



# INSTITUTE FOR SECURITY GOVERNANCE

*Advancing Knowledge, Building Capacity, Strengthening Partners*



## WOMEN'S INTEGRATION INTO THE ARMED FORCES

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**ELIGIBLE FUNDING: IMET, FMF/FMS**  
**CERTIFICATION: PME, E-IMET**

This course is designed to assist partner nations develop policies to recruit and employ women in their national armed forces. The goal is not to promote gender equality even if it, along with economic opportunity, is an important secondary effect. Instead, the emphasis is on contributions that women can make to armed forces to successfully complete missions and enhance operational effectiveness.

### OBJECTIVES

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

- ◆ Identify general challenges and opportunities for successfully integrating women into national armed forces
- ◆ Adopt best practices used by developed and developing democracies and UN Peacekeeping Operations
- ◆ Examine practical approaches to recruit, employ, and retain women in the military
- ◆ Develop an action plan for integrating and employing women into their national armed forces
- ◆ Develop professional networks to address shared security interests

### TOPICS

The course provides examples, lessons learned, and best practices to integrate women into the armed forces. It uses expert presentations, facilitated discussions, and small-group exercises to give participants a comprehensive perspective on how to enhance operational effectiveness by using the skills and expertise of all members of society. Course topics may include:

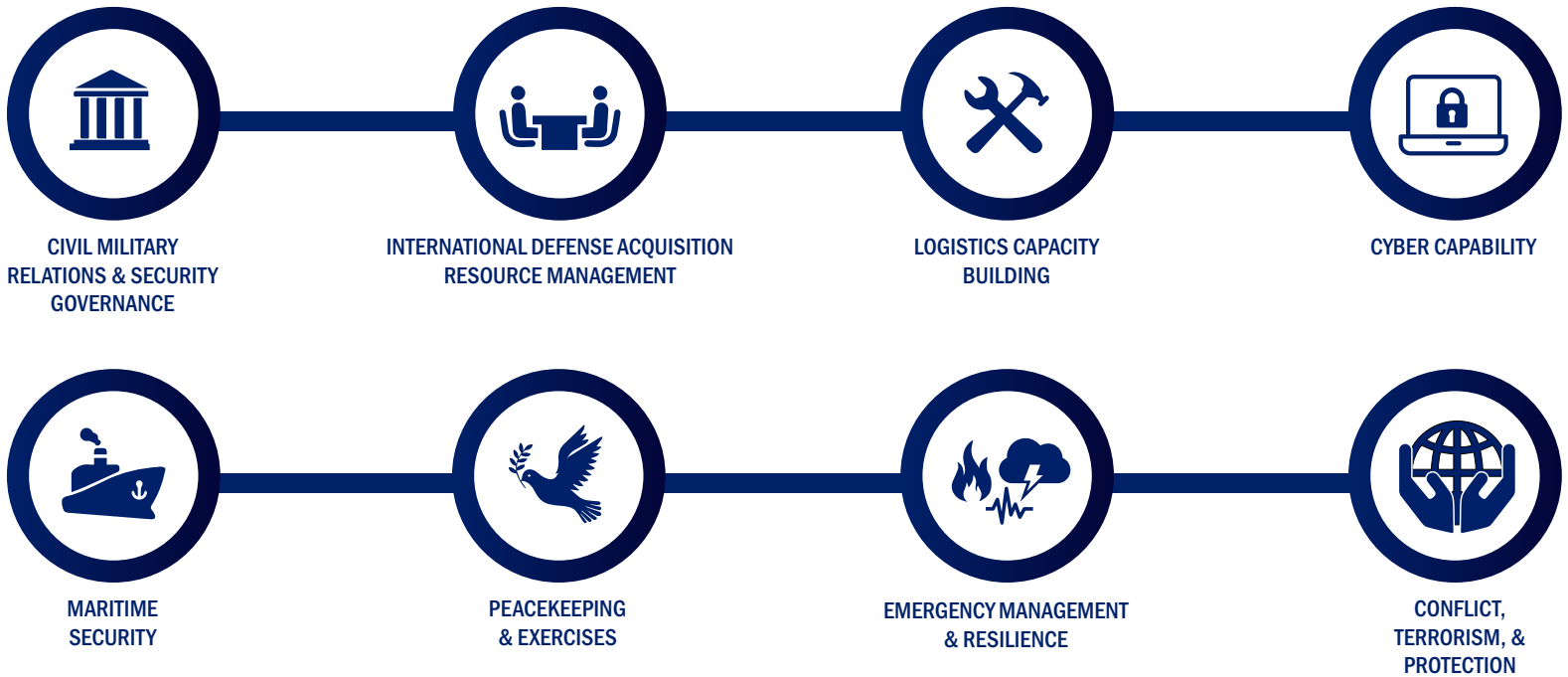
- ◆ Benefits of including women in the armed forces
- ◆ Challenges of including women in the armed forces
- ◆ Recruitment, employment, and retention of women in the armed forces
- ◆ Threat assessment
- ◆ Roles and missions of the security forces and government institutions
- ◆ Developing an action plan to integrate women into the armed forces

### PARTICIPANTS

The course is designed for international military officers in the ranks of lieutenant to general, civilians from the defense and security sector, as well as civil society and private sector representatives (from academic and non-governmental organizations, political parties, the media, etc.) dealing with gender and security issues.

## ISG PROGRAM AREAS

ISG programming has been developed over 25 years by providing military and civilian officials with unique education and professional development programs. Courses are designed to cultivate individual understanding of complex issues, foster peer-to-peer learning, and build international communities of interest.



## FACULTY

ISG has a diverse faculty team 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 American 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 US Government security cooperation efforts. Interested partner nation personnel should contact their government's international cooperation section, or the relevant US Embassy's security/military cooperation office for selection processes and enrollment. Interested US citizens may contact ISG to discuss availability.

## FUNDING

Educational programs are primarily implemented through Title 22 authorized programs (International Military Education and Training, Foreign Military Sales, Peacekeeping Operations) and various Title 10 authorized programs such as the Maritime Security Initiative (MSI) and Regional Defense Combating Terrorism and Irregular Warfare Fellowship Program (RDFFP).

## ABOUT ISG



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