



SECRETARY OF DEFENSE
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WASHINGTON, DC 20301-1000

DEC 30 2024

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND FIELD ACTIVITY DIRECTORS

SUBJECT: Department of Defense Women, Peace, and Security Implementation Plan

The Department of Defense is committed to advancing women's participation in peace and security processes and integrating gender analysis in U.S. foreign policy and national security decision-making, consistent with the Women, Peace, and Security (WPS) Act of 2017. These efforts recognize that participation of women in all aspects of conflict prevention, resolution, management, and conflict relief is a national security tool by enhancing integrated deterrence and campaigning, deepening our alliances and partnerships, and making us a stronger, more ready, and more resilient fighting force. The DoD WPS Implementation Plan (WPS IP) evolves how the Department conceptualizes and executes WPS — from focusing on advancing women's meaningful participation across the Total Force to ensuring operational commanders are supported with institutional resources, personnel, and tools that enhance their knowledge of the civilian environment.

The DoD WPS IP establishes how the Department will systematically improve our approach to WPS in alignment with the WPS Act (Public Law 115-68), the 2023 U.S. Strategy and National Action Plan on WPS, and the 2022 National Defense Strategy. It defines DoD's roles in support of U.S. Government WPS implementation and provides Department-wide direction for institutionalizing and operationalizing WPS.

The Under Secretary of Defense for Policy (USD(P)) oversees the implementation of the Department's WPS requirements and this WPS IP. In coordination with the Under Secretary of Defense for Personnel and Readiness, the Chairman of the Joint Chiefs of Staff, and other appropriate Components, the USD(P) will identify existing governance structures to provide oversight, direction, and guidance for executing the WPS IP.

The WPS IP, which I approve through this memorandum, is ambitious but achievable with continued leadership support. I therefore direct Department leaders to prioritize implementing the actions of this plan.

Attachment:
DoD WPS IP



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2024 Department of Defense Women, Peace, and Security Implementation Plan

I. Executive Summary

The U.S. Government is committed to advancing Women, Peace, and Security (WPS) through implementation of the Women, Peace, and Security Act of 2017 (Public Law 115-68) (WPS Act). Informed by the tenets of United Nations Security Council Resolution 1325, the WPS Act promotes the meaningful participation of women in all aspects of overseas conflict prevention, management, and resolution, and post-conflict relief and recovery efforts through the application of gender analysis to U.S. Government peace and security efforts. The WPS Act identifies the Department of Defense (DoD) as one of four named Federal Agencies responsible for its implementation. In alignment with the 2023 U.S. WPS Strategy and National Action Plan (StratNAP), the 2024 DoD WPS Implementation Plan (WIP) outlines how the Department will advance WPS in direct support of the National Security Strategy (NSS) and the National Defense Strategy (NDS). Section 1210E National Defense Authorization Act for Fiscal Year 2021 (Public Law 116-283) specifically authorizes the Department to take steps in this plan to advance WPS objectives.

The NDS details the Department's path forward to promote global security, seize new strategic opportunities, and realize and defend our democratic values. Advancing WPS objectives demonstrates our commitment to a rules-based international order underpinned by human rights and gender equality. WPS presents the Department with an approach and set of tools to support integrated deterrence, strategic competition, and build enduring advantages across the Total Force. WPS implementation directly supports the NDS by improving the Department's understanding of the strategic and operational environment, including our competitors and their influence, and reveals the multi-faceted and often overlooked roles women play as active agents across the spectrum of conflict and crisis. The Department's WPS approach is operationally focused and embedded in military planning toward effects that counter our competitors and address transnational threats. DoD's WPS implementation also strengthens our credibility as a trusted defense partner, opens opportunities to work alongside our Allies and partners, and promotes cooperation essential for advancing our shared interests.

The 2024 DoD WIP reflects lessons learned from four years of implementing the 2020 DoD WPS Strategic Framework and Implementation Plan and further defines DoD's WPS roles in alignment with our mission, authorities, and resources. The updated WPS Defense Objectives continue the Department's efforts to institutionalize the processes, procedures, and people that enable operationalization of WPS across our operations, activities, and investments. The Intermediate Defense Objectives and associated Tasks also incorporate approved recommendations from the 2021 Independent Review Commission (IRC) on Sexual Assault in the Military and reinforce the Department's support to the U.S. Strategy to Prevent Conflict and Promote Stability and the U.S. Strategy on Gender Equity and Equality. The 2024 DoD WIP Defense Objectives are:

Defense Objective 1: The Department organizes, trains, and equips the Total Force to perform its WPS roles to build enduring advantage.

Defense Objective 2: The Department integrates its WPS roles within operations, activities, and investments (OAs) across the competition continuum and in crisis contexts, both domestically and abroad, to build a more stable and resilient global security environment.

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Defense Objective 3: The Department advances WPS through its engagements and security cooperation with Allies & partners to build stronger regional security architectures.

By pursuing these WPS Defense Objectives, the Department seeks to achieve the following desired end state: *A Total Force that is developed, educated, and trained to integrate WPS across the Department's operations, activities, and investments domestically, abroad, and in cooperation with Allies and partners to strengthen deterrence against adversaries and enhance the Department's response to global challenges.*

II. Strategic Context

Security Environment. The NDS describes an increasingly complex and interconnected global security environment characterized by an escalation of competitors' coercive and malign activities and transnational threats. Authoritarian regimes are repressing women's rights, and our adversaries are becoming more adept at exploiting gender dynamics to spread their influence and promote destabilizing narratives. Actors who erode human rights, including women's rights, threaten the rules-based international order. Additionally, climate change, pandemics, and other transboundary challenges exacerbate existing gender inequality with devastating impacts to the long-term security of individuals, communities, and states. Importantly, the status of women remains strongly and empirically linked to national security – gender equity and equality make countries more prosperous, secure, and democratic, whereas continued gender inequality contributes to instability, corruption, and conflict. The Department must be prepared to identify, analyze, and act upon human aspects of the security environment to address these challenges.

Integrated Deterrence. DoD implementation of the WPS Act bolsters U.S., allied, and partner deterrence strategies in several key ways. First, it enables the Department to address gender-related drivers of instability and vulnerability to coercion. For example, understanding how adversaries can use rape and sexual violence as weapons of war can inform prevention and mitigation efforts to deny them from employing such tactics. Recognizing how adversaries target gender-specific audiences with destabilizing narratives can serve as a warning of malign influence and inform operations in the information environment. DoD can also leverage its WPS implementation to bolster whole-of-society resilience. For example, improving military coordination and information sharing with women's civil society networks can strengthen societal resolve and inform strategies to resist aggression while improving the ability to fight through and recover quickly from disruption. Additionally, creating safe and favorable conditions for women to meaningfully serve in their national defense and security forces maximizes combat capability while reinforcing societal cohesion.

Campaigning. DoD implementation of the WPS Act, through the deliberate and scoped use of gender analysis, can improve campaigning and contingency planning by enhancing our understanding of the strategic and operational environment. For example, collecting and assessing data on how gray zone methods affect the behavior and decision-making of local men and women can shape our approach to counter malign activities below the threshold of armed conflict. Recognizing the gender-differentiated effects of military action should inform efforts to mitigate civilian harm from military operations. Understanding gender-specific security needs will improve capabilities to respond to an entire affected population during crisis.

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Allies & Partners. The Department continues to leverage WPS implementation to strengthen our Alliances and partnerships through engagements and security cooperation that reinforce shared values, promote human rights, and uphold the rules-based international order. More than 100 nations around the world have National Action Plans on WPS. Across the Department's theaters of operation, partnering on WPS in support of shared objectives informs cooperative approaches to conducting military operations and strengthens collective efforts to address transboundary challenges and other areas of mutual concern. Through its WPS implementation, the Department demonstrates its commitment to advancing an internationally recognized framework to achieve long-lasting peace and stability.

Cultivating the Workforce. The Department must sustain its efforts to recruit and retain the most talented Americans while strengthening our institutional capacity to implement WPS activities through our military operations in theater. The Department will implement the approved recommendations from the 2021 IRC on Sexual Assault in the Military to address the impacts of sexual violence on Joint Force readiness and women's ability to meaningfully participate in our own Department. This will enable the Department to serve as a credible and model defense institution for WPS alongside other leading Allies and partners. Additionally, the Department will leverage the WPS-specific recommendations from the IRC (3.4a-3.4e) as approved by the Secretary of Defense to advance its institutional capacity to implement WPS through professionalizing the Gender Advisory Workforce, integrating gender analysis into military operations, and developing tailored WPS training and professional military education for the Total Force.

III. Defining DoD's Roles in Implementing WPS

United Nations Security Council Resolution 1325 informs the Department's efforts to promote the meaningful participation of women in all aspects of overseas conflict prevention, management, and resolution, and post-conflict relief and recovery efforts through the application of gender analysis to U.S. Government peace and security efforts. It identifies DoD as one of four named Federal Agencies responsible for its implementation. The Department has continuously refined and scoped our roles and responsibilities related to WPS in alignment with the NDS and our mission, authorities, and resources. This includes recognizing the importance of applying WPS beyond the context of overseas conflict, to include within crises and domestic operations. Based on lessons learned from implementing the 2020 DoD WPS Strategic Framework and Implementation Plan, the Department's roles in institutionalizing and operationalizing WPS are identified as follows.

DoD WPS Roles:

- (1) Advance the meaningful participation of women and promote gender equity and equality across the development, management, and employment of the Total Force.
- (2) Mitigate the negative impacts of U.S. military operations on civilians based on their gender roles, responsibilities, and identities.
- (3) Apply a gender analysis to human security threats, including but not limited to human rights violations and the Law of Armed Conflict violations; sexual exploitation and abuse; crisis and conflict-related sexual violence; trafficking in persons; and children in armed conflicts.

(4) Work with allies and partners to:

- a. Expand opportunities for and remove barriers to recruitment, employment, retention, development, and promotion that contribute to the under-representation of women in foreign security forces.
- b. Reduce and prevent sexual harassment, sexual assault, intimate partner violence, including domestic abuse, and other forms of violence that disproportionately impact women's participation in foreign security forces.
- c. Integrate gender analysis into the policy, planning, training, operations, and exercises of foreign security forces.

IV. DoD WPS End State, Objectives, and Tasks

The objectives and tasks outlined in this section guide the Department's efforts to institutionalize and operationalize WPS in direct support of NDS objectives and in alignment with the Lines of Effort in the 2023 WPS Strategy and NAP (StratNAP) toward achieving the following End State: **The Total Force is developed, educated, and trained to integrate its WPS roles across the Department's operations, activities, and investments domestically, abroad, and in cooperation with allies and partners to strengthen deterrence against adversaries and enhance the Department's response to global challenges.**

Defense Objective 1 focuses on institutionalization by building the Department's internal capacity to perform its WPS roles at home and abroad. Defense Objectives 2 and 3 focus on operationalization of WPS, with Defense Objective 2 focused on embedding WPS within U.S. military planning and operations, and Defense Objective 3 focused on integrating WPS with Allies and partners. Institutionalization and operationalization should occur simultaneously and inform one another.

- **Defense Objective 1:** The Department organizes, trains, and equips the Total Force to perform its WPS roles to build enduring advantage.
 - **Intermediate Defense Objective 1.1:** Increase Total Force awareness, understanding, and implementation of its WPS roles in support of national security objectives at the tactical, operational, and strategic levels.
 - **Task 1.1.1:** Establish, promote, and maintain a common understanding of DoD's WPS roles across the Total Force.
 - **Task 1.1.2:** Identify and codify oversight, direction, and guidance for WPS implementation and resourcing within existing governance structures.
 - **Task 1.1.3:** Establish Joint and Service-specific Learning Areas, programs of instruction, and terminal learning objectives for training and educating the Total Force to perform its WPS roles.

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- **Task 1.1.4:** Develop and implement specific training standards and learning objectives related to DoD's WPS roles for those occupational specialties that frequently engage or operate within the civilian environment.
- **Task 1.1.5:** Promote gender equality as a core component of human rights through training and education of the Total Force on the Law of Armed Conflict and civilian harm mitigation and response.
- **Intermediate Defense Objective 1.2:** Build a professionalized, deployable Gender Advisory Workforce with the skills, knowledge, and abilities to advance WPS in the current and future operating environment.
 - **Task 1.2.1:** Develop and maintain career development pathways for the Gender Advisory Workforce.
 - **Task 1.2.2:** Establish special experience, qualification, or additional skill identifiers for the Gender Advisory Workforce consistent with DoD-level Occupational Database standards.
 - **Task 1.2.3:** Establish, resource, and maintain a Joint certified training program of instruction for the Gender Advisory Workforce in alignment with the Joint Training System.
 - **Task 1.2.4:** Establish, resource, and maintain Service-specific training programs in support of the Gender Advisory Workforce.
 - **Task 1.2.5:** Establish, resource, and maintain a security cooperation certified training program for members of the Gender Advisory Workforce supporting security cooperation, as appropriate.
- **Intermediate Defense Objective 1.3:** Maintain and strengthen initiatives that promote gender equity and equality and advance the recruitment, retention, promotion, and meaningful participation of women across the Total Force.
 - **Task 1.3.1:** Identify and deconflict task implementation and management processes for executing approved recommendations 3.4a-3.4e from the IRC on Sexual Assault in the Military.
 - **Task 1.3.2:** Leverage existing DoD data on sex/gender, rank, gender relations, organizational climate, sexual harassment and sexual assault, and other relevant categories, to assess how DoD defines and models women's meaningful participation within the institution.
- **Defense Objective 2:** The Department integrates its WPS roles within operations, activities, and investments (OAI) across the competition continuum and in crisis contexts, both domestically and abroad, to build a more stable and resilient global security environment.

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- **Intermediate Defense Objective 2.1:** Develop and incorporate WPS roles within DoD issuances, doctrine, concepts, and experimentation.
 - **Task 2.1.1:** Integrate WPS roles within DoD, Joint, and Service directives and instructions, as appropriate.
 - **Task 2.1.2:** Establish and update joint and service doctrine to reflect WPS roles, to include the use of gender analysis and the Gender Advisory Workforce in planning and operations, with special attention to the protection of civilians and identifying and addressing gender-based violence across the spectrum of conflict and in crisis contexts, as appropriate.
 - **Task 2.1.3:** Integrate WPS roles, including the use of gender analysis and employment of the Gender Advisory Workforce, into existing or new Joint Concepts, Service-specific concepts, and in development of concepts of operations, concepts of employment, and concept required capabilities.
 - **Task 2.1.4:** Employ the Gender Advisory Workforce in support of steady-state, crisis, and contingency plans and operations conducted in each geographic theater.
- **Intermediate Defense Objective 2.2:** Develop, resource, and integrate gender analysis within the planning, execution, and assessment of DoD OAs.
 - **Task 2.2.1:** Integrate gender analysis into existing sociocultural analyses required within Universal Joint Tasks.
 - **Task 2.2.2:** Conduct gender analysis within efforts to prevent and mitigate civilian harm; plan and execute humanitarian assistance, disaster response, and domestic operations; and address other human security threats.
 - **Task 2.2.3:** Incorporate gender analysis within exercise programs, wargaming, and data management systems, as appropriate, and collect best practices.
 - **Task 2.2.4:** Identify, update, and use existing processes for the consistent collection and reporting of sex, gender, and age disaggregated data to inform military planning and operations.
- **Defense Objective 3:** The Department advances WPS through its engagements and security cooperation with Allies & partners to advance shared security objectives.
 - **Intermediate Defense Objective 3.1:** Pursue efforts to build capability and institutional capacity within partner nation defense and security sector institutions to advance shared WPS objectives.

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- **Task 3.1.1:** Assist partner nations in the training, education, management, professional development, and institutionalization of a WPS or Gender Advisory Workforce in their defense institutions.
 - **Task 3.1.2:** Identify and pursue opportunities to support partner nations in conducting gender analysis in support of military OAs.
 - **Task 3.1.3:** Coordinate with partner nations to advance cooperation among military gender advisory workforces.
 - **Task 3.1.4:** Assist partner nations in efforts that advance the recruitment, retention, promotion, and meaningful participation of women in their defense and security sectors, to include efforts to respond to sexual harassment and assault.
 - **Task 3.1.5:** Coordinate with U.S. interagency partners on WPS activities, to include identifying opportunities to engage local, national, and international civil society organizations and networks.
- **Intermediate Defense Objective 3.2:** Strengthen engagement, understanding, and capacity of partner nations to protect human rights, specifically of women and girls, including through training on international humanitarian law (IHL), international human rights law (IHRL), the Law of Armed Conflict, and protection of civilians, including civilian harm mitigation and response, and other relevant human security issues.
- **Task 3.2.1:** Ensure training with partner nations on WPS incorporates linkages to IHL, IHRL, and Law of Armed Conflict and vice versa.
 - **Task 3.2.2:** Integrate WPS roles and relevant human security topics within training, equipping, and capacity building programs with partner nations.

V. Mapping DoD WPS Tasks to the U.S. WPS Strategy and National Action Plan

The Department's WPS efforts are closely aligned with the following five Lines of Effort outlined in the 2023 WPS Strategy and National Action Plan (StratNAP):

- LOE 1: Participation – Seek and support the preparation and meaningful participation of women and girls in civic and political leadership, in informal and formal decision-making processes, and in institutions related to peace and security.
- LOE 2: Protection – Promote the protection of the human rights of women and girls and prevent and respond to all forms of gender-based violence across the continuum of peace, conflict, and crisis contexts, including conflict-related sexual violence.
- LOE 3: Relief, Response, and Recovery – Prioritize gender-responsive policies and programs to support the safety, participation, and leadership of women and girls in U.S. government

responses to conflict, crises, and disasters, and provide safe, equitable access to humanitarian assistance.

- LOE 4: Integration and Institutionalization – Integrate WPS principles across U.S. policies and programs to strengthen the institutionalization of comprehensive gender analyses and improve gender equality outcomes.
- LOE 5: Partnerships – Encourage partners to mainstream WPS principles across policies and strategies and strengthen capacity to improve gender equality in processes and institutions connected to peace and security decision-making.

Annex A of this document maps the tasks in Section IV to the Outcomes and Priorities in the Logic Framework of the StratNAP. The Department will develop a Monitoring, Evaluation, and Learning (MEL) Framework to be released as Annex B to this document. The MEL Framework will provide the required performance measures for all assigned tasks for DoD Components and codify offices of primary responsibility for implementing, monitoring, and evaluating this plan.

VI. Acronyms

ACRONYM	MEANING
IHL	International Humanitarian Law
IHRL	International Human Rights Law
IRC	Independent Review Commission on Sexual Assault in the Military
MEL	Monitoring, Evaluation, and Learning
NDS	National Defense Strategy
NSS	National Security Strategy
OAI	Operations, Activities, and Investments
StratNAP	2023 Women, Peace & Security Strategy and National Action Plan
WPS	Women, Peace, and Security
WPS Act	Women, Peace, and Security Act of 2017

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Annex A: Mapping DoD Tasks to U.S. StratNAP Outcomes and Priorities

StratNAP Outcomes	StratNAP Priorities	DoD WPS Intermediate Defense Objectives and Tasks
<p>Outcome 1: Participation <i>Increase the meaningful participation of women and girls in peace and security decision-making processes.</i></p>	<p>Priority 1.1: Mitigate barriers and increase enabling environments for women and girls’ meaningful participation in peace and security decision-making processes related to the cycle of preventing, resolving, and rebuilding after conflict, crisis, and violent extremism.</p>	<p>Intermediate Defense Objective 1.3: Maintain and strengthen initiatives that promote gender equity and equality and advance the recruitment, retention, promotion, and meaningful participation of women across the Total Force.</p>
	<p>Priority 1.2: The U.S. government will increase women and girls’ meaningful participation in security sectors.</p>	<p>Task 1.3.2: Leverage existing DoD data on sex/gender, rank, gender relations, organizational climate, sexual harassment and sexual assault, and other relevant categories, to assess how DoD defines and models women’s meaningful participation within the institution.</p>
	<p>Priority 1.3: The U.S. government and partner governments are responsive to women and girls’ needs and recommendations in peace and security processes.</p>	<p>Intermediate Defense Objective 2.2: Develop, resource, and integrate gender analysis within the planning, execution, and assessment of DoD OAI.</p>
	<p>Priority 1.4: Women and girls have increased opportunity to access and influence decision-making bodies, networks, and processes.</p>	<p>Task 2.1.4: Employ the Gender Advisory Workforce in support of steady-state, crisis, and contingency plans and operations conducted in each geographic theater.</p>

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<p>Outcome 2: Protection <i>The human rights of women and girls are promoted and respected throughout the cycles of violence, conflict, and crisis, including in the prevention and response to all forms of gender-based violence.</i></p>	<p>Priority 2.1: The development of U.S. government policies and programs includes a survivor- and trauma-informed approach to preventing and responding to gender-based violence, including integrating localized and survivor-determined definitions of justice and accountability.</p>	<p>Task 1.1.4: Promote protection of the human rights of women and girls through training and education of the Total Joint Force on international humanitarian law, international human rights law, and civilian harm mitigation and response.</p> <p>Task 2.1.2: Establish and update joint and service doctrine to reflect WPS roles, to include the use of gender analysis and the Gender Advisory Workforce in planning and operations, with special attention to the protection of civilians and identifying and addressing gender-based violence across the spectrum of conflict and in crisis contexts, as appropriate.</p>
	<p>Priority 2.2: Survivors of gender-based violence have access to justice, health, and psychosocial support and services.</p>	<p>Task 1.3.1: Identify and deconflict task implementation and management processes for executing approved recommendations 3.4a-3.4e from the IRC on Sexual Assault in the Military.</p>
<p>Outcome 3: Relief, Response & Recovery <i>An intersectional gender approach is systematically integrated by the U.S. government as part of preparedness for, prevention of, and responses to conflict, natural disasters, and the climate crisis.</i></p>	<p>Priority 3.1: U.S. government’s relief, response, and recovery efforts increase gender equity and equality and mitigate harmful gender norms.</p>	<p>Task 2.2.2: Conduct gender analysis within efforts to prevent and mitigate civilian harm; plan and execute humanitarian assistance, disaster response, and domestic operations; and address other human security threats.</p>
	<p>Priority 3.2: U.S. government relief, response, and recovery efforts include programs, policies, systems, and mechanisms to prevent GBV risks and provide safe, comprehensive resources to survivors.</p>	<p>Task 2.1.2: Establish and update joint and service doctrine to reflect WPS roles, to include the use of gender analysis and the Gender Advisory Workforce in planning and operations, with special attention to the protection of civilians and identifying and addressing gender-based violence across the spectrum of conflict and in crisis contexts, as appropriate.</p>
	<p>Priority 3.3: U.S. government relief, response, and recovery efforts support local women’s leadership in humanitarian response.</p>	<p>Task 3.1.5: Coordinate with U.S. interagency partners on WPS activities, to include identifying opportunities to engage local, national, and international civil society organizations and networks.</p>

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<p>Outcome 4: Integration & Institutionalization <i>U.S. government internal systems, processes, and structures integrate WPS principles in training personnel and program design are more inclusive, diverse, and representative of the needs of the population.</i></p>	<p>Priority 4.1: U.S. government increases its investment in WPS advisors, staff, and technical experts. Staff are meaningfully integrated and resourced across policies, programs, and training.</p>	<p>Intermediate Defense Objective 1.2: Build a professionalized, deployable Gender Advisory Workforce with the skills, knowledge, and abilities to advance WPS in the current and future operating environment.</p> <p>Task 1.2.1: Develop and maintain career development pathways for the Gender Advisory Workforce.</p> <p>Task 1.2.2. Establish special experience, qualification, or additional skill identifiers for the Gender Advisory Workforce consistent with DoD-level Occupational Database standards.</p> <p>Task 1.2.3: Establish, resource, and maintain a Joint certified training program of instruction for the Gender Advisory Workforce in alignment with the Joint Training System.</p> <p>Task 1.2.4: Establish, resource, and maintain Service-specific training programs in support of the Gender Advisory Workforce.</p> <p>Task 1.2.5: Establish, resource, and maintain a security cooperation certified training program for members of the Gender Advisory Workforce supporting security cooperation, as appropriate.</p>
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Priority 4.2: U.S. government personnel are equipped and properly trained on the knowledge, resources, and technical expertise to advance the Strategy.

Intermediate Defense Objective 1.1: Increase Total Force awareness, understanding, and implementation of its WPS roles in support of national security objectives at the tactical, operational, and strategic levels.

Task 1.1.1: Establish, promote, and maintain a common understanding of DoD's WPS roles across the Total Force.

Task 1.1.2: Identify and codify oversight, direction, and guidance for WPS implementation and resourcing within existing governance structures.

Task 1.1.3: Establish Joint and Service-specific Learning Areas, programs of instruction, and terminal learning objectives for training and educating the Total Force to perform its WPS roles.

Task 1.1.4: Develop and implement specific training standards and learning objectives related to DoD's WPS roles for those occupational specialties that frequently engage or operate within the civilian environment.

Task 1.1.5: Promote gender equality as a core component of human rights through training and education of the Total Force on the Law of Armed Conflict and civilian harm mitigation and response.

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<p>Priority 4.3: U.S. government policies and programs are informed by intersectional and inclusive gender analysis.</p>	<p>Intermediate Defense Objective 2.1: Develop and incorporate WPS roles within DoD issuances, doctrine, concepts, and experimentation.</p> <p>Intermediate Defense Objective 2.2: Develop, resource, and integrate gender analysis within the planning, execution, and assessment of DoD OAs.</p> <p>Task 2.2.1: Integrate gender analysis into existing sociocultural analyses required within Universal Joint Tasks.</p> <p>Task 2.2.3: Incorporate gender analysis within exercise programs, wargaming, and data management systems, as appropriate, and collect best practices.</p> <p>Task 2.2.4: Identify, update, and use existing processes for the consistent collection and reporting of sex, gender, and age disaggregated data to inform military planning and operations.</p>
<p>Priority 4.4: Training, reporting, and integration of relevant U.S. government strategies and policies occurs across agencies.</p>	<p>Task 2.1.1: Integrate WPS roles within DoD, Joint, and Service directives and instructions, as appropriate.</p> <p>Task 2.1.3: Integrate WPS roles, including the use of gender analysis and employment of the Gender Advisory Workforce, into existing or new Joint Concepts, Service-specific concepts, and in development of concepts of operations, concepts of employment, and concept required capabilities.</p>
<p>Priority 4.5: U.S. government improves monitoring, evaluation, and learning systems and data collection methods to better capture WPS efforts.</p>	<p>Task 1.3.2: Leverage existing DoD data on sex/gender, rank, gender relations, organizational climate, sexual harassment and sexual assault, and other relevant categories, to assess how DoD defines and models women's meaningful participation within the institution.</p>

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<p style="text-align: center;">Outcome 5: Partnerships <i>The U.S. government builds and strengthens partnerships with other governments, multilateral organizations, academia and research institutions, civil society, and the private sector to advance the objectives of the WPS agenda.</i></p>	<p>Priority 5.1: U.S. government provides support for partner governments in adopting and enforcing laws and implementation frameworks that promote gender equality.</p>	<p>Intermediate Defense Objective 3.1: Pursue efforts to build capability and institutional capacity within partner nation defense and security sector institutions to advance shared WPS objectives.</p> <p>Task 3.1.2: Identify and pursue opportunities to support partner nations in conducting gender analysis in support of military OAs.</p> <p>Task 3.1.3: Coordinate with partner nations to advance cooperation among military gender advisory workforces.</p> <p>Task 3.1.4: Assist partner nations in efforts that advance the recruitment, retention, promotion, and meaningful participation of women in their defense and security sectors, to include efforts to respond to sexual harassment and assault.</p> <p>Intermediate Defense Objective 3.2: Strengthen engagement, understanding, and capacity of partner nations to protect human rights, specifically of women and girls, including through training on international humanitarian law (IHL), international human rights law (IHRL), the Law of Armed Conflict, and protection of civilians, including civilian harm mitigation and response, and other relevant human security issues.</p> <p>Task 3.2.1: Ensure training with partner nations on WPS incorporates linkages to IHL, IHRL, and Law of Armed Conflict and vice versa.</p> <p>Task 3.2.2: Integrate WPS roles and relevant human security topics within training, equipping, and capacity building programs with partner nations.</p>
	<p>Priority 5.2: U.S. government builds upon and develops mechanisms for ongoing communication and information sharing loops with partner governments, civil society, academia and research institutions, and the private sector.</p>	<p>Task 3.1.5: Coordinate with U.S. interagency partners on WPS activities, to include identifying opportunities to engage local, national, and international civil society organizations and networks.</p>

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<p>Priority 5.3: U.S. government partners with multilateral institutions and fora to elevate Women, Peace and Security action and promote shared responsibility.</p>	<p>Task 3.1.1: Assist partner nations in the training, education, management, professional development, and institutionalization of a WPS or Gender Advisory Workforce in their defense institutions.</p>
<p>Priority 5.4: U.S. government prioritizes supporting local civil society organizations through its policies, funding, and partnerships.</p>	<p>Task 3.1.5: Coordinate with U.S. interagency partners on WPS activities, to include identifying opportunities to engage local, national, and international civil society organizations and networks.</p>