

**DEPARTMENT OF THE AIR FORCE
PRESENTATION TO THE COMMITTEE ON ARMED SERVICES
UNITED STATES HOUSE OF REPRESENTATIVES**

**SUBJECT: IMPLEMENTATION PLANS FOR THE REPEAL OF LAW AND
POLICIES GOVERNING SERVICE BY OPENLY GAY AND LESBIAN
SERVICE MEMBERS**

**STATEMENT OF: GENERAL NORTON SCHWARTZ
CHIEF OF STAFF OF THE AIR FORCE**

APRIL 7, 2011

**NOT FOR PUBLICATION UNTIL RELEASED
BY THE COMMITTEE ON ARMED SERVICES
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Air Force implementation of the repeal of 10 U.S.C. 654 (“Don’t Ask, Don’t Tell”) comprises two key components—necessary revisions to policies and regulations, and training of Airmen—to ensure that there is minimal impact to military readiness. We will rely on steady leadership at all levels to implement this change in a manner that is consistent with standards of military readiness and effectiveness, with minimal adverse affect on unit cohesion, recruiting, and retention in the Air Force.

Applicable policy directives will be updated and prepared for Presidential certification, and will be released no later than 60 days after certification. Until that time, current policies remain in effect and will be enforced uniformly. Overarching policy changes involve updates to accession processes, recruiting guidance, standards of conduct, and separation actions, and are the basis for our implementation training, which began on February 14, 2011, and will complete on or around June 30, 2011.

The Air Force is administering the Office of the Secretary Defense (OSD) standardized three-tiered training program, which was developed by the Services, in conjunction with the OSD repeal implementation team, to assist Air Force commanders and senior leaders with articulating consistent training themes. Tier 1 training will prepare functional experts—legal, medical support, clergy, personnel specialists, et al.—to help ensure that implementation is achieved responsibly, deliberately, and effectively. Tier 2 provides information for our senior leaders and commanders who ultimately will be responsible for implementation. Tier 3 provides training for the remainder of the uniformed force, emphasizing leadership, respect, professionalism, and discipline. Our preferred method of training is in-person; however, when face-to-face Tier 3 training is not feasible—for example, convalescent leave or deployment locations where interrupting the mission to conduct training may have adverse mission impact—commanders have discretion to use computer-based training or to schedule training upon return to garrison.

To date, we have trained approximately 15 percent of the force, and are on track to train the remainder within the projected training window. As training progresses, we will continue to report completion data to OSD twice a month. We will also provide OSD with subjective feedback pertaining to policy, readiness, military effectiveness, recruiting, retention, repeal-related incidents, barriers to implementation, and force-wide perspectives on implementation progress.

In the post-repeal environment, we will continue to monitor the effectiveness of our training. As recommended by the Comprehensive Review Working Group's support plan for implementation, existing processes for follow-on review and monitoring will be used to the maximum extent, in order to minimize possible disruption of the force resulting from the establishment of new, potentially burdensome reporting instruments. Therefore, to systematically analyze workforce climate and military effectiveness, our intent is to use existing Air Force assessment tools such as command climate surveys, the inspector general's command assessments, annual reports on sexual assault prevention and response, unit climate assessments, Air and Joint tasking surveys, annual retention surveys, and other existing mechanisms for feedback from the field.

The standards of conduct that we expect of all Airmen—entitling every Airman to dignity, respect, and equal opportunity—will not change. Guided by our core values of *Integrity, Service, and Excellence*, we will implement this policy change with the same professionalism that we demonstrate in all of our daily endeavors.