



DEPUTY SECRETARY OF DEFENSE  
1010 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1010

**MAR 23 2021**

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP  
COMMANDERS OF THE COMBATANT COMMANDS  
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Independent Review Commission on Sexual Assault in the Military Structure and Membership

On February 26, 2021, the Secretary of Defense announced his intent to establish a 90-day Independent Review Commission (IRC) on Sexual Assault in the military. Today, I am pleased to provide additional details on the structure of the IRC and designate the personnel that will be participating in this critical effort.

The IRC structure is tiered to ensure its independence, while also providing its experts with access to the support and resources of the Department at every stage of the process. These tiers include the following:

- Executive IRC
- IRC Advisory Support Team
- Line of Effort (LOE) Working Group Consultative Teams
- LOE Working Group Subject Matter Experts (SME) and Support Teams

The Executive IRC is led by the IRC Chair, Lynn Rosenthal, and is the deliberative body of the IRC that will ultimately provide recommendations to the Secretary of Defense and the President of the United States. The Executive IRC is composed of Highly Qualified Experts (HQE) and a Detailee that have been chosen by Ms. Rosenthal to participate in this effort. The Executive IRC will also include experts from a limited number of other Federal agencies as well as participation from the Deputy Secretary of Defense. Additional information about the HQEs and Detailee who will be a part of the Executive IRC is provided at TAB A.

The IRC Advisory Support Team is structured to ensure the IRC has the support of the highest levels of DoD leadership. Additional information on the membership of the Advisory Support Team, as well as the IRC structure and full membership, is provided at TAB B.

The Working Group Consultative Teams includes the Department leadership who oversee the offices of primary responsibility in the Office of the Secretary of Defense (OSD) for sexual assault and harassment prevention and response. These OSD Component leads are complemented by the Military Department and Service leaders who will be responsible for implementing the IRC's ultimate recommendations.



The Working Group SMEs and Support Teams include at least two personnel from each of the military Services and Joint Staff, along with OSD personnel, to support the work of the IRC on a full-time basis. These SMEs were nominated by the military Services and selected in consultation with the IRC Chair based on their expertise in preventing and responding to sexual assault and harassment in the military. This group will also include a military sexual assault survivor to provide the critical lived-experience and perspective from this community. The full list of SMEs supporting the IRC is also included at TAB B. The IRC Chair may appoint additional personnel to the IRC at her discretion.

The IRC will commit to making recommendations that will, with the support of the Department, result in meaningful and lasting progress on this persistent and corrosive problem across the military.

A handwritten signature in black ink, appearing to read "Kathleen H. Fisher". The signature is written in a cursive, flowing style.

Attachments:  
As stated

TAB

B

## INDEPENDENT REVIEW COMMITTEE

EXECUTIVE IRC		
<b>IRC Chair</b>	Lynn Rosenthal	IRC Lead HQE
	Cindy Dyer	Accountability Co-Lead
	Brig Gen James Schwenk (ret)	Accountability Co-Lead
	Meghan Tokash	Accountability Co-Lead
	Dr. Debra Houry	Prevention Co-Lead
	Neil Irvin	Prevention Co-Lead
	Maj Gen James Johnson (ret)	Prevention Co-Lead
	Lt Col Bridgette Bell	Climate and Culture Co-Lead
	Kris Fuhr	Climate and Culture Co-Lead
	Dr. Kyleanne Hunter	Climate and Culture Co-Lead
	Indira Henard	Victim Care and Support Co-Lead
	Kristina “Kris” Rose	Victim Care and Support Co-Lead
	Kayla Williams	Victim Care and Support Co-Lead
<b>OSD</b>	Dr. Kathleen Hicks	Deputy Secretary of Defense
ADDITIONAL IRC MEMBERS		
<b>OSD/P&amp;R</b>	Ms. Virginia Penrod	Acting Under Secretary, Personnel and Readiness
<b>OSD/OGC</b>	Ms. Beth George	Acting General Counsel
<b>OSD</b>	Mr. Bishop Garrison	Senior Advisor to Secretary of Defense for Human Capital
IRC ADVISORY SUPPORT TEAM		
<b>Joint Staff</b>	<i>Gen Mark Milley</i>	<i>Chairman of the Joint Chiefs of Staff</i>
<b>Army</b>	<i>Hon John Whitley</i>	<i>Acting Secretary of the Army</i>
	<i>Gen J. McConville</i>	<i>Chief of Staff of the Army</i>
<b>Air Force</b>	<i>Hon John Roth</i>	<i>Acting Secretary of the Air Force</i>
	<i>Gen CQ Brown</i>	<i>Chief of Staff of the Air Force</i>
<b>Space Force</b>	<i>Gen John Raymond</i>	<i>Chief of Space Operations</i>
<b>Navy</b>	<i>Hon Thomas Harker</i>	<i>Acting Secretary of the Navy</i>
	<i>Adm. Michael Gilday</i>	<i>Chief of Naval Operations</i>

## INDEPENDENT REVIEW COMMITTEE

<b><i>Marine Corps</i></b>	<i>General David Berger</i>	<i>Commandant of the Marine Corps</i>
<b><i>NG</i></b>	<i>Gen D. Hokanson</i>	<i>Chief of the National Guard Bureau</i>
<b><i>ASD(LA)</i></b>	<i>Mr. Louis Lauter</i>	<i>Acting Assistant Secretary of Defense, Legislative Affairs</i>
<b><i>ASD(PA)</i></b>	<i>Mr. John Kirby</i>	<i>Assistant to the Secretary of Defense, Public Affairs</i>
<b><i>ASD (SO/LIC)</i></b>	<i>Mr. Christopher Maier</i>	<i>Acting Assistant Secretary, Special Operations/Low Intensity Conflict</i>
<b><i>OSD/OFR</i></b>	<i>Dr. Elizabeth Van Winkle</i>	<i>Executive Director, Office of Force Resiliency</i>
<b><i>OSD/OGC</i></b>	<i>Mr. Paul Koffsky</i>	<i>Acting Principal Deputy General Counsel</i>
<b><i>DHRA/SAPRO</i></b>	<i>MG Clem Coward</i>	<i>Director, Sexual Assault Prevention and Response Office</i>
<b><i>OSD/P&amp;R</i></b>	<i>Ms. Beth Foster</i>	<i>Senior Advisor, USD(P&amp;R)</i>

## INDEPENDENT REVIEW COMMITTEE

### LINE OF EFFORT WORKING GROUPS

*(Green Highlight is full-time/75%)*

LOE 1: ACCOUNTABILITY WG		LOE 2: PREVENTION WG		LOE 3: CLIMATE AND CULTURE WG		LOE 4: VICTIM CARE AND SUPPORT WG	
LEAD	Cindy Dyer	LEAD	Dr. Debra Houry	LEAD	Lt. Col. Bridgette Bell	LEAD	Indira Henard
LEAD	Brig. Gen James Schwenk (ret)	LEAD	Neil Irvin	LEAD	Kris Fuhr	LEAD	Kris Rose
LEAD	Meghan Tokash	LEAD	Maj Gen James Johnson (ret)	LEAD	Dr. Kyleanne Hunter	LEAD (VA Rep)	Kayla Williams
WG CONSULTATIVE TEAM		WG CONSULTATIVE TEAM		WG CONSULTATIVE TEAM		WG CONSULTATIVE TEAM	
Dr. Nathan Galbreath, Deputy Director, SAPRO		Dr. Andra Tharp, Senior Advisor, OFR		MG Clem Coward, Director, SAPRO		Dr. Nathan Galbreath, Deputy Director, SAPRO	
Mr. Dwight Sullivan, DoD OGC Representative		Ms. Susan Sutherland, DoD OGC Representative		Ms. Maria A. Fried, DoD OGC Representative		Ms. Maria Fried, DoD OGC Representative	
Mr. Mark Lewis, Army M&RA		Mr. Jim Helis, Director, Army Resilience		Lt Gen Gary Brito, Army G-1		Mr. Jim Helis, Director, Army Resilience	
Ms. Catherine Kessmeier, Navy M&RA		RDML Putnam Browne, Director 21st Century Sailor Program		VADM John Nowell, Navy N-1		Ms. Melissa Cohen, DON SAPRO Director	
Mr. John Fedrigo, AF M&RA		Brig Gen Claude Tudor, Director, Air Force Resilience		Lt Gen Brian Kelly (BK), Air Force A-1		Brig Gen Claude Tudor, Director, Air Force Resilience	
COL Eric Widmar, Joint Staff Legal		Ms. Marie Balocki, Director, USMC Family Programs		LtGen David Ottignon, USMC M-1		Ms. Marie Balocki, Director, USMC Family Programs	
COL Traci Winston, NGB SAPR		RADM Matt Kleiman, NGB SAPR		Brig Gen Shawn Campbell, Space Force S-1		COL Stephanie Navas, Director, NGB SAPR	
		Ms. Lisa Arfaa, VCJCS Representative		MG Eric Little, NGB J1		Chief Nolita Whiten, Navy	
				Maj Gen Lenny Richoux, J-1		Ms. Kimberly Lahm, OASD(HA)	
				Joanne Bass, Chief Master Sergeant of the Air Force		Lt Col Tom Brockmann, Joint Staff Surgeon	
WG SUPPORT TEAM		WG SUPPORT TEAM		WG SUPPORT TEAM		WG SUPPORT TEAM	
LTC Rebecca Farrell (OTJAG)	Army SME	Dr. Eren Watkins	Army SME	Dr. Jenna Newman	Army SME	Ms. Angela Pate	Army SME
CDR Daniel Leary, JAGC, USN	Navy SME	Dr. Monique Clinton-Sherrod	Navy SME	Dr. Monique Clinton-Sherrod	Navy SME	Tonya D. McKennie	Navy SME
Maj Ryan Lipton	USMC SME	Dr. Linda Love	USMC SME	LtCol Anne Braden	USMC SME	Maj John Lewis	USMC SME
Col Shaun Speranza	Air Force SME	Maj Leah Pound	Air Force SME	Marci Curry	Air Force SME	Maj Lauren Shure	Air Force SME
N/A	Space Force SME	N/A	Space Force SME	N/A	Space Force SME	Paula Krause	Space Force SME

## INDEPENDENT REVIEW COMMITTEE

Col Traci Winston	NGB SME	Ms. Amber Spotten	NGB SME	Ltcol Erik Anker	NGB SME	Ms. Amber Spotten	NGB SME
Ms T.L. Williams	Army CID SME			Dr. Yuko Whitestone	SO/LIC SME		
Elizabeth Heisey	NCIS SME						
Julie Lecea  Alternates: Ashlee Wega Steve Torres	AFOSI SME						
WORKING GROUP SUPPORT STAFF							
<i>ADMIN/LOGISTIC SUPPORT</i>			<i>REPORT WRITING/BRIEFING DEVELOPMENT</i>			<i>STRATEGIC COMMUNICATIONS</i>	
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