



Gender Integration S2020

14 June 2016



S2020 Overview (1 of 2)

- 5 January 2016: The SecArmy submitted the Army's implementation plan to the SecDef.
- 29 January 2016: The SecArmy signed Army Directive 2016-01 (Expanding Positions and Changing the Army Policy for the Assignment of Female Soldiers) opening all remaining positions to women.
 - 11 Army occupations (~125,000 positions): 11A (IN Officer) and 19A/B/C (AR Officer) and 11B/C/Z (IN Enlisted), 19D/K/Z (AR Enlisted) and 13F (FA Enlisted)
 - 8 Special Forces occupations (~13,000): 18A (Officer), 180A (Warrant Officer), and 18B/C/D/E/F/Z (Enlisted)
- 9 March 2016: SecDef memo signed approving all service implementation plans for full integration of women in the Armed Forces.
- 10 March 2016: HQDA Execution Order 097-16 to the U.S. Army Implementation Plan 2016-01 (Army Gender Integration) published defining the phases and lines of effort for integration.
- 11 March 2016: ALARACT 014/2016 (Expanding Positions and Changing the Army Policy for the Assignment of Female Soldiers) published announcing release of Army Directive 2016-01.



S2020 Overview (2 of 2)

- 1 April 2016: The Army began executing its gender integration plan
 - The Army has **opened all remaining units, positions, and occupations to women** and will continue to assign them in a deliberate, methodical, and incremental manner.
 - The Army is **NOT** lowering standards.
 - There will be **NO** quotas.
 - **Leader's First Principle.** Female IN and AR officers and/or senior NCOs will be assigned prior to enlisted IN and AR female Soldiers to previously closed units.
 - **Leadership is critical to success.**
- 5 Lines of Efforts (LOEs):
 - Transform Accessions - updating physical and administrative screening standards
 - Talent Management - managing talent to select, train, and promote the best qualified Soldiers
 - Unit Fill Plan - building integrated units
 - Educate Communicate - educating Soldiers and leaders and communicating how gender integration increases Army readiness
 - Assessment - continually assessing integration strategies to successfully posture the force
- FRAGO 1 to EXORD 097-16 was published on 26 May 16



Gender Integration EXORD Scorecard

AC Infantry Officers

Fort Bragg (1/82 ABN DIV) <ul style="list-style-type: none"> • 1 CPT (~Oct 16)(trained) Fort Bragg (82 ABN DIV) (Tent.) ● <ul style="list-style-type: none"> • 5 2LTs (~Apr 17) • 0 NCOs
Fort Hood (1 CAV DIV) (Tent.) ● <ul style="list-style-type: none"> • 0 CPTs • 5 2LTs (~May 17) • 0 NCOs

AC Armor Officers

Fort Bragg (82 ABN DIV) (Tent.) ● <ul style="list-style-type: none"> • 0 CPTs • 2 2LTs (~Jun 17) • 0 NCOs
Fort Hood (1 CAV DIV) (Tent.) ● <ul style="list-style-type: none"> • 0 CPTs • 11 2LTs (~Jan/May 17) • 1 NCO (~Sep 16)

ARNG Leaders

● WY: 1 11B SGT (trained) ● ID: 1 19D SFC (25 Jun 16) ● WA: 2 11B SSG (19 Aug 16)
--

Total ARNG NCOs: 2-11B, 2-19D = 2

Total AC Officers: 11 IN, 13 AR = 24
Total AC NCOs: 1 - 19D = 1

MILPER: HRC received 22 transfer packets for the 14 Jun 16 panel (13 IN, 9 AR)

ETP: HRC received 4 transfer packets (2 IN, 2 AR)

SF: 2 Officers (1 EN, 1 MI) selected to attend SFAS in FY17

Leaders First: 2+ Female AR/IN (E-5 or above) in a CO.
Cohort: Minimum of 2 female and 2 male (with goal of 6+6) AD enlisted attending OSUT and assigned to an operational unit together.

Legend: ● ≥ 2 assigned to units ● ≥ 2 programmed ● < 2 programmed



Gender Integration EXORD Scorecard

AC Enlisted

	Cohort	# of SMs	OSUT End	Destination	Status
11X	1	5	19-May-17	TBD	●
	2	5		TBD	●
	3	5		TBD	●
	4	5		TBD	●
	5	5		TBD	●
	6	5		TBD	●
	7	5	6-Oct-17	TBD	●
	8	5		TBD	●
	9	5		TBD	●
19D	1	4	22-Jun-17	TBD	●
	2	5	2-Nov-17	TBD	●
19K	1	2	8-Jun-17	TBD	●
	2	2	6-Jul-17	TBD	●

Total: 58

	Cohort	# of SMs	OSUT End	Destination	Status
13F	N/A	1	30-Jan-17	TBD	N/A
	N/A	6	6-Feb-17	TBD	N/A
	N/A	1	23-Oct-17	TBD	N/A

Total: 8

Legend: ● ≥ 2 assigned to units ● ≥ 2 programmed ● < 2 programmed



Questions?

