



**DEPARTMENT OF THE ARMY**  
**ASSISTANT SECRETARY OF THE ARMY**  
**MANPOWER AND RESERVE AFFAIRS**  
111 ARMY PENTAGON  
WASHINGTON, DC 20310-0111

SAMR

06 Sep 2023

MEMORANDUM FOR Chairman, Defense Advisory Committee on Women in the Services (DACOWITS), ATTN: DACOWITS Members, Washington, DC 20310-0111

SUBJECT: Army Written Responses to DACOWITS's Requests for Information (RFI) 5

1. In accordance with DACOWITS and its three subcommittees: (1) Recruitment and Retention (R&R); (2) Employment and Integration (E&I); and (3) Well-Being and Treatment (WB&T), the following Army written responses are provided to the RFIs:

a. **Pregnancy in the Military.** The WB&T subcommittee requests written responses from the Army on the following:

(1) Provide an update on the status of the Army's uniform pilot program (e.g., utilization rate, findings, etc.).

**Response-** On 1 October 2022, HQDA G-4 implemented the Army Maternity Uniform Pilot Program (MUPP). On 13 June 2023, HQDA G-4 published Fragmentary Order (FRAGO) 1 of Executive Order (EXORD) 158-23 increasing the pilot program to all active component installations in the Continental United States (CONUS). As of 9 August 2023, the Army enrolled 204 female participants since October of 2022. See Enclosure 1: DALO-SP Response.

(2) Has a maternity uniform pilot program been implemented? If not, when is it expected to begin? Provide additional details (e.g., who can/will be able to participate (officer and/or enlisted); geographic location(s); etc.).

**Response-** On 1 October 2022, the Army implemented the MUPP. Currently, four active installations participate in the MUPP: Ft. Cavazos, TX, Ft. Belvoir, VA, and Maryland National Guard. See Enclosure 5: DALO-SP Response.

(3) Does the Army collaborate with other Services on maternity uniform design concepts? If so, how and at what level?

**Response-** The Army collaborated with the Joint Clothing Textile Governance Board (JCTGB) for the design and implementation timeline of the Army pilot. The board consists of representatives from the Army, Navy, Air Force, Marine Corps, Coast Guard and Joint Staff. See Enclosure 1: DALO-SP Response.

(4) Does the Army separately contract for maternity uniform production, and do they use a common or separate vendor from other Services?

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SUBJECT: Army Written Responses to DACOWITS's Requests for Information (RFI) 5

**Response-** The Army does not separately contract for maternity uniform production. The Improved Maternity Work Uniform (IMWU) is contracted by Defense Logistics Agency (DLA) which supports both the Army and the Air Force. The Army's contracted vendor for the Service Uniform - Maternity (ASU-M) is the Army Military Clothing Store (AMCS), managed by the Army & Air Force Exchange Services (AAFES). See Enclosure 1: DALO-SP Response.

(5) Who has the lead for the procurement of maternity uniforms?

**Response-** The Army collaborates with DLA for sustainment contract requirements for Army IMWU and with AAFES for ASU-M availability in the AMCS. DLA and AAFES are the leads for procurement on behalf of the Army. See Enclosure 1: DALO-SP Response.

(6) How long does the process take for selection (e.g., award to contract to delivery)?

**Response-** The Army does not have direct control or visibility over contracting actions for the maternity uniforms and could not retrieve the data from DLA and AAFES within the suspense timeline of this RFI. Contracts vary depending on the individual items per uniform, type of contract, and compliance with the Federal Acquisitions Regulation (FAR). Time to establish a contract can range between one to two years and provide support for two to six years once awarded. See Enclosure 1: DALO-SP Response.

(7) Provide a flow chart which depicts the steps from design to production to procurement to receipt. Annotate the timeline between each phase.

**Response-** See Enclosure 2: Army MUPP Online Direct Order Flow Chart.

(8) Provide an update to the Maternity Uniforms Chart.

**Response-** See Enclosure 3: Maternity Uniforms Chart Update.

2. The POC for this action is COL Caprissa S. Brown-Slade, Army Chief Diversity Officer, Senior Advisor for Diversity and Inclusion (SADI), ASA (M&RA), via email: caprissa.s.brownsnade.mil@army.mil or via phone 202.341.1348.

3 Encls

1. DALO – SP Response

2. Army MUPP Online Direct Order Flow Chart

3. Maternity Uniforms Chart Update

///Original Signed///

AGNES GEREBEN SCHAEFFER



**DEPARTMENT OF THE ARMY**  
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**500 ARMY PENTAGON**  
**WASHINGTON, DC 20310-0500**

DALO-SPT (700A)

15 August 2023

MEMORANDUM FOR Chairman, Defense Advisory Committee on Women in the Services (DACOWITS), ATTN: DACOWITS Members, Washington, DC 20310-0111

SUBJECT: Defense Advisory Committee on Women in the Services (DACOWITS) September 2023 - Requests for Information (RFI)

1. Purpose: To provide responses to DACOWITS September 2023 RFI #2(C).
2. Facts: On 1 October 2022, the Army launched the Army's Maternity Pilot Program (MUPP) and published EXORD 158-23, February 2023. As of 9 August 2023, the Army has 204 participants across four installations.
3. Background: Congress passed Bill H.R. 7289 cited as the "Rent the Camo: Access to Maternity Wear Act." Under this bill, Congress mandated the Services to carry out a pilot program for temporary issuance of maternity-related uniform items to pregnant members of the Armed Forces at no cost to servicemembers. The goal of the pilot is to provide Army Senior Leaders (ASL) sufficient information and analysis to make that decision. This requires a comprehensive cost analysis, Soldier feedback, and management/operations analysis with quarterly updates to HQDA G-4 and Defense Logistics Acquisition (DLA) Troop Support and a final report to congress in 2025.
4. Responses:
  - a. **Provide an update on the status of the Army's uniform pilot program.** As of 1 October 2022, HQDA G-4 implemented the Army MUPP. On 13 June 2023 HQDA G-4 published FRAGO 1 of EXORD 158-23 extending the pilot program to all active component installations in the Continental United States (CONUS). As of 9 August 2023, the Army has enrolled 204 female participants since October of 2022.
  - b. **Has a maternity uniform pilot program been implemented?** The MUPP was implemented on October 2022 currently participating locations are: Ft. Cavazos, TX; Ft. Belvoir, VA; and Maryland National Guard.
  - c. **Update this information/data utilizing TAB D Maternity Uniforms Chart for questions 1-18.** See responses enclosed on Enclosure 1 - TAB D Maternity Uniform Chart questionnaire.

DALO-SPT (700A)

SUBJECT: Defense Department Advisory Committee on Women in the Services (DACOWITS) September 2023 - Requests for Information (RFI)

d. **Does the Army collaborate with other Services on maternity uniform design concepts?** The Army has not formally collaborated with other Services. However, we do report and collaborate with the Joint Clothing Textile Governance Board (JCTGB) - most recently for the design and implementation timeline of the Army pilot.

e. **Does the Army separately contract for maternity uniform production, and do they use a common or separate vendor from other Services?** The Improved Maternity Work Uniform (IMWU) is contracted by Defense Logistics Agency (DLA) supporting both the Army and the Air Force. The Army Service Uniform - Maternity (ASU-M) is provided through the Army Military Clothing Store (AMCS) contracts managed by the Army & Air Force Exchange Services (AAFES) specifically for the Army.

f. **Who has the lead for the procurement of maternity uniforms?** DLA and AAFES are the lead organizations for procurement on behalf of the Army. The Army collaborates with DLA for sustainment contract requirements for Army IMWU and with AAFES for ASU-M availability in the AMCS.

g. **How long does the process take for selection (e.g., award to contract to delivery)?** The Army does not have direct control or visibility over contracting actions for the maternity uniforms and could not retrieve the data from DLA and AAFES within the suspense timeline of this RFI. Recommend contacting DLA Troop Support and AAFES for contracting requirements.

h. **Provide a flow chart which depicts the steps from design to production to procurement to receipt. Annotate the timeline between each phase?** See enclosure on the Army MUPP Online Direct Order flow chart. Will follow up with PEO Soldier within the next 30 days with chart.

5. The point of contact for this action is MAJ Richards, Irma, Troop Support MUPP lead (703) 695-1031 or [irma.l.richards.mil@army.mil](mailto:irma.l.richards.mil@army.mil).

Encls

HEIDI J. HOYLE  
MG, USA  
Acting Deputy Chief of Staff, G-4





# Maternity Pilot Direct Ordering Process

