



Marine Corps Force Integration Plan

Campaign Plan Summary



Policy, Law, and Intent

SecDef: “Therefore, the 1994 Direct Ground Combat Definition and Assignment Rule excluding women from assignment to units and positions whose primary mission is to engage in direct combat on the ground is rescinded effective immediately.”

NDAA: “It is the sense of Congress that the Secretaries of the military...should develop, review, and validate individual occupational standards, using validated gender-neutral occupational standards, so as to assess and assign members of the Armed Forces to units, including Special Forces...and no later than January 1, 2016, should complete all assessments.”

CMC: “As we continue to broaden opportunities for female Marines, we will not lower our standards, and we will not sacrifice the high combat readiness that America demands of her Marines. Those MOSs that are deemed ready will be opened as soon as possible. Should our research efforts conclude that we should not open a particular MOS or occupational field, we will pursue an exception to the current policy with the SECNAV and the SECDEF.”



Mission

No later than 1 Jan 2016, the US Marine Corps integrates female Marines into previously closed occupational fields and units to the maximum extent possible IOT maintain the highest levels of combat readiness by capitalizing on the full potential of every Marine. Be prepared to recommend exception(s) to the 2013 policy.

Be-prepared mission – A mission assigned to a unit that might be executed. It is generally a contingency mission which will be executed because something planned has or has not been successful. In planning priorities, it is planned after any on-order missions. (FM 1-02/ MCRP 5-12A)



CMC Intent (1 of 2)

Purpose: Maintain the highest levels of combat readiness by establishing and maintaining rigorous standards, enhance our warfighting capabilities, realize the potential of every Marine, and maintain the faith of the American People in their Corps of Marines.

Method: Consistent with my Title X responsibilities, I am responsible for manning, training, and equipping the most capable Marine Corps our Nation can afford. All Marine leaders have a sacred oath to train their Marines to the highest levels of military competence so that when they meet our Nation's enemies, they have the mental, physical, and moral tools to dominate any challengers and accomplish the mission.

We must maintain the highest standards for all Marines to enable them to excel in the unforgiving arena of human combat. For previously closed occupational fields and units, these job performance standards have been, are and will remain gender-neutral. Based on these standards, we will take those deliberate, measured, and responsible actions across DOTMLPF to achieve integration of women into previously closed MOSs by 1 January 2016 - to include any recommendation for exceptions to policy (ETP) to the Secretary of Defense.



CMC Intent (2 of 2)

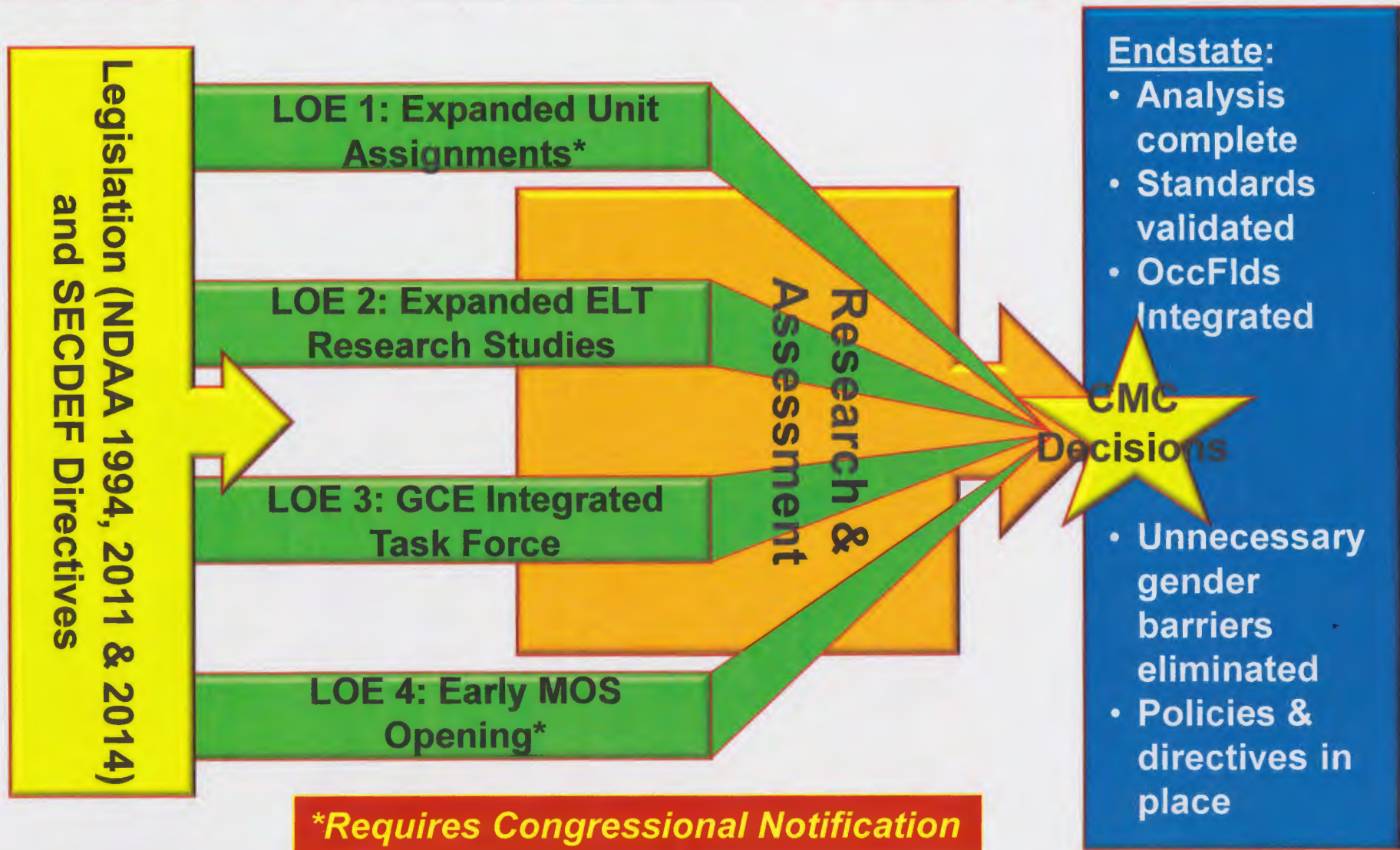
By integration, I mean allowing all Marines to serve in any occupational field and unit based on: needs of the Marine Corps, their desire, ability and qualifications. Our implementation will include fully integrated planning, analysis, decision, execution, and assessment. My decision to integrate or recommend an ETP will be based on my foremost guiding principle: fielding a Marine Corps that is ready to fight and win on short notice, in the most difficult and uncertain circumstances. We will maintain our high standards while ensuring the maximum success for every Marine.

Endstate: On 1 Jan 2016, the Marine Corps will have:

- Completed all required analysis (DOTMLPF will be complete)
- Validated standards based on that analysis
- Integrated occupational fields and units in accordance with those standards
- Eliminated all unnecessary gender-based barriers to service
- Submitted ETP recommendations, if necessary
- Requested extensions past 1 Jan 2016, if necessary
- Established plans and policies to recruit, train, and ensure a viable career path for female Marines in previously closed occupational fields and units



Campaign Design – A Deliberate, Measured, and Responsible Approach





LOE 1: Expanded Unit Assignments

Unit Type	Artillery	Air Naval Gunfire Liaison Company	Tanks	Assault Amphibious Vehicles	Combat Engineers	Low Altitude Air Defense
Active	1 st Bn 10 th Marines 2 nd Bn 10 th Marines 1 st Bn 11 th Marines 2 nd Bn 11 th Marines 3 rd Bn 11 th Marines 5 th Bn 11 th Marines 1 st Bn 12 th Marines 3 rd Bn 12 th Marines	1 st ANGLICO 2 nd ANGLICO 5 th ANGLICO	1 st Tanks 2 nd Tanks	2 nd AAV 3 rd AAV	CAB 1 st CEB 2 nd CEB 3 rd CEB	2 nd LAAD 3 rd LAAD
Reserve	2 nd Bn 14 th Marines 3 rd Bn 14 th Marines 5 th Bn 14 th Marines	3 rd ANGLICO 4 th ANGLICO 6 th ANGLICO	4 th Tanks	4 th AAV	4 th CEB	

Previously, the Marine Corps has assigned female Marine officers and Staff NCOs to the above units' headquarters. Under expanded unit assignment, we will assign additional female officers and Staff NCOs to these units. Further, we will assign female NCOs to these commands. Finally, we will expand assignment of female Marines down to the maneuver company and firing battery level.

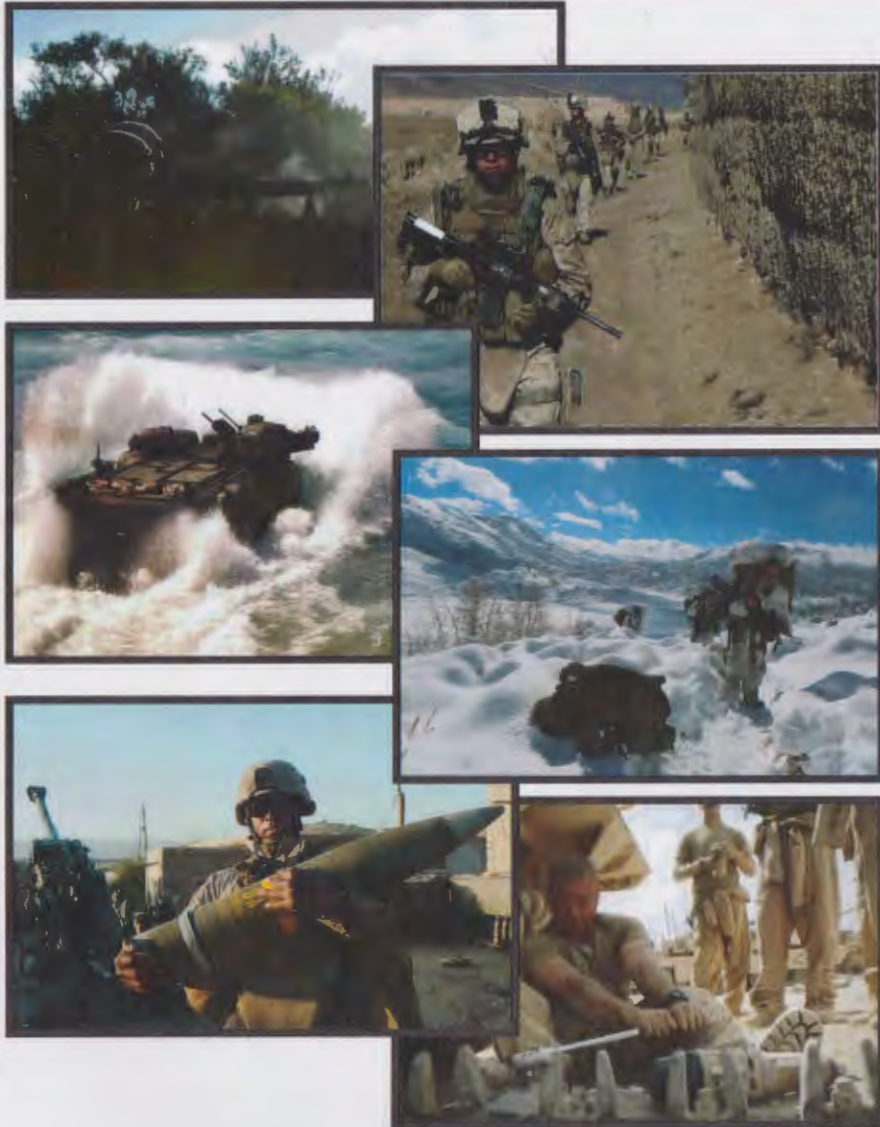


LOE 2: Expanded Entry-Level Training Research Studies

- Current entry-level training research studies:
 - 0302 Infantry Officer
 - 0311 Rifleman
- Expanded Research Studies:
 - 0331 Machine Gunner
 - 0341 Mortarman
 - 0351 Infantry Assaultman
 - 0352 Anti-tank Missileman
 - 0811 Field Artillery Cannoneer
 - 1812 M1A1 Tank Crewman
 - 1833 AAV Crewman



LOE 3: Ground Combat Element Integrated Task-Force (GCEITF)

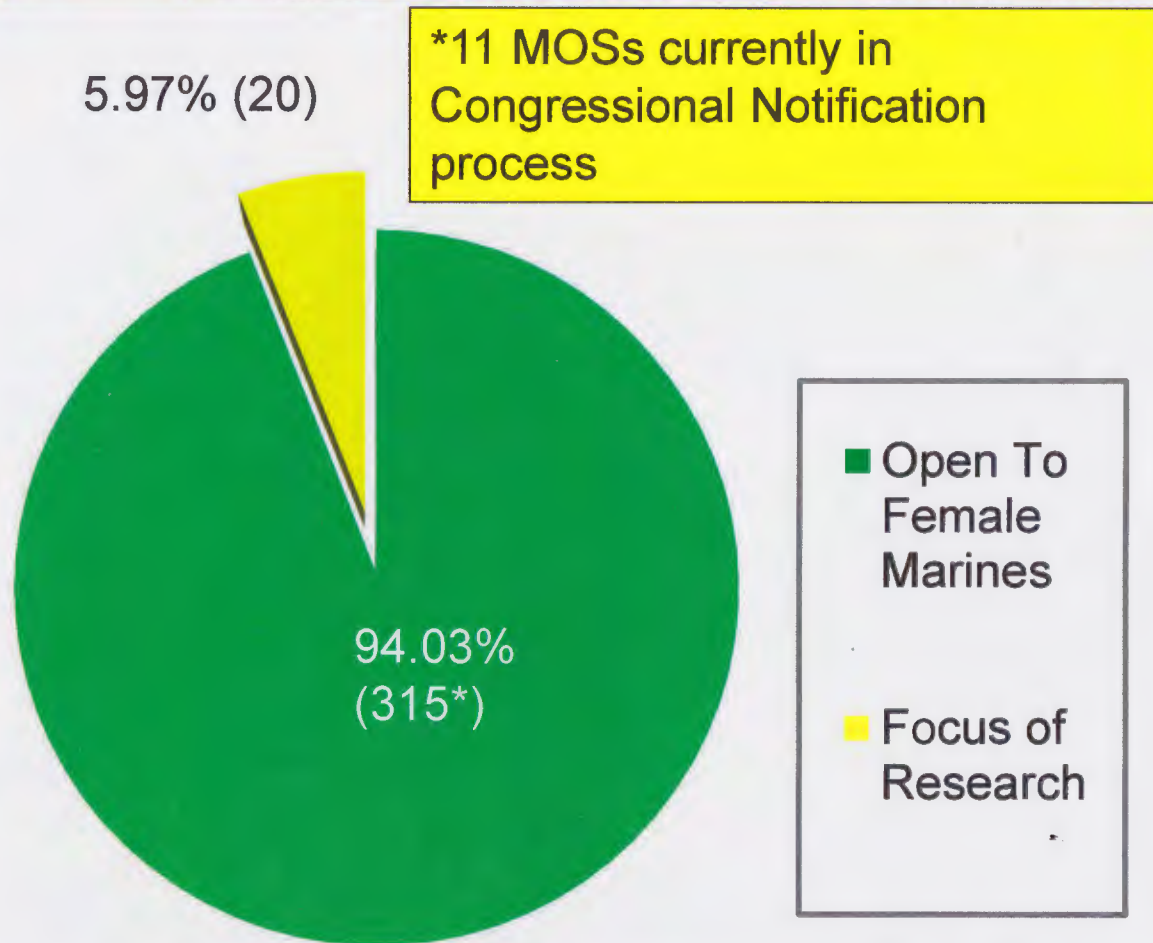


- Research study hypothesis: an integrated unit under gender-neutral standards will perform equally well as a gender restricted unit
- Review and refine gender-neutral occupational standards in the execution of individual and collective tasks
- Quantify tasks, conditions, and standards that have previously been largely qualitative
- Purpose-Built, Integrated Ground Combat Arms Unit
 - Work-up in Camp Lejeune
 - Operational evaluation in Camp Pendleton, 29 Palms, and Bridgeport



LOE 4: USMC Primary MOSs (Officer/Enlisted)

Focus of Research	
0302	Infantry Officer
0306	Infantry Weapons Officer
0311	Rifleman
0313	LAV Crewman
0321	Reconnaissance Man
0331	Machine Gunner
0341	Mortarman
0351	Infantry Assaultman
0352	Antitank Missileman
0369	Infantry Unit Leader
0372	Critical Skills Operator
0802	Field Artillery Officer
0811	Field Artillery Cannoneer
0844	Field Artillery Fire Control Man
0848	Field Artillery Operations Man
0861	Fire Support Man
1802	Tank Officer
1803	Assault Amphibian Vehicle (AAV) Officer
1812	M1A1 Tank Crewman
1833	AAV Crewman



Primary MOS (PMOS): Primary Skills and knowledge of a Marine; used for promotion for enlisted, warrant officers and limited duty officers; every Marine has a primary MOS



Analytical Questions: Impact of Integration on Individuals, Units, and the Corps

Research and Assessment

- Individual impacts
 - Ability of Marines to successfully meet Occupational Field standards
 - Attrition/injuries/disability
 - Career implications
- Unit impacts
 - Ability to meet collective standards
 - Adaptations observed
 - Medical readiness/deployability
 - Cohesion, morale, discipline
- Institutional impacts
 - Recruiting and Retention
 - MOS screening and selection
 - Suitability of entry-level training and Training & Readiness manual tasks
 - Infrastructure/equipment modifications

Endstate:

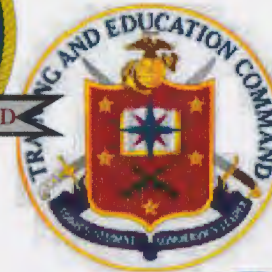
- Analysis complete
- Standards validated
- OccFlds Integrated

CMC Decisions & Recommendations

- Unnecessary gender barriers eliminated
- Policies & directives in place



Research Organizations





Matching Performers to Research Tasks Across Lines of Effort

Historical & Ongoing Research



LOE 1: ETP Expansion*



LOE 2: Expanded ELT Research Studies



LOE 3: GCE Integrated Task Force



Large Public University

LOE 4: Early MOS Opening*



Major Non-Partisan Think Tank (T)

Red Team



Questions?