

Joint Prepared Statement

of

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and

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Director of the Joint Staff**

Before the

House Armed Services Military Personnel Subcommittee

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Mr. Chairman, Ms. Davis and members of this distinguished Subcommittee, thank you for inviting us to testify before you.

On 22 December 2010, the President signed the enactment of the repeal of 10 U.S.C. §654, "Policy concerning Homosexuality in the Armed Forces." Subsequently, the Secretary of Defense directed me to lead the implementation process for the Department.

The Department has executed this change in a purposeful and careful manner. By organizing a DoD Repeal Implementation Team, we have been able to synchronize the implementation of all the Services' policy changes, education and training, and communication strategies. Directed by the Secretary of Defense's Terms of Reference, the Repeal Implementation Team has operationalized the Comprehensive Review Working Group's (CRWG) *Support Plan for Implementation*, including by approving policy guidance related to repeal implementation on January 28, 2011, and delivering standardized training materials to all Services on February 4, 2011.

Just two weeks ago I testified before this same body and stated that as the Undersecretary of Defense for Personnel and Readiness my focus was: *Total Force Readiness, Caring for Our People*, and creating a *Culture of Relevance, Effectiveness and Efficiency*. We both view *Total Force Readiness* as a mental, physical, emotional and spiritual state of preparedness and resilience. Implementing repeal embodies that view of total force readiness – more simply put – it is about respect. Respect for change and respect for the men and women of our all volunteer force to serve this great nation, no matter their race, color, creed, religion, or sexual orientation.

Each Service was directed to identify its specific instructions and regulations related to all policy areas affected by the future repeal, and prepare draft changes based on the policy guidance provided by the Repeal Implementation Team. These policy areas include accessions and separations. Each of the Services has completed its review of these policies, is in the process of finalizing the changes, and will be ready to implement them upon the effective date of repeal.

A team of military experts, officer and enlisted, from across all the Services developed training materials for repeal implementation based upon the CRWG’s *Support Plan for Implementation*. These materials were packaged in such a way to facilitate low bandwidth and non-traditional training settings. The scope of this education and training includes the changes to policies, reinforcement of what is expected of all Service members, and responsibilities for leadership, so leaders can train U.S. forces consistently and with confidence. Emphasis is put on Leadership, Professionalism, Discipline, and Respect, which we believe will enable any change in policy to be executed with minimal disruption to the force. The predominant form of training will be by commanders and leaders, but the Services will also use various forms of training including Mobile Training Teams, Chain Teaching, Computer-Based Training, Digitally Assisted Training, or combinations of these techniques. The Department has purposefully told the Services to take the time necessary to get this done right, but not one minute more. As a result, the Services are carefully executing a deliberate and thorough roll out of the necessary training. The timing for each will vary due to the varying size of the individual Services, operational schedules and the most efficient and effective methods to deliver the training. Each Service began training on or before March 1, 2011, and, the Services anticipate training will be completed by the end of the summer. The Services’ start dates and projected end dates for training each tier are detailed below:

Table 1: Summary of each Service Training Plans

| | Tier 1 | Tier 2 | Tier 3 |
|-------------|--|--|---|
| Army | 22 Feb start/15 Jul (AC) & 15 Aug (RC) end | 22 Feb start/15 Jul (AC) & 15 Aug (RC) end | 1 Mar start/15 Jul (AC) & 15 Aug (RC) end |
| USMC | 7 Feb start/15 Mar end | 7 Feb start/15 Mar end | 15 Mar start/1 Jun end |
| USN | 28 Feb start/1 Jul end | 28 Feb start/30 Apr end | 28 Feb start/1 Jul end |
| USAF | 14 Feb start/1 May end | 1 Mar start/1 May end | 1 Mar start/30 Jun end |
| USCG | 1 Mar start/15 May end | 1 Mar start/15 May end | 1 Apr start/30 Jun end |

Throughout training, every two weeks, the Services will provide a report update to the Secretary of Defense on the status of training. The report will include commander’s feedback on any issues leading up to repeal based on the following: policy, readiness, effectiveness, unit cohesion, recruiting and retention. It will also include the commander’s assessment of repeal

related incidents and barriers to repeal, should any occur, and any additional comments. At this point in the training, the Services have reported no issues or problems with the training and that it is going well.

It remains the policy of the Department of Defense that sexual orientation is a personal and private matter, to treat all members with dignity and respect, and to ensure maintenance of good order and discipline. Leadership, Professionalism, Discipline, and Respect will be essential to implement this change in policy fairly and consistently. Rest assured we are committed to making this historic change in a timely manner that is consistent with standards of military readiness, effectiveness, unit cohesion, and recruiting and retention of the Armed Forces.

We are moving deliberately, responsibly and expeditiously toward repeal. Training is underway and policies are under revision in preparation for repeal. The Secretary of Defense and Chairman of the Joint Chiefs of Staff receive a bi-weekly report containing both objective and subjective updates regarding the Department's progress. The Secretary of Defense and the Chairman of the Joint Chiefs will certify after careful consideration of the views of the Secretaries of the Military Departments, the Military Service Chiefs, and the Combatant Commanders. The Secretary of Defense and the Chairman will certify when they are satisfied that conditions for implementation of the new policies and regulations written by the Department are consistent with the standards of military readiness, military effectiveness, unit cohesion, and recruiting and retention of the Armed Forces. Our intent is to ensure that a preponderance of the force is trained for repeal, which occurs 60 days after the actual certification, including the Reserves and National Guard Bureau.

Thank you for the opportunity to update you on our progress on this important policy.