

## INFORMATION PAPER

26 May 2016

Subj: DACOWITS RFI #2: INTEGRATION IMPLEMENTATION PLANS AND  
TIMELINES

1. Purpose. To provide response to DACOWITS RFI via DON  
Tracker Tasker # 2016-MRA\_MP\_MPE-000000003.002.002

2. Background.

a. In response to a Dec 3, 2015, Secretary of the Defense announcement to open previously closed combat positions, each service was responsible for creating implementation plans and timelines. The Defense Advisory Committee on Women in the Service (DACOWITS) has requested a written response and briefing on what the service is doing to encourage women to laterally move into newly opened combat billets. MM was designated the lead to address the RFI.

3. Key Points

a. Implementation Plans and Timelines: In July 2014 the Marine Corps commenced integrating female Marines into 11 officer and enlisted previously closed combat arms MOSs. Additionally, the Marine Corps began further integrating females into remaining combat arms career fields in March of 2016. Any qualified female is able to enter the Marine Corps and contract for combat arms military occupational specialties (MOSs)/Program Enlisted For (PEF). Female student officers are being offered combat arms MOSs along with male counterparts based on interest, qualifications, and needs of the Marine Corps.

b. The Marine Corps and Lateral Moves: Female Marines are being afforded the opportunity to laterally move into previously closed combat arms MOSs. On January 12, 2016 the Marine Corps published a Marine Corps-wide announcement as part of the institution's efforts towards female integration. In support of the Marine Corps Integration Implementation Plan, the Marine Administrative Message (MARADMIN) 017/16 announced all that all female participants in Line of Effort 1/2 of the Ground Combat Element Integrated Task Force (GCEITF) who completed combat arms Military Occupational Specialty (MOS) training at the Formal Learning Centers (FLC) would be awarded an Additional MOS (AMOS). Each female participant who earned the AMOS had the appropriate diary entries made in their electronic record book

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by Headquarters Marine Corps via the Marine Corps Total Force System. This MARADMIN also announced the Lateral Move opportunity and process for female participants in LOE 1/2. The message encouraged Marines with the newly assigned AMOS to submit Lateral Move request if they desired a new corresponding Primary MOS (PMOS). The message provided directions for those Marines who desired a ground combat arms MOS to submit their request to Headquarters Marine Corps via the Marine Corps Total Force Retention System.

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