



POLICY

UNDER SECRETARY OF DEFENSE
2000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-2000

OCT 23 2020

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
COMMANDERS OF THE COMBATANT COMMANDS
ASSISTANT SECRETARIES OF DEFENSE
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
DIRECTORS OF THE DEFENSE AGENCIES

SUBJECT: Implementation of the Department's Women, Peace, and Security Strategic Framework and Implementation Plan

This memorandum establishes roles and responsibilities for the Department's Women, Peace, and Security (WPS) Strategic Framework and Implementation Plan (SFIP). The Secretary of Defense designated the Office of the Under Secretary of Defense for Policy (OUSD(P)) as the lead for the execution of the Department's WPS SFIP. As directed, OUSD(P) will ensure that the Department applies WPS principles identified in the SFIP to the development of its policies, plans, doctrine, training, education, operations, and exercises. Additionally, OUSD(P) will ensure that the Department monitors, evaluates, and reports on progress toward SFIP objectives.

The OUSD(P), the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD(P&R)), the Military Departments, the Joint Staff, the Combatant Commands, and the Defense Security Cooperation Agency (DSCA) (the "DoD Components") will each 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. As appropriate, the DoD Components will establish a WPS Focal Point network to assist with WPS implementation. DoD Components will also ensure personnel receive relevant WPS training to meet the statutory requirements in the WPS Act. In coordination with OUSD(P), the DoD Components will monitor, evaluate, and report on their progress toward SFIP objectives, including the collection of sex-disaggregated data for WPS activities. OUSD(P) and the Joint Staff will facilitate coordination working groups with the DoD Components on WPS implementation.

OUSD(P) will provide guidance for the roles and responsibilities of WPS SMEs; establish annual assessment, monitoring, and evaluation processes in coordination with the Joint Staff; and incorporate WPS principles into security cooperation policy, programming, and reporting.

OUSD(P&R), in coordination with the Joint Staff, will ensure WPS principles are integrated into individual, staff, and collective training and professional military education (PME), where appropriate. In coordination with OUSD(P) and the Joint Staff, OUSD(P&R) will



review DoD Components' practices for recruiting, employing, developing, and retaining a gender-integrated work force.

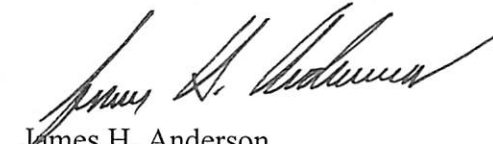
The Joint Staff will ensure WPS principles are integrated into strategy, plans, doctrine, PME, and relevant Joint Force training. In coordination with OUSD(P&R), the Joint Staff will develop and implement standardized training for WPS Leads and WPS SMEs.

DSCA will integrate WPS principles into Regional Center programming and security cooperation training for U.S. personnel. In coordination with the Combatant Commands, DSCA will incorporate WPS principles into existing and future security cooperation with partner nation defense and security sectors, including within required human rights training and institutional capacity building activities. DSCA will be responsible for collecting and reporting WPS metrics related to security cooperation, including sex-disaggregated data.

The Military Departments will 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.

The Combatant Commands will integrate WPS principles into policy, campaign and contingency planning, exercises, and operations. In coordination with DSCA, the Combatant Commands will establish recurring security cooperation activities with partner nation defense and security sectors that advance WPS principles and integrate them into existing security cooperation programming.

My point of contact for this matter is Cara Negrette, cara.g.negrette.civ@mail.mil.



James H. Anderson
Acting

Attachments:

- Tab A: DoD Women, Peace, and Security Strategic Framework and Implementation Plan
- Tab B: U.S. Strategy on Women, Peace, and Security
- Tab C: Women, Peace, and Security Act of 2017