FY11 NDAA-MANDATED REVIEW

OF

RESTRICTIONS ON THE SERVICE OF FEMALE MEMBERS OF THE U.S. ARMED FORCES

February 2012

AGENDA

- Background
- The FY-11 NDAA-Mandated Review
  - Elimination of the Co-location Restriction
  - Approval of an Exception to Policy
  - Impacts to Services
- Follow-on Actions

Background - Relevant Law

- FY11 NDAA
  - Directs DoD review of gender-restrictive policies, including co-location, by April 2011.
- 10 U.S.C. § 652 (2006)
  - Notice to Congress required for proposed changes to female assignment policy.
  - Legal analysis required on impact to Military Selective Service Act.
- 10 U.S.C. § 6035 (2000)
  - Notice to Congress required for proposed changes to submarine assignment policy or submarine reconfiguration.
- Public Law 103-160 § 543 (1993)
  - Notice to Congress required for proposed changes to performance standards impacting females.
  - Directs gender-neutral performance standards for physically demanding occupations open to men and women.

Background - Relevant Policy

- Direct Ground Combat Definition & Assignment Rule (1994)

1. SecDef: "…women shall be excluded from assignment to units below the brigade level whose primary mission is to engage in direct combat on the ground…"

1. Services: Option to restrict assignment of women:
   - Where costs of appropriate berthing and privacy arrangements are prohibitive,
   - Where units and positions are doctrinally required to physically co-locate 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.

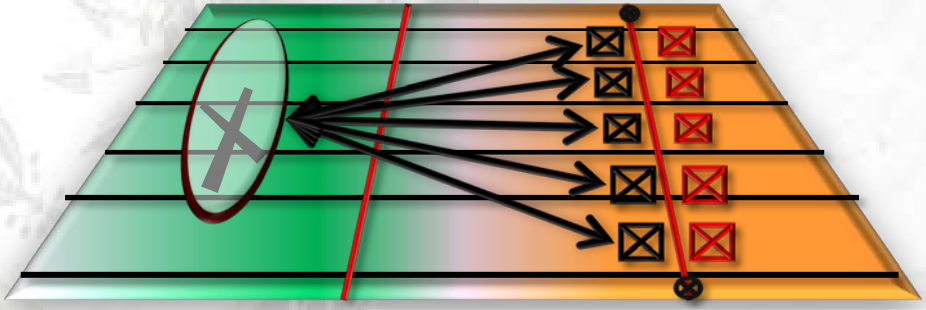
FY-11 NDAA-Mandated Review

- Multi-Service group created to conduct review all laws, policies and regulations
- RAND provided analysis of women in Services, and assessment of equitable opportunity to compete and excel
- Identified the 1994 DoD Direct Ground Combat Definition and Assignment Rule as the restrictive DoD policy
- Highlighted the irrelevance of the co-location restriction on the current battlefield
- Army and Marine Corps requested an exception to policy to open assignments

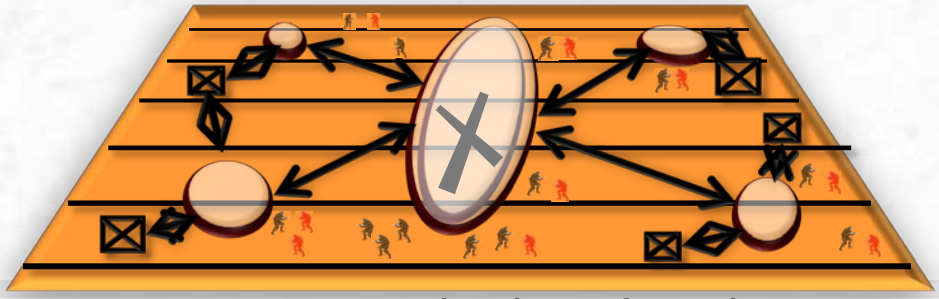
Elimination of Co-location

- The dynamics of the current battlefield are non-linear; there is no safer rear area where women can be assigned, as intended by the 1994 policy
- While not assigned to doctrinally co-located positions, women are assigned to the some of the same locations as combat units and support units assigned to them
- Removal of the co-location restriction provides flexibility for the Army to assign 13,139 men or women to positions in the operation environment

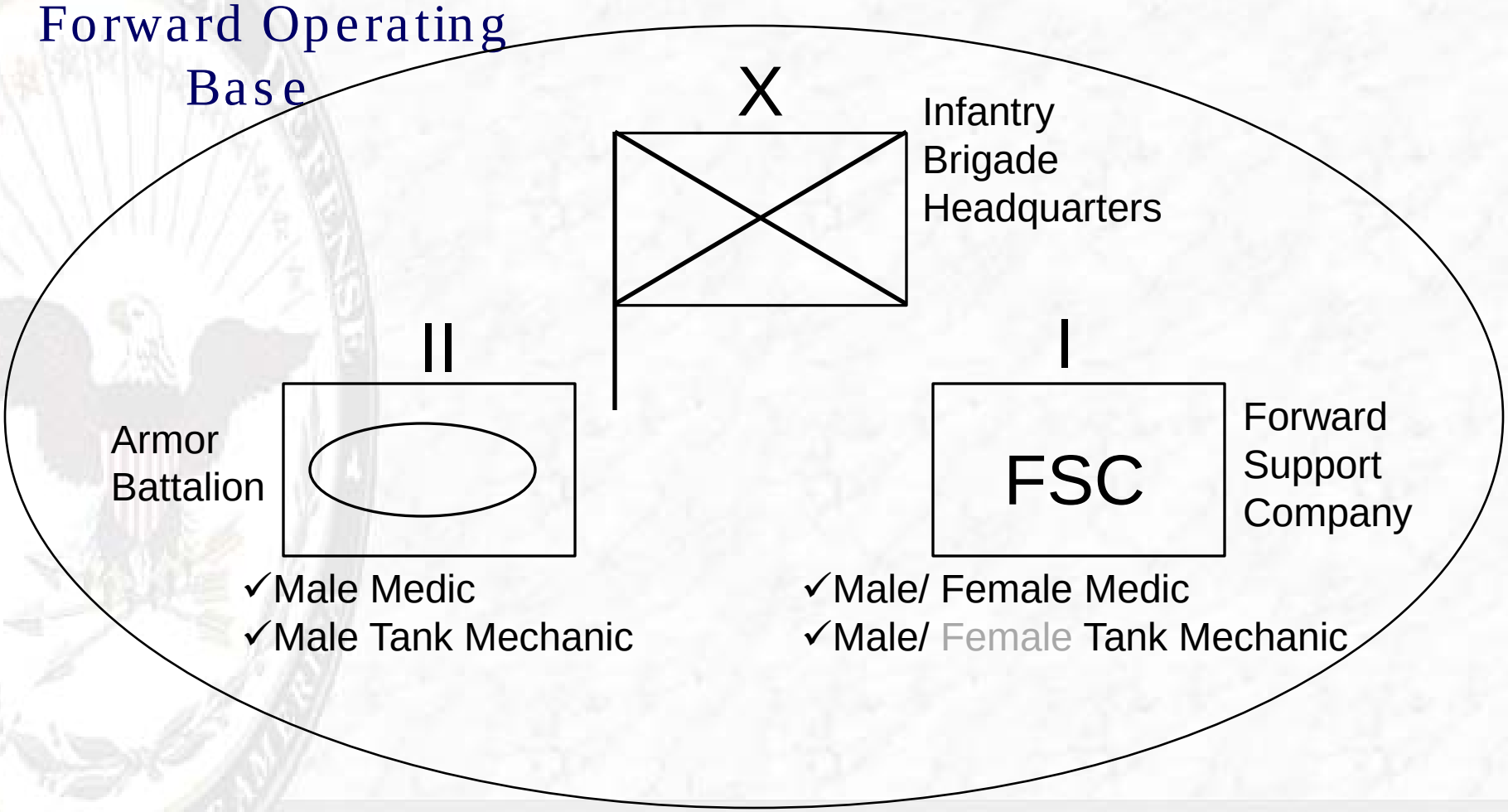
Iraq - Desert Storm



Iraq (post Desert Storm) Afghanistan



Elimination of Co-location



Approval of an Exception to Policy

- During the review, the Army and Marine Corps requested to open specific positions in select units currently restricted by DoD policy
- The exception to policy requests the ability to assign women no lower than the ***battalion*** level vs. ***brigade*** level in direct ground combat units
- The experience gained by assigning women to these select positions will help assess the suitability and relevance of the direct ground combat unit assignment prohibition and inform future policy decisions
- Approval of the exception to policy permits the Services to open 889 positions (755 Army, 371 Marine Corps, 60 Navy) within direct combat units

Impact to Army

- **Co-location – 13,139 Positions**

All Grades – 3,214
- 80 Closed Units
- Open Occupations

Enlisted – 9,925
- *Field Artillery (Closed)
- *Maintenance (Closed)

- **Exception to Policy – 755 Positions**
  - 9 Brigade Combat Teams (Infantry; Cavalry / Armor; Field Artillery Battalions)

Officer - 377
- Administration
- Chemical Warfare
- Communications
- Field Artillery
- Intelligence
- Medical
- Religious Services
- Supply & Logistics

Enlisted - 378
- Administration
- Chemical Warfare
- Communications
- Intelligence
- Medical
- Supply & Logistics

Impact to Marine Corps

- **Exception to Policy – 371 Positions**

  - **Select Battalions**
    - Amphibious Assault Vehicle
    - Artillery
    - Combat Assault
    - Combat Engineer
    - Low Altitude Air Defense
    - Tank

Officer - 97

- Administration
- Communications
- Maintenance
- Supply & Logistics
- Transportation

Enlisted - 274

- Administration
- Ammunition
- Communications
- Maintenance
- Supply & Logistics
- Transportation

Impact to Navy

- **Exception to Policy – 60 Positions**

  - **Units Designated by the Marine Corps**
    - Amphibious Assault Vehicle
    - Artillery
    - Combat Assault
    - Combat Engineer
    - Low Altitude Air Defense
    - Tank

Officer - 37
- Medical
- Religious Services

Enlisted - 23
- Medical

Follow-on Actions

- The Department's focus is to assign members based on military necessity and individual ability, not constrained by gender
- Establishment of gender-neutral occupational testing standards permit selection of able men and women for assignment and eliminates the need for gender-restrictive policy
- The Services support establishment of gender-neutral standards; they require sufficient time to conduct analysis, implement testing and integrate into existing assignment procedures
- The DoD's goal is to create flexibility for multiple future combat scenarios, while maintaining force readiness and the All Volunteer Force.