Gender Integration
&
Physical Demand Studies

4 December 2013

Army Methodology

2012 | 2013 | 2014 | 2015 | 2016

SMA / SMA BOD vetted MOS task (JAN 13)

Sec. Army / CSA approves implementation (APR 13)

Sec. Defense receives the implementation plan (MAY 13)

Gender Integration Study

TRADOC Analysis Center (TRAC) is conducting a study of institutional and cultural factors associated with integration of women

Study Update | Study Update | Study Update | Study Update

Open Positions Previously Restricted by the DGCAR

The Army will expand opportunities for female leaders and Soldiers in open occupations

3 Field Artillery & 3 Ordnance Occupations Opened (13M/R/P, 91A/M/P)

9 Brigade Combat Teams Officer & NCO Leaders (Select Open Occupations) BDE/BN HQ Staffs → 9 Brigade Combat Teams SL1/2 (Select Open Occupations) BDE/BN HQs Staffs

8 AC & 9 NG Brigade Combat Teams Officer & NCO Leaders (Select Open Occupations) 160th SOAR (Select Open Occupations)

Open positions in remaining units

Engineer Accessions Standards &Test

Field Artillery Accessions Standards & Test

Armor & Infantry Accessions Standards & Test

Physical Demands Study

TRADOC & MEDCOM will develop and validate physical accession standards for the remaining closed occupations

Assess

Accession Standards

Injury Data

Integration Issues

TRADOC Efforts

*Special Forces Not Depicted

Gender Integration Study

Completed Surveys

✓ 13M/P/R
✓ 160th Special Operations Aviation Regiment
✓Propensity
✓ Engineer
✓Female General Officer
✓Cannon & Fire Support
✓ROTC Cadets / USMA Cadets
✓159th Combat Aviation Brigade
✓Infantry

Completed Site Visits

✓ ARNG & USAR Process, Policy, & Programs
✓HRC & USAREC

Completed Focus Groups

✓ Combat Engineer
✓Cannon & Fire Support
✓48th IBCT Focus Groups, Georgia Army National Guard

Initial Propensity Insights

- ~26K Female Soldiers participated across all components
- ~22% indicated they were moderately or very interested in transferring to the previously closed combat arms, generally those who:
  - Were under 26, E1-E3, or O1-O3.
  - Scored higher on the APFT (self-reported)
  - Were white or non-black minorities
- Personal views on integration are correlated to perceptions of males' views
- Cultural Support Teams / Female Engagement Teams Soldiers more likely to be interested than peers, as were Soldiers serving in combat arms or combat support branches
- Over 80% responded the following are very important to successful integration:
  - Leadership support
  - Adequate MOS training
  - Leadership emphasis on discipline and respect
  - Male perceptions of female capabilities

91P: Artillery Systems Maintainer Graduates

Recommendations Made by the Field

- From Institutions (HRC, USAREC, NGB/ARNG, OCAR/USARC):
  - Clarify policies soonest (recruiting, branch transfers and reclassification, assignments).
  - Clear, coordinated messaging to Soldiers, public, and influencers.
  - Plan for resourcing to support policy updates and implementation timelines.

91A: M1 Tank Systems Maintainer Training

- From Soldiers
  - Uphold current standards, treat everybody the same, ensure leaders know and enforce standards.
  - Do not force unqualified women into combat arms, establish screening criteria, quality not quantity.
  - Find the "right" women for initial implementation.
  - Reinstill discipline before integration.
  - Frank and honest discussions about standards, expectations, gender, relationships, hygiene, SHARP.
  - "Make it a process, not an event."

Physical Demands Study

- ✓ **Branch Proponent Subject Matter Experts Identified 31 Tasks**
- ✓ **Task Verification ~500 Soldiers from 8 Brigades across 5 Installations**
  - ➢ **USARIEM gained clear understanding of SME identified tasks, took measurements of equipment, developed an understanding of the effects of environment on performance, and identified logistical needs for follow-on testing**
- ✓ **MOS Specific Focus Groups**
  - ➢ **8 Junior Enlisted (E1-E5) and 8 Senior Enlisted (E6-E8) for each MOS participated in 2.5 hour group discussions focused on the physical demands specific to their respective MOSs**
  - ➢ **USARIEM validated current task list and identified possible additional tasks that need further investigation**

Emplace M2

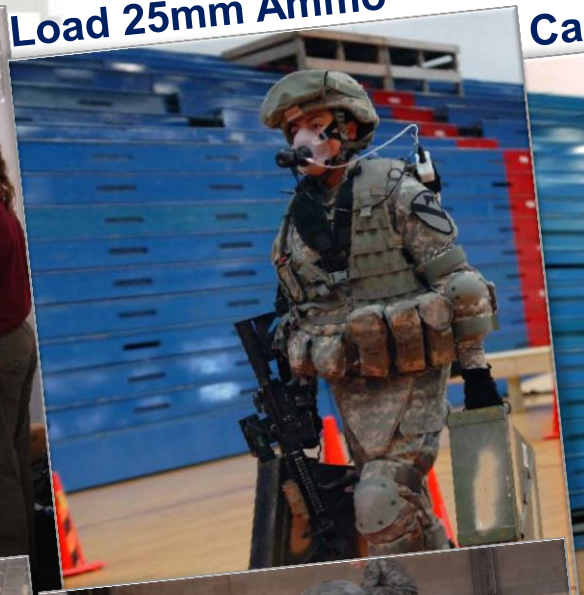
Load CAT

Install BFV Barrel

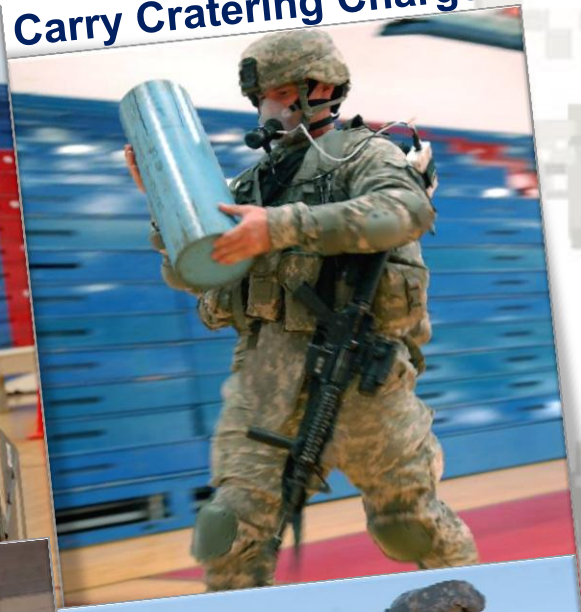
Physiologic Measurements of Engineer Tasks

Employ APOBS

Load 25mm Ammo



Carry Cratering Charge



Fill Sandbags

Carry Sandbags

Carry MOPMS

Physiologic Measurements of Engineer Tasks

- ✓ 15 USARIEM researchers tested 34 Soldiers (23 males and 11 females)
- ✓ 12 Tasks were tested
  - ➢ ~400 data points collected, >97% successful data capture
  - ➢ Data analysis was completed for the following tasks:
    - *Carry Modular-Pack Mine System (MOPMS)*
    - *Employ Antipersonnel Obstacle Breaching System(APOBS)*
    - *Build Bailey Bridge*
    - *Carry Cratering Charge*
    - *Install Volcano*
  - ➢ Additional data collection required for the following tasks:
    - *Fighting Position*
    - *Casualty Drag*
    - *BFV Casualty Evac*
    - *Tactical Movement*
    - *Load 25mm Ammo*
    - *Install BFV Barrel*
    - *Remove BFV Feeder*

- ✓ Initial Lessons Learned
  - ➢ Metabolic measurements complex but feasible
  - ➢ Must consider participant fatigue in testing schedule

Upcoming Events

Gender Integration Study

Brigade Modernization Command Focus Groups, Ft Bliss	9-13 Dec
Infantry Focus Groups, Ft Benning	14-17 Jan
Ranger Training BDE Site Visit , Ft Benning	14-17 Jan
US Army Sergeants Major Academy Site Visit, Ft Bliss	27-31 Jan
Army Education Advisory Committee Consultant Update - Ft Lee	Wk of 3-7 Feb (T)
Armor Focus Groups, Ft Benning	17-21 Feb

Physical Demands Study

Combat Engineer Job Analysis Questionnaire (on-line)	Dec 13
Field Artillery Physiologic Measurements, Ft Bliss	9-13 Dec
Field Artillery Job Analysis Questionnaire (on-line)	Feb 14
Infantry and Armor Physiologic Measurements, Ft Benning (T)	Mar 14

US Army Education Advisory Committee

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Provide independent assessments of the validity of the methodology, testing and studies

Discussion

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