



## UNITED STATES NORTHERN COMMAND

DEC 10 2020

### MEMORANDUM FOR USNORTHCOM DIRECTORATES, SPECIAL STAFF and COMPONENTS

**FROM:** Commander, USNORTHCOM  
250 Vandenberg St Ste B016  
Peterson AFB CO 80914-3801

**SUBJECT:** Commander's Women, Peace, and Security Implementation Guidance (DOD Women, Peace and Security Strategic Framework and Implementation Plan (SFIP), 10 June 2020)

1. Implementation of the Women, Peace, and Security (WPS) program is a Command priority. USNORTHCOM staff and components will integrate WPS principles into their strategies, plans, and operations to better defend the homeland, strengthen partnerships, and provide flexible responses to civil authorities.

a. N&NC/J5 will lead the implementation of the USNORTHCOM WPS program and will report on command-wide implementation of the WPS program semiannually.

b. All staff and components will disseminate the SFIP and will appoint a Gender Focal Point to implement the WPS program within their organizations.

c. All staff and components will collect relevant data and support WPS assessment, monitoring, and evaluation.

2. The USNORTHCOM WPS program will institutionalize WPS across our missions and functions to improve operational effectiveness, promote opportunities for meaningful participation in decision-making across the Command, and ensure safety, security, and human rights for all.

A handwritten signature in black ink, appearing to read "G.D. VanHerck".

GLEN D. VANHERCK  
General, USAF  
Commander

**2 Attachments:**

1. USNORTHCOM WPS Information Paper
2. USNORTHCOM Gender Focal Point Roles and Responsibilities

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## INFORMATION PAPER

ON

### USNORTHCOM'S WOMEN, PEACE, AND SECURITY (WPS) PROGRAM

**BOTTOM LINE UP FRONT (BLUF).** As directed by the U.S. WPS Act (2017), The U.S. Strategy on WPS (2019), and the DOD WPS Strategic Framework and Implementation Plan (SFIP), USNORTHCOM will implement a WPS program that includes all directorates, components, and subordinate organizations of the Command.

**BACKGROUND.** WPS is a global program codified in 2000 by a United Nations Security Council Resolution and ten subsequent resolutions. Currently 84 countries have interagency WPS National Action Plans. The U.S. Government, including DOD, has been implementing WPS since 2011. The passage of the 2017 WPS Act, and related Congressional appropriations, facilitated the formalization of the program across the U.S. government. In June 2020, DOD approved the SFIP. Within DOD, the WPS program is being implemented across the Joint Force, with policy oversight provided by OSD/Policy Stability and Humanitarian Affairs and by the Joint Staff J5.

The SFIP addresses three overarching, long-term Defense Objectives:

- 1) The Department of Defense exemplifies a diverse organization that allows for women's meaningful participation<sup>1</sup> across the development, management, and employment of the Joint Force.
- 2) Women in partner nations meaningfully participate and serve at all ranks and in all occupations in defense and security sectors.
- 3) Partner nation defense and security sectors ensure women and girls are safe and secure and that their human rights are protected, especially during conflict and crisis.

**DISCUSSION.** USNORTHCOM has implemented WPS and related initiatives for several years on an informal basis. The passing of the WPS Act, the resulting National WPS Strategy, subsequent DOD SFIP, and associated Congressional appropriations and oversight require a more formal approach. With the N&NC/J5 as program lead, USNORTHCOM applied the SFIP to USNORTHCOM's unique missions and AOR and developed a WPS framework to include a mission, vision, end states, and contexts.

**Mission.** USNORTHCOM integrates WPS principles<sup>2</sup> into its strategies, plans, and operations to better defend the homeland, strengthen partnerships, and provide flexible response to civil authorities.

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<sup>1</sup> The DOD SFIP defines "meaningful participation" as "both critical mass and decision-making power throughout an organization's structure."

<sup>2</sup> WPS Principles (i.e. "Themes"), are stated in the SFIP, and include the following: Participation of women in peace and security; Protection of women and girls from violence; Inclusion of women in conflict prevention; Equal access to relief and recovery before, during and after conflict and crisis; Protection of human rights; Equal application of the rule of law; Incorporation of a gender perspective into peace and security efforts.

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**Vision.** Institutionalization of WPS principles enhances the operational effectiveness of USNORTHCOM and our partner militaries.

**End States:**

- Exemplify a diverse, resilient, flexible organization
- Ensure the safety, security, and human rights of women/girls, especially during conflict and crisis

**Contexts:**

- Internally throughout USNORTHCOM
- Externally with Partner Nation (PN) militaries

USNORTHCOM will implement the SFIP in the following ways:

- We will build a WPS network and integrate WPS principles across the Command
- We will develop WPS knowledge and capabilities to enhance Homeland Defense and Defense Support of Civil Authorities (DSCA)
- We will leverage security cooperation activities to promote WPS principles
- We will enable PNs to employ WPS knowledge and capabilities to effectively execute operations
- We will employ strategic communications regarding WPS concepts, approaches, and impacts aimed at domestic and international audiences

