

INFORMATION PAPER

DAPE-MPC
26 May 2016

SUBJECT: DACOWITS RFI for June 2016 Quarterly Business Meetings

1. PURPOSE: To provide response to question 2, "The Committee requested a written response and briefing from the Military Services and SOCOM on the implementation plans and timelines for 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.

2. RESPONSE.

The Army opened approximately 95,216 positions and nine occupations to women between May 2012 and October 2015 through an incremental, deliberate, and methodical approach. On 1 April 2016, the Army began executing its Implementation Plan to open all formerly closed occupations to women, which amounted to 11 occupations across the Army (~125,000 positions) and 8 Special Forces occupations (~13,000 positions).

The Army understands that complete gender integration will only have occurred when all Soldiers, regardless of gender, will have the opportunity to serve in any position in which they are capable of performing to standard. To achieve that condition, the Army incorporated the Secretary of Defense's guidance and seven areas of concern and embedded those within 5 Lines of Effort (LOE). The Army will utilize a phased approach relying on a leaders first strategy, recognizing that leadership continues to be critical throughout this entire process. Therefore, female leaders (officers or NCOs – SGT E-5 or above) will be placed in Infantry/Armor (IN/AR) units prior to assignment of junior Soldiers. The Army will not lower standards, nor does the Army have any quotas for female Soldiers in any branch or occupation, including IN and AR. The Army will execute an education training plan for all commands to include leaders and junior Soldiers.

On 4 April 2016, the Army fielded an Enlisted MILPER Message 16-094 and an authorization for an Exception to Policy (ETP). This MILPER message and ETP authorizes female Soldiers (SGT E-5 and below) to enlist into a previously closed Military Occupational Specialty (MOS) when the reclassification does not meet the rules for primary MOS reclassification. In that event, the exception to policy then provides female Soldiers the opportunity to voluntarily request to be reclassified in a secondary (MOS) if their current (Primary MOS) is listed as overstrength and their requested MOS is listed as short on the current Reenlistment and/or Reclassification IN/OUT call message. To date, the Army has approved one request for reclassification. The SGT, E-5, will attend training for 19D (Calvary Scout) in October 2016, which will change her current MOS

from 15R (AH-64 Attack Helicopter Repairer) to 19D (Calvary Scout).

As of 25 May 2016, the Army has contracted 51 Active Duty enlisted women to attend 11X (35) (Infantry); 13F (7) (Fire Support Specialist); 19K (3) (M1 Armor Crewman); and 19D (6) (Calvary Scout) training. Training for 13F will begin in summer 2016. To ensure that we have leaders in place prior to arrival of junior female Soldiers, the remaining courses for 11X, 19D, and 19K will begin February 2017. The National Guard has four reclassification requests for female Non-Commissioned Officers (NCO) (IN - 2; AR - 2) pending for training beginning June 2016. Today, TRADOC confirmed that a SGT in the Wyoming ARNG is scheduled to graduate as the first female Infantry Soldier in the Army National Guard, on Thursday, May 26, 2016. Wyoming plans to assign her as a Team Leader to C Co 1st BN, 297th Infantry, after graduation.

On 5 April 2016, the Army fielded an Officer MILPER Message 16-096, which authorizes Active Duty female officers desiring to branch transfer into Armor and Infantry branches. To remain competitive, these officers must have been commissioned no earlier than 2014 or 2015 and must hold a Date of Rank of NET 1 October 2013. Officers must have time to attend the Armor or Infantry Basic Officer Leadership Course (BOLC) and serve one year as a platoon leader in their new branch before attending the Maneuver Captain Career Course (CCC). Additionally, officers controlled by the Judge Advocate Generals' Corps, Chaplain Corps, AMEDD, or Medical Service (MS) Corps are not eligible for the program, however, are able to submit an ETP request to be considered. To date, the Army has received 10 transfer packets (IN – 5; AR – 5) requests which will be seen by a panel to convene on 14 June 2016. Furthermore, the Army has also received one ETP for an Army Nurse requesting to transfer into Armor.

As of 25 May 2016, the Army has approved 23 female officers from USMA, ROTC, and OCS for re-branching into IN and AR (13 AR; 10 IN). Furthermore, the Army also approved a female ranger graduate , for branch transfer from MP to IN. Upon graduation from the Maneuver Career Course, she was assigned to the RTB at Ft. Benning., Most recently, the Army has also selected two officers to attend Special Forces Assessment and Selection (SFAS) in FY17.

As the Army continues to move forward, it will conduct gender neutral training for all occupations to train and educate the force and affect necessary culture change for successful gender integration. The Army will assess progress, develop and implement surveillance studies to inform accessions and talent management decisions and collaborate and coordinate studies with other Services to reduce resource requirements and identify best practices.

Prepared by: LTC Diana Hare, Chief, CPPD/703-695-7370
Approved by: MG Hugh Van Roosen, Deputy, DCS G-1/703-695-5868