



USMC Women in the Service Restrictions Review WISRR



**DACOWITS Brief
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Background

FY11 NDAA - directed SecDef / Secretaries to “review laws, policies, and regulations that may restrict the service of female members...”

Purpose - DoD required Service position for Congressional Report due Oct 2011

USMC Ph I – Review collocation restriction

USMC Ph II – Review assignment of women below division level (in MOSs currently open to women)

USMC Ph III – Review classification of women into all MOSs & assignment to GCE units



DoD Policy

- **DoD Policy Memo 13 Jan 94 - Direct Ground Combat Definition and Assignment Rule**
- Women shall be excluded from assignment to units below the brigade level whose primary mission is to engage in direct combat on the ground
 - Service level discretion restrictions:
 - where the Service Secretary attests that the costs of appropriate berthing and privacy arrangements are prohibitive
 - where units and positions are doctrinally required to physically collocate and remain with direct ground combat units that are closed to women
 - where units are engaged in long range reconnaissance operations and Special Operations Forces missions
 - where job related physical requirements would necessarily exclude the vast majority of women Service members



USMC Policy

USMC Assignment Policy -

- OCCFLDS closed to women: 03 (Infantry), 08 (Artillery), 18 (Tanks / AAVs)
- Not assignable to the GCE below the division level
 - except for Artillery Regiment (HQ Battery)



- **90% (340/376) of all MOSs and 68% (115,997 / 169,700) of T/O billets are open to female Marines**
SOURCE: TFSMS



USMC Service Position - 22 Jul 2011

- Collocation language no longer applicable
- Existing language of 1994 Combat Exclusion rule still applies to “units or positions where job related physical requirements would necessarily exclude the vast majority of women.”
- Review physical standards applicable to GCE units and combat arms MOSs
- Focus on the quantifiable - standards & scenarios
- USMC requires time to complete thorough analysis of job related physical requirements & physical capabilities of female Marines to determine which specific positions are suitable
 - Male Marines physical capabilities also will be evaluated





Increased Opportunity since 1994

- Aviation
- Counter / Human Intelligence
- Military Police
- Female Engagement Teams (FET) / Cultural Support Teams (CST)
- Promotion rates - comparable to those of male Marines for most ranks



USMC - OPT Preliminary Considerations

Physiology & performance differences (on avg.)

- 20% lower aerobic
- 40% lower muscle strength
- 47% lower lifting strength
- 26% slower road march speed
 - US Army Studies

Female attrition / injury rates during ELT - 2 X rate of males

Female discharge (break) rates for career force - 2 X rate of non-GCE males

Female non-deployable rates - 3 X rate of males

Recruiting / Retention impact - concern if involuntary, "survey the force"

Foreign Military Interaction - additional research required, Australian Defense Force

Social & unit cohesion impact - additional research required



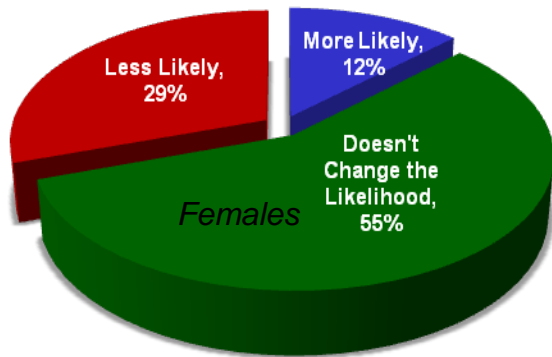


Women involuntarily assigned to GCE - impact on recruiting & retention?

- March 2011 DoD JAMRS Survey of 1,122 16-24 yr olds (461 females) :

Would repealing the policy prohibiting women in combat roles make you more or less likely to join the Military?

More women (29%) LESS likely to join than those women (12%) that indicated they would be MORE likely to join.





USMC Senior Leadership Guidance for Deliberate Research Plan

- Consider assignment of women below the division level based on unit mission requirements, combat effectiveness, and overall readiness
- Research must be deliberate, transparent, and conducted in a manner that will be responsive to senior leadership and external requests for information on short notice
- Research and testing will be designed and executed within the parameters set by Human Research Protection Program and Institutional Review Board directives
- Will contract CNA to conduct “qualitative” research and ONR (NHRC) to conduct “quantitative” research





Common GCE Standards Dismounted

- **March under Load** – 20km in 5 hours with **83 pounds** assault load
- **Perform individual movement techniques** – crawl, sprint, negotiate obstacle, etc., with **83 pounds** assault load
- **Move a casualty** – individual carry, **165 pounds** average Marine casualty with **83 pounds** assault load on him, carrying own **83 pounds** assault load for a 20 meters distance (distance proposed GCE standard) (**total casualty weight 248 pounds**)
- **Defend a position** – by fire and armed/unarmed close combat if required, with **83 pounds** assault load
- **Construct a machinegun fighting position** – to specified dimensions; time standard TBD; wearing standard body armor (~**43 pounds**)
- **Mount heavy machine gun on tripod** – with **83 pounds** assault load, manipulating MK19 heavy machine gun (**83 lbs**), M3 tripod (**44 lbs**) and ammunition



Research Plan

- Phase II Research for Open MOSs (34 Months)
 - Qualitative Research (CNA): Initial work concurrent w/ Quantitative Research
 - Assessment by Feb 2012
 - Remaining qualitative research to be completed by Jan 2013
 - Quantitative Research (ONR / NHRC):
 - 16 months to baseline male GCE / Closed MOS standards & conduct analysis of PFT/CFT correlations IOT predict physical aptitude
 - 18 months needed to conduct data collection, testing, evaluation of female Marines
- Phase III Research for Closed MOS's (18 Months)
 - Draws on Phase II findings



Questions?

