

## **TRADOC G3/5/7 responses to the March 2016 DACOWITS RFI**

1. Background. In accordance with SECDEF's December 3, 2015 announcement, DACOWITS continues to monitor the Services implementation plans to further integrate women into previously closed positions and units.

2. The Committee requests a written response from the Air Force, Army, Navy, and Marine Corps on their newly developed gender neutral standards.

Question 3: Request the Services provide two examples of gender neutral occupational standards: one from a MOS/rating that was already integrated prior to 2013, and one from a MOS/rating that has been recently (or will be) integrated in the near future (e.g., FY2016). (Example: Special Warfare Operator)

Answer: Gender-neutral occupational standards for all careers are recorded in DA PAM 611-21 Smartbook (<https://www.milsuite.mil/book/groups/smartbookdapam611-21>).

The Smartbook provides guidance to individuals, commanders, personnel managers, proponents, and combat and material developers. Additionally, it contains information on the classification of individuals by identifiers and classification of positions (duty position title, identifier(s) and grade in requirements and authorization documents). This publication implements the policy contained in AR 611-1.

Example 1: An example of an MOS that was integrated prior to 2013 is MOS 68W, Health Care Specialist. 68Ws are required to evacuate casualties using a two person supporting carry. The task requires a 2-person team to lift/lower 239 lbs (prorated to 120 lbs per person) a vertical distance of 63 inches, and a horizontal distance of 50 feet. (<https://www.milsuite.mil/book/docs/DOC-145305>).

Example 2: An example of an MOS that is currently integrating is MOS 13B, Cannon Crewmember. 13Bs are required to transfer artillery projectiles on and off the M992 ammunition carrier. The task involves a 3-person crew, transferring 90 rounds in 45 minutes. Each individual must be able to lift and carry 105 pound projectiles 1.5 meters vertically and 3 meters horizontally while wearing a 40 pound fighting load. (<https://www.milsuite.mil/book/docs/DOC-144980>).