(d) DEPARTMENT PERSONNEL, EDUCATION, AND TRAINING.—The Secretary of Defense shall carry out activities consistent with the Women, Peace, and Security Act of 2017 and this section, including by—

(1) hiring and training of full-time equivalent personnel as gender advisors of the Department;

(2) building on the implementation of the requirements of section 1210E of the National Defense Authorization Act for Fiscal Year 2021 (10 U.S.C. 113 note) by establishing roles, responsibilities, and requirements for personnel to advance implementation of the Women, Peace, and Security Act of 2017, which efforts should include attention to commander and senior official-level engagement and support for women, peace, and security commitments;

(3) integrating gender analysis, the meaningful participation of women, and their relationship to security outcomes into relevant training for all members of the Armed Forces and civilian employees of
the Department of Defense, including special emphasis on senior level training and support for women, peace, and security;

(4) developing standardized training across the Department for gender advisors, gender focal points, and women, peace, and security subject matter experts;

(5) ensuring that gender analysis and the meaningful participation of women and their relationship to security outcomes is addressed in professional military education curriculum; and

(6) building the capacity of the Department to conduct the partner country assessments described in section 1210E(b)(2) of the National Defense Authorization Act for Fiscal Year 2021.

(e) PILOT PROGRAM.—

(1) IN GENERAL.—The Secretary of State, in coordination with the Secretary of Defense—

(A) shall direct and carry out a pilot program to conduct partner country assessments in each country selected in accordance with paragraph (2) with respect to the barriers facing the participation of women in the national security forces of participating partner countries (in this
subsection referred to as a “pilot barrier assessment”;

(B) should seek to enter into contracts with nonprofit organizations or federally funded research and development centers independent of the Department of State and Department of Defense for the purpose of conducting the pilot barrier assessments; and

(C) shall, after a pilot barrier assessment is conducted—

(i) review the methods of research and analysis used by any entity contracted with pursuant to subparagraph (B) in conducting such assessment and identify lessons learned from the review; and

(ii) assess the ability of the Department of State and Department of Defense to conduct future pilot barrier assessments without entering into a contract described subparagraph (B), including by assessing potential costs and benefits for the Department that may arise from conducting such future assessments without such contracts.

(2) SELECTION OF COUNTRIES.—The Secretary of State, in consultation with the Secretary of De-
fense, commanders of the combatant commands, and
relevant United States ambassadors, shall select one
partner country from within the geographic area of
responsibility of each geographic combatant com-
mand for participation in the pilot program, taking
into consideration in each instance—

(A) the demonstrated political commitment
of a partner country to increasing the participa-
tion of women in the security sector; and

(B) the national security priorities and
theater campaign strategies of the United
States.

(3) PILOT BARRIER ASSESSMENT.—A pilot bar-
rier assessment pursuant to this subsection shall
be—

(A) adapted to the local context of the
partner country being assessed;

(B) conducted in collaboration with the se-
curity sector of the partner country being as-
sessed; and

(C) based on existing and tested meth-
odologies.

(4) FINDINGS.—

(A) IN GENERAL.—The Secretary of State,
in consultation with the Secretary of Defense,
shall use findings from each pilot barrier assessment to inform effective security cooperation activities and security sector assistance interventions by the United States in the partner country assessed. Such activities and interventions should substantially increase opportunities for the recruitment, employment, development, retention, deployment, and promotion of women in the national security forces of such partner country (including for deployments to peace operations and for participation in counterterrorism operations and activities).

(B) MODEL METHODOLOGY.—The Secretary of State, in coordination with the Secretary of Defense, shall develop a model barrier assessment methodology from the findings of the pilot program for use across the geographic combatant commands.

(5) REPORTS ON PILOT PROGRAM.—

(A) INITIAL REPORT.—Not later than 2 years after the date of the enactment of this Act, the Secretary of State, in coordination with the Secretary of Defense, shall submit to the appropriate committees of Congress an initial report on the implementation of the pilot pro-
gram under this subsection, including an identification of the partner counties selected for participation in the program and the justifications for such selections.

(B) UPDATE TO REPORT.—Not later than 2 years after the date on which the initial report under subparagraph (A) is submitted, the Secretary of State, in coordination with the Secretary of Defense, shall submit to the appropriate committees of Congress an update to the initial report.

(C) REPORT ON METHODOLOGY.—On the date on which the Secretary of State determines the pilot program to be complete, the Secretary of State, in coordination with the Secretary of Defense, shall submit to the appropriate committees of Congress a report on the model barrier assessment methodology developed pursuant to paragraph (4)(B).

(D) APPROPRIATE COMMITTEES OF CONGRESS DEFINED.—For purposes of this paragraph, the term “appropriate committees of Congress” means—
(i) the Committee on Armed Services and the Committee on Foreign Affairs of the House of Representatives; and

(ii) the Committee on Armed Services and the Committee on Foreign Relations of the Senate.