



UNITED STATES SPECIAL OPERATIONS COMMAND

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MACDILL AIR FORCE BASE, FLORIDA 33621-5323

INFORMATION PAPER

SOCS-PCC

8 September 2023

MEMORANDUM FOR DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICE, 4800 MARK CENTER DRIVE, SUITE 04J25-01, ALEXANDRIA, VA 22350

SUBJECT: Request for Information for the Defense Advisory Committee on Women in the Service September Business Meeting

1. This memorandum serves as the written response to the Defense Advisory Committee on Women in the Service (DACOWITS) request for information (RFI) on RFI 3, Gender Intergration. United States Special Operations Command (USSOCOM) has Service like responsibilities supporting four Service Component Commands:

- a. U.S. Army Special Operations Command (USASOC)
- b. Air Force Special Operations Command (AFSOC)
- c. U.S. Naval Special Warfare Command (NSWC)
- d. U.S. Marine Forces Special Operations Command (MARSOC)

2. RFI 3, Gender Intergration: The information provided in the MFR provides a statistical information supporting RFI#3 request for data on previously closed military occupational specialities within the SOF Enterprise assessment and selection (A&S) pipeline. Each service agency has received a copy of the enclosed information from our respective Components.

- a. **USASOC.** A total of 957 females have volunteered to attend the Army Special Operations Forces (ARSOF) A&S and courses since FY16: (TAB A)
 - 41 attended Special Forces Assessment and Selection (SFAS)
 - 323 attended the Psychological Operations Assessment and Selection (POAS)
 - 593 attended Civil Affairs Assessment and Selection (CAAS)
 - Three 3 Female Soldiers graduated from the Special Forces Qualification Course (SFQC) and are assigned to Special Forces Groups
 - One Female is currently in SFQC
- b. **AFSOC** information was unobtainable at the closed out of this RFI.
- c. **NSWC.** Several females have attempted the A&S pipeline for Combatant Craft Crewman (SB) and Sea, Air, and Land (SEAL) (TAB B).
 - One E-5, SB: started training in FY19; graduated in FY21
 - One E-3, SB: started training in FY22; graduated in FY23

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- d. **MARSOC.** A total of 17 females have attempted the A&S (TAB C):
- 14 Females failed to meet standards
 - Two Females dropped upon request.
 - *Note:* One E5 was dropped due to medical and is not counted in the FY22 "dropped" statistics because she was a medical drop; she later failed standards.
 - No women are currently serving as a Special Operations Officer (SOO) - 0370 or Critical Skills Operator (CSO) - 0372 career fields
 - MARFORSOC has approximately 18 women who are certified as Special Operations Capable Specialist (SOCS) – 8071
3. The point of contact for this memorandum is Ms. Deadrea Sampson at (813) 826-5155 or deadrea.sampson@socom.mil.



CALVIN C. HUDSON II
Colonel, U.S. Army
Director, People and Culture



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INFORMATION PAPER

AOFM
16AUG23

SUBJECT: Women in Army Special Operations Forces (ARSOF)

1. Purpose: To provide a written response to the Defense Advisory Committee on Women in Service (DACOWITS) March & September 2023 Request for Information (RFI) Number 6 & 3 on the topic of the U.S. Army Special Operations Command (USASOC) execution of full gender integration in ARSOF Areas of Concentration (AOC), Career Management Fields (CMF), and units.

2. Summary: USASOC continues to integrate women into ARSOF Assessment and Selection (A&S) courses in support of Army SOF AOCs, MOSs, and units. These courses are representative of operationally relevant, gender-neutral standards for ARSOF. The Command continues to facilitate, support, and enable growth within the female ARSOF operator population, from recruiting to training to assignment to their follow-on operational elements.

3. Background and Discussion.

a. Transparent Standards: ARSOF selection, assessment, and training were validated through a rigorous third-party review that determined those activities to be gender neutral. Unbiased training standards are key to the selection and development of the most qualified and combat effective candidates capable of preserving unit readiness, cohesion, and morale.

b. Physical Demands and Physiological Differences: USASOC has a long history of female Soldiers serving in our Civil Affairs and Psychological Operations units, both of these career fields have an established physical screening process and candidate physical preparation baseline for female Soldiers entering those two career fields.

c. Conduct and Culture: Conduct and culture starts with leadership. ARSOF leaders at all levels ensure appropriate training, work, and billeting environments are established and maintained and free of gender bias. Attitudes toward team performance are addressed through component education and training. USASOC continues to uphold our culture of integrity, equality, and opportunity for the entire Enterprise.

d. Population Size: 957 female volunteers have attended ARSOF A&S courses since FY16: 41 attended Special Forces Assessment and Selection (SFAS), 323 attended the Psychological Operations Assessment and Selection (POAS), and 593 attended Civil Affairs Assessment and Selection (CAAS). Three female Soldiers graduated from the Special Forces Qualification Course (SFQC) and are assigned to Special Forces Groups. One female is currently in SFQC.

Females Attending ARSOF A&S Courses

FY	SFAS		POAS		CAAS	
	Enrolled	Completed	Enrolled	Completed	Enrolled	Completed
FY16	1	0	47	11	88	39
FY17	2	0	47	18	84	38
FY18	3	0	26	12	87	38
FY19	12	3	45	13	104	57
FY20	8	1	43	17	68	30
FY21	5	0	55	21	95	44
FY22	7	1	60	14	55	20
FY23	3	0	25	4	12	4
Total	41	5	348	110	593	270

e. Talent Management / Career Progression: USASOC is attuned to managing the talents and careers of male and female personnel in our highly specialized, challenging Career Management Fields (CMF) [Special Forces (SF), Psychological Operations (PSYOP) and Civil Affairs (CA)]. We rely on knowledge, skills, and attributes (KSAs) required of a particular position to drive the assignments and assign those assignments based on KSAs and not any bias or pedigree.

Current ARSOF Women as of August 2023

Women						Total (M+W)
Type	Officer	Warrant Officer	Enlisted	Total	%	Total pop.
ARSOF Total*	125	6	117	248	2.1%	11586
Support AC	340	43	1505	1888	7.0%	15405
Grand Total	465	49	1622	2136	7.9%	26991

* CMF 11, 15, 18, 37, and 38 combined.

f. Assessment and Adjustment: Army and USSOCOM continues longitudinal assessments measuring and tracking the data of male and female candidates that includes operator physical and academic performance, injury rates, health, promotion, qualifications, and retention. Data from these assessments benefit ARSOF by identifying demographic trends leading to possible mitigating strategies. There are no female specific programs of instruction since all candidates must meet the same standard regardless of gender. SF and PO both have preparation courses for initial entry Soldiers to prepare them physically and mentally for the assessment and selection course

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SUBJECT: Women in Army Special Operations Forces (ARSOF)

g. USASOC benefits from its rich history of female Soldiers in its formations. We are committed to the successful integration of females into ARSOF career fields

4. Initiatives: United States Army Recruiting Command (USAREC) and United States Army Special Operations Command (USASOC) continue to collaborate by introducing new initiatives to enhance recruiting.

a. Pending Human Resource Command (HRC), SF Proponent requested USAREC conduct an 18-to-24-month pilot to accepting Lawful Permanent Residents (LPR) as candidate into the 18X pipeline provided they meet citizenship requirements at the time of arrival at Fort Bragg to begin SF Preparatory Course. Many LPR applicants possess the cultural awareness, language skills, and the innate understanding of areas of the world where ARSOF operates. The enhanced screening process for all recruits will identify if a person is on glidepath to qualify for a security clearance. The main barrier that excludes LPRs from applying for 18X is the timeline between enlistment and obtaining citizenship.

b. The Civil Affairs Proponent requested USAREC to develop a target language recruiting email designed to recruit in-service personnel who retain an ARSOF priority language capability. This personal email is being sent to both officers and enlisted personnel and informs them that they possess a capability sought after by ARSOF. USAREC reviewed the in-service Army database identified candidates who fit the language criteria and the already established entry requirements for active-duty officers and enlisted. In the first 30 days of the program, over 23,000 emails were sent with 175 responses, 25 of which have already submitted applications to join ARSOF. Of the emails sent, 4087 went to female service members resulting in 47 responses and two applications submitted.

c. Commanding General United States Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) has extended its General Technical (GT) pilot an additional year. This pilot will continue to run through the last assessment and selection class of FY23. The pilot will continue to afford both the Special Operations Recruiting Battalion (SORB) and USAJFKSWCS an expanded market to eligible candidates and allow us the opportunity to evaluate selection criteria.

d. THOR and Human Development programs are centered around improving Soldier performance, regardless of gender. The support systems in place to train, coach and mentor Soldiers is adapted to their specific needs regardless of gender, race religion, or ethnicity

USAJFKSWCS Directorate of Training, Doctrine and
Proponency and USASOC Force Modernization Center
APPROVED BY: CDR, USASOC

Defense Advisory Committee on Women in the Services (DACOWITS)

September 2023 – Requests for Information

Response by Naval Special Warfare

GENDER INTEGRATION

In accordance with DACOWITS' Terms of Reference, the Employment and Integration (E&I) Subcommittee will examine current efforts to fully integrate women into previously closed combat positions, determine whether barriers are inhibiting full integration, and identify actionable solutions. In addition, the E&I Subcommittee examined recent modifications to women's uniforms, as well as combat gear and equipment, to identify solutions, as required.

3. In December 2015, the Secretary of Defense (SecDef) opened all remaining occupations and positions to women with no exceptions. As a result, the Defense Department opened approximately 213,600 closed positions and 52 closed military occupational specialties to women for the first time. Afterwards, the SecDef directed the Secretaries of the Military Departments and Chiefs of the Military Services to provide their final, detailed Gender Integration Implementation Plans no later than January 1, 2016. Once approved, the Military Services were tasked with executing their plans by April 1, 2016. In [September 2022](#), via RFIs 6-7, the Military Services provided the Committee an update on adjustments made to the original 2016 Gender Integration Implementation Plans, current or future initiatives being undertaken to increase women in Special Operations Forces (SOF), and the data on women in SOF. In December 2022, the Government Accountability Office (GAO) published a report titled, "*Women in Special Operations*" ([GAO-23-105168](#)), which outlined improvements to policy, data, and assessments needed to understand and address career barriers for women in SOF. GAO made a total of 8 recommendations, of which DoD concurred, however, to date none have been implemented.

The Committee requests an updated **written response** from the **Army, Navy, Marine Corps, Air Force, and Special Operations Command (SOCOM)**, in coordination with the **Assistant Secretary of Defense for Special Operations and Low-Intensity Conflict (ASD(SO/LIC))**, to address the integration of women into the previously closed military occupational specialties within the associated-Service SOF (outlined in the "Positions to be Opened" fact sheet). Provide the following data for officer and enlisted career fields opened in 2016, utilizing the fact sheet provided:

a. Number of women that entered the training pipeline (by fiscal year (FY) beginning in 2016 through current 2023 (e.g., 8 years)).

Occupation	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23
113X: SEAL Officer	0	0	0	0	0	0	0	0
715X Special Warfare Chief Warrant Officer	0	0	0	0	0	0	0	0
717X: Special Warfare Combatant Craft Tech Chief Warrant Officer	0	0	0	0	0	0	0	0
SB: Combatant Craft Crewman	0	1	1	3	0	1	3	0
SO: Sea, Air, and Land (SEAL)	0	0	0	1	2	0	0	1

b. Number of women that were removed from the training pipeline for failure to meet standards, along with denominator of total women who entered (should match bullet a above) (by FY beginning in 2016 through current 2023; 8 years).

Occupation	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23
113X: SEAL Officer	0	0	0	0	0	0	0	0
715X Special Warfare Chief Warrant Officer	0	0	0	0	0	0	0	0
717X: Special Warfare Combatant Craft Tech Chief Warrant Officer	0	0	0	0	0	0	0	0
SB: Combatant Craft Crewman	0	0/1	1*/1	2/3	0	0/1	0/3	0
SO: Sea, Air, and Land (SEAL)	0	0	0	0/1	2*/2	0	0	0/1

* Numbers include candidates removed due to Administrative (e.g., legal, security clearance) discrepancies

c. Number of women who voluntarily left the training pipeline (self-induced elimination (SIE)), along with denominator of total women who entered (should match bullet a above) (by FY beginning in 2016 through current 2023; 8 years).

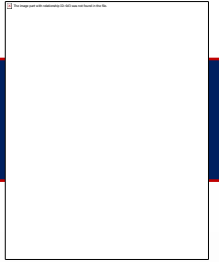
Occupation	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23
113X: SEAL Officer	0	0	0	0	0	0	0	0
715X Special Warfare Chief Warrant Officer	0	0	0	0	0	0	0	0
717X: Special Warfare Combatant Craft Tech Chief Warrant Officer	0	0	0	0	0	0	0	0
SB: Combatant Craft Crewman	0	1/1	0/1	0/3	0	1/1	1/3	0
SO: Sea, Air, and Land (SEAL)	0	0	0	1/1	0/2	0	0	0/1

d. Number of women currently serving in each of these career fields since graduating from the initial training course (by FY beginning in 2016 through current 2023; 8 years). Ensure data is separated by officer, enlisted, and rank (e.g., O1, E5, etc.).

- 1) One E-5, SB: started training in FY19; graduated in FY21
- 2) One E-3, SB: started training in FY22; graduated in FY23



MARFORSOC Response



# Women Entered the Pipeline										# Women in Career Field									
	2016	2017	2018	2019	2020	2021	2022	2023	Total		2016	2017	2018	2019	2020	2021	2022	2023	
E3								2	2	E3	No Data Available								
E4	1			1	1				3	E4									
E5			3	1			1 (*)	1	6	E5									
E6	1								1	E6									
O2					1		2	1	4	O2									
O3						1			1	O3									
# Women Failed Standards										# Women Drop on Request/Self-Induced Elimination									
	2016	2017	2018	2019	2020	2021	2022	2023	Total		2016	2017	2018	2019	2020	2021	2022	2023	
E3								2	2	E3									
E4	1				1				2	E4				1					
E5			2	1				1	4	E5			1						
E6	1								1	E6									
O2					1		2	1	4	O2									
O3						1			1	O3									