



DEPARTMENT OF THE NAVY  
HEADQUARTERS UNITED STATES MARINE CORPS  
3000 MARINE CORPS PENTAGON  
WASHINGTON DC 20350-3000

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AR  
28 May 2025

MEMORANDUM FOR THE RECORD

From: Commandant of the Marine Corps  
To: Distribution List

Subj: MARINE CORPS DIRECTIVES COMPLIANCE WITH EXECUTIVE ORDER 14168

Ref: (a) Executive Order (E.O.) 14168, "Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government," January 20, 2025  
(b) United States Office of Personnel Management (OPM), Memorandum, "Initial Guidance Regarding President Trump's Executive Order *Defending Women*," January 29, 2025  
(c) Marine Corps Order 5420R.8H, "The Marine Corps Reserve Policy Board (MCRPB)", December 10, 2012

1. In accordance with references (a) and (b), reference (c) has been reviewed and updated as necessary.

2. The required changes have been incorporated into reference (c) as an administrative update on the relevant pages:

a. Remove the words "female and minority" in paragraph 4.(2)(b).

3. These changes are effective as of the date signed.

SULLIVAN.ANDREW.N  
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A. N. SULLIVAN  
Director, Administration and Resource  
Management Division  
By direction

Digitally signed by  
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Date: 2025.05.28 07:43:33 -04'00'

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DEPARTMENT OF THE NAVY  
HEADQUARTERS UNITED STATES MARINE CORPS  
3000 MARINE CORPS PENTAGON  
WASHINGTON, DC 20350-3000

MCO 5420R.8H  
RAP

DEC 10 2012

MARINE CORPS ORDER 5420R.8H

From: Commandant of the Marine Corps  
To: Distribution List

Subj: THE MARINE CORPS RESERVE POLICY BOARD (MCRPB)

Ref: (a) 10 U.S.C.  
(b) SECNAVINST 5420.170L  
(c) SECNAVINST M-5214.1

Report Required: I. Annual Marine Corps Reserve Policy Board  
Agenda Items Report (Report Control Symbol  
EXEMPT), par. 4b(2)

1. Situation. The Marine Corps Reserve Policy Board (MCRPB) is established by section 10304 of reference (a) to consider, recommend, and report to the Secretary of the Navy (SECNAV) on Reserve Policy matters.

2. Cancellation. MCO 5420R.8G

3. Mission. This Order promulgates policy and procedural guidance for the administration of the MCRPB.

4. Execution.

a. Commander's Intent and Concept of Operations.

(1) Commander's Intent. Provide administrative guidance, direct resources in support, and encourage maximum participation of the MCRPB.

(2) Concept of Operations.

(a) General. The board Chairperson shall determine the rules of procedure for the meetings and may appoint such standing and special committees as necessary. The Chairperson, subject to the policies prescribed by the Commandant of the Marine Corps (CMC), is authorized to communicate directly with all elements of the Marine Corps, directly with the Office of the Secretary of Defense board known as the Reserve Forces

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Policy Board (RFPB), and those boards of similar purpose existing in the other military services.

(b) Membership. Membership of the MCRPB will be composed of highly qualified individuals of the Navy and Marine Corps Active Component (AC), Active Reserve (AR), and Reserve Component (RC) possessing a wide range of experience. All members normally serve for three years and should have a minimum of three years of service eligibility remaining. The Deputy Commandant for Manpower and Reserve Affairs (DC M&RA) will advertise upcoming board vacancies via Marine Administrative Message (MARADMIN). Marines interested in applying for board vacancies will submit an application in accordance with the format found in the MARADMIN. The Assistant Secretary of the Navy (Manpower and Reserve Affairs) (ASN(M&RA)) will make final approval on the chairperson and board membership for the SECNAV. Individuals approved by the ASN(M&RA) for membership will be notified by the Deputy Assistant Secretary of the Navy (Reserve Affairs) (DASN(RA)). Specific membership of the board as prescribed in reference (b) is as follows in Figure 1-1:

Total: 18 Members (14 Officers/4 Enlisted)

Chairperson, MCRPB	1 General Officer (O8)	USMCR
Various type units	2 General Officers (O7)	USMCR
Various type units	4 Col/LtCol/Maj/CWO	USMC/USMCR (AR)
Various type units	4 Col/LtCol/Maj/CWO	USMCR
Marine Forces Reserve (MARFORRES)	1 SgtMaj of MARFORRES	USMCR
DC, M&RA	1 SgtMaj Reserve Affairs 1 Col/LtCol, Reserve Affairs Policy (RAP)	USMCR USMCR (AR)
DC, PP&O	1 Col/LtCol, National Plans (PLN)	USMCR (AR)
Various type units	2 SgtMaj/MGySgt/1stSgt/MSgt	USMCR
Various type units	1 NAVRES Medical Officer (O5/O6)	USNR

Figure 1-1

b. Coordinating Instructions.

(1) Meetings. The MCRPB will meet in the Washington, D.C. area annually per the references and at various locations and times during the year as directed by the Chairperson. Per reference (b), the SECNAV may request that the board, specific committees, or individuals meet at other times as necessary

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throughout the year. Members are expected to attend all sessions. Members who have obligations precluding regular attendance, will be replaced at the discretion of the Chairperson.

(2) Annual Report. The Chairperson will brief the ASN(M&RA) and DASN(RA) on the board's annual proceedings. Within 60 days of convening their annual fall meeting, a written report will be made to the ASN(M&RA) for the SECNAV identifying all issues on which the board deliberated, along with recommended actions. The report will be provided to CMC and CNO for review and comment prior to submission. CMC will submit quarterly progress reports, as required, to the DASN(RA) on items previously approved by the SECNAV. Additionally, the board Chairperson shall provide recommendations on Reserve Policy matters, as required, to the ASN(M&RA) for the SECNAV throughout the year, thus facilitating a continuous process. This reporting requirement is exempt from reports control according to reference (c), Part IV, paragraph 7k.

## 5. Administration and Logistics.

a. Issues for Consideration. Issues for consideration by the board will be solicited via MARADMIN and accepted from all levels of command and directly from individuals. Although Sailors and Marines are encouraged to utilize their chain of command whenever practical, concerns or recommendations are welcome from all sources. Issues must be submitted in accordance with the format prescribed in the MARADMIN to DASN(RA).

b. Travel. Individual members will be invited to attend each scheduled meeting, as appropriate, at a designated location. Active Duty Operational Support (ADOS) or Temporary Additional Duty orders will be issued for the period necessary to attend the designated session and to complete travel. CMC(RA) will initiate and fund orders for USMC MCRBP members and special guests, as required, at the direction of the Chairperson. The Chief of Naval Operations (CNO) will provide funding for the USN Medical Officer attending MCRPB meetings.

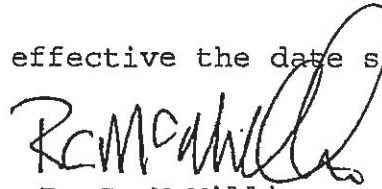
## 6. Command and Signal.

a. Command. This Order is applicable to the Marine Corps Total Force.



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b. Signal. This Order is effective the date signed.



R. C. McMillian

Director

Reserve Affairs Division

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