

INFORMATION PAPER

ATZL-DPK
13 December 2022

SUBJECT: Women, Peace, and Security (WPS)

1. Purpose: To inform on the status of Army efforts associated with WPS

2. Background: To satisfy the requirements of the Women, Peace and Security Act of 2017 [P.L. 115-68] (October 2017), and the U.S. Strategy on Women, Peace and Security (June 2019), DOD published the WPS Strategic Framework and Implementation Plan (SFIP) (June 2020). The SFIP details DOD WPS Strategy roles and responsibilities and establishes Defense Objectives to support the WPS LOEs in the U.S. strategy. In October 2020, the Under Secretary of Defense for Policy issued a memorandum, SUBJECT: Implementation of the Department's Women, Peace and Security Strategic Framework and Implementation Plan, to establish roles and responsibilities for DOD's WPS SFIP. In January 2021, Section 1210E, Implementation of the WPS Act of 2017, of the National Defense Authorization Act for Fiscal Year 2021, directed the Secretary of Defense to undertake activities consistent with the Women, Peace, and Security Act. On 22 September, the SECDEF issued a memorandum, "Commencing DoD Actions and Implementation to Address Sexual Assault and Sexual Harassment in the Military," for DOD to implement the Independent Review Commission on Sexual Assault in the Military's recommendations. On 15 December 2021, the USD(P&R) issued a memorandum, "Guidance for Implementing Tier 3 and 4 Measures Related to Recommendations of the Independent Review Commission on Sexual Assault in the Military," directing the implementation of four climate and culture, WPS-related recommendations:

- Elevate and standardize the gender advisor workforce (12 tasks);
- Use qualitative data as part of indicators for Defense Objective One of the WPS Strategic Framework (Note: DO1 - the Department of Defense exemplifies a diverse organization that allows for women's meaningful participation across the development, management, and employment of the Joint Force) (2 tasks);
- Integrate a gender analysis into the military's planning & operational frameworks (7 tasks); and
- Review and revise Professional Military Education (PME) and DoD schoolhouse curricula to mainstream WPS priorities (9 tasks).

3. Requirements: In accordance with the OUSD(P) October 2020 Memo, military departments will:

- a. designate one General Officer/Flag Officer/Senior Executive Service WPS Lead and one WPS Subject Matter Expert (SME) to support implementation and coordination of the SFIP;
- b. as appropriate, establish a WPS Focal Point network to assist with WPS implementation;
- c. ensure personnel receive relevant WPS training to meet the statutory requirements in the WPS Act;
- d. in coordination with OUSD(P), monitor, evaluate, and report on progress toward SFIP objectives, including the collection of sex-disaggregated data for WPS activities;
- e. integrate WPS principles into doctrine, PME, and individual and collective training, where appropriate, specifically for those occupational specialties that require an understanding of socio-cultural dynamics in the human domain.

4. WPS Principles:

- a. participation of women in peace and security;

- b. protection of women and girls from violence;
- c. inclusion of women in conflict prevention;
- d. equal access to relief and recovery before, during, and after conflict and crisis;
- e. protection of human rights;
- f. equal application of the rule of law; and
- g. incorporation of a gender perspective into peace and security efforts.

5. Indicator Reporting: For FY2022, OSD will require reporting from the Military Departments on the following:

- a. number of high-level commitments on WPS introduced or led by DoD senior leadership in multilateral fora
- b. number of public statements by DoD GO/FO/SESs focused on increasing women's meaningful participation and leadership within the Department;
- c. number of DoD-initiated studies conducted on WPS-related issues;
- d. number of OpsWPS 100 level courses conducted;
- e. number of full-time staff assigned to support WPS implementation for a DoD component;
- f. number of Gender Focal Points supporting the implementation of WPS for a DoD component
- g. number of DoD strategies, policies, and programs that are informed by a gender analysis;
- h. number of DoD training and professional military education curricula that integrate WPS principles;
- i. number of partner nation women who participate in U.S. professional military education programs;
- j. number of key leader engagements by DoD GO/FO/SESs focused on increasing partner nation women's meaningful participation and leadership;
- k. number of DoD key leader engagements by DoD GO/FO/SESs focused on women's safety and prevention of GBV in conflict, crisis, and disaster contexts;

6. Requirements Status: COL Jay Liddick, Director – U.S. Army Peacekeeping and Stability Operations Institute, is designated as the Army Senior Representative for WPS with Mr. Gregg Thompson, Deputy to the Commanding General, U.S. Army Combined Arms Center designated as “providing Executive Oversight.” Although a WPS DODI, with expected guidance regarding deliverables, evaluation processes, training requirements, and benchmarks, is still pending publication, PKSOI has reviewed manuals for the appropriate inclusion of WPS principles. To date, CAC/PKSOI have provided recommendations regarding WPS principles for more than a dozen manuals, including JP 3-0, *Campaigns and Operations*; JP 3-07, *Stability*; JP 3-08, *Interorganizational Cooperation*; JP 3-20, *Security Cooperation*; JP 3-24, *Counterinsurgency*; FM 3-0, *Operations*; FM 3-57 *Civil Affairs Operations*; and AJP 3.4.5 *Military Contribution to Stabilization*.

7. Way-ahead: PKSOI in coordination with CAC G3 will develop a Gender Focal Point network within CAC to better integrate WPS principles into doctrine, PME, and individual and collective training, where appropriate, specifically for those occupational specialties that require an understanding of socio-cultural dynamics in the human domain