



INSTITUTE FOR SECURITY GOVERNANCE

DEFENSE SECURITY COOPERATION UNIVERSITY

WOMEN'S INTEGRATION INTO THE ARMED FORCES

RESIDENT: N/A

MOBILE: P309465

CERTIFICATION: PME, E-IMET

This course guides partners through a change management framework for effective, merit-based integration of women into the armed forces in support of enhanced military effectiveness and force readiness. This course is tailorable to be relevant to partners' cultural and legal frameworks. It employs an Institute for Security Governance (ISG)-developed methodology to facilitate interactive small groups that work together to: 1). Identify country-specific barriers to women's meaningful participation; 2). Identify root cause analyses of the barriers; 3). Develop barrier mitigation strategies; 4). Build a coalition to implement change; and 5). Develop country-specific solutions to the barriers identified to ensure meritocracy, readiness, and lethality of the force. The course also includes lectures on leadership, communication, mentoring, and networking. It culminates with participant-led presentations designed to explore a specific barrier and propose solutions developed during small-group sessions.

OBJECTIVES

Upon conclusion of this course, participants will be able to:

- ◆ Employ a change management strategy to identify general challenges and opportunities for successfully integrating women into the armed forces, ensuring meritocracy is maintained.
- ◆ Identify country-specific barriers to women's participation and their root causes (may also be specific to a service or branch of the military).
- ◆ Identify how mitigation of the barriers will enhance military effectiveness/readiness, meritocracy and lethality; and develop strategies that may be effective in overcoming those barriers.
- ◆ Analyze champions and spoilers to building a coalition for change.
- ◆ Enhance communication and networking skills.
- ◆ Develop country-specific solutions for enhancing women's integration into the armed forces to enhance legitimacy and military effectiveness/readiness.

TOPICS

This course teaches ISG's "Women's Integration into the Armed Forces Change Management Methodology" with the aim of enhancing military effectiveness. It includes facilitated discussions, small group exercises, and culminates with participants briefing their analysis and solutions to specific challenges they have identified.

- ◆ Military Effectiveness and Professionalism:
 - Barriers Brainstorm
- ◆ Leadership and Change Management
- ◆ Barrier Mitigation Strategies
- ◆ Effective Communications
- ◆ Capstone Proposal Presentations

PARTICIPANTS

Offices of Defense Cooperation (ODCs) are asked to draw participation from military and civilian leadership and human resources. Both men and women are encouraged to attend. Mid- to senior-level positions are best suited for this course, including leaders and personnel with agency to institute change in policy, training/education, human resources, etc. Participants from academia, political parties, and other civil society organizations are welcome.

INSTITUTE FOR SECURITY GOVERNANCE (ISG) EDUCATION PORTFOLIOS

ISG's tailored education and professional development courses help build a comprehensive knowledge base and strengthen partner capacities to confront complex security and defense challenges. Courses are designed to cultivate individual understanding of complex issues; foster peer-to-peer learning; and build international communities of practice.



FACULTY

ISG's faculty team is grounded in professional experience from academic, military, government, and civil sectors. The core faculty are augmented by experts drawn from other parts of government, and U.S. and international subject matter experts drawn from universities, industry, think tanks, international organizations, and non-governmental organizations.

ENROLLMENT

Courses are conducted as part of the U.S. Government's Security Cooperation efforts. Interested partner nation personnel should contact their government's international cooperation section, or the relevant U.S. Embassy's Security Cooperation organization for selection processes and enrollment. Interested U.S. citizens may contact ISG to discuss availability.

FUNDING

Educational programs are primarily implemented through Title 22 authorized programs, including International Military Education and Training (IMET), Foreign Military Sales (FMS), Peacekeeping Operations (PKO), and various Title 10 authorized programs, including the Maritime Security Initiative (MSI) and Regional Defense Fellowship Program (RDFFP).

ABOUT ISG



The Defense Security Cooperation University's (DSCU) Institute for Security Governance (ISG) is the Department of Defense's leading implementer for Institutional Capacity Building (ICB) and one of its primary international schoolhouses. As a component of the Defense Security Cooperation Agency (DSCA), ISG is charged with building partner institutional capacity and capability through tailored advising, education, and professional development programs grounded in American values and approaches.