UNITED STATES SPECIAL OPERATIONS COMMAND
OFFICE OF THE COMMANDER
7701 TAMPA POINT BOULEVARD
MACDILL AIR FORCE BASE, FLORIDA 33621-5323

22 March 2013

MEMORANDUM FOR

CHIEF OF STAFF, U.S. ARMY, 0200 ARMY PENTAGON, WASHINGTON, DC 20310-0200

COMMANDANT, U.S. MARINE CORPS, 3000 MARINE CORPS PENTAGON, WASHINGTON, DC 20350-3000

CHIEF OF NAVAL OPERATIONS, 2000 NAVY PENTAGON, WASHINGTON, DC 20350-2000

CHIEF OF STAFF, U.S. AIR FORCE, 1670 AIR FORCE PENTAGON, WASHINGTON, DC 20330-1670

SUBJECT: U.S. Special Operations Command Implementation Plan for Elimination of Direct Combat Assignment Rule

1. I applaud the Department's decision to eliminate the Direct Combat Assignment Rule (DCAR) and believe the eventual and complete integration of women into U.S. Special Operations Command (USSOCOM) will provide a new and powerful dimension to our Special Operations Forces (SOF) formations. However, much work remains to be done. I have concerns specific to USSOCOM that must be addressed prior to making an informed recommendation which complies with the Chairman's guiding principles for implementation. USSOCOM is inherently Joint, and our Forces have achieved a level of interdependence critical for operating in small, self-contained teams that usually typify our operations, many of which are in austere, politically-sensitive environments for extended periods. This complexity requires an assessment predicated upon detailed analysis, ultimately providing a single, clear procedure for execution throughout the USSOCOM enterprise.

2. The scope of my assessment is focused on our Special Forces Groups, SEAL Teams, Ranger Regiment, 160th Special Operations Aviation Regiment, SOF Battlefield Airmen, and Marine Special Operators. We are also evaluating the implications of integrating Service- provided female enablers (predominately supporting specialties listed in Enclosure 1) into the formations referenced above. We will continue to work closely and transparently with each of the Military Services throughout this assessment, ultimately providing a coordinated recommendation for implementation.

3. I have initiated three independent efforts.

a. My primary focus is an ongoing, comprehensive USSOCOM-wide Doctrine, Organization, Training, Materiel, Leadership and Education, Personnel, Facilities, and Policy (DOTMLPF-P) analysis with special emphasis on gender-neutral training standards in our SOF initial entry (qualification) courses, Leadership and Education requirements associated with integration, and an evaluation of our facilities.

b. I have also tasked my Center for Special Operations Studies and Research in our Joint Special Operations University to research and analyze the social science impacts, to include surveys of integrating women into small, elite teams that operate in remote, austere environments.

c. Complementing the two efforts referenced above, I have contracted with RAND Corporation to provide their independent, non-biased analysis.

4. The DCAR Implementation Timeline (See Enclosure 2 for more details) follows. USSOCOM will:

a. Conduct a comprehensive DOTMLPF-P analysis of the impacts of integrating women into previously closed specialties, units, and positions, to include an assessment and validation of gender-neutral occupational performance standards no later than (NLT) 1 July 2014.

b. Conduct social science assessments of the psychological and social impacts of integrating women into small SOF units as part of a comprehensive study concluding NLT 1 July 2014.

c. Commission the RAND study and make available their findings NLT 1 July 2014.

d. Submit a USSOCOM-approved list of occupational specialties and positions open to women NLT 1 April 2015 for notification to Congress and follow-on integration. Concurrently, if required, request an exception to policy.

e. Assign senior and mid-grade female cadre members to SOF training commands and previously "closed" SOF operational units (except for any units or occupational specialties included in a request for exception to policy) NLT 1 October 2015.

f. Submit the USSOCOM quarterly progress reports at the end of each quarter, beginning in 3rd Quarter Fiscal Year 2013.

5. My primary point of contact is MG Bennet Sacolick, email: bennet.sacolick@socom.mil, commercial: 813-826-5710, DSN 299-5710.

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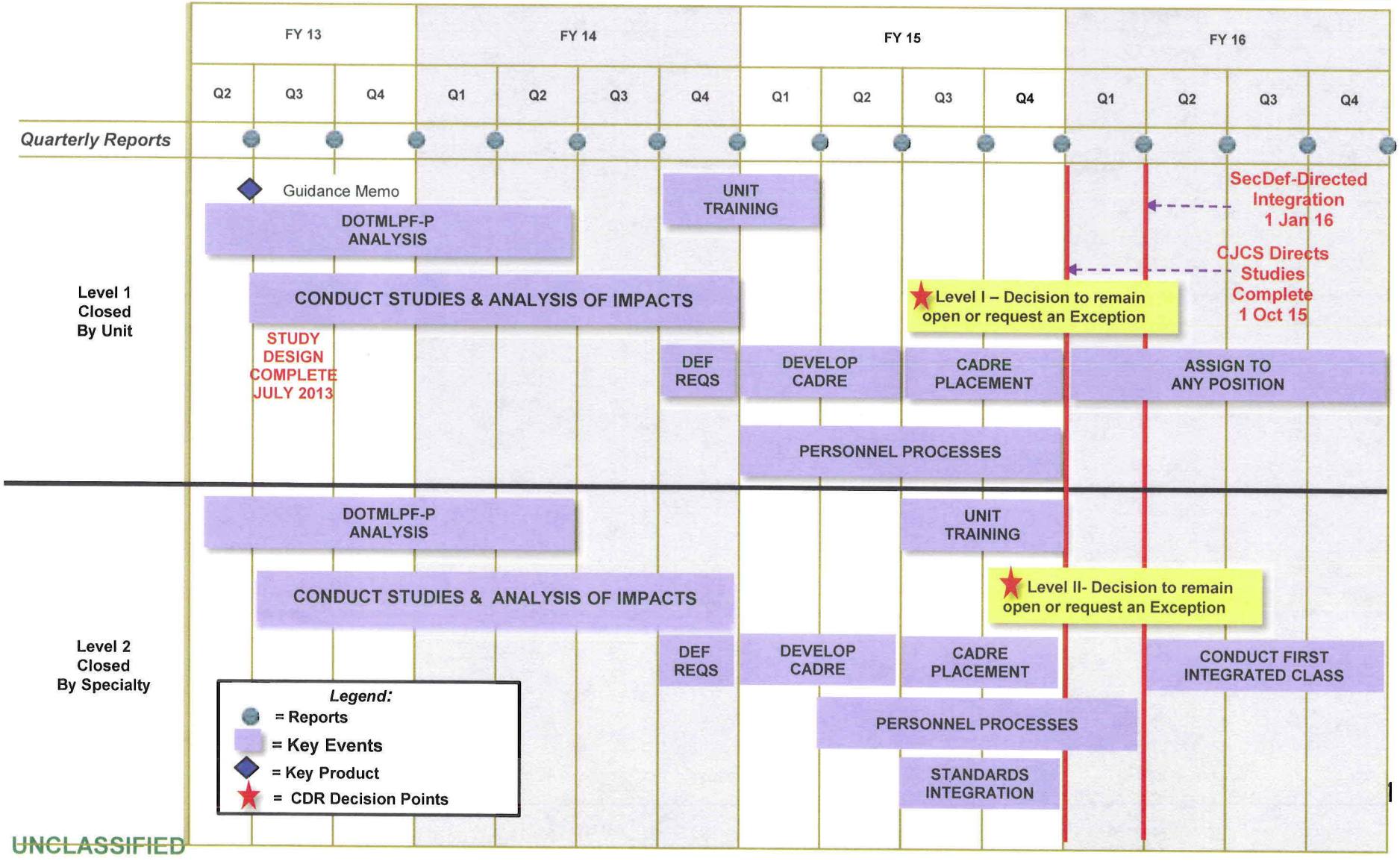
as

WILLIAM H. McRAVEN
Admiral, U.S. Navy
Commander

Implementation Timeline



USSOCOM MOS and POSITIONS PREVIOUSLY CLOSED TO WOMEN

Closed By Unit

Level 1 Positions

Service-common specialties or career fields with previously closed billets in SOF formations due to the combat exclusion rule

AFSOC

Service	Grade	MOS/AFSC	Service_Title	Total	Open	Closed	% Open
Air Force	Officer	13DX	Combat Rescue Officer	24	0	24	0.0%
Air Force	Enlisted	1C4XX	Tactical Air Control Party (Enlisted)	124	0	124	0.0%
Air Force	Enlisted	1T2XX	Pararescue (Enlisted)	183	0	183	0.0%
			Total	331	0	331	0.0%

USASOC

Service	Grade	MOS/AFSC	Service_Title	Total	Open	Closed	% Open
Army	O/E	12X	Engineer	223	195	28	87.44%
Army	O/WO/E	13XX	Field Artillery Targeting Technician	227	23	204	10.13%
Army	O/WO/E	15XX	Aviation	2856	304	2552	10.64%
Army	O/WO/E	25XX	Signals / Comm	1864	982	882	52.68%
Army	O/E	27X	Legal	137	81	56	59.12%
Army	O/WO/E	29XX	Electronic Warfare	72	37	35	51.40%
Army	Officer	30A	Info Ops	2	1	1	50.00%
Army	O/WO/E	35XX	Intell	1648	720	928	43.70%
Army	O/E	36X	Financial	93	70	23	75.27%
Army	Enlisted	37F	Psychological Operations Specialist	981	740	241	75.43%
Army	O/E	38X	Civil Affairs	1298	1254	44	96.61%
Army	O/WO/E	42XX	Human Resources	637	382	255	59.97%
Army	Officer	50A	Force Development	1	0	1	0.00%
Army	Officer	51X	Systems Development	31	19	12	61.29%
Army	Officer	53A	Information Systems Management	11	10	1	90.91%
Army	O/E	56X	Chaplain	135	73	62	54.07%
Army	Officer	57A	Simulations Operations Officer	3	2	1	66.67%
Army	Officer	59A	Strategist	1	0	1	0.00%
Army	O/E	61X-73X	Medical	448	170	278	37.95%
Army	O/E	74X	Chemical, Biological, Radiological, and Nuclear (CBRN)	425	143	282	33.65%
Army	O/E	79X	Career Counselor	61	57	4	93.40%

Army	O/WO/E	88XX	Transportation	307	236	71	77.00%
Army	WO/E	89XX	Ammo	172	71	101	41.28%
Army	Officer	90A	Logistics	184	124	60	67.39%
Army	WO/E	91XX	Automotive Maintenance	817	454	363	55.57%
Army	WO/E	92XX	Supply	2215	953	1262	43.02%
Army	WO/E	94XX	Electronic Systems Maintenance	237	90	147	37.97%
			Total	15086	7191	7895	47.7%
MARSOC							
Service	Grade	MOS/AFSC	Service_Title	Total	Open	Closed	% Open
USMC	E3-E9	8071_06XX	SPECIAL OPERATION CAPABILITY SPECIALIST (SOCS-C) NMOS - COMM	380	356	24	93.68%
USMC	E3-E9	8071_5812_5811	SPECIAL OPERATION CAPABILITY SPECIALIST (SOCS-D) NMOS - MPC	34	0	34	0.0%
USMC	E5-E9	8071_2336	SPECIAL OPERATION CAPABILITY SPECIALIST (SOCS-E) NMOS - EOD	52	0	52	0.0%
USMC	O/E	0202, 0491, 7502, 8999	Intel, Log/Mob Chief, FAC/AO, SgtMaj/1stSgt	133	85	48	63.9%
USMC	E3-E9	8071_8002_0861	SPECIAL OPERATION CAPABILITY SPECIALIST (SOCS-B) NMOS - JTAC	54	0	54	0.0%
USN	E35-E8	8403_27	CORPSMEN	120	0	120	0.0%
			Total	773	441	332	57.1%
NAVSPECWARCOM							
USN	E5-E7	HM	Medical Support	27	0	27	0.0%
USN	E4-E7	9613/9527	Communications Support	18	0	18	0.0%
USN	E5-E8	CT	Tactical Information Operations (TIO)	81	0	81	0.0%
USN	E5-E8	3912	Intelligence Specialist (IS) Supporting Submarine Operations	13	0	13	0.0%
USN	E3-E8	Seabee	Combat Systems Support	116	0	116	0.0%
USN	E4-E9	EOD	EOD MOA (1 Officer and 7 Enlisted per deploying NSWRON)	*	*	*	0.0%
USN	E5-E7	9534	SEAL Delivery Vehicle Team Technician	69	0	69	0.0%
USN	E4-E8	Sub Rates	Submarine coded enlisted billets	63	0	63	0.0%
			Total	387	0	387	0.0%
			Level 1 Total	16577	7191	8945	55.0%

Closed By Specialty

Level 2 Positions

USSOCOM-controlled MOS, occupations, specialities, and career fields

Service	Grade	MOS/AFSC	Service_Title	Total	Open	Closed	% Open
AFSOC							
Air Force	Officer	13CX	Special Tactics Officer	104	0	104	0.0%
Air Force	Officer	15WXC	Special Operations Weather Officer	18	0	18	0.0%
Air Force	Enlisted	1C2XX	Combat Control (Enlisted)	561	0	561	0.0%
Air Force	Enlisted	1W0X2	Special Operations Weather (Enlisted)	120	0	120	0.0%
			Total	803	0	803	0.0%
USASOC							
Army	Enlisted	11X	Infantryman (Ranger Rgt)	2277	0	2277	0.0%
Army	O/WO/E	18XX	Special Forces	7153	0	7153	0.0%
			Total	9430	0	9430	0.0%
MARSOC							
USMC	O/E	037X	Special Operations / Critical Skills Operators	928	0	928	0.0%
			Total	928	0	928	0.0%
NAVSPECWARCOM							
NAVY	O/WO/E	1130/7150/5326	SEAL Officer/Warrant Officer/Enlisted	3394	0	3394	0.0%
NAVY	WO/E	7170/5352	SWCC Warrant Officer/Enlisted	942	0	942	0.0%
			Total	4336	0	4336	0.0%
			Level 2 Total	**15497**	**0**	**15497**	**0.0%**
			Level 1 & 2 Total	**32074**	**7191**	**24442**	**22.4%**