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### Women, Peace, and Security and Defense Objective 1: Assessing Meaningful Participation of Women in U.S. Army Combat Arms Units

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# U.S. Army Women, Peace and Security

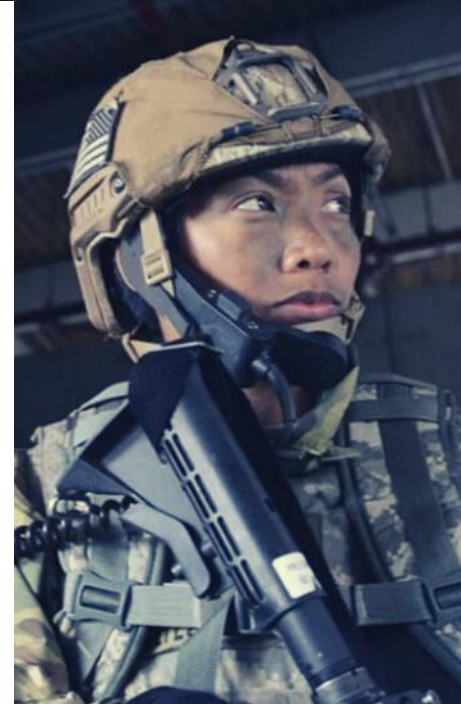
## Meaningful Participation of Women in Combat Arms





# WPS & Defense Objective 1: Assessing Meaningful Participation of Women in Combat Arms

- Strategic Framework & Implementation Plan (SFIP)
- Independent Review Commission (IRC)
- Gender Integration Study (GIS)
- Gender Integration: Barriers & Recommendations
- Questions





### SFIP

#### WPS Strategic Framework and Implementation Plan (SFIP)

**Defense Objective 1:** The Department of Defense exemplifies a diverse organization that allows for women's meaningful participation across the development, management, and employment of the Joint Force.

### Independent Review Commission (IRC)

**IRC Recommendation 3.4:** DoD should ensure that there is an internal focus on preventing sexual harm and gender-based violence across the force in implementing the 2017 National Women, Peace, and Security (WPS) Act.

### Gender Integration Study (GIS)

To successfully integrate, the Army must address the following barriers:

- Inconsistent enforcement of standards/perceptions of double standards
- Unprofessional behavior and indiscipline
- Sexual harassment/assault
- Cultural stereotypes
- Ignorance of Army policy



# Gender Integration & Meaningful Participation

## Barriers

- Social/Cultural
  - Attitudes & Beliefs
  - Sexual Assault/Harassment
  - Backlash
- Structural
  - Local Unit Policies
  - Medical/Health
  - Equipment

## Environment

- Training
- Unit
- Deployment

## Time

- Initial Entry
- Mid-Career
- Leadership/10+

## Recommendations

- Leadership: Buy-in & Support
- Communication: Messaging & Education
- Support Networks: Professional & Social



✓ All 25 FORSCOM Brigade Combat Teams are integrated with 850+ female infantry and Armor officers, NCOs and Soldiers assigned

(As of 2022, Source WPS 2022 Data Call)



# *Questions?*

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