

# ***WOMEN IN COMBAT:*** ***Where They Stand***

---



**27 April 2015**

*Women in International Security (WIIS)*  
*1779 Massachusetts Ave. NW*  
*Washington, D.C. 20036*

---

# Conference Sponsors

---

***Women in Combat: Where They Stand was made possible in collaboration with  
Congressional Sponsors***

Representative Martha McSally  
&  
Representative Loretta Sanchez

***with support from***



***And very special thanks to  
Robert M. Kaufman  
For the generous support of the  
Robert M Kaufman Fund in the New York Community Trust***

---

# Welcome

---

Dear Colleagues,

Welcome!

In 2013, then-Secretary of Defense Leon Panetta made the historic decision to eliminate the military's exclusionary policy that closed ground combat occupations and units to women. Announcing the end of the combat exclusions, Secretary Panetta ordered that henceforth any decision to exclude women be made as an exception rather than the rule, thereby flipping the paradigm from one of automatic exclusion to one of automatic inclusion.

The order gave the Services and Special Operations Command three years to determine how to successfully integrate women into previously closed occupations and units. If prior to the conclusion of the three year period, the Services found an occupation or unit that could not be successfully integrated an exception to policy could be requested. However, any exceptions would be "narrowly tailored and based on a rigorous analysis of factual data regarding the knowledge, skills and abilities needed for the position." In the FY2015 NDAA Congress codified the requirement for gender neutral occupational standards that "accurately predict performance of actual, regular, and recurring duties of a military occupation; and are applied equitably to measure individual capabilities."

No later than October 1, 2015, the Services and SOCOM must submit requests for an exception to policy to keep any occupations or units closed. If no exceptions are submitted all occupations and units (more than 240,000 currently closed positions) will be open to women on January 1, 2016.

In 2013, Women in International Security (WIIS) established the Combat Integration Initiative (CII) program to research, track and advise on the activities and efforts of the Services and SOCOM as they move toward full integration. Today's event provides an update, analysis and assessment of what OSD, the Services and SOCOM have done to integrate women into previously closed combat positions.

This conference is a collaborative effort of many people and groups. We offer a special word of thanks to our Congressional sponsors — Representative Loretta Sanchez and Representative Martha McSally. We sincerely appreciate their vocal support and continued effort toward the full and successful integration of the U.S. Armed Forces.

Thanks also go to our funders and sponsors— The Alliance for National Defense, the Reserve Officers Association, No Exceptions, Robert Kaufman and Joy Smith Bronson. Their support has been key and has allowed us to bring together many experts.

Lastly, a great many thanks to our colleagues at WIIS, Stephanie Breitsmen, Julienne Denecke, Gabe Dayley, Sung-gyu Hong and Brooke Stedman, .

Sincerely,



Chantal de Jonge Oudraat  
*President*  
*Women In International Security*



Ellen Haring  
*Senior Fellow*  
*Women In International Security*

---

# Agenda

---

**12:30 to 1:15 Welcome – Dr. Chantal de Jonge Oudraat**, Women in International Security

**Women in Services Review:** Defense officials will provide an update on where they stand with full combat integration.

- **Juliet Beyler**, Director of Officer and Enlisted Personnel Management, Office of the Secretary of Defense
- **Major General Jacqueline Van Ovost**, Vice Director of the Joint Staff, US Department of Defense

**1:15 to 2:15 Getting Standards Right:** Military organizations have taken different approaches to setting and validating occupational combat standards. This panel will compare and contrast various approaches and examine the importance of leadership, oversight and transparency in the organizational change process.

- **Nancy Duff Campbell**, Co-President, National Women’s Law Center
- **Honorable Carolyn Becraft**, Former Assistant Secretary of the Navy for Manpower and Reserve Affairs
- **Ellen Haring**, Colonel, US Army (retired), Senior Fellow, Women In International Security
- **Sue Jaenen**, Manager - Human Performance, Canadian Special Operations Forces Command

**2:15 to 2:30 Coffee Break**

**2:30 to 3:30 Expanding the Band of Brothers:** Unit culture and cohesion have often been advanced as reasons for excluding women from fighting units. This panel will discuss current research on cohesion along with the role that leadership and training play in expanding conceptions of group identity.

- **Michael Breen**, Executive Director, Truman National Security Project
- **Dr. Megan MacKenzie**, Senior Lecturer, Govt. and International Relations, University of Sydney
- **Dr. Robert Egnell**, Director of Teaching, Security Studies Program, Georgetown University
- **Captain John Rodriguez**, US Army National Guard
- **Mary Beth Bruggeman**, Executive Director, The Mission Continues

**3:30 to 4:30 The Ground Truth: Firsthand Accounts of Women in Combat** Author Gayle Lemmon discusses her new book, *Ashley’s War*, with Cultural Support Team members. *Ashley’s War* chronicles the story of the second group of Cultural Support Team members imbedded on Special Operations Teams in Afghanistan.

- **Gayle Lemmon**, Senior Fellow, Council on Foreign Relations
- **Sergeant First Class Meghan Malloy**, US Army, Cultural Support Team 2013
- **Captain Annie Kleinman**, US Air Force, Cultural Support Team 2012
- **Janiece Marquez**, CEO Stable Outcomes, US Army, Cultural Support Team 2010

**4:30 to 5:00 A View from Congress:** Members of Congress have been closely following and tracking combat integration. Two members will talk about Congressional interest and oversight.

- **Representative Loretta Sanchez** (D-CA)
- **Representative Martha McSally** (R-AZ)

**5:00 to 6:00 Wine and Cheese Reception**

---

# Congressional Sponsors

---



**Representative Martha McSally**  
**U.S. House of Representatives, 2<sup>nd</sup> District of Arizona**

Representative Martha McSally represents the people of Arizona's Second Congressional District in the U.S. House of Representatives, where she serves on the Committees on Armed Services and Homeland Security and as the chair of the Subcommittee on Emergency Preparedness, Response, and Communications. Prior to serving in Congress, Representative McSally served 26 years in the U.S. Air Force, retiring in 2010 as a full Colonel. She is the first female fighter pilot to fly in combat and first to command a fighter squadron in combat in United States history. During her military career, Rep. McSally flew 2,600 flight hours, including over 325 combat hours, earning six air medals. After her time in the military, she taught and mentored senior military officials from around the world as a Professor of National Security Studies at the George C. Marshall Center in Germany. Rep. McSally holds Masters Degrees from Harvard's John F. Kennedy School of Government and the U.S. Air War College in Public Policy and Strategic Studies, where she graduated #1 in her class of 261 senior military officers.

---



**Representative Loretta Sanchez**  
**U.S. House of Representatives, 46<sup>th</sup> District of California**

Representative Loretta Sanchez represents California's 46th Congressional District, which includes the cities of Anaheim, Santa Ana, Orange and Garden Grove in Orange County. Rep. Sanchez began her congressional career in January of 1997 and is currently serving her tenth term in the U.S. House of Representatives. She holds senior positions on the House Armed Services Committee and the House Homeland Security Committee. She is a member of the Congressional Hispanic Caucus and serves as the co-chair of the Immigration Task Force. As the second highest ranking Democrat on the House Armed Services Committee (HASC), Rep. Sanchez is a recognized leader on military and national security issues. She currently serves as the Ranking Member of the Tactical Air and Land Forces Subcommittee, where she works to prepare our Armed Forces for a new generation of security challenges. Rep. Sanchez is also a member of the Subcommittee on Strategic Forces, making sure our nation is appropriately prepared for any missile or nuclear attacks. As the founder and co-chair of the Women in the Military Caucus, Rep. Sanchez advocates for female service members to serve in combat roles and fights to stamp out sexual assault in the armed forces. She passed a long-shot bill that updated sexual assault provisions in the Uniform Code of Military Justice, as well as a bill to create a sexual assault database.

---

---

# Panelists and Moderators

---



**Hon. Carolyn H. Becraft**  
**Former Assistant Secretary of the Navy**

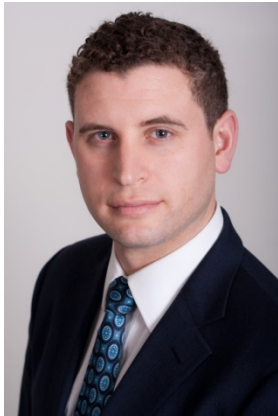
Carolyn Becraft is a native of North Dakota. She attained a B.S. degree from the University of North Dakota and a Master's degree from the University of Southern California. She served as a commissioned officer in the U.S. Army and later established a Women and the Military Project devoted to improving the lives of military women and military families. In 1993 she was appointed to the position of Deputy Assistant Secretary of Defense for Military Community and Family Policy. President William Clinton nominated her in 1998 to be the Assistant Secretary of the Navy (Manpower & Reserve Affairs), a position she held until 2001. Upon leaving government service she formed a consulting firm, Becraft Associates, focused on strategic planning, leadership development and executive coaching.

---



**Juliet Beyler**  
**Director, Officer and Enlisted Personnel Management**

Juliet Beyler serves as the Director of Officer & Enlisted Personnel Management, a component of the Office of the Deputy Assistant Secretary of Defense for Military Personnel Policy. She develops and oversees Department of Defense lifecycle policies and programs relating to overall management of the officer and enlisted force. She also serves as the focal point and Special Assistant to the Under Secretary of Defense for Personnel & Readiness for all general and flag officer matters. Prior to assuming this position, Ms. Beyler served as a Senior Policy Advisor in the office of U.S. Senator Jim Webb of Virginia from 2008 to 2011 where she was responsible for liaison to the Senate Committees on Armed Services and Veterans Affairs, and for oversight of defense, veterans affairs, homeland security, intelligence, and appropriations issues. A native of Chicago, Ms. Beyler enlisted in the United States Marine Corps in 1984 and served as an enlisted Korean Cryptologic Linguist and Intelligence Analyst for ten years prior to receiving her commission as a Combat Engineer Officer through the Marine Corps Enlisted Commissioning Education Program. Over the course of her 23-year Marine Corps career; she completed numerous deployments around the world, commanding three times and served two combat tours in Iraq as both a Commanding Officer and Engineer Battalion Operations Officer.



**Michael Breen**  
**Executive Director, Truman National Security Project**

Michael Breen is a decorated former Army officer, whose service included combat leadership assignments in Iraq and Afghanistan. After leaving the military, he clerked in the Office of White House Counsel, where he focused on national security matters and assisted with the confirmation of Associate Justice Sonia Sotomayor. Breen co-founded the Iraqi Refugee Assistance Project, a groundbreaking legal and policy advocacy organization working to establish and enforce a system of legal and human rights for refugees, and has worked with refugees at high risk on the ground in Syria, Lebanon and Jordan. He now serves on IRAP's Board, as well as the Board of Yellow Ribbons United, a foundation that leverages the platform of professional football to serve the military community.



**Mary Beth Bruggeman**  
**Executive Director, The Mission Continues**

Mary Beth Bruggeman graduated from the U.S. Naval Academy in 1999 and was commissioned into the Marine Corps. She served on active duty for 8 years, including a deployment to Iraq as a company commander during the 2003 invasion. After transitioning from active duty, Mary Beth worked for a robotics company for three years, where she helped to develop and market counter-IED robots to Marines. She then spent two years as a community volunteer while raising her three children, and then two additional years running a small business as a fitness coach. Mary Beth is currently the Executive Director for the

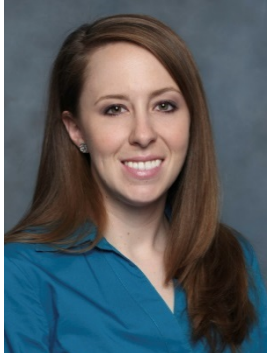
Southeast Region of The Mission Continues and a student of policy management at Georgetown University. She lives in Burke with her husband, an active duty Marine, and her three children.



**Nancy Duff Campbell**  
**Co-President, National Women's Law Center**

Nancy Duff Campbell is a founder and Co-President of the National Women's Law Center. A recognized expert on women's law and public policy issues, for over forty years Ms. Campbell has participated in the development and implementation of key legislative initiatives and litigation protecting women's rights, with a particular emphasis on issues affecting low-income women and their

families. She has played a leading role in analyzing and successfully advocating for improvements in Pentagon policies relating to women in the Armed Services. She has co-authored monographs on sexual harassment in the military, parents in military service and women in combat, and testified before Senate and House Committees on issues affecting women in the military. In recognition of her expertise, she was appointed by Secretary of Defense Robert Gates to the Defense Advisory Committee on Women in the Services to advise him on issues affecting military women, and invited by Secretary of Defense Les Aspin to participate in the Joint Civilian Orientation Conference, a Defense Department program designed to engage selected opinion leaders on national defense issues and the strength and readiness of the U.S. military services through meetings with senior members of the Defense Department and hands-on visits to Army, Navy, Marine Corps and Air Force commands.



**Julienne Denecke**  
**Program Associate, Women in International Security**

Julienne Denecke is an Army veteran who spent 5 years on active duty. Julienne served stateside and internationally. She participated in joint operations with the South Korean, Japanese, and Singaporean Armies and she successfully deployed for 13 months to the Middle East. Julienne has demonstrated expertise in directing tactical level supply movements and in coordinating complex supply chain global logistics. Julienne completed airborne school and is a qualified aerial delivery and material management specialist. Prior to the military, she completed internships at the Department of State in the Political-Military Bureau and at the U.S. Senate where she interned for Senator Mark R. Warner (D-VA). Julienne holds a BA in Political Science from The George Washington University

---

---



**Dr. Robert Egnell**  
**Professor, Women, Peace and Security**

Robert Egnell (PhD London) is a Visiting Professor and Director of Teaching with the Security Studies Program, as well as a senior faculty advisor for the Georgetown Institute for Women, Peace and Security. He is currently on leave from a position as Associate Professor at the Swedish National Defence College. Dr. Egnell is also the founding director of the Stockholm Center for Strategic Studies, a think tank created in 2005 in response to a growing demand for accurate, objective, and non-governmental research and policy advice in the Swedish and international contexts.

---

---



**Ellen Haring**  
**Senior Fellow, Women in International Security**

Ellen Haring is a senior fellow at WIIS and a retired Army colonel. Haring is a West Point graduate with a Masters Degree in Public Policy. Presently, she is completing a PhD at George Mason University's School for Conflict Analysis and Resolution. Her research and work focuses on women and gender in the military. Haring has been a guest speaker on numerous foreign and domestic news shows including: BBC Radio, CNN, PBS News Hour, National Public Radio, and Voice of America. She is a Distinguished Visiting Professor at the US Army War College.



---

---

**Suzanne (Sue) Jaenen, CD., MSc.**

Suzanne (Sue) Jaenen possesses a Master of Science degree in Exercise Physiology, and served 14 years in the Canadian Armed Forces (CAF). Sue has been involved in developing gender neutral physical fitness standards for the CAF for 3 decades. Currently, Sue is the Manager – Human Performance for the Canadian Special Operations Forces Command overseeing the research and development of gender neutral physical fitness tests and standards, supporting specialized physical fitness training programs, and the mental performance program. Sue has co-authored pre-selection physical fitness training programs to assist Special Operations Assaulters and Special Forces Operators applicants in preparing for the rigours of the selection and training processes.

---

---



**Captain Annie Kleiman**  
**US Air Force, Cultural Support Team 2012**

Annie Yu Kleiman has served for nine years as an Air Force intelligence officer, most recently as a course director with the Air Force Special Operations School. In that capacity, she educated hundreds of military and government personnel on intercultural competence, the Pacific theater, and insurgent warfare. She has deployed to Southwest Asia, Iraq, and Afghanistan. During her deployment to Afghanistan, she served on a Cultural Support Team attached to U.S special operations forces, engaging with local women and children during outside-the-wire missions. She is currently a Masters candidate at the Fletcher School of Law and Diplomacy focusing on international security studies and

human security.

---

---



**Gayle Tzemach Lemmon**  
**Author of *Ashely's War***

Gayle Tzemach Lemmon is a Senior Fellow at the Council on Foreign Relations and a contributor to the Atlantic's Defense One writing on national security and foreign policy issues. In 2004 she left ABC News to earn her MBA at Harvard, where she began writing about women entrepreneurs in conflict and post conflict zones, including Afghanistan, Bosnia, and Rwanda. She is the bestselling author of *The Dressmaker of Khair Khana* and has written for Newsweek, the Financial Times, the International Herald Tribune, the Christian Science Monitor, CNN.com, and the Daily Beast, as well as for the World Bank and the Harvard Business School. Her 2011 TED Talk was a TED Talk of the Day in January 2012. A Fulbright scholar and Robert Bosch fellow, Gayle speaks Spanish, German, French and is conversant in Farsi.

---

---

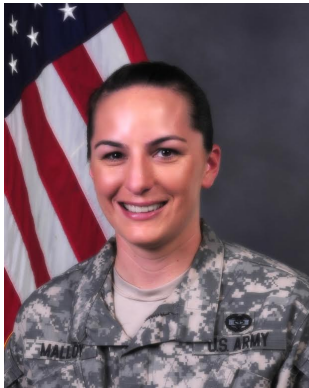


**Dr. Megan MacKenzie**  
**Senior Lecturer, University of Sydney**

Megan MacKenzie is a Senior Lecturer in the Government and International Relations Department and the Center for International Security at the University of Sydney. Her research crosses security studies, gender studies, and international development. MacKenzie has published in a number of top journals

on these topics, including Foreign Affairs, Parameters, and Security Studies. Her first book *Female Soldiers in Sierra Leone: sex, power and post-conflict development* (2012) includes interviews with over 50 female soldiers. MacKenzie's forthcoming book (July 2015) *Beyond the Band of Brothers: the US Military and the Myth that Women Can't Fight* debunks core arguments used to keep women out of combat roles and explores the centrality of the band of brothers myth to American military identity.

---



**Sergeant First Class Meghan Malloy**  
**US Army, Cultural Support Team 2013**

SFC Meghan Malloy is currently assigned as a Medic and Sexual Assault Response Coordinator for the Asymmetric Warfare Group. Prior to her current assignment SFC Malloy was assigned as a Cultural Support Team member with 3<sup>rd</sup> and 7<sup>th</sup> Special Forces Groups in 2013, deploying in support of Operation Enduring Freedom. Her previous assignments include Operations Non-Commissioned Officer (NCO) with the Walter Reed Army Institute of Research; Operations NCO with the 2013 Presidential Inauguration; Senior Medic for the 5<sup>th</sup> Engineer Battalion where she deployed in support of Operation Iraqi Freedom in 2009; Operations NCO with the Western Region Medical Command; Senior Medic with 2<sup>nd</sup> Special Troops Battalion (STB), 4<sup>th</sup> Infantry Division where she deployed in support of Operation Iraqi Freedom in 2005, serving as a medic for EOD and as a designated female searcher for 2/8 Infantry; Emergency Department NCO at Evans Army Community Hospital Fort Carson; and 212<sup>th</sup> Mobile Army Surgical Hospital (MASH) where she deployed in support of Operation Enduring Freedom/Operation Iraqi Freedom through out the initial entry into Iraq in 2003. She has served for over thirteen years.

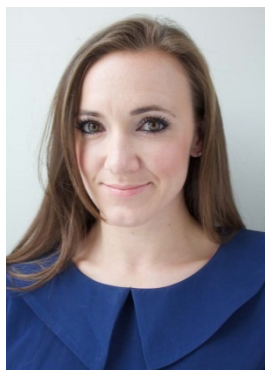
---



**Lory Manning**  
**Captain, USN (ret.)**

Captain Manning served for more than 25 years in the U.S. Navy as a Telecommunications subspecialist. Her field tours include Communications Department Head, Naval Telecommunications and Computer Station (NCTS) Keflavik Iceland; Executive Officer, NCTS Balboa Panama; and Commanding Officer, NCTS, Diego Garcia British Indian Ocean Territory. She served at headquarters level on the staffs of the Chief of Legislative Affairs, Commander, Naval Forces Europe (London), the Chief of Naval Personnel, and the Chief of Naval Operations. A member of the Secretary of Veterans Affairs' Advisory Committee on Women Veterans for six years, she was longtime Director of the Women in the Military Project at the Women's Research & Education Institute where she is now a Senior Fellow. Captain Manning holds a BA in History from Trinity College, Washington, D.C., a certificate in National Security Affairs from the Naval War College and a Master of Arts in Liberal Studies from Georgetown University.

---



**Janiece Marquez**  
**US Army, Cultural Support Team 2010**

Janiece Marquez joined the United States Army in 2005 as a Human Intelligence Specialist. Janiece's military career is highlighted by two distinguished deployments to Afghanistan. In 2008-09, Janiece completed a grueling 15-month tour conducting intelligence activities throughout eastern Afghanistan. Upon returning home, Janiece attended the Defense Language Institute (DLI), in Monterey, CA, and graduated with honors in Pashto. Graduation certificate in

hand, Janiece volunteered to attend Cultural Support Team (CST) selection. Following CST selection and training, Janiece was assigned to support 3rd and 5th Army Special Forces Groups conducting a village-centric strategy, known as Village Stability Operations (VSO), in one of Afghanistan's most complex valleys in the always-dangerous Kunar Province. Janiece's training, intelligence background, and fluency in Pashto allowed her to have a unique and impactful deployment. Janiece left the Army in 2012, assembled an expert team of former intelligence professionals, U.S. Navy SEALs, Army Special Forces, British Special Boat Service, social and neuroscientists. Together they started Stable Outcomes, a full-spectrum stability operations company aiding governments and commercial entities to operate in dynamic and complex working environments, with Janiece as their CEO.

---

---



**Dr. Chantal de Jonge Oudraat**  
**President, Women in International Security**

Dr. Chantal de Jonge Oudraat is President of Women in International Security (WIIS). She has held this position since February 2013. She is also a Senior Advisor to the Center for Gender and Peacebuilding of the U.S. Institute of Peace and was the founding and executive director of the Stockholm International Peace Research Institute (SIPRI) North America (2012-2014). Previous positions include: associate vice president and director of the U.S. Institute of Peace Jennings Randolph Fellowship Program; adjunct associate professor at the Edmund A. Walsh School of Foreign Service, Georgetown University; and senior fellow at the Center for Transatlantic Relations, Paul H. Nitze School of Advanced International Studies, Johns Hopkins University. She has also held senior positions at the Carnegie Endowment for International Peace in Washington, DC; and the United Nations Institute for Disarmament Research (UNIDIR) in Geneva.

---

---



**Captain John Rodriguez**  
**US Army National Guard**

John Rodriguez is a 2015 Herbert Scoville Jr. Peace Fellow who works for the Center of National Policy. John served six years on active-duty as an Army infantry officer, including a combat deployment to Afghanistan's Korengal Valley. He is currently a member of the Maryland National Guard. John also worked as a National Security Intern at Human Rights First focusing on human rights complaints, counter-terrorism, and security partnership policy. John holds a BA in History and English from Mount Saint Mary's University and a MA in Security Studies from Georgetown University.

---

---



**Captain Katelyn van Dam**  
**United States Marine Corps**

Katey van Dam is a Marine Corps attack helicopter pilot currently assigned as a Staff Platoon Commander at The Basic School in Quantico, Virginia. Katey is a member of the No Exceptions initiative which supports the full integration of women into all combat arms specialties in the military. She is an alumna of the Center for New American Security's 2014 Next Generation National Security Leaders program. She is a member of the Truman National Security Project's Defense Council and Women in International Security's Combat Integration Initiative. Katey's series on integration was published on War on the Rocks. Her article *For a Limited Time Only* was published in the Marine Corps Gazette. She also co-authored an article titled *Lead (Millennials), Follow, or Get Out of the*

Way published on the U.S. Naval Institute blog. Prior to her current assignment, Katey flew for Marine Light Attack Helicopter Squadron 267, based out of Camp Pendleton, CA. During that time she deployed to conduct combat operations in Afghanistan and counter-piracy operations in the Horn of Africa/Gulf of Aden. Katey is a 2005 graduate of the United States Naval Academy. She is married to her wonderful husband David.

---



**Major General Jacqueline Van Ovost**  
**Vice Director, Joint Staff**

Maj. Gen. Jacqueline D. Van Ovost is the Vice Director, Joint Staff, the Pentagon, Washington, D.C. In this role, she assists the Director of the Joint Staff and provides oversight to Joint Staff support activities, including administration and action management, budget, support services, and security. Prior to assuming her current position, General Van Ovost was the Deputy Director for Politico-Military Affairs (Europe, NATO, Russia), Strategic Plans and Policy Directorate, Joint Staff, the Pentagon, Washington, DC. She was responsible for recommending policy positions on issues related to Europe, Eurasia, and NATO to the Director for Strategic Plans and Policy and the Chairman of the Joint Chiefs of Staff. General Van Ovost has commanded an Air Refueling Squadron, Flying Training Wing, and the Presidential Airlift Wing. She also served as the Director of Mobility Forces, U.S. Central Command, and as the Vice Commander, U.S. Air Force Expeditionary Center.

# *Combat Integration Status as of April 1, 2015*

Organization	Billets Opened since Jan 2013	Billets Still Closed Total Billets FY15 % still closed	Occupations Opened since Jan 2013 / Still Closed	Closed Occupations	Closed Units
<b>Army</b>	48,000	176,600 1,042,000 17%	0 / 22	Infantry, Armor, Special Forces some Artillery and Engineers	75th Ranger Regiment, Special Forces Companies
<b>Air Force</b>	0	4,686 483,000 1%	0 / 7	TACAir, Pararescue, Combat Rescue, Combat Controller, Special Tactics, Spec Ops Weather	None
<b>Marine Corps</b>	5,998	56,819 221,900 26%	12 / 20	Infantry, Armor, AAVs, Artillery some Engineers	All Infantry, Reconnaissance, Marine Raiders
<b>Navy</b>	17,110	15,763 380,900 4%	8 / 5	Special Warfare Operator, Special Warfare Boat Operator, Special Warfare Officer/Warrant Officer	FFG, CPCs, certain submarines in older classes remain closed due to berthing restrictions--some to both officers and enlisted, some to enlisted only.
<b>SOCOM</b>	5,497	21,600 63,800 34%	0 / 20	Special Forces, Rangers, BUD/Seals, SWCC, Marine Raiders, Battlefield Airmen	Ranger Regiment, SF Companies, Marine Raiders, SEAL Teams

\* Billets are positions in units. Occupations are military job types, also called military occupational specialties (MOS).

\* FFG-Frigates, CPC-Coastal Patrol Craft, BUD-Basic Underwater Demolitions, AAV-Amphibious Assault Vehicle

\* Sources: Data is compiled from individual Service Fact Sheets on following pages. SOCOM data comes from Declaration of Juliet M. Beyler, Case No. C 12-06005 filed 23 April 2015 in US District Court, Northern District of California and from a SEP 2014 DACOWITS Briefing.

<http://dacowits.defense.gov/Portals/48/Documents/Reports/2014/Documents/September%202014%20Agenda%20and%20Briefings.pdf>

---

# *Service Factsheets as of April 1, 2015*

---

## **Air Force Factsheet<sup>1</sup>**

### **Closed Occupations: 7 total**

- 13CX Special Tactics Officer
- 13DX Combat Rescue Officer
- 15WXC Special Operations Weather Officer (SOWT)
- 1C2X Combat Control Team
- 1C4X Tactical Air Control Party (TACP)
- 1T2X Pararescue
- 1W0XT Special Operations Weather Enlisted (SOWT)

**Occupations opened since January 2013: 0**

**Closed Units: None**

**Total Closed Positions: 4,686**

- 3,740 Active Duty
- 178 Air Force reserve
- 1,038 Air National Guard

---

<sup>1</sup> Data for closed occupations is outlined in the May 2013 Air Force WISR Implementation Plan.  
<https://docs.google.com/file/d/0B6M2PyTn7gabSXNLNHptR3F1ejg/edit?pli=1> Nothing has opened since the implementation plan was published.

# Army Factsheet<sup>2</sup>

## Closed Occupations: 22

- 11A Infantry
- 11B Infantryman
- 11C Indirect Fire Infantryman
- 11Z Infantry Senior Sergeant
- 12B Combat Engineer (intent to open notification sent to Congress on 4 March 2015)
- 13B Cannon Crewmember
- 13D Field Artillery Automated Tactical Data System Specialist
- 13F Fire Support Specialist
- 18A Special Forces
- 18B Special Forces Weapons Sergeant
- 18C Special Forces Engineer Sergeant
- 18D Special Forces Medical Sergeant
- 18E Special Forces Communications Sergeant
- 18F Special Forces Assistant Operations and Intelligence Sergeant
- 18Z Special Forces Senior Sergeant
- 180A Special Forces Warrant Officer
- 19A Armor, General
- 19B Armor
- 19C Cavalry
- 19D Cavalry Scout
- 19K M1 Armor Crewman
- 19Z Armor senior sergeant

**Occupations opened since January 2013:** 1-combat engineer and 7 additional skill identifiers will open 20,563 at the conclusion of the Congressional notification period.

## Closed Units:

- All Special Forces Companies
- The entire 75<sup>th</sup> Ranger Regiment

## Units Opened since January 2013:

• All combat units except those mentioned above have been opened to women for open occupations. These openings now allow women in open occupations to be assigned to approximately 36,600 positions in formerly closed units.

## Total Closed Positions: 176,600

- Active Duty: 90,621
- Army National Guard: 70,554
- Army Reserve: 4,422

---

<sup>2</sup> Closed specialties and ASIs outlined in Army Directive 2015-08. Intent to open enlisted engineer occupation and 7 additional skill identifiers outlined in Congressional Notification Letter, March 2, 2015. Total closed numbers provided during SEP 2014 DACOWITS update.

<http://dacowits.defense.gov/Portals/48/Documents/Reports/2014/Documents/September%202014%20Agenda%20and%20Briefings.pdf>

# Marine Corps Factsheet<sup>3</sup>

## Occupations opened since January 2013: 12

- 0203 Ground Intelligence Officer (opened July 2013)\*
  - 0803 Targeting Acquisition Officer
  - 0842 Field Artillery Radar Operator
  - 0847 Field Artillery Sensor Marine
  - 2110 Ordnance Vehicle Maintenance Operator\*
  - 2131 Towed Artillery Repairmen\*
  - 2141 AAV Repair\*
  - 2146 Main Battle Tank Repair
  - 2147 Light Armored Vehicle Repair
  - 2149 Ordnance Vehicle Maintenance Chief
  - 7204 Low Altitude Air Defense Officer
  - 7212 Low Altitude Air Defense Gunner
- \*Assignment restricted to non-ground combat units

## Units Opened since January 2013: 20 Active / 9 Reserve

### Closed Occupations: 20

- 0302 Infantry Officer
- 0802 Field Artillery Officer
- 1802 Tank Officer
- 1803 Assault Amphibian Vehicle Officer/Warrant Officer
- 0306 Infantry Weapons Officer/Enlisted
- 0311 Rifleman
- 0313 Light Armored Vehicle Crewman
- 0321 Reconnaissance Man
- 0331 Machine Gunner
- 0341 Mortarman
- 0351 Infantry Assaultman
- 0352 Antitank Missileman
- 0369 Infantry Unit Leader
- 0372 Critical Skills Operator
- 0811 Field Artillery Cannoneer
- 0844 Field Artillery Fire Control Man
- 0848 Field Artillery Operations Man
- 0861 Fire Support Man
- 1812 M1A1 Tank Crewman
- 1833 Assault Amphibious Vehicle Crewman

### Closed Units:

- All Infantry Regiments, Battalions and Companies
- Reconnaissance Battalions (all positions)
- Marine Special Operations Companies (all positions)

### Total Closed Positions: 56,819

- Active Duty: 42,305
- Reserve: 14,514

---

<sup>3</sup> Data provided to WIIS by Marine Corps Force Innovation Office on 4/23/2015.



# Navy Factsheet<sup>4</sup>

## Closed Occupations: 5 total

- Special Warfare Officer (113X)
- Special Operator (SO) (enlisted rating)
- Special Boat Operator (SB) (enlisted rating)
- Warrant Officer 715X
- Warrant Officer 717X

## Occupations opened since January 2013: 8 enlisted ratings

- Electronics Technician (Communications) - ET(R)
- Electronics Technician (Navigation) - ET(V)
- Firecontrol Technician Submarine - FT
- Information Systems Technician Submarine – IST
- Machinist Mate (Auxil) – MM(E0)
- Machinist Mate (Weapons) – MM(W)
- Missile Technician – MT
- Sonar Technician Submarine – STS

## Closed Units:

- Units whose mission is Special Operations such as SEAL Teams and Special Boat Units.
- Frigates (FFGs), Mine Counter Measure Ships (MCM), Coastal Patrol Craft (PC) - Closed to enlisted women.<sup>5</sup>
- Certain older classes of submarines are closed to women due to habitability costs.
- Navy assignments in USMC Ground Combat Elements in infantry, reconnaissance and Special Operations remain closed until USMC opens these to women.

## Units Opened since January 2013

- Riverine Patrol Boats, Riverine Small Boats and Riverine Maritime Operations units
- Virginia Class Attack Submarines (SSN) and 3 Sea Wolf Attack Submarines (SSN)
- 7 Ohio Class Guided Missile Submarines (SSGN) and Ballistic Missile Submarines (SSBN) opened to enlisted women. These were already opened to women officers.
- Navy assignments in certain USMC Ground Element Units: Low Altitude Air Defense, Tank, Amphibious Assault, Combat Engineering, Combat Assault and Air/Ground Gunfire Liaison.

## Total Closed Positions: 15,763

- Active Duty: ?
- Reserve: ?

---

<sup>4</sup> Data provided in Declaration of Juliet M. Beyler, Case No. C 12-06005, filed 23 April 2015 in US District Court Northern District of California.

<sup>5</sup> Scheduled for decommissioning NLT 2024. Cost of habitability changes needed to render them suitable for mixed crew is prohibitive given the planned decommissioning timeline. Navy submitted a “Request for Exception to Policy” to keep these closed.

---

## Sponsors

---



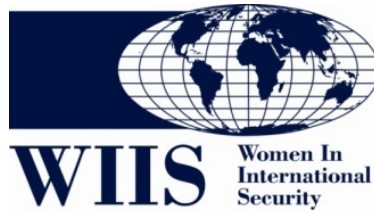
The Alliance for National Defense is non-profit, tax-exempt educational organization comprised of veterans from all service branches and concerned civilians, AND collects the facts and figures – factual, thoughtful, objective information – on US military women and provides them to scholars, the media, national decision makers and the public.



No Exceptions, a nonpartisan initiative of the Truman Project and Center for National Policy, is a nationwide coalition of post-9/11 generation military veterans and national security leaders who support a military-wide policy of full combat inclusion. Anyone who meets physical and mental standards should be allowed to serve and advance in the military regardless of gender, No Exceptions.



For more than 90 years the Reserve Officers Association has been the only organization dedicated to supporting Reservists and their critical role in national defense. Reserve service carries unique burdens and for more than nine decades, the Reserve Officers Association has been the nation's leading advocate for lifelong support in recognition of these unprecedented contributions to the cause of freedom.



*Women In International Security (WIIS) is the only global network actively advancing women's leadership, at all stages of their careers, in the international peace and security field.*

#### **About WIIS**

Women In International Security is a global network of **women and men** dedicated to the empowerment of women and increased understanding of the critical nexus between gender international peace and security. Since its establishment in 1987, WIIS has played an important role in peace and security debates in the United States and abroad and has advanced women's leadership at all levels.

WIIS serves its mission through:

- Research and Analysis
- Leadership Training and Capacity Building;
- International, National and Local Networking

## **Meet the DC staff**

Chantal de Jonge Oudraat  
*President*

Brooke Stedman  
*Program Manager*

Ellen Haring  
*Military Fellow*

Carolyn Washington  
*Military Fellow*

Stephanie Breitsman  
*Program and Research Assistant*

Gabe Dayley  
*Program and Research Assistant*

Sung-gyu Hong  
*Communications and Marketing Assistant*

Julienne Denecke  
*Combat Integration Initiative Program Associate*

## Check us out online:

<http://wiisglobal.org>

## Find us on Facebook:

<https://www.facebook.com/wiisnetwork>

<https://www.facebook.com/CombatIntegrationInitiative>

## and Tweet us at:

@WIIS\_global

@CIIWG

@GayleLemmon

#WomenInCombat

#NoExceptions2016

#AshleysWar

