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women from assignment to units and positions whose primary mission is to engage in direct combat on the ground is rescinded effective immediately.”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

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

Endstate:
- Analysis complete
- Standards validated
- OccFlIds Integrated

CMC Decisions
- Unnecessary gender barriers eliminated
- Policies & directives in place

Legend:
- and SECDEF Directives

LOE 1: Expanded Unit Assignments*
LOE 2: Expanded ELT Research Studies
LOE 3: GCE Integrated Task Force
LOE 4: Early MOS Opening*

*Requires Congressional Notification
## LOE 1: Expanded Unit Assignments

<table>
<thead>
<tr>
<th>Unit Type</th>
<th>Artillery</th>
<th>Air Naval Gunfire Liaison Company</th>
<th>Tanks</th>
<th>Assault Amphibious Vehicles</th>
<th>Combat Engineers</th>
<th>Low Altitude Air Defense</th>
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<tbody>
<tr>
<td>Active</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; Bn 10&lt;sup&gt;th&lt;/sup&gt; Marines</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; ANGLICO</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; Tanks</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt; AAV</td>
<td>CAB</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt; LAAD</td>
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<td>2&lt;sup&gt;nd&lt;/sup&gt; Bn 10&lt;sup&gt;th&lt;/sup&gt; Marines</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt; ANGLICO</td>
<td></td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; AAV</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; CEB</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; LAAD</td>
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<td>1&lt;sup&gt;st&lt;/sup&gt; Bn 11&lt;sup&gt;th&lt;/sup&gt; Marines</td>
<td>5&lt;sup&gt;th&lt;/sup&gt; ANGLICO</td>
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<td>2&lt;sup&gt;nd&lt;/sup&gt; Bn 11&lt;sup&gt;th&lt;/sup&gt; Marines</td>
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<td>5&lt;sup&gt;th&lt;/sup&gt; Bn 11&lt;sup&gt;th&lt;/sup&gt; Marines</td>
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<td></td>
<td>1&lt;sup&gt;st&lt;/sup&gt; Bn 12&lt;sup&gt;th&lt;/sup&gt; Marines</td>
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<td></td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; Bn 12&lt;sup&gt;th&lt;/sup&gt; Marines</td>
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<tr>
<td>Reserve (Begins Mar 14)</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt; Bn 14&lt;sup&gt;th&lt;/sup&gt; Marines</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; ANGLICO</td>
<td>4&lt;sup&gt;th&lt;/sup&gt; Tanks</td>
<td>4&lt;sup&gt;th&lt;/sup&gt; AAV</td>
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<td>4&lt;sup&gt;th&lt;/sup&gt; CEB</td>
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<td>3&lt;sup&gt;rd&lt;/sup&gt; Bn 14&lt;sup&gt;th&lt;/sup&gt; Marines</td>
<td>4&lt;sup&gt;th&lt;/sup&gt; ANGLICO</td>
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<td>5&lt;sup&gt;th&lt;/sup&gt; Bn 14&lt;sup&gt;th&lt;/sup&gt; Marines</td>
<td>6&lt;sup&gt;th&lt;/sup&gt; ANGLICO</td>
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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

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<thead>
<tr>
<th>MOS</th>
<th>Description</th>
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<tbody>
<tr>
<td>0302</td>
<td>Infantry Officer</td>
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<tr>
<td>0306</td>
<td>Infantry Weapons Officer</td>
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<tr>
<td>0311</td>
<td>Rifleman</td>
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<tr>
<td>0313</td>
<td>LAV Crewman</td>
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<tr>
<td>0321</td>
<td>Reconnaissance Man</td>
</tr>
<tr>
<td>0331</td>
<td>Machine Gunner</td>
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<tr>
<td>0341</td>
<td>Mortarman</td>
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<tr>
<td>0351</td>
<td>Infantry Assaultman</td>
</tr>
<tr>
<td>0352</td>
<td>Antitank Missileman</td>
</tr>
<tr>
<td>0369</td>
<td>Infantry Unit Leader</td>
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<tr>
<td>0372</td>
<td>Critical Skills Operator</td>
</tr>
<tr>
<td>0802</td>
<td>Field Artillery Officer</td>
</tr>
<tr>
<td>0811</td>
<td>Field Artillery Cannoneer</td>
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<td>0844</td>
<td>Field Artillery Fire Control Man</td>
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<td>0848</td>
<td>Field Artillery Operations Man</td>
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<tr>
<td>0861</td>
<td>Fire Support Man</td>
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<tr>
<td>1802</td>
<td>Tank Officer</td>
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<tr>
<td>1803</td>
<td>Assault Amphibian Vehicle (AAV) Officer</td>
</tr>
<tr>
<td>1812</td>
<td>M1A1 Tank Crewman</td>
</tr>
<tr>
<td>1833</td>
<td>AAV Crewman</td>
</tr>
</tbody>
</table>

5.97% (20*)

*11 MOSs currently in Congressional Notification process

94.03% (315)

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

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**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

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**Endstate:**
- Analysis complete
- Standards validated
- OccFIDs Integrated

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**CMC Decisions & Recommendations**

- Unnecessary gender barriers eliminated
- Policies & directives in place
Matching Performers to Research Tasks Across Lines of Effort

LOE 1: ETP Expansion*

LOE 2: Expanded ELT Research Studies

LOE 3: GCE Integrated Task Force

LOE 4: Early MOS Opening*

Historical & Ongoing Research

CNA

RAND Corporation

Red Team
Questions?