

1. Record Nr.	UNINA9910220113903321
Autore	Schaefer Agnes Gereben
Titolo	Implications of integrating women into the Marine Corps infantry // Agnes Gereben Schaefer [and six others]
Pubbl/distr/stampa	Santa Monica, California : , : RAND Corporation, , 2015 ©2015
ISBN	0-8330-9266-9
Descrizione fisica	1 online resource (215 p.)
Disciplina	359.9
Soggetti	Women and the military - United States Women soldiers - United States Women in combat - United States
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Cover; Title Page; Copyright; Preface; Contents; Figures; Tables; Summary; Acknowledgments; Abbreviations; CHAPTER ONE: Introduction; Background and Study Purpose; Study Approach; Organization of This Report; CHAPTER TWO: History of Integrating Women into the U.S. Military; The Expanding Role of Women in the Military; CHAPTER THREE: Research on Cohesion; Definition of Cohesion; Steps to Lessen the Impact of Gender Integration on Cohesion; Implications; CHAPTER FOUR: Insights on Critical Mass; Review of the Literature on Critical Mass; Implications CHAPTER FIVE: Lessons Learned from the Experiences of Foreign Militaries Introduction; Approach and Methodology; Case Studies; Cross-Cutting Insights; Conclusion; CHAPTER SIX: Lessons Learned from the Experiences of Domestic Police and Fire Departments; Identifying Relevant Physically Demanding Civilian Occupations and Organizations; Lessons Learned from Police and Fire Departments; Implications; CHAPTER SEVEN: Integrating the Marine Corps Infantry: Representation and Costs; Introduction; One-Time Costs; Recurring Costs; Recurring Costs: Personnel Model Representation of Women in Previously Opened Occupations Implications; CHAPTER EIGHT: Developing a Monitoring Framework; Introduction; Developing a Monitoring Framework;

Strategic Monitoring Considerations; Conclusion; CHAPTER NINE: Cross-Cutting Implications and Recommendations for Implementation; Leadership Is Key to Integration Success on Many Fronts; Develop a Detailed Implementation Plan and Assign Accountability; Establish Oversight Mechanisms; Monitor Standards and Training; Consider Long-Term Career Progression Issues; Develop Customized Integration Strategies Through Experimentation
Monitor Integration Progress over TimeManage Expectations; Closing Thoughts; APPENDIX; A. Rubric for Evaluating USMC Infantry Characteristics; B. Summary of FDNY Postintegration Lawsuits; C. Regression Results; D. Monitoring Framework; E. Approach to Developing a Monitoring Framework; References

Sommario/riassunto

"This study for the U.S. Marine Corps consisted of four tasks: (1) review the literature on the integration of women in ground combat and other physically demanding occupations, (2) conduct interviews with representatives of organizations that have integrated women into physically demanding occupations, (3) estimate the costs of potential initiatives to promote successful gender integration, and (4) develop an approach for monitoring implementation of gender integration of the infantry. RAND researchers present a historical overview of the integration of women into the U.S. military and explore the importance of cohesion and what influences it. The gender integration experiences of foreign militaries, as well as those of domestic police and fire departments, are examined for insights on effective policies. The potential one-time and recurring costs associated with integration are estimated as well. The report culminates in a summary of previous monitoring efforts and broad strategic monitoring issues, as well as recommendations to the Marine Corps for implementation."--[back cover].
