



DACOWITS RFI 6

Gender Integration Briefing

13 September 2022



Gender Integration: Adjustments

6a: Adjustments made to the original 2016 Gender Integration Implementation Plans. Provide specific details on these adjustments, if applicable.

- **The Army's Leaders First Policy has adjusted over time to normalize the career progression of female Soldiers serving in Infantry and Armor career fields.**
 - **Original requirement was TWO female leaders (E5 or above) in SAME Career Management Field (CMF) assigned at the company/troop prior to junior enlisted soldiers.**
 - **Requirement has evolved to ONE female leader (E5 or above) any CMF assigned to the company/troop prior to junior enlisted soldiers.**



Gender Integration: Milestones

6b: Milestones not met in accordance with the originally published plan. Provide the reason for each milestone not being met, if applicable.

- **No issues**
 - **All Army CMFs are open to female Soldiers. Across the Army operational units there are over 900 female Infantry and Armor Soldiers serving in Brigade Combat Teams and as of August 2022, 113 are Ranger School graduates.**
 - **Leaders First requirements lifted at 10/31 Brigade Combat Teams (BCTs).**
 - **The request for two more BCTs is currently with the FORSCOM CG for action.**
 - **Additional units eligible to request lifting of requirement after being integrated 12-15 months with junior female Soldiers and commander recommendations based on conditions assessments.**



Gender Integration: Limitations

6c: Existing limitations that have stalled the progression (e.g., berthing and privacy, combat gear and/or equipment, etc.), if applicable.

- **No significant issues**
 - **Units manage hygiene and billeting using common sense guidelines established by commanders to meet mission requirements.**
 - **Female Protective Body Armor (IOTVs) are available for issue.**
 - **Flame Retardant gear is available for Armored Vehicle Crewmen in female Soldier sizes.**
 - **Natick Labs exploring continued improvement in ruck frames.**



Gender Integration: Timelines

6d: Projected timeline for the next 18 months to fully integrate remaining occupations and positions to women.

- **All CMFs open to female Soldiers**
- **Army developing way ahead to move into Phase 4 (Sustain and Optimize) of Soldier 2020 in FY23.**
 - **No Leaders First requirement**
 - **Gender neutral accessions and retention options**
 - **Gender neutral assignments based on needs of the Army**



Gender Integration: Initiatives

6e: Current or future initiatives being undertaken to increase female accession and retention in combat occupations and positions (e.g., mentorship and/or sponsorship programs, duty assignments, promotions, Army's "Leader's First" policy, etc.)?

- **ALARACT 04/2021 to AR 670-1 Appearance and Grooming standards removed obstacles to female Soldiers wearing hair in braids to facilitate weapons qualification and proper fit of Crew Helmets for armored vehicles.**
- **Updated family/pregnancy policies were released in April 2022 in Army Directive 2022-06, Parenthood, Pregnancy and Postpartum (P3) to improve quality of life, promote flexibility, and enable all Soldiers to safely continue their duties, return to readiness, perform critical assignments, and advance in their careers while growing their families.**
- **To continue to address future needs of female Soldiers across the force the Army is standing up a Women's Initiative Team.**
- **Mentorship groups for female Infantry and Armor Officers as well as for female Soldiers preparing for Ranger school have provided lessons learned, training tips, and encouragement since 2016.**
- **Female Soldiers are currently serving as Infantry and Armor platoon leaders, executive officers, company commanders and Battalion Operations Officers (S-3). There are female Infantry and Armor Soldiers serving as BCT team leaders, squad leaders, platoon sergeants and the first female Armor 1SG has assumed responsibility of an Armored Troop. Army wide female Infantry and Armor Soldiers are serving as CMF teaching platform instructors for both officer and enlisted schools, recruiters, and Drill Sergeants.**