Women in the Army Update
26 June 12

Purpose

To provide an update regarding Women in the Army and the Army's Assignment Policy for Female Soldiers

AGENDA

- Background
- Overview of Exception to Direct Ground Combat Assignment Rule
- Removal of Collocation
- Timeline
- Way Ahead
- Guidance

Background

- 9 FEB 12 – Report to Congress Announces
  - **Limited exception to the Direct Ground Combat Assignment Rule (DGCAR)**
  - **Removal of Collocation**
- 26 APR 12 – OUSD – PR Memo to Service Secretaries
  - **26 Apr 12 ends 30 days of Congress in continuous session**
  - **States implementation will not occur prior to 14 May 12**
  - **Update SECDEF six months from implementation**
- 14 MAY 12 – Execution
  - **Over 200 women reported to or were on assignment to units impacted by the initiatives announced in the 9 Feb report**
- 15 NOV 12 – Submission of Six Month Implementation Update
  - **Efforts on Gender Neutral Physical Standards (closed positions)**
  - **Proposed changes to Department's gender restrictive policies**
  - **Identify any further positions that can be opened**

Overview of Exception to DGCAR

Officers (10)	Enlisted (7)	Participating BCTs (9)
Chaplain	Chemical	2-4 ID (Carson)
Chemical	Combat Medic	2-1 CD (Hood)
Communications	Communications	3-1 CD (Hood)
Field Artillery	Intelligence	3 CR (Hood)
Intelligence	Logistics/Supply	3-1 ID (Knox)
Logistics/Supply	Personnel	3-10 MTN (Drum)
Medical	Chaplain's Assistant	4-101 AA (Campbell)
Medical Service		2-25 SBCT (Schofield Barracks)
Personnel		3-25 ID (Schofield Barracks)
Physician's Assistant		

- Authorizes assignment of females to maneuver battalions of select Brigade Combat Teams. Opens approx 755 positions; Goal: Asgn between 275 – 300 females to these positions
- Army Research Institute (ARI) will collect and analyze the data. Will include analysis of women attached to deployed units
- Metrics: 1) Duty Performance; 2) Training and Occupational Injury Rates; 3) Impacts on: Unit Cohesion and Morale; Unit & Individual Readiness; 4) Recruiting and Retention Rates (over time);
- Metric Tools: Surveys, Focus Groups, Interviews
- Endstate: Provide baseline for further initiatives/opportunities to further integrate women in the Army. Will be included in NOV report to SECDEF.

Removal of Collocation Impacts (1 of 3)

DoD Policy

Memorandum (13 January 1994)

"Service members are eligible to be assigned to all positions for which they are qualified, except that women shall be excluded from assignment to units below the brigade level whose **primary** mission is to engage in **direct combat on the ground**."

NOTE: less restrictive than Army policy

Army Policy

AR 600-13 ~~(27 March 1992)~~ 14 May 2012

"The Army's assignment policy for female Soldiers allows women to serve in any officer or enlisted specialty or position except in those specialties, positions or units (battalion size or smaller) which are assigned a ~~**routine**~~ **primary** mission to engage in **direct combat on the ground**, ~~or which **collocate routinely** with units assigned a **direct combat mission**.~~"

Army to align policy and definitions with DoD policy

MISSION:

- **"Routine** mission" closes a broader range of units and positions to women (i.e. FA, EN, CA, Psy Ops).
- **"Primary mission" closes a smaller range and potentially opens some of these units, positions to women.**

- **COMBAT**:
  - **"Direct combat"** - engaging an enemy…w/ a high risk of capture…or while repelling the enemy's assault by fire, close combat or counterattack (i.e. Cannon FA, AV).
  - **"Direct combat on the ground" - engaging an enemy on the ground…and takes place well forward on the battlefield… (i.e. IN).**
- **COLLOCATION**: **Army Policy further prohibits women** from serving in specialties, positions or units that **collocate routinely** with units assigned a direct combat mission. Collocation - when a unit or position routinely physically locates and remains with a military unit assigned a doctrinal mission to routinely engage in direct combat (i.e. FSC to IN).

Removal of Collocation Impacts(2 of 3)

MOS Recommend Opening		Impact Spaces
13M	MLRS/HIMARS Crew	2,868
13P	MLRS Operations Fire Direction Specialist	1,566
13R	Radar Specialist	1,219
91A	M1 Abrams Tank System Repairer	1,442
91M	Bradley Fighting Vehicle System Maintainer	2,215
91P	Artillery Mechanic	615
Total MOS Impact		**9,925**

Type Units Recommend Opening	No of units	Impact Spaces
HIMARS	16	896
MLRS	8	537
Area Clearance Platoon	26	156
HQ Section of Clearance Co	25	675
Training Bns/OPFOR	5	950
Total Unit Impact	**80**	**3,214**

Total Force Impact **13,139 Spaces**

***Data based on FY12 authorizations**

Removal of Collocation Impacts (3 of 3)

MOS ASSESSMENT

- **REMAIN CLOSED:**

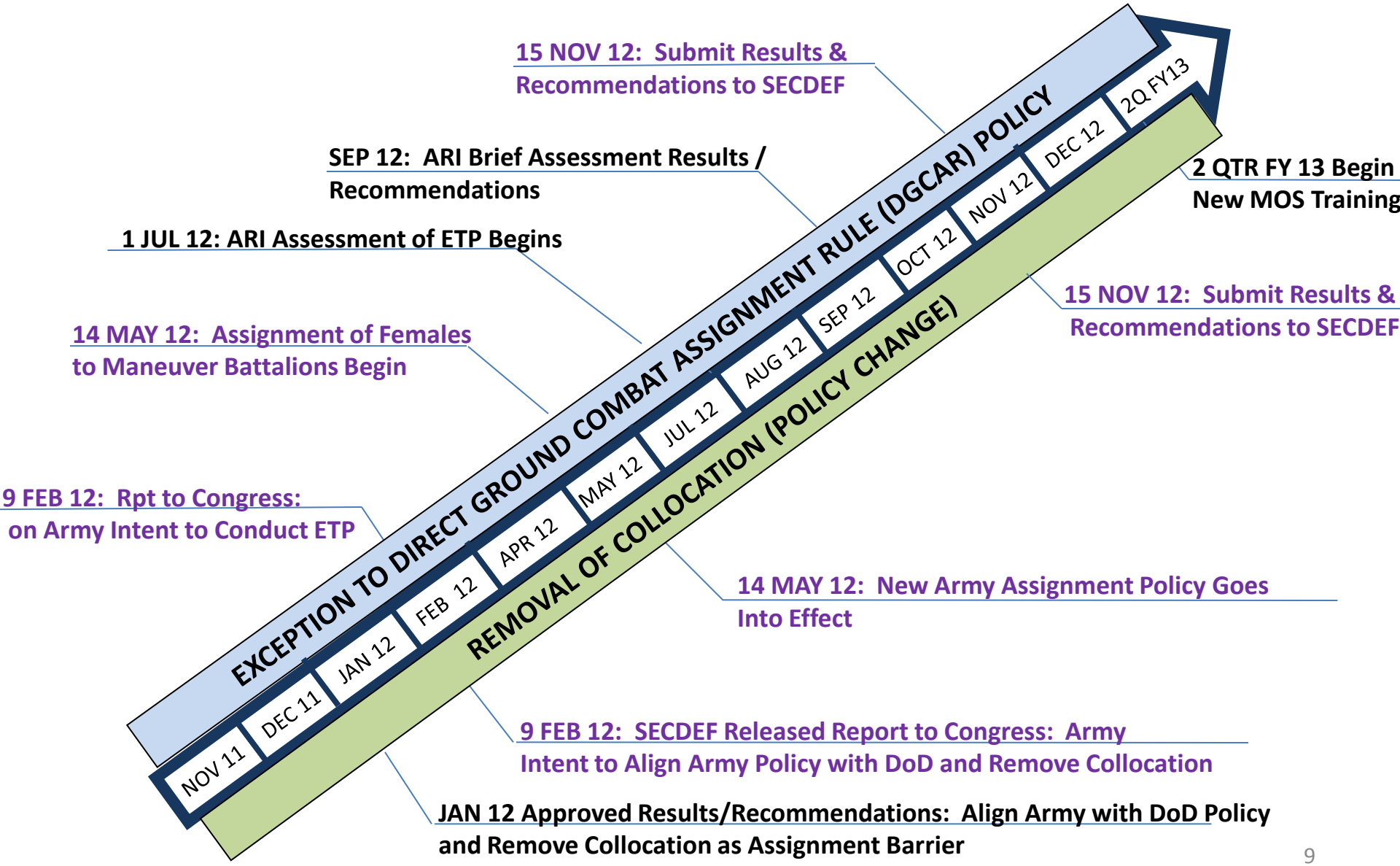
11 Infantry
12B Combat Engineer
13B Cannon Crewmember
13D Field Artillery Automated
13F Fire Support Specialist
18 Special Forces
19 Armor
180A Special Forces Warrant

UNITS ASSESSMENT

- **REMAIN CLOSED:**

Maneuver Battalions
Anti Armor Company
Recon Squadrons
Ranger Battalions
Long Range Surveillance Company (LRS)
Special Forces Battalions
Engineer Company (BCT)
Mobility Augmentation Company (MAC)
Sapper Company
Special Operations Aviation Battalions
Cannon Battalions (BCT & FIB)

Timeline

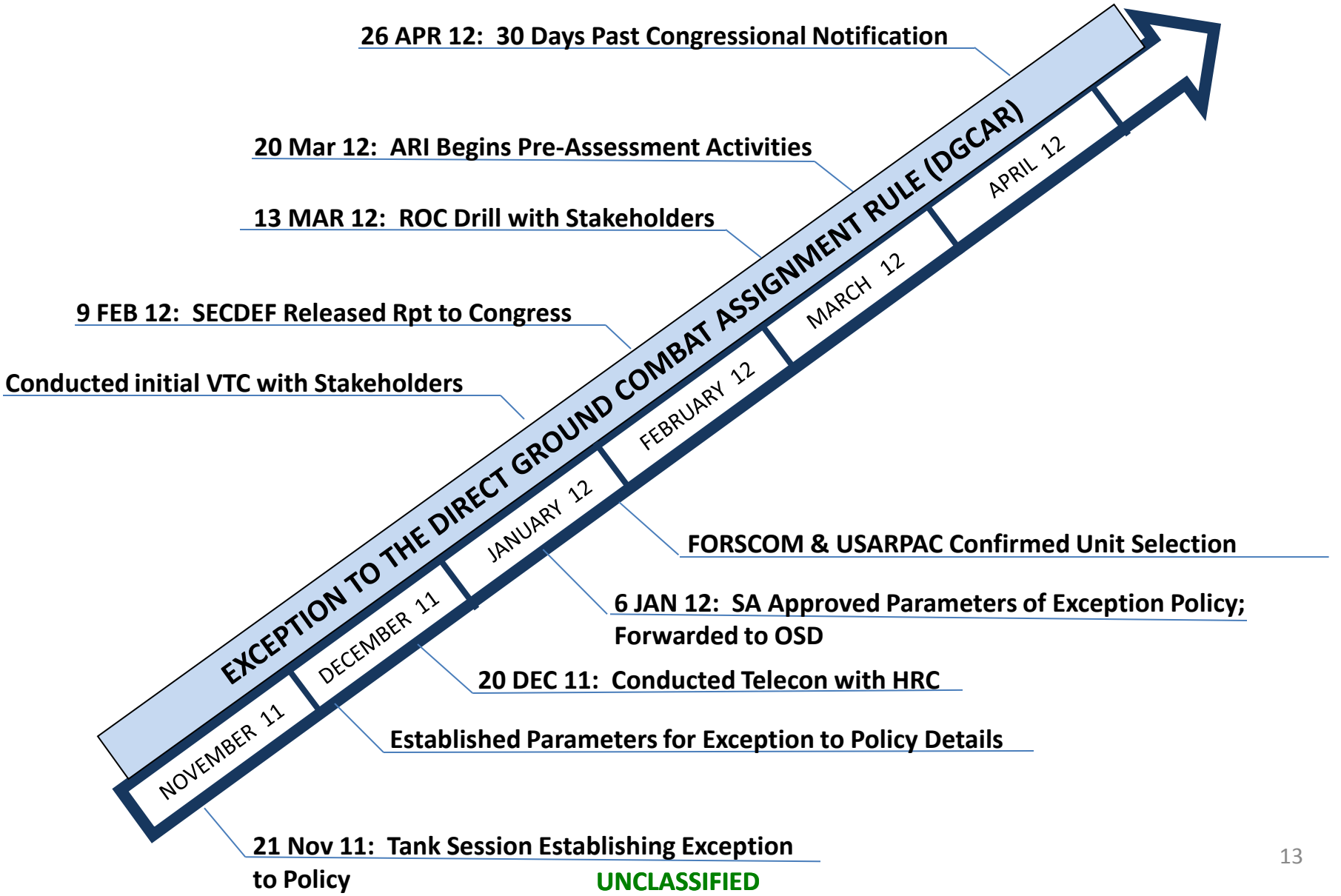

15 NOV 12: Submit Results & Recommendations to SECDEF
SEP 12: ARI Brief Assessment Results / Recommendations
1 JUL 12: ARI Assessment of ETP Begins
14 MAY 12: Assignment of Females to Maneuver Battalions Begin
9 FEB 12: Rpt to Congress: on Army Intent to Conduct ETP
2 QTR FY 13 Begin New MOS Training
15 NOV 12: Submit Results & Recommendations to SECDEF
14 MAY 12: New Army Assignment Policy Goes Into Effect
9 FEB 12: SECDEF Released Report to Congress: Army Intent to Align Army Policy with DoD and Remove Collocation
JAN 12 Approved Results/Recommendations: Align Army with DoD Policy and Remove Collocation as Assignment Barrier
EXCEPTION TO DIRECT GROUND COMBAT ASSIGNMENT RULE (DGCAR) POLICY
REMOVAL OF COLLOCATION (POLICY CHANGE)
NOV 11
DEC 11
JAN 12
FEB 12
APR 12
MAY 12
JUL 12
AUG 12
SEP 12
OCT 12
NOV 12
DEC 12
2Q FY13

Way Ahead

Possible Recommendations for SECDEF Report:

- **Identify any further positions that can be opened**
  - ✓ Open remaining positions (in open specialties) to Bn level
- **Proposed changes to DoD gender restrictive policies**
  - ✓Amend DoD Policy to "…except that women shall be excluded from assignment to units below the brigade level" to read … "below the bn level."
- **Efforts toward gender neutral physical standards:**
  - ✓ Coordinate with TRADOC, USASOC, USARIEM, MEDCOM, and US Public Health Command on the way ahead for gender neutral standards (closed specialties, training, schools)
  - ✓FY13 Cyclic Review (still narrowing focus of the review)
- **Bottom Line** – We will go where the facts lead us

Questions?

BACK-UP SLIDES

Preparation Timeline