

INFORMATION PAPER

SUBJECT: Department of Defense (DoD) implementation of the U.S. Women, Peace, & Security (WPS) Act (P.L. 115-68)

1. Purpose. To provide the Joint Force an overview of the DoD's implementation of the 2019 U.S. Strategy on WPS, as required by the U.S. Women, Peace, & Security Act of 2017, and built upon United Nations Security Council Resolution 1325 which recognizes the disproportionate impact of conflict on women and girls.

2. Key Points.

- The 2017 WPS Act is the first comprehensive legislation on WPS worldwide. It calls on the United States to be a global leader in promoting the meaningful participation of women in conflict prevention, management, resolution, and post conflict relief and recovery.
 - The WPS Act identifies the DoD as one of four Federal Departments and Agencies responsible for the implementation of the legislation in coordination with the Department of State, USAID, and the Department of Homeland Security.
 - FY19 was the first year the DoD received funding to support WPS implementation. Congress allocated \$4M to the DoD to hire Gender Advisors at combatant commands (CCMDs) and WPS program managers on the Joint Staff and Office of the Secretary of Defense for Policy (OUSD(P)). Gender Advisors are uniformed, civilian, or contracted staff responsible for the implementation of the WPS Act within their command.
- In June 2019, the President signed the U.S. Strategy on WPS, fulfilling the legislative requirement to establish a whole-of-government strategy and requiring the four Federal Departments and Agencies identified in the WPS Act to develop department-level implementation plans.
 - OUSD(P) Stability and Humanitarian Affairs (SHA), in coordination with the Joint Staff J5, led the development of the DoD WPS Strategic Framework and Implementation Plan (SFIP). The DoD WPS SFIP establishes objectives and tasks to guide departmental implementation of the WPS legislation over the next four years. The DoD WPS SFIP is currently being routed for Secretary of Defense signature.
 - DoD participates in an interagency policy committee led by the National Security Council and comprised of the four Federal Departments and Agencies identified in the WPS Act to coordinate implementation. Efforts include civil society engagements, interagency coordination, execution, and assessment, monitoring, and evaluation.
- Implementation of the WPS Act supports achievement of the objectives outlined in the 2018 National Defense Strategy through application of an inclusive, holistic, and human-centered approach to security. This enables the Joint Force to target the root causes of instability,

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anticipate the unintended consequences of military action, and facilitate the effective application of the DoD's resources.

- The DoD currently implements the WPS Act through four primary efforts: 1) advancing women's participation in partner nation defense and security sectors; 2) protecting women, girls, and vulnerable civilians within in conflict and crisis-affected environments; 3) preventing sexual and gender-based violence, including sexual exploitation and trafficking in persons; and 4) integrating a gender perspective into DoD operations, activities, and investments.
 - OUSD(P)/SHA, in coordination with the Joint Staff J5, establishes defense and military guidance for the Joint Force to support implementation of the legislation. The Joint Staff J7 integrates relevant WPS information into joint doctrine and leads the DoD Operational Gender Advisor Course to train Gender Advisors.
 - The CCMDs are the primary implementers for DoD WPS activities through their operations, engagements, and annual security cooperation. U.S. Indo-Pacific Command and U.S. Africa Command have established command level policies to support WPS implementation through their headquarters and components.
 - With the exception of U.S. Space Command, all combatant commands have established the role of a Gender Advisor or dedicated staff to support WPS implementation by the end of FY19.
 - The Uniformed Services and their academic institutions conduct research on WPS principles within their mission areas, support WPS workshops and events, provide subject matter expertise within theater security cooperation, and execute training and education opportunities for Service personnel on WPS principles.
 - The Uniformed Services also model and implement WPS principles by advancing diversity and inclusion initiatives that enable the career progression of women within the officer, NCO, and civilian workforce.
 - The National Guard Bureau supports CCMD WPS implementation through integrating WPS principles within theater security cooperation activities conducted through the State Partnership Program.

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