

DEPARTMENT OF DEFENSE WOMEN, PEACE, & SECURITY

Office of the Secretary of Defense for Policy, Stability & Humanitarian Affairs

Joint Staff J5, Global Policy & Partnerships



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WOMEN, PEACE, & SECURITY GUIDANCE



2019

DoD WPS Strategic Framework & Implementation Plan

Provides DoD objectives & tasks to implement WPS Strategy & Act; fulfills WPS Act & Strategy requirement to establish plan
(FORTHCOMING)



2019

U.S. Strategy on WPS

Four-year whole-of-government strategy to guide USG WPS implementation; satisfies E.O. 13595 requirements; tasks DoD, DoS, USAID, & DHS with creating implementation plans



2017

U.S. WPS Act

U.S. enacts the first comprehensive law in the world on WPS; Tasks DoD, DoS, USAID, & DHS as implementing departments



2011

E.O. 13595

Mandates WPS implementation; U.S. becomes the 50th country with a National Action Plan on WPS which translates UNSCR 1325 into national context



2000

UNSCR 1325

First global recognition of the disproportionate impact of conflict on women and girls and their necessary role in preventing and resolving it

WOMEN, PEACE, & SECURITY: A LOOK AT THE NUMBERS

\$4 million

allocated to the DoD to support WPS implementation in FY19



82 Countries

around the world have policies or action plans on WPS



120 Trained U.S. Personnel

through U.S. and NATO accredited courses on integrating gender perspectives into military operations



1

4

10

82

103

120+



The United States

is the only country with a comprehensive national law



10 UNSC Resolutions

on WPS led or supported by the U.S.



103 Percent

increase in number of women peacekeepers deployed by active Global Peace Operations Initiative (GPOI) partners, compared to 1% for non-GPOI countries

OVERVIEW: DoD WOMEN, PEACE, & SECURITY IMPLEMENTATION

Gender as a key identity characteristic to inform DoD planning

- Understand how gender influences operational environment & partner nation militaries
- Understand how gender influences religion, tribal affiliation, ethnicity, and other socio-cultural characteristics
- Incorporate the perspectives of men, women, boys, & girls to assess risk to mission



Identify opportunities to increase women in defense & security

- Increase number of partner nation women participating in annual training, exercises, and engagements
- Conduct all-female engagements with partner nation militaries
- Deploy mixed teams of male and female U.S. personnel executing security cooperation to model diversity and inclusion with partner nation militaries

Integrate WPS concepts into annual security cooperation activities

- Build professionalism & standards of conduct within armed forces
- Conduct training and military engagements on sexual & gender-based violence, sexual exploitation & abuse, human rights, rule of law, human trafficking, etc.
- Include scenarios that enable militaries to exercise engaging and protecting population in coordination with civilians and humanitarian organizations



OVERVIEW: DoD WOMEN, PEACE, & SECURITY IMPLEMENTATION

MILITARY SERVICES



- Integrate WPS principles within security cooperation and professional military education
- Provide training opportunities for service personnel on WPS principles, to include pre-deployment training
- Undertake research in support of institutionalizing WPS within Service specific man, train, and equip mission areas
- Advance diversity and inclusion initiatives that enable female officer, NCO, and civilian career progression
- Leverage National Guard Bureau State Partnership Program to support CCMD WPS implementation

COMBATANT COMMANDS

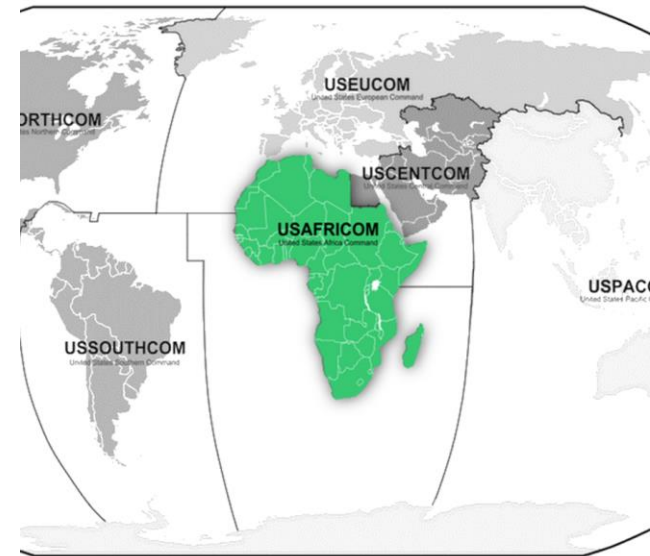


- Establish Gender Advisors and CCMD level policy on WPS implementation within mission area/theater
- Integrate WPS principles and gender perspectives within campaign and contingency plans, including task orders
- Facilitate training of headquarter staff on WPS principles, particularly during new personnel in-processing
- Leverage military to military partnerships to advance WPS principles across partner nation security sectors
- Integrate WPS principles within security cooperation, joint and multilateral exercises, and seminars

U.S. AFRICA COMMAND

Based on annual WPS reporting, U.S. Africa Command implements the WPS Act in the following ways:

- Established USAFRICOM policy on WPS implementation, roles, and responsibilities
- Integrated WPS into AFRICOM campaign plan + Annex I on WPS
- Conducts annual all female basic intelligence officer training and signal's officer symposium
- Executes capacity building with military legal professionals on sexual and gender based violence, sexual exploitation and abuse, and human rights
- Integrates WPS principles into peacekeeping and countering violent extremist organization exercises with African partners
- Provides annual trainings to African partner nation militaries on gender in peacekeeping operations and protection of civilians



U.S. CENTRAL COMMAND

Based on annual WPS reporting, U.S. Central Command implements the WPS Act in the following ways:

- Established a cross directorate team of headquarter, component, and task force staff to coordinate WPS implementation
- References WPS within Peace Operations and Theater Campaign base plans
- Focuses on gender integration, training, and capacity building within the Afghan National Defense and Security Forces (ANDSF)
- Supports, coordinates, and reports on the development of gender-based infrastructure projects to enable gender integration within the ANDSF



U.S. EUROPEAN COMMAND

Based on annual WPS reporting, U.S. European Command implements the WPS Act in the following ways:

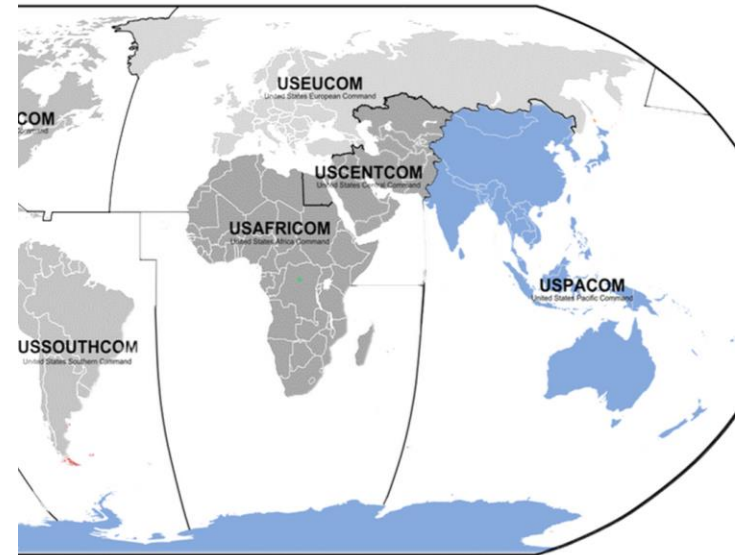
- Includes guidance on WPS implementation within annual Theater Campaign Order and Annex C (Operations)
- Provides subject matter expertise to U.S. interagency partners (e.g., USAID, DOJ, DHS) on integrating a gender perspective into EUCOM activities
- Supports NATO efforts to institutionalize WPS within NATO command structures, training, and operations
- Deploys Gender Advisor as instructor and facilitator for training and consultation during U.S., bilateral, and multilateral activities
- Established gender coaching program for USEUCOM senior leadership



U.S. INDO-PACIFIC COMMAND

Based on annual WPS reporting, U.S. Indo-Pacific Command implements the WPS Act in the following ways:

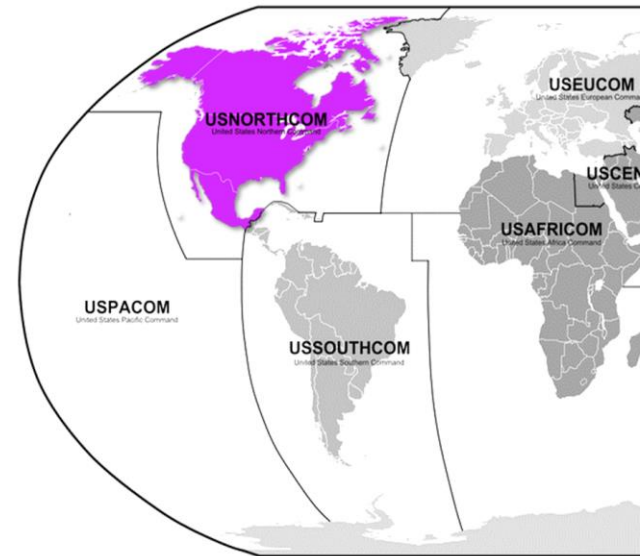
- Established USINDOPACOM policy on WPS implementation, roles, and responsibilities
- Integrated WPS into USINDOPACOM campaign plan
- Models WPS by employing mixed teams of U.S. men and women leading security cooperation events
- Integrates WPS principles into annual humanitarian assistance, disaster relief, and health engagements and training
- Leverages Gender Advisors from U.S. and partner nations (e.g., AUS, NZL) during multilateral exercises
- Establishes targets for female participation in security studies courses, training events, and professional military education



U.S. NORTHERN COMMAND

Based on annual WPS reporting, U.S. Northern Command implements the WPS Act in the following ways:

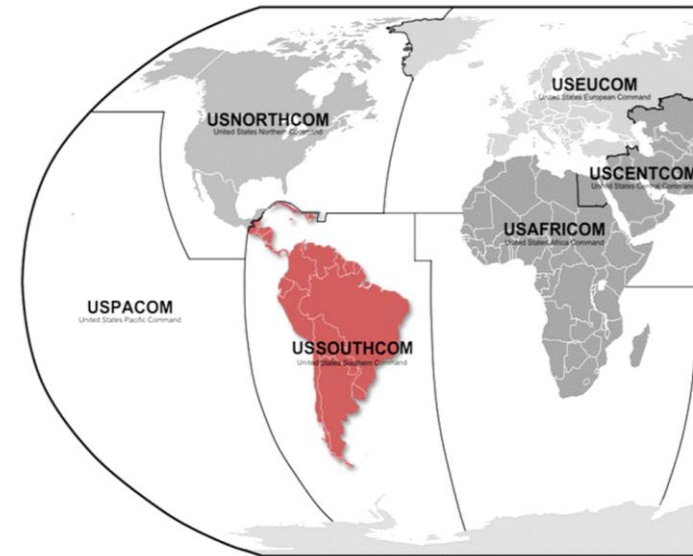
- References WPS in Theater Campaign Plan with regional partners and the Theater Security Cooperation mission
- Includes WPS measures of effectiveness within campaign plan
- Integrates WPS principles within annual human rights trainings with partner nations
- Included human rights and gender equality as key components of NORTHCOM engagement and security cooperation with Mexico



U.S. SOUTHERN COMMAND

Based on annual WPS reporting, U.S. Southern Command implements the WPS Act in the following ways:

- Includes WPS principles as a senior leader (CCDR or Civilian Deputy Commander) priority area
- Integrates WPS principles within subject matter expert exchanges with partner nation militaries
- Includes WPS panels and talking points within Chief of Defense level engagements and conferences
- Maintains a Human Rights Office
- Nests WPS supporting concepts within Human Rights security cooperation, including doctrine and training development, internal control systems, transparency, and cooperation with civil society



COMBATANT COMMANDS (CONTINUED)



- With the exception of U.S. Space Command, all functional combatant commands have established the role of a Gender Advisor or dedicated staff to support WPS implementation by the end of FY19
- Several CCMDs, including U.S. Strategic Command, are actively researching their approach to implementing the WPS legislation within their respective mission areas



U.S. AIR FORCE

The Point of Contact for WPS implementation is nested within the Office of the Deputy Undersecretary of the Air Force, International Affairs Office.

Based on annual WPS reporting, the U.S. Air Force implements the WPS Act in the following ways:

- Advances diversity and inclusion initiatives that enable female officer, NCO, and civilian career progression
- Completes annual training requirements for Sexual Assault Awareness, Combatting Trafficking in Persons
- Develops and implements programming to address family support and family planning as critical components of personnel retention
- Leverages USAF International Health Specialist Program to advance women's participation in partner nation health sectors





U.S. ARMY

The Point of Contact for WPS implementation is nested with U.S. Army Training & Doctrine Command with support from the Peacekeeping & Stability Operations Institute

Based on annual WPS reporting, the U.S. Army implements the WPS Act in the following ways:

- Advances diversity and inclusion initiatives that enable female officer, NCO, and civilian career progression
- Hosts the annual WPS working group at the Peacekeeping and Stability Operations Training and Education Workshop which focuses on incorporating WPS concepts in joint and service level doctrine
- Includes sex disaggregated data and gender-specific data and analysis from criminal and terrorist threat information into the Army Threat Integration Center (ARTIC) products
- Provide subject matter expertise on WPS principles such as gender integration, female engagement teams, and gender perspective within Army component support to CCMD theater security cooperation





U.S. NAVY

The Point of Contact for WPS implementation is nested within the Office of the Undersecretary of the Navy, Integration Support Directorate

Based on annual WPS reporting, the U.S. Navy implements the WPS Act in the following ways:

- Integrates WPS within professional military education and activities through the Naval War College and the Naval Postgraduate School
- Advances diversity and inclusion initiatives that enable female officer, NCO, and civilian career progression
- Develops and implements programming to address family support and family planning as critical components of personnel retention



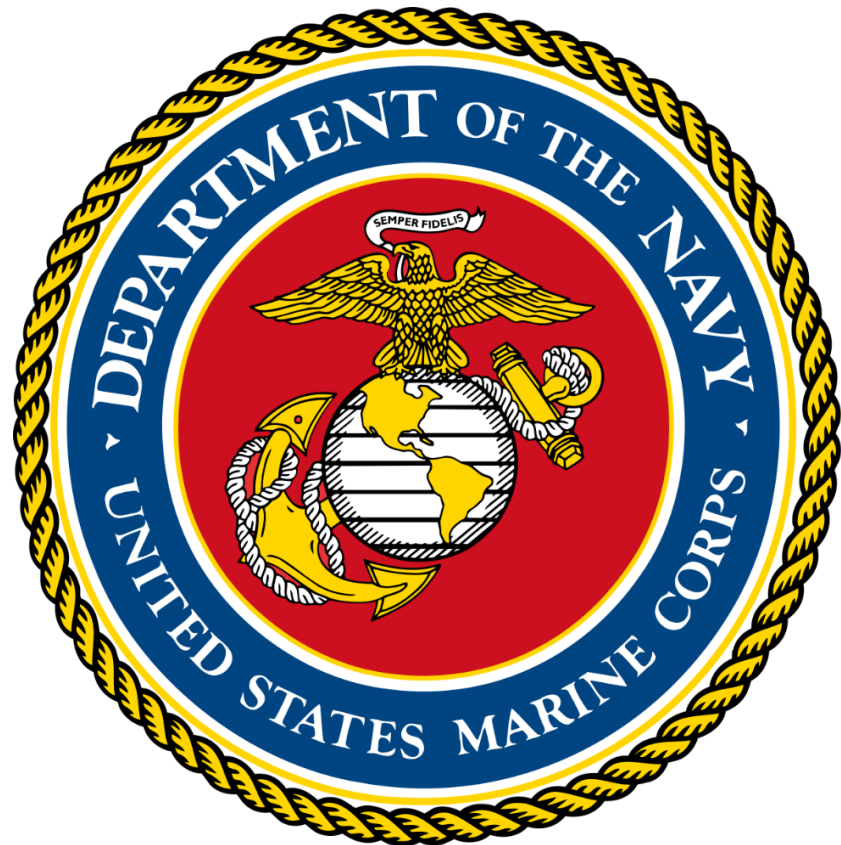


U.S. MARINE CORPS

The Point of Contact for WPS is nested within USMC Training & Education Command (TECOM)

Based on annual WPS reporting, the U.S. Marine Corps implements the WPS Act in the following ways:

- Strives for gender representation at all six College of Enlisted Military Education academies
- Includes a gender perspective in professional military education such as the 'Unintentional Bias' and 'Inclusive leadership and teams' training at the Commandants Cornerstone Commandership course and within select courses at Marine Corps University
- Continues to conduct integrated (combined male/female) training classes and courses at the School of Infantry East/West, Advanced Infantry Training Battalion, Infantry Training Battalion, Marine Combat Training Battalion, and at the Marine Combat Instructor School





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