

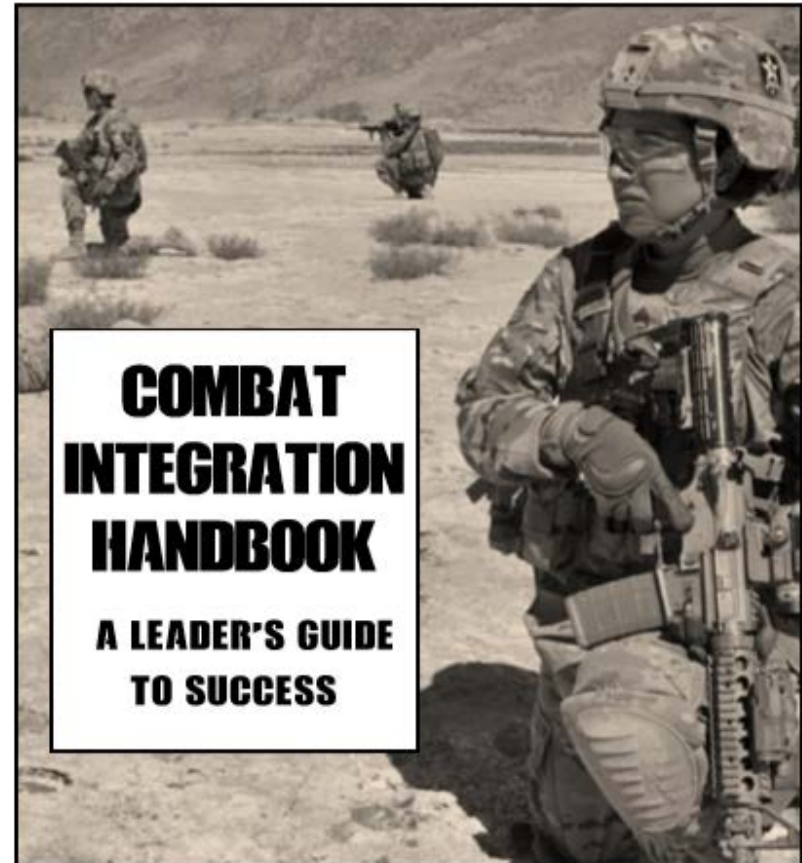
**Women's Integration into Ground Combat Units:**

**COMBAT INTEGRATION  
HANDBOOK: A LEADER'S  
GUIDE TO SUCCESS**

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# BACKGROUND

- Research
- Part I: Cultural Considerations
- Part II: Practical Considerations



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# **PART I: CULTURAL CONSIDERATIONS**

**Section I. The Importance of Leadership**

**Section II. Bonding and Cohesion**

Section III. Stereotypes and Myths Section

IV. Swearing, Debauchery and Political  
Correctness

**Section V. Sexual Assault**

Section VI. Fraternization

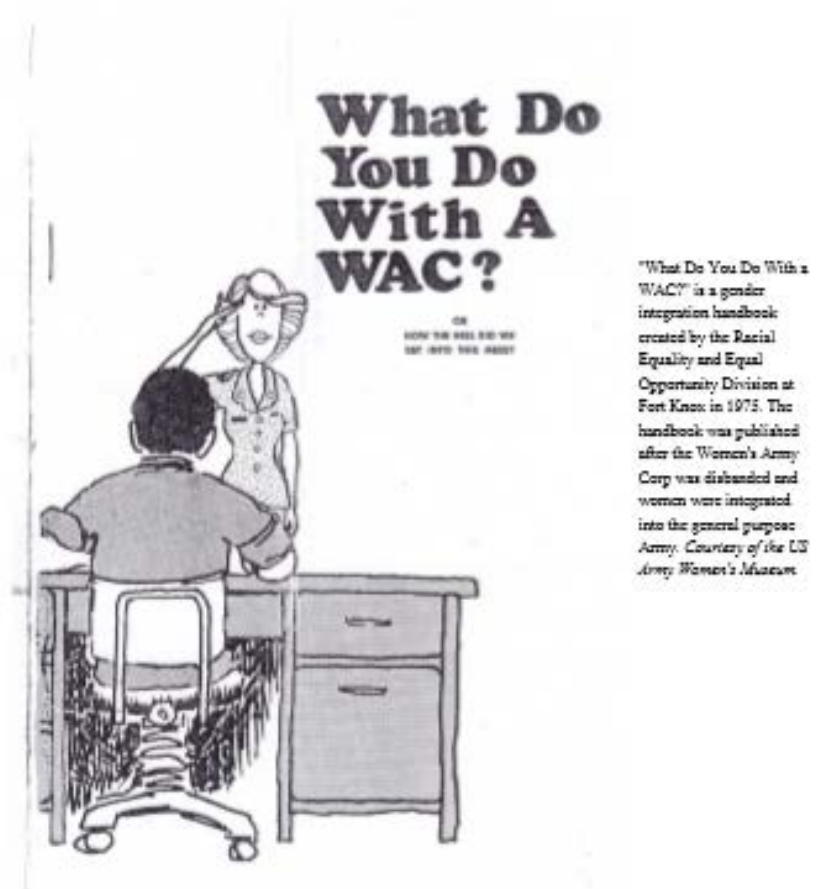
**Section VII. Relationships and Dating**

Section VIII. Identity Threat

## PART I: CULTURAL CONSIDERATIONS

### Section I. The Importance of Leadership

- Set the tone
- Influencers must be onboard
- Formal and informal talks



## PART I: CULTURAL CONSIDERATIONS

# Section II. Bonding and Cohesion

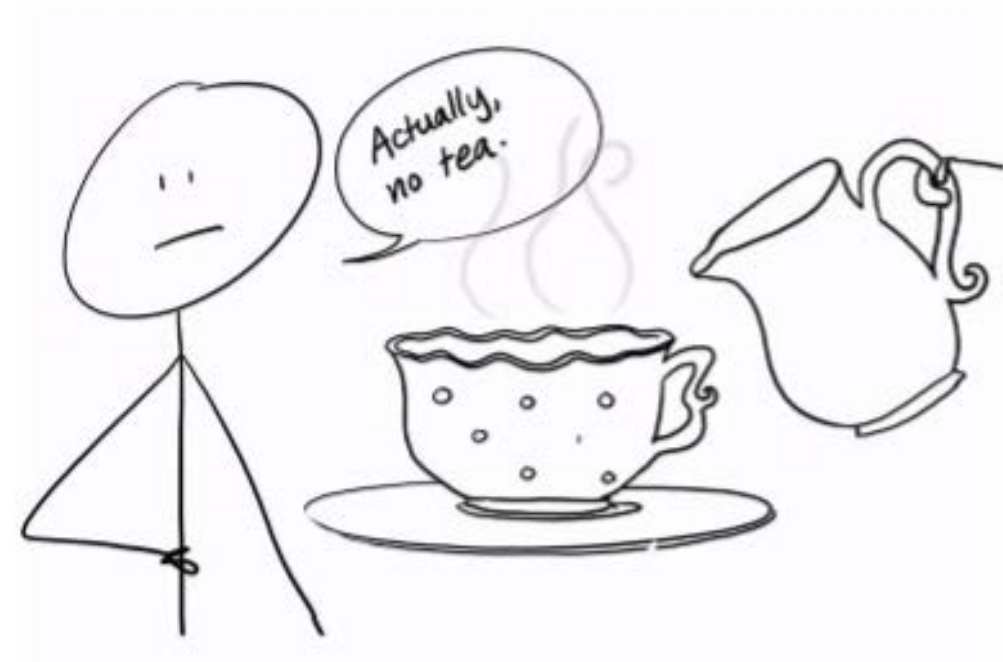
- Task Cohesion
  - Leadership
  - Initial Successes
- Social Cohesion
  - Initiation rites & hazing
  - Bullying, Gossip & Rumors



## PART I: CULTURAL CONSIDERATIONS

### Section V. Sexual Assault

- Power
- Fear of false accusations
- Affirmative Consent
- Anonymous reporting



## PART I: CULTURAL CONSIDERATIONS

### Section VII. Relationships and Dating

- Fraternization
- Consensual relationships
- Managing relationships and work



# PART II: PRACTICAL CONSIDERATIONS

## **Section I. Arrival**

Section II. Uniform and Grooming

## **Section III. PT and Training Standards**

## **Section IV. Counseling and Mentoring**

Section V. Smart Adaptations

## **Section VI. Health and Hygiene**

Section VII. Media Attention

Section VIII. Managing Change in Your Unit



## PART II: PRACTICAL CONSIDERATIONS

### Section I. Arrival

- In-processing
- Barracks
- Field Training & Deployment



## PART II: PRACTICAL CONSIDERATIONS

### Section III. PT and Training Standards

- MOS Training
- APFT
- One Standard



## PART II: PRACTICAL CONSIDERATIONS

### Section IV. Counseling and Mentoring

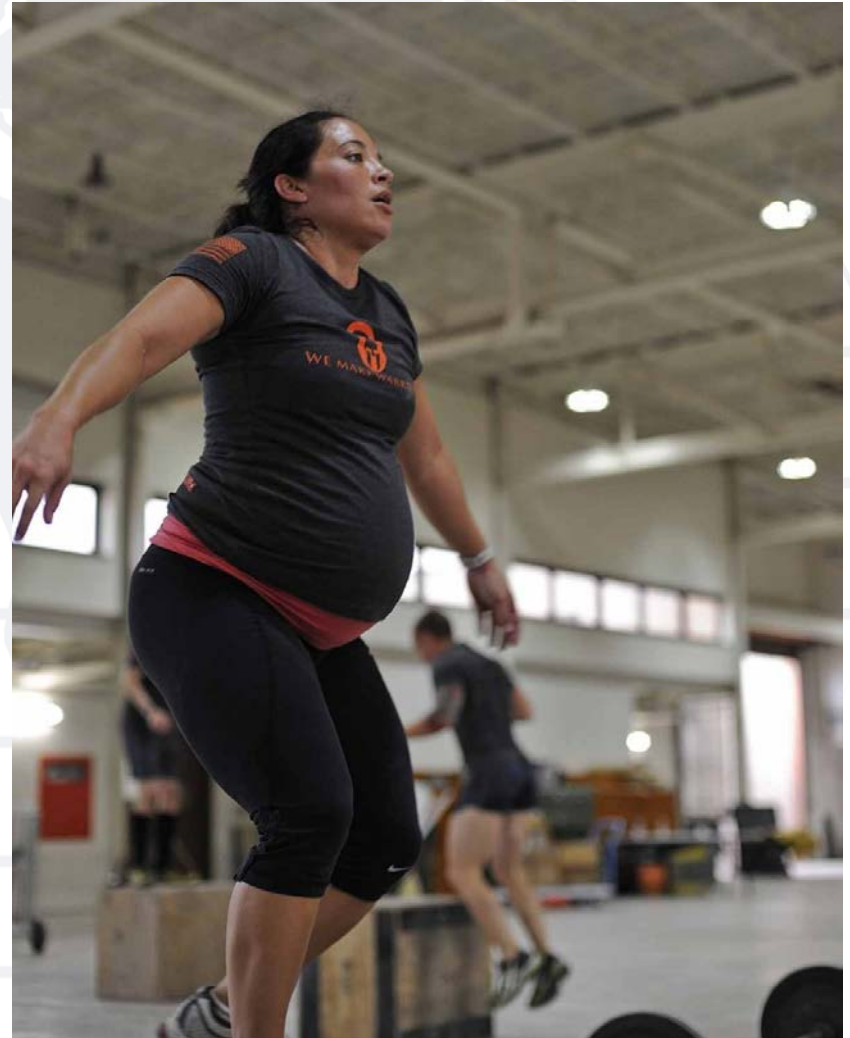
- Periodic Counseling
- Mentoring Concerns
- Women's Mentoring Groups



## PART II: PRACTICAL CONSIDERATIONS

### Section VI. Health and Hygiene

- Pregnancy
- Iron Deficiency
- Women's Health



# SMART CARDS

## **"10 RULES FOR SUCCESS: Junior Male Leaders at Integrating Units"**

1. Leadership.
2. One Standard.
3. Billeting.
4. Privacy.
5. Hygiene & Health.
6. Beware of Gender Socialization.
7. Beware of Stereotypes and Myths.
8. Language and Harassment.
9. Relationships.
10. Mentoring and Counseling.

## **"10 RULES FOR SUCCESS: Women Integrating All-Male Combat Arms Units"**

1. Prove yourself.
2. Be Professional.
3. Know Your Team.
4. Work on being the best.
5. Pull your own weight and be aware of gender stereotypes.
6. Be Confident and Independent.
7. Stay Calm.
8. Be self-aware.
9. Beware of rumors and gossip
10. Build and maintain a support network.

# SUMMARY

## **PART I: CULTURAL CONSIDERATIONS**

**Section I. The Importance of Leadership**

**Section II. Bonding and Cohesion**

**Section V. Sexual Assault and Harassment**

**Section VII. Relationships and Dating**

## **PART II: PRACTICAL CONSIDERATIONS**

**Section I. Arrival**

**Section III. PT and Training Standards**

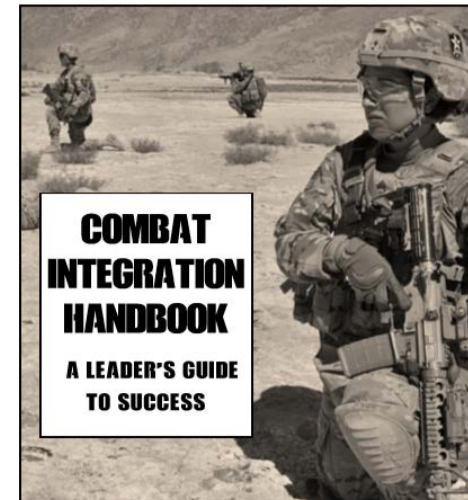
**Section IV. Counseling and Mentoring**

**Section VI. Health and Hygiene**

# Resources

- Trailblazers Workshop
- Leading Change: Integrating Women into Combat Units
- Unbiased Performance Evaluations

**Full “Combat Integration Handbook: A Leader’s Guide To Success” Available for Free at [www.wiisglobal.org](http://www.wiisglobal.org)**





**QUESTIONS?**