 2016 Quarterly Business Meeting

1. Purpose. To provide response to DACOWITS RFI via DON Tracker Tasker # 2016-MRA_MP_mpe-000000014.001

2. Background

a. Task 5. The Committee requests written responses from the Military Services and SOCOM annotating any significant barriers to the gender integration progress thus far? Additionally, please provide examples of how the Services have overcome these barriers, annotating any trends that have been identified.

3. Key Points

a. Thus far, the Marine Corps has not had any significant barriers to gender integration.

b. The Integration Education Plan involves a mobile training team (MTT) that has already briefed two senior representatives from every O-5 command in the operational forces. Using the train-the-trainer (T3) model, every Marine will be educated by their own leaders by 31 October (active component) or 31 January (reserve component). This education process has promulgated the decision, service policy and plan, addressed misconceptions, discussed best practices and provided a forum for discussion. Accessions into all previously closed specialty contract groups have begun. All entry-level schools are properly staffed and equipped to train integrated populations. Assignment of female leaders (officers/SNCOs) to previously closed units is progressing and coordinated to ensure female Marines will not be delayed in assignment to these units. Finally, the Integration Assessment Plan has started preliminary data collection to identify any emerging obstacles, inform refinement in-stride, and ensure success.

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Gender Integration RFI #5

RFI Question:

The Committee requests written responses from the Military Services and SOCOM annotating any significant barriers to the gender integration progress thus far. Additionally, please provide examples of how the Services have overcome these barriers, annotating any trends that have been identified.

RFI Response:

Naval Special Warfare (NSW) reports no barriers to integration. NSW is collaborating with Recruit Training Command (RTC) to integrate the male-only "800 series" divisions, which are comprised of candidates who join the Navy through the Warrior Challenge Program and/or were contracted to fill a rate in the Special Warfare Operator (SO), Special Warfare Boat Operator (SB), Navy Air Rescue Swimmer (AIRR), Navy Diver (ND), Explosive Ordnance Disposal (EOD) communities. This 800 series provides additional physical training and preparation opportunities for candidates in those rates.

Female candidates train side-by-side with their male counterparts during physical training. In addition, RTC dedicated a female Recruit Division Commander (RDC) to serve as a Dive Motivator instructor at the pool in anticipation of receiving more female candidates.

The Navy's goal is to ensure that our missions are met with the best-qualified and most capable people, regardless of gender.

POC: LCDR Sarah Turse (NSWC) coordinated with LCDR Michael Keppen (NSTC)

DACOWITS RFIs for September 2016

GENDER INTEGRATION

5. The Committee requests **written responses** from the **Military Services and SOCOM** annotating any significant barriers to the gender integration progress thus far? Additionally, please provide examples of how the Services have overcome these barriers, annotating any trends that have been identified.

Air Force response:

An Air Force challenge with the gender integration process is finding female volunteers (as with male volunteers) who meet the physical and mental requirements for these newly opened career fields. As of 17 August 2016, one female applicant entered the TACP preparatory course, but her time was too short being in the TACP course to identify any issues or barriers. In addition, AF female Air Liaison Officers (ALOs) have also gone through the TACP training course currently and in the past, and there are/were no significant barriers identified.

Examples of how the AF is addressing recruiting female volunteers who can meet requirements for these newly opened career fields are:

- Advertising: Leverage existing efforts to pursue a wide-range of candidates (in swim meets, water polo, gymnastics, crossfit, track, etc)
- Career Field Managers followed up with males & females currently serving in the Air Force who participated in AF BA Propensity Survey who were interested in retraining or finding out more info about the BA career fields
- Policy updated: Airman currently serving in the AF in all career fields (regardless of manning level) are now able to retrain into Battlefield Airman career fields
- Nonprior Service- Utilize AF Scout, Recruit, Develop program which helps train/prep for Battlefield Airmen requirements



UNITED STATES SPECIAL OPERATIONS COMMAND

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FMD J9

31 Aug 2016

MEMORANDUM FOR DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES, 4800 MARK CENTER DRIVE, SUITE 04J25-01 ALEXANDRIA, VA 22350-9000

SUBJECT: US Special Operations Command Responses to Defense Advisory Committee On Women In The Services Requests For Information In Advance of September 2016 Quarterly Meeting

1. (RFI 5) The Committee requests written responses from the Military Services and SOCOM annotating any significant barriers to the gender integration progress thus far? Additionally, please provide examples of how the Services have overcome these barriers, annotating any trends that have been identified.

We have not encountered any significant barriers to integrating women.

2. POC for this action is COL Marty Jones, 813-826-3778, monroe.jones1@socom.mil.