



DEPARTMENT OF THE ARMY
U.S. ARMY MANEUVER SUPPORT CENTER OF EXCELLENCE
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FORT LEONARD WOOD, MISSOURI 65473-8300

14 JUL 2023

ATZT-FF (690-12a)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy 15, Female Mentoring and Morale Program (FMMP)

1. References.

- a. United States Government Accountability Office Report to Congressional Committee: Female Active-Duty Personnel.
- b. Memorandum, Secretary of Defense, Subject: Immediate Actions to Address Diversity, Inclusion, and Equal Opportunity in the Military Service.
- c. Memorandum, Secretary of Defense, Subject: Action for Improving Diversity and Inclusion in the Department of Defense.
- d. Army Regulation (AR) 600-20, Army Command Policy.
- e. Training and Doctrine Command Regulation (TR) 350-6, Enlisted Initial Entry Training Policies and Administration.
- f. Training and Doctrine Command Regulation (TR) 350-36, Basic Officer Leader Training Policies and Administration.
- g. Maneuver Support Center of Excellence (MSCoE) Command Policy 3, Equal Opportunity and Complaint Procedures.
- h. MSCoE Command Policy 4, Equal Employment Opportunity, Anti-Harassment, and Retaliation.
- i. MSCoE Command Policy 5, Sexual Harassment Assault Response and Prevention.

2. Purpose. This memorandum establishes the Female Mentorship and Morale Program (FMMP) throughout MSCoE and Fort Leonard Wood, Missouri.

3. Mission. The mission of the FMMP is to provide professional support to our female Service members and Department of Defense (DoD) Civilian populations, encouraging

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them to pursue extended careers. Data shows female Service members compose of 16.5 percent of the force and the likelihood of separation for female Service members is 28 percent higher than that of their male counterparts. To foster a capable, diverse, and professional force, we must actively address the factors that lead to these statistics.

4. Policy.

a. This policy provides my guidance and articulates my expectations for the FMMP when providing mentorship, personal and professional development, and fellowship to female commissioned, noncommissioned, warrant officers, and DoD Civilians in all COMPOs, across all military services assigned to and/or attached to the MSCoE and Fort Leonard Wood.

b. Fort Leonard Wood's FMMP diversity, education, training, and mentorship program will enable leaders to create environments that are inclusive to our Service members and Civilians, enhancing the ability to develop those who join the program and integrate individual talents into mission accomplishment. I encourage all Fort Leonard Wood Service members and Civilians to take an active role in supporting the military and DoD Civilian female population by participating in coaching, mentoring, networking sessions, and engagements.

c. Sound management procedures will ensure all permanent party Service members, including students (not in an enlisted Initial Entry Training status), and DoD Civilians are provided a safe and non-threatening environment to have candid discussions about safety, diversity, and service. The FMMP is an inclusive program where male and female Service members are invited and encouraged to participate in all FMMP events.

d. MSCoE is committed to fostering an environment of equal opportunity for female Service members and DoD Civilians. Discrimination of any kind will not be tolerated in my command, as per AR 600-20.

e. The FMMP established here is the MSCoE and Fort Leonard Wood program. It has no impact on similar programs at other installations nor does it in any way alter the UCMJ authorities applicable to participants.

5. The FMMP will be overseen by an executive board. I will select the chair when its position is expected to be vacant. All other positions will be selected and managed by the chair and submitted to myself for final approval.

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6. Through the program's active participation in community events and observances, the FMMP is poised to address issues affecting our female military and DoD Civilian populations serving at Fort Leonard Wood and encourage their retention and professional development.

7. The point of contact for this memorandum is LTC Crystal B. Batey, (573) 596-1306 or <crystal.b.batey.mil@army.mil>.



CHRISTOPHER G. BECK
Major General, USA
Commanding

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