



Marine Corps Force Integration Plan

Campaign Plan Summary for
April 2014



Law, Policy, and Execution

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women from assignment to units and positions whose primary mission is to engage in direct combat on the ground is rescinded effective immediately.”

CJCS: “We are driven by... ensuring the success of our Nation’s warfighting forces by preserving unit readiness, cohesion, and morale... ensuring all Service men and women are given the opportunity to succeed and are set up for success with viable career paths.

CMC: “As we continue to broaden opportunities for female Marines,

- **Guiding Principles.** To successfully integrate women into the remaining restricted occupational fields within our military, we must keep our guiding principles at the forefront.

5. 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 Secretary of the Navy and the Secretary of Defense.



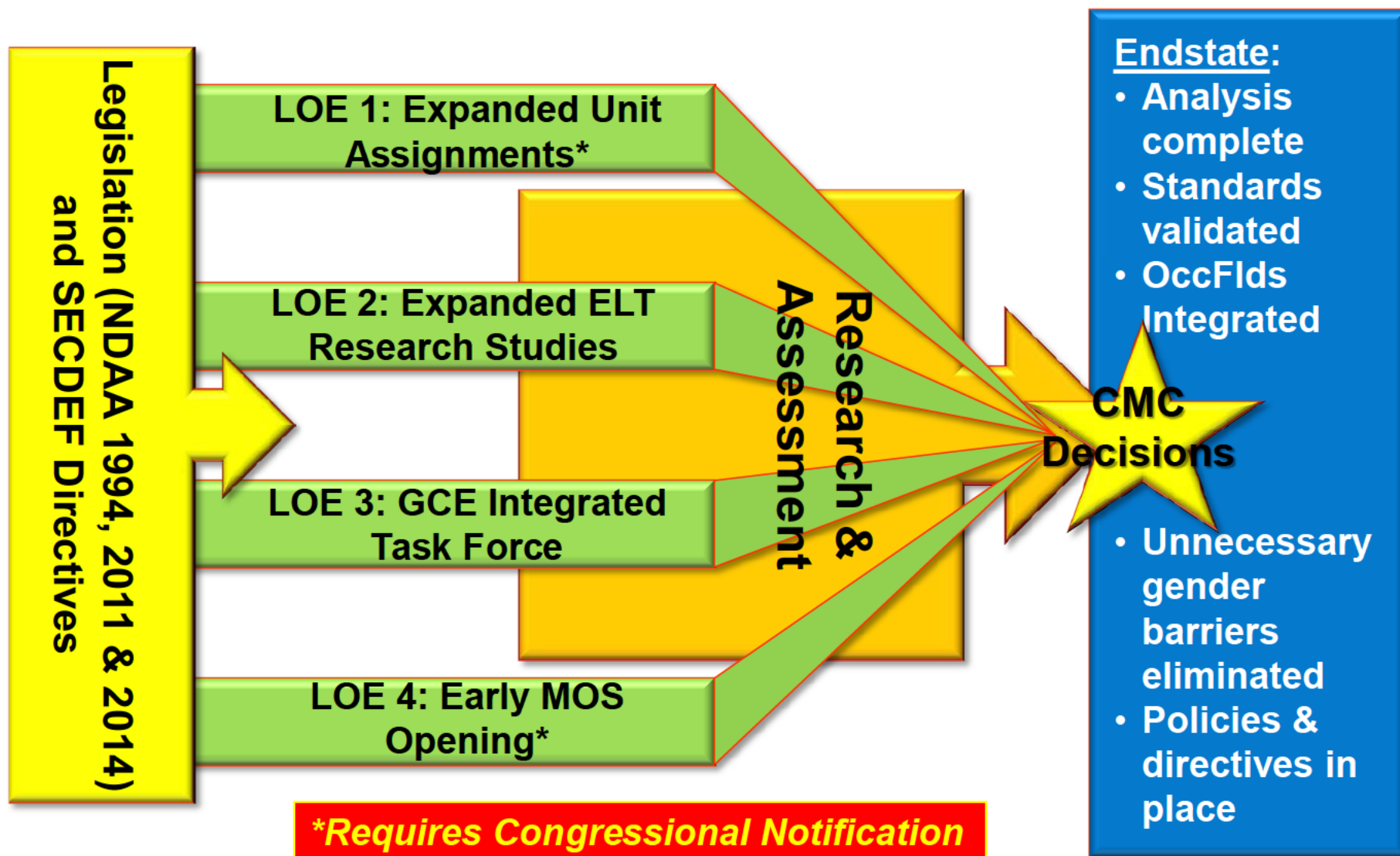
Mission

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)



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 (Begins Mar 14)	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 ETP, 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)



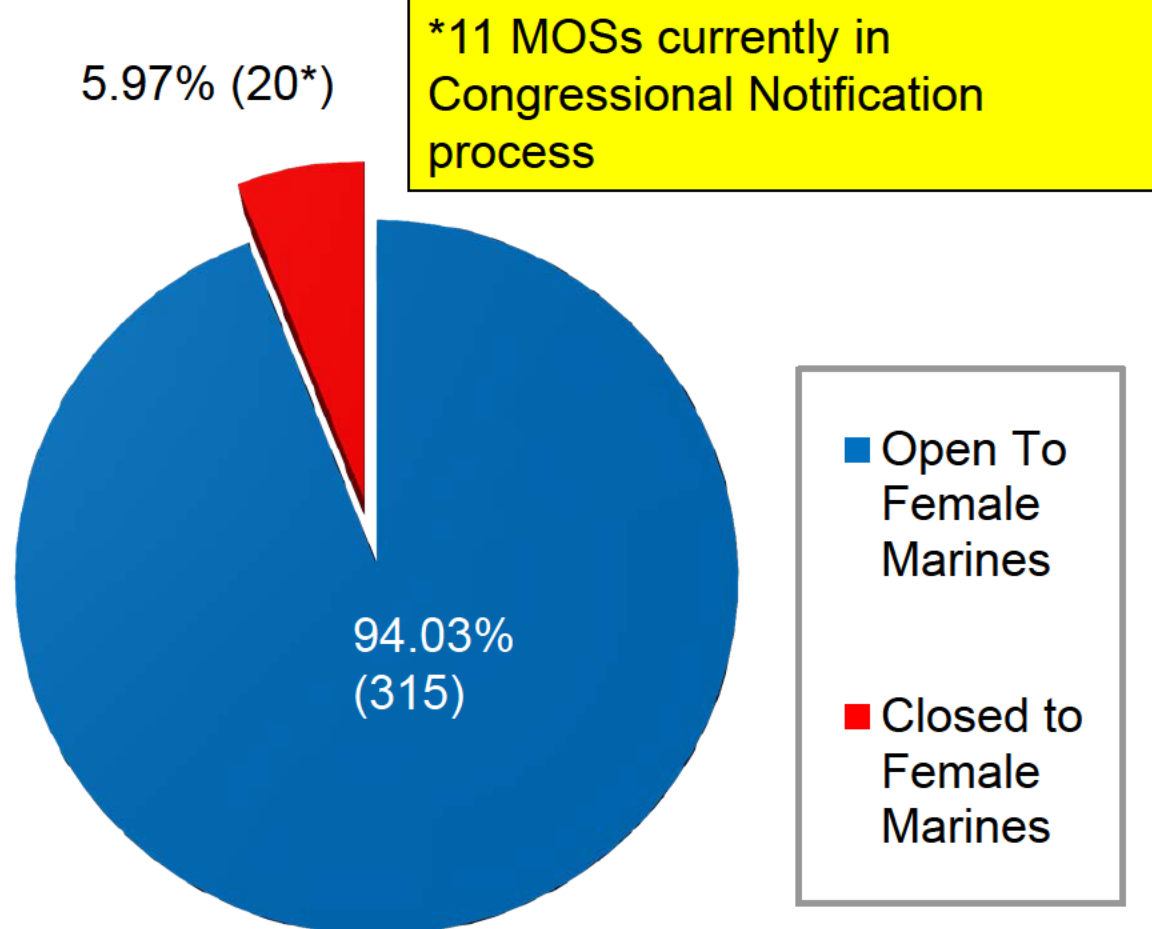
- A vehicle to evaluate the physical performance of Marines in the execution of individual and collective tasks
- Research study set up to prove that there is no difference between an all male and a female integrated unit
- If there is a statistically significant difference, does it matter?
- If it matters, can it be mitigated?
- If it can't be mitigated, should we recommend an ETP?
- Fundamentally, we are quantifying tasks, conditions, and standards that have previously been exclusively qualitative



LOE 4: USMC Primary MOSs (Officer/Enlisted)

Closed MOSs

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



(T)



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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



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LOE 4: Early MOS Opening*



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Red Team



Questions?