



DACOWITS



Defense Advisory Committee on Women in the Services



2010 Report

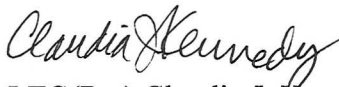


**Defense Advisory Committee on
Women in the Services (DACOWITS)**

4000 Defense Pentagon, Room 2C548A
Washington, District of Columbia 20301-4000

4 March 2011

We, the appointed members of the Defense Advisory Committee on Women in the Services (DACOWITS), do hereby submit the results of our findings and offer our recommendations to improve policies, procedures, and climate within the Department of Defense.



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DACOWITS Chair



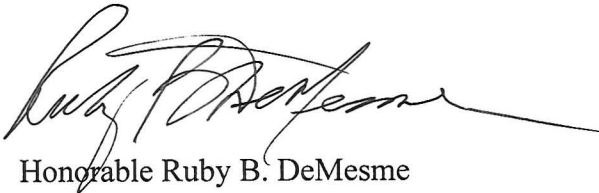
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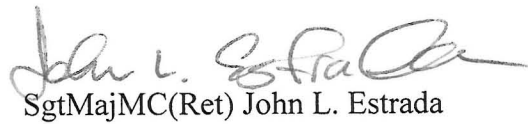
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DACOWITS

DEFENSE

ADVISORY COMMITTEE ON

WOMEN IN THE SERVICES

2010 REPORT

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EXECUTIVE SUMMARY

The mission of the Defense Advisory Committee on Women in the Services (DACOWITS), created by the Secretary of Defense in 1951, is to provide the Department of Defense (DoD) advice and recommendations on matters and policies relating to the recruitment, retention, and advancement of women in the Armed Forces. Annually, the Committee selects topics of interest, develops research questions, and conducts data collection through a multi-pronged approach that includes 1) reviewing existing resources, such as DoD studies and survey data, briefings provided to the Committee, academic literature, news reports and other sources, and 2) collecting primary data at military installations through focus groups, short surveys, interviews and observation.

Summer 2010 was a transitional time for DACOWITS, which integrated several new members and staff mid-year. Because of this compressed schedule, the Committee was not able to collect new primary data from service members (i.e., focus group data) through installation visits. Accordingly, the findings and recommendations in this report are based on resources that include previous DACOWITS reports, literature reviews, briefings from the services, extant DoD survey data, other studies and references.

In 2010 DACOWITS formed two subcommittees, Wellness and Assignments, to explore topics and develop research questions related to military women's wellness and the assignment of women. Each subcommittee selected subtopics to study, as follows:

Wellness Subcommittee:

- Adequacy of the equipment and uniforms issued to women service members
- Post-traumatic stress disorder (PTSD) treatment for women service members

Assignments Subcommittee:

- The combat exclusion policy

The subcommittees presented their research and proposed recommendations to the full Committee, which discussed and voted on each recommendation in turn.

A. WELLNESS

The Committee grounded its investigation in a definition of wellness that encompasses physical, mental and emotional health. The Committee determined to examine health care with a preventive emphasis beyond simply curative treatment of existing problems and with the goal of prolonging quality of life. Sources consulted by the Committee confirmed the legitimacy of

concern with women service members' health because these service members are a significant and growing part of the total force. In addition, women service members continue to break new ground in the functions they perform, particularly in deployed settings.

In 2009, DACOWITS found that service members believed the uniforms for women service members were inadequate. Since this is a fundamentally important issue for the success of women in the military, the 2010 Committee reviewed comments offered during 2009 focus groups and requested and reviewed the services' responses to the 2009 DACOWITS recommendations. Reported problems that the services are beginning to address include poor quality or outdated equipment such as "vests that were rejected by [other service branches] as not good enough for combat," shortages of equipment ("not enough plates for all the jackets"), and uniforms not available in small sizes and not well-designed for women (see Appendix C for the services' responses in full). However, the Committee believes that the services are not moving quickly enough to address the uniform and equipment issues and, in the case of flight suits, are proceeding to develop separate suits for women and men instead of one flight suit that is appropriate for both women and men.

Under the comprehensive definition of wellness adopted by the Committee, mental health, post-deployment reintegration, sexual assault and harassment, and reproductive health are key concerns. Evidence points to higher rates of sexual trauma among military women as a contributing factor to women's risk for post-traumatic stress disorder (PTSD), which may present clinically as depression. The Committee examined current DoD efforts to address sexual assault, including DoD's response to the recommendations of the 2009 report of the Defense Task Force on Sexual Assault in the Military Services. The Committee also examined DoD efforts to address the PTSD challenges that are unique to military women. The Committee believes that additional study of both issues, and their interrelationship, is warranted.

Accordingly, based on the research and resources described in more detail in Chapter II, the Committee recommends the following:

Equipment and Uniforms

- The Department of Defense (DoD) and the services should ensure the timely development and delivery of properly designed and fitting of combat-related equipment for women such as flak jackets by the end of 2011.
- DoD and the services should redesign the flight suit for proper fit and function for women and men.

Well-Being, PTSD Treatment for Women

- DoD and the services should examine and identify gender-specific aspects and disparities related to PTSD, and where appropriate, develop and implement targeted and accessible treatment programs, available to both genders.

B. ASSIGNMENTS

In its examination of the combat exclusion policy, the Committee requested and reviewed the findings and recommendations of the 2009 DACOWITS Report on the assignment of women service members, in concert with a review of other sources of support for expanding the roles of military women. In addition to these sources, the Committee reviewed service responses to the 2009 DACOWITS Report recommendations and service responses to questions posed by the 2010 DACOWITS Assignments Subcommittee related to the assignment of women service members.

The 2009 DACOWITS Report addressed issues of women in combat, specifically the utilization of women in the Operation Iraqi Freedom (OIF)/Operation Enduring Freedom (OEF) Theatres of Operations. The 2010 Committee identified a number of significant findings in the 2009 Report, including the statistic that more than half of women service members have been deployed since September 2001 and almost half of those have deployed twice or more. Comments from 2009 focus group participants, both men and women and both junior and senior service members, suggest that women service members have shown that they can fill a spectrum of vital combat roles that are typically filled exclusively by men, and the overwhelming majority of service members in DACOWITS focus groups indicated that women should be able to fill any and all roles in the military, as long as they are capable and qualified for the job. Accordingly, the 2009 DACOWITS Report recommended that the “current assignment policy be evaluated and changed” to reflect current experiences and modern warfare and also supported the application across all services of the recommendations of the [2007] RAND Report [on Assessing the Assignment Policy for Army Women] to “[r]ecraft the assignment policy for women to make it conform...to the nature of warfare today and in the future....”¹

The 2010 Committee found that these findings and recommendations of the 2009 DACOWITS report are consistent with media reports of the combat roles women are performing in Iraq and Afghanistan, where commanders are “attaching” women to ground combat units to avoid the combat exclusion policy’s prohibition on “assigning” women to such units. As one report noted, “the reality on the ground has outpaced the debate” about women’s roles.

The Committee also identified evidence of increasing support for expanding the roles of military women in ways that are consistent with elimination of the combat exclusion policy. These expressions are found in other portions of the above-mentioned 2007 RAND Report, as

well as in recent statements made by Secretary of Defense Robert Gates, Chairman of the Joint Chiefs of Staff Admiral Mike Mullen, Army Vice Chief of Staff General Peter Chiarelli, and Army Deputy Chief of Personnel Lieutenant General Thomas Bostick. Most recently, in a report to Congress and the White House published in March 2011, the congressionally mandated Military Leadership Diversity Commission expressly recommended that DoD and the services end all gender-restrictive assignment policies.

The Committee found further support for elimination of the combat exclusion policy in the written and oral responses of the services and other military entities to the assignment recommendations contained in the 2009 DACOWITS Report and to questions about current assignment policies of DoD and the services that were posed by the Assignments Subcommittee. All of the services stated that DoD sets the overall policy for the assignment of women and that they are limited by the parameters of DoD's 1994 combat exclusion policy. Specific branches noted that, within these parameters, they are reviewing their assignment policies with an eye to expanding opportunities for women, and none of the services suggested any reason that the current DoD policy should be maintained or presented any substantial obstacle to eliminating it.

Accordingly, based on the research and resources described in more detail in Chapter III, the Committee believes that no further study of *whether* to remove assignment restrictions based on gender is necessary or desirable. As has been apparent for a number of years, women are performing direct ground combat jobs and performing them well. Whatever may have been the basis of the combat exclusion policy in 1994, it is no longer warranted. As such, the Committee recommends the following:

- DoD should eliminate the 1994 combat exclusion policy and direct the services to eliminate their respective assignment rules, thereby ending gender-based restrictions on military assignments. Concurrently, DoD and the services should open all related career fields/specialties, schooling and training opportunities that have been closed to women as a result of the DoD combat exclusion policy and service assignment policies.

I. INTRODUCTION

The Defense Advisory Committee on Women in the Services (DACOWITS) was established in 1951 with the mandate to provide the Department of Defense (DoD) with advice and recommendations on matters and policies relating to the recruitment and retention, treatment, employment, integration, and well-being of highly qualified professional women in the Armed Forces. (See Appendix A for current charter.) The individuals who comprise the Committee are appointed by the Secretary of Defense to serve in a voluntary capacity for three-year terms. (See Appendix B for biographies of the 2010 DACOWITS Committee members.)

In 2010 the DACOWITS Committee formed two subcommittees, Wellness and Assignments, to examine topics related to military women's well-being and the assignment of women.

The 2010 Wellness Subcommittee explored:

- Adequacy of the equipment and uniforms issued to women service members
- Post-traumatic stress disorder (PTSD) treatment for women service members

The 2010 Assignment Subcommittee explored:

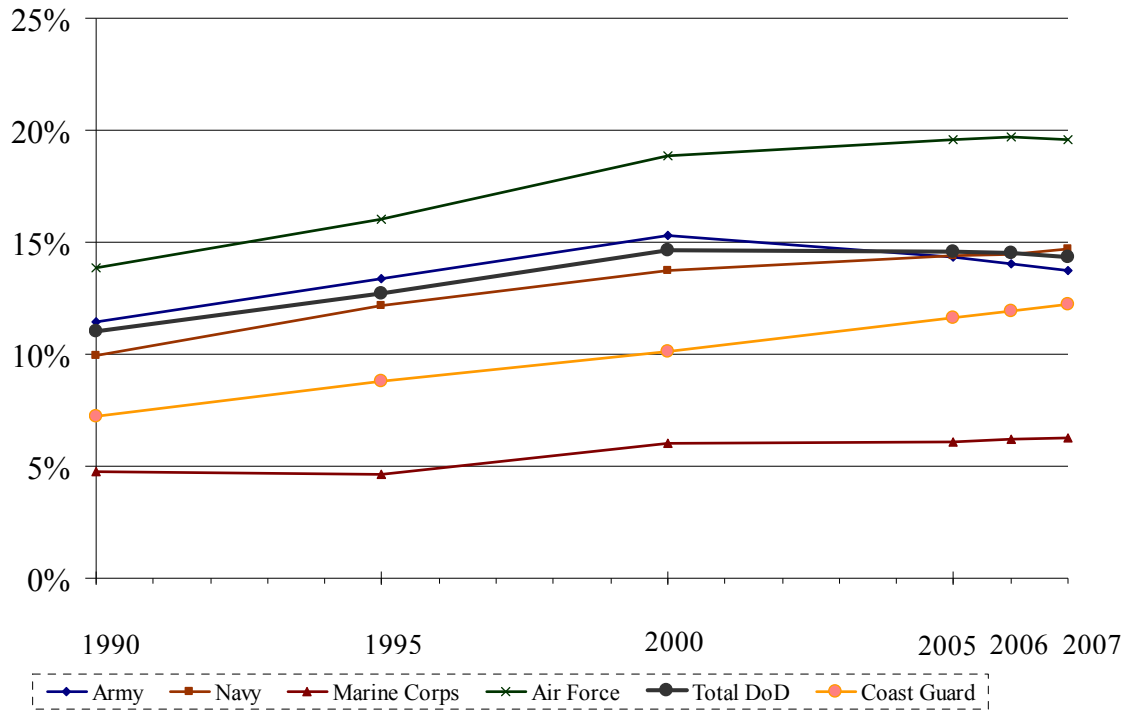
- The combat exclusion policy

This report presents literature and research on the topics selected by the two subcommittees in 2010. Consistent with the efforts of previous years, the Committee examined multiple sources to answer the research questions, including previous DACOWITS reports, literature reviews, briefings from the services, DoD survey data and studies, and other available research. As summer 2010 was a transitional time for DACOWITS, with the integration of several new members and staff, it was not possible under this compressed schedule to collect new primary data through installation visits.

Before proceeding to a discussion of the issues selected for study by the Committee in 2010, a brief overview of women service members in today's military, including their deployment experiences is useful to setting the context.

Although women remain the minority gender in the military, their representation has increased in recent decades. As shown in Exhibit I-1, the percentage of women in each of the service branches increased between 1990 and 2007, and across all service branches, the percentage of women rose from 11% in 1990 to 14% in 2007.

**Exhibit I-1:
Percent Active Duty who are Women by Service Branch: 1990-2007**



Source: *Demographics 2007: Profile of the Military Community* (Defense Manpower Data Center (DMDC))

In addition, data from the Department of Veterans Affairs (VA) tell us that the largest group of women veterans today is made up of veterans of Operations Enduring Freedom (OEF) and Iraqi Freedom (OIF); women comprise 11% of OEF/OIF veterans.² The 2008 DoD Status of Forces Survey of Active Duty Members (SOFS-A), a survey conducted by the Department of Defense to assess active duty members' opinions and attitudes on various issues and to understand the needs of active duty members and their families, reveals that women, although on average deployed less frequently and for shorter duration than men, have also experienced multiple and lengthy deployments for OEF/OIF (see Exhibit I-2). The exhibit also illustrates how similar percentages of women and men are deploying to combat zones or areas drawing imminent danger or hostile fire pay. More than two-fifths (42%) of women in the sample presented in Exhibit I-2 report being exposed to combat.

Exhibit I-2: Service Member Deployment Experience by Gender		
	Women	Men
Average # deployments since 9/11/2001	1.8	2.5
Average # days away from permanent duty station since 9/11/2001	374.6	485.8
Percent deployed to combat zone or areas drawing imminent danger or hostile fire pay since 9/11/2001	85%	90%
Percent involved in combat operations	42%	58%

Source: *November 2008 Status of Forces Survey of Active Duty Members: Tabulations of Responses*, compiled by DMDC

The remainder of this report presents supporting material and recommendations related to the issues studied by the Committee in 2010. This material is comprised of the following:

- Chapter II – Wellness Research and Resources
- Chapter III – Assignments Research and Resources
- Chapter IV – 2010 DACOWITS Recommendations and Reasoning in Support of the Recommendations: Wellness and Assignments

Appendices are also provided, including:

- DACOWITS Charter
- Biographies of DACOWITS Members
- Briefings Presented to DACOWITS
- Acronyms Used in Report
- Report endnotes can be found following these appendices.

II. WELLNESS RESEARCH AND RESOURCES

To define an overall focus for its efforts and to guide its 2010 activities, the Committee, on the advice of the Wellness Subcommittee, developed a set of definitions to clarify the meaning of wellness, as follows:

- The optimal condition of an individual's physical, mental and emotional self (i.e., a holistic view of the individual)
- The quality or state of being healthy in body and mind, especially as the result of deliberate effort
- An approach to health care that emphasizes preventing illnesses and prolonged life as opposed to emphasizing only treating diseases

The Committee continued to focus on a set of issues raised by previous DACOWITS research and recommendations related to the well-being of women service members. In addition, the Committee requested a review of the data and findings on women's post-deployment reintegration, with the goal of developing this topic in preparation for possible data collection in 2011.

The information presented in this chapter is extracted from the literature search results, previous DACOWITS reports, and service briefings provided to the Committee during its business meetings in June and December 2010.

The research and resources relied upon by the Committee in examining the wellness issues are presented in the following sections:

- Adequacy of the Equipment and Uniforms Issued to Women Service Members
- Well-being, PTSD Treatment of Women Service Members

A. ADEQUACY OF THE EQUIPMENT AND UNIFORMS ISSUED TO WOMEN SERVICE MEMBERS

In 2009 DACOWITS asked women focus group participants, "What kind of equipment did you receive for your deployment to a combat theatre? Was it adequate?" The majority of focus group participants reported the equipment provided to women service members was inadequate. Women participants raised issues such as poor quality or outdated equipment, lack of necessary equipment, tardy issue of equipment, and equipment not sized or designed for women. The following quotes, extracted from the 2009 DACOWITS Report, illustrate these problems:

Poor quality or outdated equipment

“We had vests that were rejected by [other service branches] as not good enough for combat, and that’s what we were issued, even though we were in combat.”

—Junior woman service member³

Lack of necessary equipment

“We didn’t have enough plates for all the jackets so we had to split them up depending upon where we thought the [enemy] fire might come from. If we thought it would be from behind, the people in back would get them! Our vehicles were horrible and a lot of them didn’t have all of their doors because people were stealing them... We didn’t have the right equipment at all.”

—Junior woman service member⁴

Tardy issue of equipment

“Just to get the vests we needed, it was three to four weeks after we deployed that we finally got them... We started to try to get them three to four months before we deployed.”

—Senior woman service member⁵

Equipment not sized or designed for women

“We do tend to run out of smaller sizes more often. I’m not sure why we run out of the smaller sizes first.”

—Senior man service member (currently deployed)⁶

“The pants were also not designed for women. Guys are so lucky.”

—Junior woman service member⁷

In December 2010, at the request of the Committee, the services provided written responses to the 2009 DACOWITS recommendations and briefed the Committee on these responses. These briefings are summarized here (see Appendix C for the full written responses of the services):

Navy: The Navy will continue to monitor available equipment/uniform sizes and make available smaller sizes to appropriate units. The Navy supports the recommendation for increased research and development into tactical equipment to ensure women have the equipment required to be effective in a tactical environment.

Marine Corps: The Marine Corps Systems Command recently conducted an extensive anthropomorphic survey to develop a comprehensive database of body measurements to support correct design and sizing of United States Marine Corps (USMC) clothing and

equipment. This database supports improved understanding of women's size and design needs for uniforms and equipment.

Army: The Army's Product Manager-Soldier Clothing and Individual Equipment (PM-SCIE) is currently testing the new Women's Army Combat Uniform; as part of this effort each piece of equipment is reviewed as part of the Total Soldier System. The Army, through an anthropometric survey, is creating a database of size distributions for men and women; studies in 2004 looked at considerations for women's body armor. The U.S. Army medical research community stands ready to support efforts by equipment developers to create equipment solutions specifically for women soldiers.

Air Force: Currently all issued items come in sizes that accommodate women airmen and are available in sufficient quantities. Battledress uniforms specifically designed and sized for women are stocked and issued to those members deploying to the theatre. The Air Force has designed a flight suit for women with longer front zippers as well as a two-piece flight suit. Other equipment items are in testing for women.

Coast Guard: Size-specific women's body armor is available to service members upon arrival at theatre. The Coast Guard is not experiencing a problem with quantities or sizes of equipment for use by women service members currently deployed. Requirements for modifications to uniforms are typically identified through the annual Coast Guard Uniform Board process, which incorporates Coast Guard member feedback. The Coast Guard is looking into redesigning a flight suit with a ribbon zipper (i.e., a zipper that will allow for easier removal)

National Guard: The Army National Guard (ARNG) and Air National Guard (ANG) attempt to ensure that service members departing for deployment are in possession of appropriate equipment. When this is not possible, the Guard orders equipment and makes it available upon the member's arrival at the deployed location. The Guard agrees that DoD should review uniform and equipment requirements specifically targeting gender concerns as a major factor.

Reserve Affairs: Reserve Affairs (RA) concurs with those recommendations made by DACOWITS wherein an RA review was indicated. It is clear that the Reserve Component will benefit from action on many of the recommendations pertaining to women service members in combat operations.

B. WELL-BEING, PTSD TREATMENT FOR WOMEN SERVICE MEMBERS

This section presents an overview of the literature and previous DACOWITS research findings on topics related generally to women's wellness and specifically to PTSD in women service members and veterans.

A 2008 RAND study⁸ identifies women as one of a number of groups within the military population at increased risk for PTSD and major depression. The study points out that a higher rate of military sexual trauma among women, combined with combat trauma, may elevate women's risk for PTSD. Actual use of health services in connection with PTSD/depression presents a mixed picture. In a study published in 2010 and based on medical records of the VA Connecticut Healthcare System, women veterans were:⁹

- Less likely to screen positive for PTSD (33% of men vs. 21% of women)
- More likely to screen for depression (39% of men vs. 48% of women)
- More likely to screen for sexual trauma (1% of men vs. 14% of women)

According to 2010 VA data, among women veterans in the Veterans Health Administration (VHA), about 1 in 5 women respond "yes" when screened for sexual trauma in the military.¹⁰ The National Council on Disability (NCD) reports that between 13 and 30 percent of women veterans have experienced rape, and a higher percentage have experienced some type of sexual trauma over the course of their military career.¹¹ As noted above, a 2008 RAND study links sexual trauma in the military among women to increased risk for PTSD.

Sexual Assault

As noted in the 2004 DACOWITS Report, the prevalence and effects of sexual assault are of increasing concern to both the civilian and military populations of the U.S. A RAND compendium of over 450 studies of sexual assault was published in 2009.¹² The compendium highlights ten key aspects of sexual assault, including prevalence, victim and perpetrator characteristics and risk factors, prevention, recovery, and coping, and the responses of the health care, law enforcement, and criminal justice systems.

A literature review published in 2010 on sexual assault in the U.S. military notes that sexual assault continues to be a problem within the military, and although military leaders have implemented new programs and prevention efforts, there continues to be a need for change within the military in order to reduce sexual victimization.¹³ The authors also call for additional research to evaluate current programs and their effectiveness. A 2009 report of the Defense Task Force on Sexual Assault in the Military Services, mandated by Congress, reached similar conclusions and provided 30 recommendations on ways to improve the military's progress in combating sexual assault.¹⁴

Post-Deployment Mental Health Assessment of Women Service Members/Veterans

The 2007 DACOWITS Report notes two areas in which improvement to post-deployment health care is needed in order to ensure good post-deployment care for women, including treatment for PTSD: the Post Deployment Health Assessment form, and the process for identifying mental health needs of returning women. In the case of the Health Assessment form, the requirement for its completion prior to returning home may lead to rushing the process and overlooking problems. The process for identifying mental health needs is not currently sufficiently formalized and leaves open the possibility for a service member to delay seeking care due to the fear of stigmatization.

Support Services

In addition to higher rates of forms of trauma that may lead to PTSD, it may also be true that women service members and veterans have less access to sources of support than do men. In a report published in 2010, based on data gathered among women veterans seeking care from VA PTSD programs, the authors note that women had fewer interpersonal and economic supports.¹⁵ This may be reflected in the slightly higher average level of difficulty reported by women in readjusting to being back at home after the most recent deployment, on a scale of 1 (very easy) to 5 (very difficult); women reported a level of difficulty of 2.8, compared to a reported level of 2.6 for men.¹⁶

An understanding of the availability and use of support services among women service members and veterans is needed in order to ensure adequate support for women suffering from PTSD. The available literature presents a mixed picture regarding use and perception of support services between the two genders. There is some indication of a gender difference in the uptake of sources of reintegration support, with men service members more likely to seek support from military sources such as Family Readiness Groups and women service members more likely to receive assistance from faith-based or civilian community organizations.¹⁷ Likewise, there appear to be some differences between men and women in their perceptions of the usefulness of the programs offered.¹⁸

A question in the 2008 SOFS-A Survey instrument asks, “In response to being deployed, did you talk to anyone about...” a variety of issues/situations (e.g., coping with stress, family issues, parent/child communication deployment and reunion, crisis situations). With the exception of “parent/child communication,” women consistently reported higher affirmative responses to these questions than did men. Furthermore, women were more likely than men to report that these conversations were helpful. We do not know, however, the details of whether these women found assistance via formal programs or simply through family or friends.

DoD Efforts to Address Sexual Assault and PTSD Challenges Unique to Women Service Members¹⁹

The Committee received a briefing at its June 2010 meeting from DoD's Sexual Assault Prevention and Response Office (SAPRO) on its ongoing efforts, and at its December 2010 meeting on DoD's response to the recommendations of the Report of the Defense Task Force on Sexual Assault in the Military Services. (See Appendix C for these briefings.) In addition, Dr. Colanda R. Cato, licensed clinical psychologist and program manager in the Resilience and Prevention Directorate at the Defense Centers of Excellence (DCoE), briefed the Committee on the work at DCoE on PTSD. Women are considered a risk group for PTSD, but more research is needed on the cause of PTSD for women service members, including sexual trauma. Dr. Cato stated that, in addressing women's treatment needs, DCoE recognizes that additional gender-specific providers may be needed. Follow up on mental health needs recorded in women's post-deployment re-assessment forms also needs to be improved. DCoE is currently initiating a task force to look into the issue of women's inability to obtain anonymous PTSD treatment under the current military health care system.

III. ASSIGNMENTS RESEARCH AND RESOURCES

The information presented in this chapter is extracted from the 2009 DACOWITS Report, recent literature and other sources of information on the assignment of women service members, and the briefings presented to the Committee on the topic during its 2010 Business Meetings (including responses from the services to the 2009 DACOWITS recommendations).

The research and resources relied upon by the Committee in examining the combat exclusion policy are presented in the following sections:

- Background
- 2009 DACOWITS Report on the Assignment of Women Service Members
- Other Support for Expanding Roles of Women Service Members
- Services' Responses to 2009 DACOWITS Report Recommendations and Other Questions Posed by the 2010 DACOWITS Assignments Subcommittee Related to the Assignment of Women Service Members

A. BACKGROUND

The current Department of Defense policy on the assignment of women service members is contained in the memorandum of Secretary of Defense Les Aspin, dated January 13, 1994, setting forth the direct ground combat exclusion policy and certain other permissible restrictions. Under this policy, service members may be assigned to all positions for which they are qualified, except that women are to be “excluded from assignments to units below the brigade level whose primary mission is to engage in direct combat on the ground.” In addition, the policy permits (but does not require) the services to restrict the assignment of women (1) where the service secretary attests that the cost of providing appropriate berthing and privacy arrangements are prohibitive; (2) where units and positions are doctrinally required to physically collocate and remain with direct ground combat units that are closed to women; (3) where units are engaged in long-range reconnaissance operations and Special Operations Forces missions, and (4) where job-related physical requirements necessarily exclude the vast majority of women service members.²⁰

In a 2007 RAND Report, “Assessing the Assignment Policy for Army Women,” the authors found (among other things) that “neither the Army nor DoD assignment policies for military women are clearly understandable,”²¹ and that military personnel expressed concern that a strict interpretation of assignment policy could prevent women from participating in Army operations in Iraq, which would preclude the Army from completing its mission.²² RAND observed: “In many ways, the language and concepts in the current policy for assigning military women do not

seem well suited to the type of operations taking place in Iraq. The focus on a defined enemy and the linear battlefield... is inappropriate to Iraq.”²³ RAND recommended that DoD consider as a “critical first issue” whether there should even be an assignment policy for military women. RAND further recommended (among other things) that if there is to be an assignment policy for women, it should be recrafted “to make it conform... to the nature of warfare today and in the future, and [there should be a] plan to review the policy periodically.”²⁴

B. 2009 DACOWITS REPORT ON THE ASSIGNMENT OF WOMEN SERVICE MEMBERS

The 2009 DACOWITS Report addressed issues of women in combat, specifically the utilization of women in the OIF/OEF Theatres of Operations. As described in the Report, the role of women in the U.S. military continues to expand, and in the shifting landscape of today’s war, women increasingly find themselves serving in ground combat roles.²⁵ The Committee found especially significant the following findings and recommendation of the 2009 Report:

- Women are regularly deploying to Iraq and Afghanistan and serving alongside men. More than half of women service members surveyed for the 2008 Status of Forces Survey of Active Duty Members reported they had been deployed since September 2001 and almost half of those women surveyed reported two or more deployments.²⁶
- In Iraq and Afghanistan both men and women service members are exposed to hostile action. Almost half of women (42%) and more than half of men (58%) report they were involved in combat operations.²⁷
- Not only are women uniquely capable of performing specific tasks in certain areas of the world (for example, searches and intelligence gathering in Muslim countries), commanders have attested to the ability of women to perform in combat situations at the level of men.²⁸
- Women service members have shown that they can fill a spectrum of vital combat roles that are typically filled by men, from organizing patrols to defending base camps; women make significant contributions to mission both by performing tasks for which they are culturally suited and in many cases performing the same tasks as their male colleagues in the field.²⁹
- The military’s recent direct experience largely contradicts any claim that the presence of women in the combat environment disrupts unit cohesion; sexual behavior between service members has had no demonstrated impact on military performance.³⁰

- Research³¹ suggests that expanding the combat roles available to women does not pose a unique risk to women greater than what is experienced by men and the impact of on-the-job stress in the military on job performance is no greater for women than for men.³²
- Most service members in DACOWITS focus groups reported that women serving in combat have a positive impact on both mission accomplishment and unit morale.³³
- The overwhelming majority of service members in DACOWITS focus groups indicated that women should be able to fill any and all roles in the military as long as they are capable and qualified for the job and that most think there are no legitimate reasons for not allowing women to serve in combat roles.³⁴
- The 2009 DACOWITS Report recommended that the “current assignment policy be evaluated and changed” to reflect current experiences and modern warfare and also supported the application across all services of the recommendation of the RAND Report to “[r]ecraft the assignment policy for women to make it conform...to the nature of warfare today and in the future....”

C. OTHER SUPPORT FOR EXPANDING ROLES OF WOMEN SERVICE MEMBERS

The Committee found evidence of increasing support in recent months for expanding the roles of women service members.

- According to a 2009 in-depth article in the New York Times, commanders of women serving in Iraq and Afghanistan are “attaching” women to ground combat units to avoid the 1994 assignment policy’s prohibition on “assigning” women to such units. Under this “quiet circumvention of military policy,” women have “patrolled streets with machine guns, served as gunners on vehicles, disposed of explosives, and driven trucks down bomb-ridden roads.” They have “proved indispensable in their ability to interact with and search Iraqi and Afghan women for weapons.” Moreover, “[a] small number of women have even conducted raids, engaging the enemy directly in total disregard of existing policies.” Many have received awards for valor. Seeing women perform under fire has changed attitudes and, according to a former commander in Iraq, “the reality on the ground has outpaced the debate” about women’s roles.³⁵ Other media reports have documented that women are now regularly serving in combat roles.³⁶
- In February 2010 Secretary Robert Gates gave notice of the intention of the Navy to open submarine service to women.³⁷ The Navy in May announced the first class of women to be trained for submarine duty.³⁸

- In 2010 testimony before the Military Personnel Subcommittee of the House Armed Services Committee in March, Lieutenant General Thomas P. Bostick, Army Deputy Chief of Personnel, said that the Army was undertaking a review of women's assignments and that, in his experience, most commanders would like to see the opening of additional assignments to Army women.³⁹
- In July 2010, the Vice Chief of the Army, General Peter W. Chiarelli, stated that the "ability to serve does not, and should not, depend on gender" when asked for comment on whether all branches should be open to women.⁴⁰
- In September 2010, Secretary Gates stated that he foresees that the military will lift its ban on women serving in elite special operations forces and that the military will likely use lessons learned from the Navy in introducing women into the submarine force as a guide in integrating women into special forces.⁴¹
- In November 2010, the Chairman of the Joint Chiefs of Staff, Admiral Mike Mullen, said that "no matter how many doors we have opened for women in the military... there are still too many others yet closed." He said, "Time and again, military women show us that courage and leadership recognize no gender. In a war where there is no longer a clear delineation between frontlines and sidelines, where the war can come at you from any direction, [we have] large numbers of women... [who] have been exposed to some form of combat."⁴²
- On December 3, 2010, the second day of the DACOWITS business meeting, the congressionally mandated Military Leadership Diversity Commission recommended that DoD and the services end all gender-restrictive assignment policies, which was included in a formal report to Congress and the White House in March 2011.⁴³ The commission relied in part on a research paper developed by its staff that found that the current restrictions on women's roles in combat are difficult both to understand and to apply to operations in Iraq and Afghanistan; that the U.S. military depends on women service members to satisfy military requirements; that research evidence has not shown that women lack the physical ability to perform in combat roles or that gender integration has a negative effect on unit cohesion or other readiness factors; that research has not revealed that women are necessarily more likely than men to develop mental health problems from combat exposure and does not support a claim that women are less equipped than men to handle the stress of combat; and that some research suggests that current assignment policies contribute to reduced career opportunities for military women.⁴⁴

D. SERVICES' RESPONSE TO DACOWITS 2009 REPORT RECOMMENDATIONS RELATED TO THE ASSIGNMENT OF WOMEN SERVICE MEMBERS AND OTHER QUESTIONS POSED BY THE ASSIGNMENTS SUBCOMMITTEE

The Committee requested and reviewed the written and oral responses of the services and other military entities to the assignment recommendations contained in the DACOWITS 2009 Report as well as responses to questions about current assignment policies of DoD and the services posed by the Assignments Subcommittee of DACOWITS.⁴⁵ All of the services stated that DoD sets the overall policy for the assignment of women and that they are limited by the parameters of the 1994 assignment policy. Navy said that it continues to review its assignment policies and expand opportunities to the extent possible within the DoD guidance. Army (the service with the greatest numbers of restricted assignments) stated that DoD's 1994 assignment policy and the Army policy on assigning women are both outdated and do not reflect today's operational environment. An Army representative said that it is undertaking a review of its own assignment policies and recommended that DoD review its 1994 assignment policy in relation to the 2009 DACOWITS recommendation.⁴⁶ None of the reports received from the services suggested any reason that the 1994 policy should be maintained or presented any substantial obstacle to eliminating it, although responses from the Marine Corps and National Guard suggested that elimination of the policy would take time to implement.⁴⁷ (See Appendix C for the written responses.)

IV. 2010 DACOWITS RECOMMENDATIONS AND REASONING IN SUPPORT OF THOSE RECOMMENDATIONS

This chapter provides the 2010 DACOWITS recommendations, and summarizes the reasoning in support of those recommendations, on the selected Wellness and Assignments topics. In each instance, the recommendations and the reasoning are based on the research and resources described in Chapters II and III.

A. WELLNESS

This section is organized into the following three subsections:

- Equipment/Uniforms: Design and Fit
- Equipment/Uniforms: Flight Suit Fit and Function
- Health of Women Service Members: Targeted and Accessible Post-Traumatic Stress Disorder (PTSD) Treatment for Women

Equipment/Uniforms: Design and Fit

Recommendation:

The Department of Defense (DoD) and the services should ensure the timely development and delivery of properly designed and fitting combat-related equipment for women, such as flak jackets, by the end of 2011.

Reasoning in Support of the Recommendation:

Although the services are giving much-needed attention to the design and fit of combat-related equipment for women, the Committee believes that the development and delivery of this equipment is occurring too slowly. Redressing this should be an urgent priority of DoD and the services, so that combat-related equipment suitable for women is available by the end of this year.

Equipment/Uniforms: Flight Suit Fit and Function

Recommendation:

DoD and the services should redesign the flight suit for proper fit and function for women and men.

Reasoning in Support of the Recommendation:

Although the efforts of the Air Force and the Coast Guard to design flight suits that are appropriate for women are laudable, having a separate flight suit that is used only by women is neither necessary nor desirable because it draws unwarranted attention to gender differences. Instead, there should be one suit that works for both men and women.

Health of Women Service Members: Targeted and Accessible PTSD Treatment for Women

Recommendation:

DoD and the services should examine and identify gender-specific aspects and disparities related to PTSD, and where appropriate, develop and implement targeted and accessible treatment programs, available to both genders.

Reasoning in Support of the Recommendation:

There are a number of studies that have addressed PTSD issues, including the one that is being undertaken by the Defense Centers of Excellence. However, most experts – including those at DCoE - recommend further study and analysis of the gender-specific aspects and disparities of PTSD, including the extent to which it is the result of sexual trauma and/or combat trauma. Such analysis should inform treatment programs for both women and men, so that effective treatment for PTSD is accessible to all service members and, if appropriate, targeted by gender.

B. ASSIGNMENTS

This section presents the text of the Committee's recommendation on Assignments, and summarizes the Committee's reasoning in support of its recommendation

Recommendation:

DoD should eliminate the 1994 combat exclusion policy and direct the services to eliminate their respective assignment rules, thereby ending gender-based restrictions on military assignments. Concurrently, DoD and the services should open all related career fields/specialties, schooling and training opportunities that have been closed to women as a result of the DoD combat exclusion policy and service assignment policies.

Reasoning in Support of the Recommendation:

Although the 1994 combat exclusion policy initially served to open military assignments for women, it is now outmoded and should be eliminated, given the nature of warfare today and the experience of women service members who have consistently demonstrated their capabilities,

including the performance of combat roles in Iraq and Afghanistan. Opening up all assignments, career fields, specialties, schooling and training opportunities that have been closed to women will contribute to national security and to the readiness of the forces by permitting commanders to fully employ their personnel without regard to gender. In addition, eliminating gender-based assignment restrictions will promote equal opportunity because the restrictions bar women from certain military assignments without regard to their qualifications.

In short, no further study of *whether* to remove assignment restrictions based on gender is necessary or desirable. As has been apparent for a number of years, women are performing direct ground combat jobs and performing them well. Whatever may have been the basis of the combat exclusion policy in 1994, it is no longer warranted.

V. APPENDICES

A. DACOWITS Charter

B. Biographies of DACOWITS Members

C. Briefings and Responses Presented to DACOWITS

C-1. December 2010 Responses to DACOWITS 2009 Recommendations

C-2. Responses to December 2010 DACOWITS Questions

C-3. Career Intermission Pilot Program (CIPP) Updates by Services, December 2010

C-4. Sexual Assault Prevention and Response Office (SAPRO) Briefings, 3 June 2010
and 2 December 2010

C-5. Health Affairs (HA) Defense Centers of Excellence (DCoE) for Psychological Health
& Traumatic Brain Injury Briefing, 3 December 2010

C-6. Veterans Affairs (VA) Briefing, December 2010

D. Acronyms Used in Report

**APPENDIX A:
DACOWITS CHARTER**

**APPENDIX A:
DACOWITS CHARTER**

Charter of the Defense Advisory Committee on Women in the Services

1. Official Designation: The Committee shall be known as the Defense Advisory Committee on Women in the Services (hereafter referred to as “the Committee”).
2. Authority: The Secretary of Defense, under the provisions of the Federal Advisory Committee Act of 1972 (5 U.S.C., Appendix 2), and 41 CFR § 102-3.50(d), established the Committee.
3. Objectives and Scope of Activities: The Committee shall examine and advise on matters relating to women in the Armed Forces of the United States.
4. Description of Duties: The Committee, through the Under Secretary of Defense for Personnel and Readiness, shall provide independent advice and recommendations to the Secretary of Defense on matters and policies relating to women in the Armed Forces of the United States.
5. Agency or Official to Whom the Committee Reports: The Committee reports to the Secretary of Defense. Pursuant to DoD policy, the Under Secretary of Defense for Personnel and Readiness may act upon the Committee’s advice and recommendations.
6. Support: The Department of Defense, through the Office of the Under Secretary of Defense for Personnel and Readiness, shall provide support necessary for the performance of the Committee’s functions and shall ensure compliance with the requirements of 5 U.S.C., Appendix 2.
7. Estimated Annual Operating Costs and Staff Years: It is estimated that the annual operating costs, to include travel costs and contract support, for this Committee is \$700,000.00. The estimated annual personnel costs to the Department of Defense are 9.0 full-time equivalents (FTEs).
8. Designated Federal Officer: The Designated Federal Officer, pursuant to DoD policy, shall be a full-time or permanent part-time DoD employee, and shall be appointed in accordance with established DoD policies and procedures.

In addition, the Designated Federal Officer is required to be in attendance at all meetings; however, in the absence of the Designated Federal Officer, the Alternate Designated Federal Officer shall attend the meeting.

9. Estimated Number and Frequency of Meetings: The Committee shall meet at the call of the Designated Federal Officer, in consultation with the Chairperson, and the estimated number of Committee meetings is seven per year.
10. Duration: The need for this advisory function is on a continuing basis; however this charter is subject to renewal every two years.
11. Termination: The Committee shall terminate upon completion of its mission or two years from the date this charter is filed, whichever, is sooner, unless extended by the Secretary of Defense.
12. Membership and Designation: The Committee shall be composed of not more than 35 members who have experience with the military or with women's workforce issues.

Committee members shall be appointed by the Secretary of Defense, and their appointments will be renewed on an annual basis. Those members, who are not full-time or permanent part-time federal officers or employees, shall be appointed as experts and consultants under the authority of 5 U.S.C. § 3109, and serve as special government employees.

Generally, Board members will be approved by the appointing authority to serve on the Board for a term of three years with approximately one-third of the membership rotating annually, to the extent possible. With the exception of travel and per diem for official travel, Board members shall serve without compensation.

The Secretary of Defense shall designate the Committee's Chairperson.

Pursuant to DoD rules and regulations, the Under Secretary of Defense for Personnel and Readiness may appoint additional experts and consultants to advise the Committee. These experts and consultants, appointed under the authority of 5 U.S.C. § 3109, shall have no voting rights whatsoever on the Committee or any of its subcommittees, and they shall not count toward the Committee's total membership.

13. Subcommittees: With DoD approval, the Committee is authorized to establish subcommittees, as necessary and consistent with its mission. These subcommittees or working groups shall operate under the provisions of the Federal Advisory Committee Act of 1972, the Government in the Sunshine Act of 1976 (5 U.S.C. § 552b), and other appropriate Federal regulations.

Such subcommittees or workgroups shall not work independently of the chartered Committee, and shall report all their recommendations and advice to the Committee for full deliberation and discussion. Subcommittees or workgroups have no authority to make

decisions on behalf of the chartered Council; nor can they report directly to the any Federal officers or employees who are not Committee members.

14. Recordkeeping: The records of the Committee and its subcommittees shall be handled according to section 2, General Record Schedule 26 and appropriate Department of Defense policies and procedures. These records shall be available for public inspection and copying, subject to the Freedom of Information Act of 1966 (5 U.S.C. § 552, as amended).

15. Filing Date: 17 April 2010

**APPENDIX B:
BIOGRAPHIES OF DACOWITS MEMBERS**

**APPENDIX B:
BIOGRAPHIES OF DACOWITS MEMBERS**

Lieutenant General Claudia J. Kennedy, USA Retired – Hilton Head Island, SC

Claudia J. Kennedy is the first woman to achieve the rank of three-star general in the United States Army, taking her from the Women's Army Corps in the late 1960's to the position of Deputy Chief of Staff for Army Intelligence from 1997-2000. She oversaw policies and operations affecting 45,000 people stationed worldwide with a budget of nearly \$1 billion. During her military career, General Kennedy received honors and awards, including the National Intelligence Distinguished Service Medal, the Army Distinguished Service Medal, and four Legions of Merits. She served abused and neglected children by chairing First Star, a nonprofit corporation. Her book, Generally Speaking, was published in September 2001. She was associated with The White House Project, Population Action International, The Third Way, NeuralStem, Inc., Volunteers of America, the International Spy Museum, Neighborhood Outreach Connection, and was a trustee for Rhodes College. She has consulted for Essex Corporation and for Walmart, Inc. She has appeared as a military consultant for NBC and CNN and as a guest on Larry King Live, Aaron Brown, Wolf Blitzer and ABC's Good Morning America among others. Claudia remains associated with the American Security Project, Human Rights First, Hilton Head Humane Association and with Opportunity International. She is a commissioner for the White House Fellows Program. General Kennedy has a BA degree in Philosophy from Rhodes College.

COL Margarethe Cammermeyer, USA/USAR/ANG Retired – Langley, Washington

Margarethe Cammermeyer earned her BS from the University of Maryland, her Master of Arts and Ph.D. from the University of Washington. She joined the Army Student Nurse program, ultimately serving 31 years in U.S. Army, Reserve/National Guard. She was stationed in Texas, Georgia, Germany, Virginia, Vietnam and Washington. Military awards and honors include the Bronze Star for Meritorious Service during the Vietnam War, the Meritorious Service Medal, "A" proficiency designator by Surgeon General. She was named Woman of the Year by the Woman's Army Corps Veterans, and Nurse of the Year by the Veterans Affairs Department in 1985, and Who's Who (various editions since 1991). Following her challenge of the military antigay policy she was awarded the Woman of Power Award, NOW, 1992, Distinguished Alumni Award University of Washington, School of Nursing 1995, Woman Who Dared Award, National Council of Jewish Women 1999, to name a few. She currently runs an Adult Family Home, is the Hospital Commissioner at Whidbey General Hospital, and guest lectures around the country on issues of gay/lesbian social justice.

Nancy Duff Campbell – Washington D.C.

Nancy Duff Campbell is a founder and Co-President of the National Women's Law Center, where she has participated in the development and implementation of key legislative initiatives and litigation protecting women's rights for over 35 years. She was named one of the top 25 heroines whose actions over the last 25 years have advanced women in the workplace by Working Woman magazine, the Woman Lawyer of the Year by the District of Columbia Women's Bar Association, and a Woman of Genius by Trinity College. She received the William J. Brennan Award from the District of Columbia Bar and a Lifetime Achievement Award from the U.S. Department of Health and Human Services, and was appointed by

Congress to the U.S. Commission on Child and Family Welfare. She is a member of the Princeton University Center for Research on Child Wellbeing Advisory Board, Low-Income Investment Fund Board of Directors, Alliance for National Defense Board of Advisors, among others. She received her A.B. from Barnard College of Columbia University and her J.D. from New York University.

Brigadier General Julia J. Cleckley, ARNG, Retired – Fredericksburg, Virginia

Julia J. Cleckley began her military career in the Women's Army Corps (WAC). She resumed her military career and spent 28 years in the active Army National Guard (AGR). She was the first African American female to be promoted to a Brigadier General of the line in the Army National Guard and became the first woman to be assigned as the Chief, Human Resources Officer (G-1) for Army National Guard. She served as a Department of Veterans Affairs Advisory Committee member, and was charged with providing advice to the Secretary of Veterans Affairs on administration of benefits and services for minority veterans. She is the former chair of the Army National Guard Equal Employment Opportunity and Diversity Committee. General Cleckley is the recipient of many honors to include the Distinguished Service Medal and the National Association for the Advancement of Colored People (NAACP) Roy Wilkins Renowned Service Award, identified in Cambridge Who's Who Honors Edition 2007 and is a member of the Hunter College Hall of Fame. She received her BA degree in Psychology and Education from Hunter College and her Masters in Human Resources Management from Golden Gate University. She is currently an inspirational and keynote speaker for Cleckley Enterprises.

The Honorable Ruby DeMesme – Oakton, Virginia

She has more than 36 years of public service, which includes 22 years of executive level and supervisory experience in the defense industry and 18 months on Capitol Hill with the U. S. Senate. She has served in several Presidential appointed positions in the Department of Defense, the last being Senate confirmed as Assistant Secretary of the Air Force for Manpower, Reserve Affairs, Installations and Environment. In addition to co-developing and overseeing myriad DoD Quality of Life Policies and Programs, she is recognized as an expert in family support, health care and child development programs. She also managed the military appellate review process as well as EEO and Diversity programs and policies. She has served in numerous positions for the U.S Air Force and U.S. Army both stateside and abroad. She currently works for Deloitte Federal Consulting Solution as Director for Human Capital Innovation Strategy. She received a BA from Saint Augustine College, and M.S.W. from the University of North Carolina. Her major awards and honors include, House of Representatives, Congressional Tribute, Exceptional Civilian Service Award, Tuskegee Airmen Inc. Distinguished Service Award, Vice President Gore's Hammer Award for Reinventing Government, Meritorious Civilian Service Award, University of North Carolina Distinguished Alumni Award, Air Force Association, Distinguished Leader Award, Superior Civilian Service Award, Exceptional Performance Awards, and the U.S. Army, Commanders Award for Exceptional Service. She is an accomplished author and mentor.

SgtMajMC John L. Estrada, USMC Retired – Orlando, Florida

John Estrada is a highly decorated veteran, having served over 34 years in the United States Marine Corps. SgtMaj Estrada started his career attending F-4 aircraft maintenance school. He

served in many position including, Drill Instructor, First Sergeant, and SgtMaj for numerous units. His long and distinguished career culminated in the assumption of duties as the 15th Sergeant Major of the Marine Corps from June 2003 to April 2007 His deployments include the Western Pacific and Arabian Gulf (2X), Operation Southern Watch, Operation Enduring Freedom, and Operation Iraqi Freedom. His personal awards include the Navy Distinguished Service Medal, Bronze Star, the Meritorious Service Medal with three gold stars, and numerous other awards. He is a Presidential Appointee on the American Battle Monuments Commission, a member on the Board of Directors for Operation Homefront, and an Executive Advisory Council member for Mission Readiness. He currently is Senior Manager for Training Solution Inc. (TSI), a subsidiary of Lockheed Martin Global Training and Logistics Company headquartered in Orlando, FL. In this capacity, John manages 1100 employees employed across the U.S. performing training and logistics missions.

The Honorable Deborah Lee James – Vienna, VA

Deborah Lee James has served in senior homeland and national security management, policy and program positions in government and the private sector for more than 25 years. She worked for a decade as a professional staff member on the House Armed Services Committee. Ms. James was then appointed by the President and confirmed by the US Senate as the Assistant Secretary of Defense for Reserve Affairs, a position she held for five years. Her awards for government service include the Secretary of Defense Medal for Outstanding Public Service (1997 and 1998), Meritorious Civilian Services Medals awarded by Army, Navy, Air Force, and Coast Guard (1998). She earned an A.B. in Comparative Studies at Duke University, and a Masters in International Affairs from Columbia University. She was recently appointed SAIC Executive Vice President for Communications and Government Affairs after serving as the SAIC Business Unit General Manager of the C4IT Business Unit, a team of 3000 employees specializing in C4 (command, control, communications and computers) as well as aviation support services for the US Military. She currently serves as the National Advisory Board Chair of the Pentagon Federal Credit Union Foundation (2009-present) and was a member of the USO World Board of Governors (1998-2008).

BG Maureen K. LeBoeuf, USA Retired – Cary, North Carolina

Maureen LeBoeuf served 28 years in the U.S. Army. She held various staff and leadership positions as well as flying UH-1 helicopters in the continental United States and Europe. She was the Professor and Head of the Department of Physical Education at the United States Military Academy at West Point from 1997 until her retirement in 2004. She was the first woman department head at the United States Military Academy since it was founded in 1802. Maureen graduated from St. Bonaventure University with a Bachelor of Science degree in Education and she holds a Masters and Doctorate of Education, Curriculum and Instruction from the University of Georgia as well as an Executive Diploma in Strategic Leadership, U.S. Army War College and an Executive Diploma in Management and Leadership, U.S. Army Command and General Staff College. Currently she is the Executive Director of the Feagin Scholars Leadership Program at Duke Sports Medicine and a consultant engaged in executive leadership development.

CSM Roberta Santiago, USAR Retired -- Castro Valley, California

Roberta Santiago served in the U.S. Army Reserve for 24 years in a variety of assignments including senior legal specialist, personnel staff NCO, senior financial sergeant, first sergeant of a Cargo Transportation Company and command sergeant major of three US Army Reserve hospitals. Her last Army Reserve assignment was as the Command Sergeant Major of the 352nd Combat Support Hospital, Oakland, California. She has been a federal civil servant for over thirty years working for the Departments of Justice, Army, Navy and Homeland Security in resource management, human resources and reserve program management. She has extensive experience volunteering with the Association of the United States Army (AUSA) at the local and national level. Her work with AUSA supports the Army through issue development with local installations, reserve and National Guard units, local joint services and family support groups. She also volunteers her time with local Veteran's organizations within the San Francisco Bay Area and State of California. She currently serves as a Department of Homeland Security civilian for the U.S. Coast Guard, Force Readiness Command/Pacific Area Command, in Alameda, California.

Colonel Felipe (Phil) Torres, USMC Retired -- Helotes, Texas

F. Phil Torres served 34 years on active duty in the U. S. Marine Corps and retired in 2000 as a Colonel. He served in Vietnam and was awarded the Silver Star Medal for gallantry while assigned as an Infantry Platoon Sergeant. During his career he served in a variety of command, joint, and staff assignments involving infantry, law enforcement, corrections, nuclear security management, and formal school administration. He also served as the Equal Opportunity Advisor to the Commandant of the Marine Corps. Col Torres' last assignment on active duty was as the Base Inspector (IG) for Marine Corps Bases Japan. Upon his retirement, he was hired as the Director of Staff Development and Training, Cornerstone Programs Corporation, Englewood, Colorado, a nationally recognized juvenile services company. He presently wears several hats to include: Independent Security Contractor/Consultant (U.S. and overseas) for major security companies; Leadership and Teamwork Facilitator/Consultant for a variety of corporations and academic institutions; Military Advisor with Northrop Grumman involving the U.S. Army's Battle Command Training Program (BCTP); and Public Relations Officer for Henley-Putnam University.

**APPENDIX C:
BRIEFINGS AND RESPONSES PRESENTED TO DACOWITS**

**APPENDIX C-1:
DECEMBER 2010 RESPONSES TO 2009 DACOWITS RECOMMENDATIONS**



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

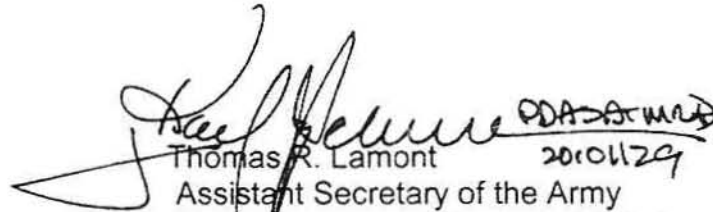
SAMR-EO

MEMORANDUM FOR Under Secretary of Defense (Personnel and Readiness)

SUBJECT: Requested Responses to the DACOWITS 2009 Report.

1. Reference: USD (P&R) Memorandum of September 13, 2010, subject as above.
2. As requested, the Army reviewed the Committee's 2009 report findings and recommendations and provides the enclosed responses.

Enclosure


Thomas R. Lamont
Assistant Secretary of the Army
(Manpower and Reserve Affairs)
PDA-ARMAD
20101129

U.S. Army Responses to DACOWITS 2009 Report

IV: Women in Combat: The Utilization of Women in the OIF/OEF Theatres of Operations

1. IV.1.b.i. (pg 136): Experiences of Women in the OIF and OEF Theatres of Operations:

DACOWITS Recommendation:

Considering the fluidity of today's battlefield, DACOWITS recommends that the Services ensure that all personnel not possessing a combat arms MOS (i.e., currently all female Service members and many males) receive, at a minimum, a baseline of combat-related training prior to deployment to a combat theatre of operations. This should include "hands-on" weapons qualification and familiarization up to and including crew-served weapons (e.g., mounted light, medium, and heavy machine guns), defensive and offensive convoy measures, perimeter defensive tactics, etc.

Army Response:

The Army requires all Soldiers to qualify with their individual weapons, at the unit level or when processing through the CONUS Replacement Centers, prior to deployment to a theater of operations. Soldiers assigned to units with crew-served weapons are given familiarization training on these systems, and on simulation/laser devices, if available at their installation. In addition, Army leaders ensure all Soldiers complete pre-deployment warrior skills and battle task training, in order to prepare Soldiers to conduct operations from either a fixed base or a contingency forward operation base, if the appropriate equipment is assigned to their units. The Army has several systems in place to ensure training is conducted and reported (e.g. Department of the Army Pamphlet (DA PAM) 350-38: Training Device Policies and Management; Army Regulation 220-1: Unit Status Reporting; and U.S. Army Forces Command (FORSCOM) provides Pre-Deployment Training Guidance in support of Combatant Commands) **(Source: HQDA, G-3/5/7).**

2. IV.2.b.i (pg 136): Implications of Women Serving in Combat

DACOWITS Recommendation:

DACOWITS recommends that DoD develop and implement a strategic communications plan to increase public awareness of the positive contributions of women serving in combat roles in the current conflicts. DACOWITS believes that greater public awareness will lead to increased understanding, acknowledgement, acceptance, and appreciation of the contributions made by women in uniform.

Army Response:

The Women in the Army (WITA) Assignment Policy Strategic Communication (STRATCOM) Plan is a subset of the Deputy Chief of Staff, G-1, Human Resources Policy Directorate (HRPD) STRATCOM. The purpose of the WITA Assignment Policy STRATCOM Plan is to provide a tool for leaders at all organizational levels to engage the public and increase awareness of the vital roles and contributions of female Soldiers in the overall readiness of the Army. The Army continues to seek opportunities to tell the stories of all Soldiers, through the efforts of its Public Affairs Officers, through media engagements, education, and outreach events/programs.

During 2010, the Deputy Chief of Staff, G-1, (HRPD), participated in several events in order to promote awareness and highlighted the contributions made by female Soldiers as follows: participates in the annual Association of the United States Army (AUSA) Convention, Washington, D.C., and monitors a WITA booth, in conjunction with the Army Diversity and Army Equal Opportunity Offices. During 2010 AUSA convention, eleven females (Soldiers and civilian) wore vintage uniforms, three consecutive days, and represented women who served from WWI to present by circulating and engaging convention attendees. In addition, these organizations distributed pamphlets (e.g. WITA pamphlet - Enclosure) and other resource documents to increase awareness of the various Army programs that promote diversity.

Other key outreach events: WITA Chief represented women in United States Armed Forces during the 2010 NATO Committee on Gender Perspectives (formerly known as Women in NATO Forces) in Brussels, Belgium, and highlighted the significant contributions of U.S. female service members; participated in recognition ceremonies at the Women in Military Service for America Memorial (WIMSA); presented and gained support from the Sergeant Major of the Army (SMA) on proposed changes to the Army's assignment policy for female Soldiers.

The Army continues to highlight the significant contributions made by female Soldiers and recognized them through promotions, awards, and positions of increase responsibilities; most recently women such as Command Sergeant Major Theresa King (first female Commandant - Army Drill Sergeant Academy); two Silver Star recipients (SGT Leigh Ann Hester and SPC Monica Brown); and most recently the first female Soldier to win the "Best Warrior competition" (SGT Sherri Gallagher) (**Source: HQDA, G-1 (HR)**).

3. IV.3.b.i (pg 137): Combat Preparedness of Female Service Members

DACOWITS Recommendation:

DACOWITS recommends that the Services issue sufficient quantities of equipment, in sizes that are fit for practical use by female Service members.

Army Response:

The Army Installation Management Command (IMCOM) ensures all Soldiers are issued Organizational Clothing and Individual Equipment (OCIE) as required by Common Table of Allowance (CTA) or Rapid Fielding Initiative (RFI) in the quantities prescribed. The only items issued specifically in female sizes are: sports bras, dress uniforms, and maternity uniforms; all other issued items are unisex. The Army continues to procure sizes that can be used by either male or female Soldiers but not specifically for females.

The Army's Product Manager-Soldier clothing and Individual Equipment (PM-SCIE) is currently testing the new Women's Army Combat Uniform (WACU). PM-SCIE is responsible for clothing and individual equipment, designs and reviews each piece of equipment as part of the total Soldier system, under the "Soldier as a System (SaaS)" concept, to ensure the equipment they produce works to make the Soldier combat effective (**Source: Army Materiel Command (AMC)**).

4. IV.3.b.ii (pg 137): Combat Preparedness of Female Service Members

DACOWITS Recommendation:

DACOWITS recommends that DoD and the Services invest in research and development of equipment designed specifically for use by women.

DACOWITS notes that improved equipment for women can facilitate the success of women in combat, mission readiness and mission accomplishment. For example, due to the difficult logistics of urinating while wearing their normally issued clothing and equipment, particularly in austere environments, women often minimize fluid intake, placing them at risk for dehydration and urinary tract infections.

Army Response:

The response provided in IV.3.b.i. is applicable to this recommendation. The Anthropometric Survey (NSUR II) effort is creating an anthropometric database to capture the size distribution for males and females serving within the Active, Reserve, and National Guard elements. The results of this effort will assist in determining the sizing for male and female clothing and equipment. Several studies conducted in 2004 looked at the Interceptor Body Armor (IBA) with special consideration for females. Natick Soldier Research Development and Engineering Center (NSRDEC) established a draft Technology Transition Agreement (TTA) with Product Executive Office Soldier (PEO-Soldier) to initiate a study on Improved Outer Tactical Vest (IOTV) sizes for female Soldiers (**Source: Army Materiel Command**).

The U.S. Army medical research community has long understood that there are significant medical, physiological, and biomechanical differences between males and females. While the U.S. Army Research Institute of Environmental Medicine (USARIEM) has not specifically conducted studies with an objective of

developing/evaluating women-unique equipment, the Army medical research community stands ready to support efforts by equipment developers to further investigate differences between sexes and/or efforts geared towards developing equipment solutions specifically for female Soldiers/Warfighters (**Source: USARIEM**).

5. IV.4.b.i (pg 138): Impact of Serving in Combat on the Military Careers of Female Service Members

DACOWITS Recommendation:

DACOWITS repeats its 2008 recommendation to further consider and study off/on ramps (e.g. Career Intermission Pilot Program [CIPP]) for all branches of Service to determine the return on investment of such programs.

Army Response:

The Army's Deputy Chief of Staff, G-1 (Personnel), Director of Military Personnel Management (DMPM), is closely monitoring the Navy's Career Intermission Pilot Program, authorized by the 2009 NDAA for a very limited number of personnel in each service. During FY11, the DMPM will present a decision brief to determine if the Army will pursue a pilot program under this authority.

The Army Judge Advocate General's Corps is currently exploring possibilities for an off/on ramp for Army Judge Advocates and will review CIPP to consider feasibility for Army Judge Advocates (**Source: HQDA, G-1 (DMPM), OTJAG (PPTO)**).

6. IV.5.b.i. (pg 138): Perspectives on the Roles Women should serve in the Military and understanding of the Current DoD Assignment Policy for Military Women.

DACOWITS Recommendation:

DACOWITS recommends that DoD and the Services ensure that a refresher on the DOD and Service-specific assignment policies for military women is included in all Professional Military Educational (PME) courses.

Army Response:

The Army's current PME courses do not include instruction on specific assignment policies. PME courses are mandated by Army Regulation 350-1: Army Training and Leader Development. Students attending these courses are provided references/links to various policies but not specifically to Army Regulation 600-13: Army Policy for the Assignment of Female Soldiers (dated 27 March 1992) or any other policies. In order for the Army to include instruction on "specific assignment policies," within PME courses, it would require the U.S. Army Training and Doctrine Command (TRADOC) to conduct an assessment to determine if and where the material can be added to existing curriculum (**Source: HQDA,G-3/G-37(TR)**).

7. IV.5.b.ii (pg 138): *Perspective on the Roles Women should serve in the Military and understanding of the current DoD Assignment Policy for Military Women.*

DACOWITS Recommendation:

DACOWITS recommends that the current assignment policy for military women be evaluated and changed as a result of the experiences of females who have served or are serving in combat in support of OIF and OEF.

Army Response:

The Army is currently conducting its routine cyclic review of its assignment policy for female Soldiers. The purpose of the cyclic review is to assess the impacts and recommend proposed changes to the policy by reviewing military occupational specialties currently closed to female Soldiers. The cyclic review takes into account today's operational environment in accordance with Department of Defense (DoD) and Army policies. Once the cyclic review is completed, Army Senior Leaders will notify the Office of the Secretary of Defense (OSD) of their intent regarding any proposed changes. In addition, the Secretary of Defense (SECDEF) must provide 30 days notice to Congress (in accordance with 10 U.S.C. § 652 before implementation of any policy changes. The Army Senior Leaders will notify OSD of their intent regarding proposed changes as a result of the current cyclic review; however, the Army plans to continue to review its policy every three years at a minimum. Recommend DoD review its current policy, Direct Ground Combat Definition and Assignment Rule (dated 13 January 1994) in relation to DACOWITS' recommendation (**Source: HQDA, G-1(HR)**).

8. IV.5.b.iii (pg 138): *Perspectives on the Roles Women should serve in the Military and understanding of the current DoD Assignment Policy for Military Women.*

DACOWITS Findings:

DACOWITS supports the application across all Services of the following recommendations outlined in the 2007 RAND report, *Assessing the Assignment Policy for Army Women*. See recommendations below:

8a. IV.5.b.iii.a.1 (pg 138-p139): *Nature of Warfare*

DACOWITS Recommendation:

Re-craft the assignment policy for women to make it conform—and clarify how it conforms—to the nature of warfare today and in the future, and plan to review the policy periodically.

Army Response:

The DoD sets the policy guidelines for assignment of women in the Services. The Army's 2010 cyclic review of its current assignment policy for female Soldiers is ongoing. However, the Army will continue to routinely schedule reviews of its assignment policy for female Soldiers every three years. Recommend DoD review its current policy, Direct Ground Combat Definition and Assignment Rule (dated 13 January 1994), in relation to DACOWITS' recommendation (**Source: HQDA, G-1 (HR)**).

8b. IV.5.b.iii.b.1-3 (pg 139): Utilization

DACOWITS Recommendation:

1. Clarify whether and how much the assignment policy should constrain military effectiveness, and determine the extent to which military efficiency and expediency can overrule the assignment policy.

Army Response:

Army Regulation 600-13: Army Policy for the Assignment of Female Soldiers (27 March 1992) is an assignment and not a utilization policy. IAW AR 600-13, paragraph 1-12, "Once properly assigned, female Soldiers are subject to the same utilization policies as their male counterparts. In the event of hostilities, female Soldiers will remain with their assigned units and continue to perform their assigned duties." Commanders have the flexibility to task organize personnel to accomplish their mission (**Source: HQDA, G-1 (HR)**).

DACOWITS Recommendation:

1. If unit sizes (or levels of command) are specified in the assignment policy, make apparent the reason and intent for specifying unit size, given that modularization and the context of an evolving battlefield may negate this distinction.

Army Response:

The DoD sets the policy guidelines for assignment of women in the Services. Recommend DoD review its current policy, Direct Ground Combat Definition and Assignment Rule (dated 13 January 1994), in relation to DACOWITS' recommendation (**Source: HQDA, G-1 (HR)**).

DACOWITS Recommendation:

3. Consider whether the policy should remain focused on assignment to units rather than the employment of individual women.

Army Response:

The DoD sets the policy guidelines for assignment of women in the Services. Recommend DoD review its current policy, Direct Ground Combat Definition and

Assignment Rule (dated 13 January 1994), in relation to DACOWITS' recommendation (Source: HQDA, G-1 (HR)).

8c. IV.5.b.iii.c.1 (pg 139): Colocation/Collocation

DACOWITS Recommendation:

Determine whether colocation (proximity) and collocation (proximity and interdependence) are objectionable, and clearly define those terms should they be used in the policy.

Army Response:

“Collocation” as described in Army policy is defined in AR 600-13. The Army is reviewing the “collocation” restriction in its assignment policy, as part of the routine 2010 cyclic review of its assignment policy for female Soldiers (Source: HQDA, G-1 (HR)).

8d. IV.5.b.iii.d.1- 4 (pg 139): Other

DACOWITS Recommendations:

- 1. Make clear the objectives or intent of any future policy.**
- 2. Consider whether a prospective policy should exclude women from units and positions in which they have performed successfully in Iraq.**
- 3. Given that the assignment policy is unusual because of the legal requirement to report policy changes to Congress, consider the extent to which an individual service policy should differ from overall DoD policy.**
- 4. Determine whether an assignment policy should restrict women from specified occupations or from both occupations and units.**

Army Response:

The DoD sets the policy guidelines for assignment of women in the Services. Recommend DoD review its current policy, Direct Ground Combat Definition and Assignment Rule (dated 13 January 1994), in relation to DACOWITS' recommendation (Source: HQDA, G-1 (-HR)).



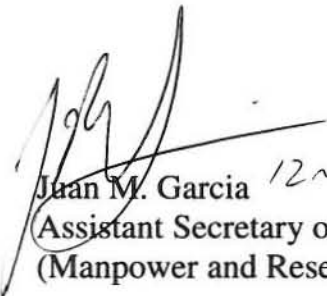
DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

NOV 12 2010

MEMORANDUM FOR PRINCIPAL DEPUTY UNDER SECRETARY OF DEFENSE
(PERSONNEL AND READINESS)

SUBJECT: Defense Department Advisor Committee on Women in the Services
(DACOWITS) 2009 Report

In response to your memorandum of September 13, 2010, the Department of the Navy has reviewed the recommendations and submits consolidated Navy and Marine Corps comments at Attachment (1).


Juan M. Garcia 12 Nov 10
Assistant Secretary of the Navy
(Manpower and Reserve Affairs)

Attachments:
As stated

Department of the Navy Responses to DACOWITS 2009 Report

Women in Combat: The Utilization of Women in the OIF/OEF Theatres of Operations

IV.1.b	Experiences of Women in the OIF and OEF Theatres of Operations
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DACOWITS Recommendation:

DACOWITS recommends that the Services ensure that all personnel not possessing a combat arms MOS (i.e., currently all female Service members and many males) receive, at a minimum, a baseline of combat related training prior to deployment to a combat theatre of operations. This should include “hands-on” weapons qualification and familiarization up to and including crew served weapons (e.g., mounted light, medium, and heavy machine guns), defensive and offensive convoy measures, perimeter defensive tactics, etc.

Navy Response:

The following training is provided to all Navy service members, regardless of gender, mobilized as Individual Augmentees for deployment to Afghanistan, Iraq, or the Horn of Africa. The 17 day course entitled Navy Individual Augmentee (IA) Combat Training includes the following curriculum:

- Organizational Equipment Issue (OCIE)
- High Mobility Multipurpose Wheeled Vehicle (HMMV) Familiarization
- Rapid Fielding Initiative (RFI) Issue
- Gear Assembly and Weapons Issue
- Improvised Explosive Devices (IED)/Unexploded Ordnance (UXO)
- Basic Rifle Marksmanship (BRM) 2-4
- Heavy Weapons (M240, M249, M19, .50 cal) PMI & Live Fire
- Engagement Skills Trainer (EST) Group & Zero
- Advanced Rifle Marksmanship (ARM) Reflexive Fire (Blank & Live)
- M9 Pre-marksmanship Instruction (PMI)
- EST Shoot/No Shoot & Low Light
- M16 Group & Zero (Live Fire)
- Land Navigation (Classroom & Practical Exercise)
- First Aid I & II
- Nuclear, Biological, Chemical Weapon Response
- Tactical Communications
- BRM 12 (M16) Record Fire
- Cultural Awareness
- Urban & Perimeter Field Operations (Classroom & Practical Exercise)
- M9 Practice Record Fire
- Rules of Engagement/Rules of Force
- BRM 6 & 7 Location of Misses and Hits (LOMAH)
- Personnel Recovery
- M9 Record Fire
- Convoy Operations (Classroom and Practical Exercise)

- M16 Night Familiarization Fire
- Uniform Code of Military Justice and the Law of War
- BRM 11 Practice Record Fire
- HMMWV Egress Assistance Trainer
- MRAP Vehicle Familiarization (Ingress, Egress, Harness)
- Operational Stress Control (OSC)

Marine Corps Response:

As an expeditionary force in readiness, The Marine Corps has a long-held requirement for every Marine to be a rifleman. Entry level training consists of 12 weeks of recruit training followed by four weeks Marine Combat Training for all Marines. Male and female Marines undergo the same training in both of these courses. During this period of intense training, Marines qualify with the service rifle, receive basic infantry oriented training on offensive and defensive tactics and convoy operations, regardless of the job skill that they will acquire in a subsequent military occupational specialty school. During this training syllabus Marines also receive live-fire training on the M249 squad automatic weapon, and the *M240GIB* medium machinegun. Because not all Marines are required to crew heavy machineguns, units which have these weapons in their table of equipment are required to assign and train selected Marines for service as heavy machinegun crews. Intensive training for heavy machinegun crews is readily available through a specially designed course at the Schools of Infantry. Finally, when Marines are assigned to a unit headed for a combat zone, they take part in pre-deployment training (PTP), where they undergo individual and collective training on these combat skills as the unit mission requires (e.g., weapons handling, language training, convoy training IED detection, rules of engagement/use of force, culture training, and first aid).

IV.2.b	Implications of Women Serving in Combat
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DACOWITS Recommendation:

DACOWITS recommends that DoD and the Services develop and implement a strategic communications plan to increase public awareness of the positive contributions of women serving in combat roles in the current conflicts. DACOWITS believes that greater public awareness will lead to increased understanding, acknowledgement, acceptance, and appreciation of the contributions made by women in uniform.

Navy Response:

Navy Public Affairs Officers and Mass Communication (MC) specialists are embedded with Navy units across all operational missions. Coordinated strategic messaging provides a joint approach to disseminating information and media outreach covering various aspects of combat and combat support operations. Navy service women are routinely included in Navy communication as well as participate in various forums endorsed at the Department of the Navy (DoN) and Department of Defense (DoD) level designed specifically to highlight the accomplishments of women in uniform.

USMC Response:

Our communication efforts are to engage the public and share information about the

Marine Corps -- especially our leadership's priorities -- and link the public with its Marines. We do not establish separate plans for different aspects of our demographic groups. However, we can assess our communication efforts to show how we've covered different segments, but to develop strategies just for female Marines would not serve us well and could take on the air of propaganda if there was a disproportionate amount of coverage for 6% of our population. There has been significant coverage of females during GWOT (Lioness, FET, aviators, award recipients, etc) both in traditional reporting and distributed via social media. But this coverage happened as a natural part of our media process. The fundamental concept of being a Marine is upon graduating Recruit Training or Officer Candidates School you are a Marine, and if you are a Marine whose story should be told, it will be told -- regardless of demographics.

IV.3.b.i	Combat Preparedness of Female Service Members
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DACOWITS Recommendation:

DACOWITS recommends that the Services issue sufficient quantities of equipment, in sizes that are fit for practical use by female Service members.

Navy Response:

Navy issues full complement of all required equipment to both male and female personnel based on theater AOR requirements. There are indications that certain units in the past have run out of specific sizes (primarily "small") routinely issued to female personnel and have had to issue the next largest size until appropriate equipment was received. Navy routinely evaluates the future equipment needs and adjusts availability accordingly. As such, larger quantities of small sizes have been supplied to units that require higher quantities of such items. Navy will continue to monitor available sizes to ensure that all personnel have the appropriate equipment assigned.

USMC Response:

Marine Corps Systems Command (MARCORSYSCOM) is the Commandant of the Marine Corps's agent for acquisition and sustainment of systems and equipment used to accomplish their warfighting mission. The command outfits United States Marines with literally everything they drive, shoot and wear. Recently the Combat Equipment and Support Systems group via its Program Manager, Infantry Combat Equipment (PM-ICE) conducted an extensive Anthropometric Survey. This survey's purpose was to develop a comprehensive USMC anthropometric database that can be used to support statistically optimized design, sizing, and tariffing of USMC clothing & equipment; computer aided design of USMC workstations, workspaces, and vehicles; and 3D solid modeling of body curvatures and shapes for enhanced personnel protection. This database will also allow us to better understand the female equipment size/shape deficiencies and adjust our designs and tariff sizing accordingly, which will enhance our ability to accomplish the above recommendation.

IV.3.b.ii	Combat Preparedness of Female Service Members
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DACOWITS Recommendation:

DACOWITS recommends that DoD and the Services invest in research and development of equipment designed specifically for use by women. DACOWITS notes that improved equipment for women can facilitate the success of women in combat, mission readiness and mission accomplishment. For example, due to the difficult logistics of urinating while wearing their normally issued clothing and equipment, particularly in austere environments, women often minimize fluid intake, placing them at risk for dehydration and urinary tract infections.

Navy Response:

Feedback from females assigned to deploying Navy ground units has indicated that certain tactical items may not be optimally suited to female body types. As such Navy does agree that tactical gear and combat clothing should be designed in consideration of these physiological differences. Specifically, female personnel have indicated issues with the sizing and design of body armor, helmets, and combat uniforms. Navy supports the recommendation for increased research and development into tactical equipment to ensure female personnel have the equipment required to be effective in a tactical environment.

USMC Response:

The response provided for recommendation IV.3.b.i. is applicable to this recommendation. The idea remains that the database concept will be captured based off input provided by the force to determine problems, the extent of those problems, and then develop a solution to the problem. To date, the Program Manager, Infantry Combat Equipment (PM-ICE) section, under MARCORSSYSCOM, has not been informed of any problems/requirements by the force related to the example provided in the above recommendation.

IV.4.b.i	Impact of Serving in Combat on the Military Careers of Female Service Members
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DACOWITS Recommendation:

DACOWITS repeats its 2008 recommendation to further consider and study off/on ramps (e.g., Career Intermission Pilot Program [CIPP]) for all branches of Service to determine the return on investment of such programs.

Navy Response:

Currently the Navy is the only Service to have implemented the Career Intermission Pilot Program (CIPP) since authorization of such programs in the FY09 National Defense Authorization Act (NDAA). Of the 16 members currently approved for program participation, nine are women, in a range of communities and ratings such as Surface Warfare, Aviation, Legalman, Hospital Corpsman, and Boatswains Mate. The Navy continues to support this program to supplement retention efforts where financial incentives alone have not produced desired retention results.

USMC Response:

The Marine Corps has consistently non-concurred with similar proposals to expand offramp programs. We currently have existing programs and processes that would allow individuals to "off-ramp" for the various reasons, without creating new programs, such as the Naval Post Graduate School, Monterey, CA, assignments to various fellowships (i.e. FEDEX, Congressional), and the degree completion program for enlisted personnel. A previous RAND report yielded short-term positive effects on retention but did not address any positive long-term (i.e., 2-5 years following completion of off ramp concept) effects on retention, career progression, or promotions. However, the Marine Corps will examine this recommendation following the Navy's Career Intermission Pilot Program (CIPP) reports directed by FY09 NDAA under section 533. Interim reports are due 1 June 2011 and 1 June 2013 and require the number of applicants, demographics, career fields, reasons for request, and length of inactivation. The final report is due 1 March 2016 which will assess the effects of retention and career progression on those who participated in the Navy's pilot program. Following those reports we will consider their findings and potentially assess the added value of such a program in the Marine Corps.

IV.5.b.i	Perspectives on the Roles Women Should Serve in the Military and Understanding of the Current DoD Assignment Policy for Military Women
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DACOWITS Recommendation:

DACOWITS recommends that DoD and the Services ensure that a refresher on the DoD and Service-specific assignment policies for military women is included in all Professional Military Education (PME) courses.

Navy Response:

The assignment policy for women is not currently included in any Navy Professional Military Education (PME) courses. Professional Military Education curricula is reviewed on a routine basis and due consideration will be given as to the applicability of including the assignment policy for women in any future revisions.

USMC Response:

Annual refresher training required for all hands such as this is best suited for venues other than PME. The construct of service PME is such that it is conducted one time for each rank, and in the case of officers, PME is not mandatory for promotion. Not all Marines are given the opportunity to attend resident PME and since PME is traditionally viewed as professional development for the next grade, many Marines elect to defer PME if not pursuing a career. Additionally, due to the large number of Marines that meet their PME requirements through other venues (fellowships, foreign PME, other service schools, etc), the Marine Corps does not control all PME curricula and cannot ensure that everyone attending non-USMC PME venues will receive this instruction. Recommend making this a DoD or service directed annual recurrent training requirement.

IV.5.b.ii	Perspectives on the Roles Women Should Serve in the Military and Understanding of the Current DoD Assignment Policy for Military Women
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DACOWITS Recommendation:

DACOWITS recommends that the current assignment policy for military women be evaluated and changed as a result of the experiences of females who have served or are serving in combat in support of OIF and OEF.

Navy Response:

It is Navy policy that service women will be assigned to billets commensurate with their capabilities to the maximum extent practicable and are assigned to all afloat staffs, all combat air squadrons, all surface ships, and select classes of submarines that have appropriate berthing arrangements. Billets closed to the assignment of women due to direct ground combat exclusion are limited to Navy Riverine Squadrons and Special Operations Forces missions. Due to the experiences of women in combat support roles in OIF and OEF missions, Navy allows service women to be assigned in a temporary duty status to units, closed to the assignment of women due to direct ground combat exclusion, that are not expected to conduct a combat mission during the period of temporary duty. If the women are so assigned to a unit that is closed and the unit is subsequently assigned a combat mission, every reasonable effort is made to remove the women prior to the execution of such mission. Reviews of all personnel assignment policies are conducted on a regular basis; however, at present the Navy finds the assignment policies for women are in the best interest of the naval service, accomplished per current SECDEF guidelines, and are consistent with the principles of fairness and equal opportunity.

USMC Response:

The Marine Corps is examining the employment of women within the operational environment (asymmetrical warfare) and its relationship to DoD and Marine Corps policy on the assignment of women to direct ground combat units. However, no change will occur to the existing policies without change to DoD's existing policy.

IV.5.b.iii.a-d	Perspectives on the Roles Women Should Serve in the Military and Understanding of the Current DoD Assignment Policy for Military Women
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DACOWITS Recommendation:

DACOWITS supports the application across all Services of the following recommendations outlined in the 2007 RAND report, *Assessing the Assignment Policy for Army Women*.

- a. *Nature of warfare: Recraft the assignment policy for women to make it conform – and clarify how it conforms – to the nature of warfare today and in the future, and plan to review the policy periodically.*

Navy Response:

In response to the 2007 RAND report and DoD request for service wide review, the Navy conducted a complete review of the assignment policy for women and found its policy in keeping with SECDEF memo of 13JAN94 (NOTAL) which issued the direct ground combat exclusion policy to include the restriction of assignment of women to units and positions doctrinally required to physically collocate and remain with direct ground combat units and units engaged in long-range reconnaissance operations and Special Operations Forces missions. Outside of these SECDEF restrictions tied to the direct ground combat exclusion policy, the Navy continues to review its policy and expand opportunities for the assignment of women to the maximum extent possible. Should the DoD guidance on the direct ground combat exclusion policy change, the Navy will comply as directed.

b. Utilization

- 1. Clarify whether and how much the assignment policy should constrain military effectiveness, and determine the extent to which military efficiency and expediency can overrule the assignment policy.*
- 2. If unit sizes (or levels of command) are specified in the assignment policy, make apparent the reason and intent for specifying unit size, given that modularization and the context of an evolving battlefield may negate this distinction.*
- 3. Consider whether the policy should remain focused on assignment to units rather than the employment of individual women.*

Navy Response:

1. The Navy's is fully capable of meeting all mission requirements, with efficiency and expediency, under current personnel assignment policies. If women are temporarily assigned to units closed under direct ground combat exclusion and the unit is subsequently assigned a combat mission, every reasonable effort is made to remove the women prior to execution of such mission.
 2. Unit size or level of command only restricts the assignment of Navy women where the costs of appropriate berthing and privacy arrangements are prohibitive (ie. Small size and estimated lifespan of the platform) and where units and positions are doctrinally required to physically collocate and remain with direct ground combat units.
 3. Should the DoD guidance on the direct ground combat exclusion policy change, the Navy will comply as directed.
- c. Determine whether co-location (proximity) and collocation (proximity and interdependence) are objectionable, and clearly define those terms should they be used in the policy.*

Navy Response:

The Navy find its assignment policy for women is in keeping with SECDEF memo of 13JAN94 (NOTAL) issuing the direct ground combat exclusion policy to include the restriction of assignment of women to units and positions doctrinally required to physically collocate and remain with direct ground combat units and units engaged in

long-range reconnaissance operations and Special Operations Forces missions. Outside of these SECDEF restrictions tied to the direct ground combat exclusion policy, the Navy continues to review its policy and expand opportunities for the assignment of women to the maximum extent possible. Should the DoD guidance on the direct ground combat exclusion policy change, the Navy will comply as directed.

d. Other

- 1. Make clear the objectives or intent of any future policy.*
- 2. Consider whether a prospective policy should exclude women from units and positions in which they have performed successfully in Iraq.*
- 3. Given that the assignment policy is unusual because of the legal requirement to report policy changes to Congress, consider the extent to which an individual service policy should differ from overall DoD policy.*
- 4. Determine whether an assignment policy should restrict women from specified occupations or from both occupations and units.*

Navy Response:

Outside of SEDEF restrictions on the direct ground combat exclusion policy, the Navy continues to review its assignment policy and expand opportunities for the assignment of women to the maximum extent possible. Should the DoD guidance on the direct ground combat exclusion policy change, the Navy will comply as directed.

USMC Response:

The Marine Corps is currently revising its Personnel Assignment Order which includes the assignment of women in the Marine Corps. The recommendations provided above, though directed specifically towards Army policy, will be reviewed and assessed to determine the direction that should be taken based on operational requirements. However, again, no change to current policy will result until the DoD's policy on the assignment of women is rescinded or modified.



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3280 RUSSELL ROAD
QUANTICO, VA 22134-5103

IN REPLY REFER TO:
1000
MPO-40
NOV 2 2010


MEMORANDUM FOR MILITARY DIRECTOR, DEFENSE DEPARTMENT ADVISORY
COMMITTEE ON WOMEN IN THE SERVICES (DACOWITS)

Subj: UNITED STATES MARINE CORPS RESPONSE TO DACOWITS 2009
REPORT

Ref: (a) USD (P&R) memo of 13 September 2010

Encl: (1) USMC response to 2009 DACOWITS Report

1. Per the reference, the Marine Corps' response is enclosed.
2. POC is Major P. J. Hilliard, (CMC MPO-40) at DSN 278-9387, commercial (703) 784-9387.


M. F. APPLGATE
Senior Executive Service
Manpower Plans and
Policy Division

USMC Responses to DACOWITS 2009 Report

IV. Women in Combat: The Utilization of Women in the OIF/OEF Theatres of Operations

IV.1.b.i	Experiences of Women in the OIF and OEF Theaters of Operations	
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DACOWITS Recommendation: (2009 Rpt pg 136)

Considering the fluidity of today's battlefield, DACOWITS recommends that the Services ensure that all personnel not possessing a combat arms MOS (i.e., currently all female Service members and many males) receive, at a minimum, a baseline of combat-related training prior to deployment to a combat theatre of operations. This should include "hands-on" weapons qualification and familiarization up to and including crew-served weapons (e.g., mounted light, medium, and heavy machine guns), defensive and offensive convoy measures, perimeter defensive tactics, etc.

USMC Response:

As an expeditionary force in readiness, The Marine Corps has a long-held requirement for every Marine to be a rifleman. Entry level training consists of 12 weeks of recruit training followed by four weeks Marine Combat Training for all Marines. Male and female Marines undergo the same training in both of these courses. During this period of intense training, Marines qualify with the service rifle, receive basic infantry oriented training on offensive and defensive tactics and convoy operations, regardless of the job skill that they will acquire in a subsequent military occupational specialty school. During this training syllabus Marines also receive live-fire training on the M249 squad automatic weapon, and the M240G/B medium machinegun. Because not all Marines are required to crew heavy machineguns, units which have these weapons in their table of equipment are required to assign and train selected Marines for service as heavy machinegun crews. Intensive training for heavy machinegun crews is readily available through a specially designed course at the Schools of Infantry. Finally, when Marines are assigned to a unit headed for a combat zone, they take part in pre-deployment training (PTP), where they undergo individual and collective training on these combat skills as the unit mission requires (e.g., weapons handling, language training, convoy training, IED detection, rules of engagement/use of force, culture training, and first aid).

IV.2.b.i	Implications of Women Serving in Combat	
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DACOWITS Recommendation: (2009 Rpt pg 136)

DACOWITS recommends that the Department of Defense (DoD) develop and implement a strategic communications plan to increase public awareness of the positive contributions of women serving in combat roles in the current conflicts. DACOWITS believes that greater public awareness will lead to increased understanding, acknowledgement, acceptance, and appreciation of the contributions made by women in uniform.

USMC Response:

Our communication efforts are to engage the public and share information about the Marine Corps -- especially our leadership's priorities -- and link the public with its Marines. We do not establish separate plans for different aspects of our demographic groups. However, we can assess our communication efforts to show how we've covered different segments, but to develop strategies just for female Marines would not serve us well and could take on the air of propaganda if there was a disproportionate amount of coverage for 6% of our population. There has been significant coverage of females during GWOT (Lioness, FET, aviators, award recipients, etc) both in traditional reporting and distributed via social media. But this coverage happened as a natural part of our media process. The fundamental concept of being a Marine is upon graduating Recruit Training or Officer Candidates School you are a Marine, and if you are a Marine whose story should be told, it will be told -- regardless of demographics.

IV.3.b.i	Combat Preparedness of Female Service Members	
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DACOWITS Recommendation: (2009 Rpt pg 137)

DACOWITS recommends that the Services issue sufficient quantities of equipment, in sizes that are fit for practical use by female Service members.

USMC Response:

Marine Corps Systems Command (MARCORSYSCOM) is the Commandant of the Marine Corps's agent for acquisition and sustainment of systems and equipment used to accomplish their warfighting mission. The command outfits United States Marines with literally everything they drive, shoot and wear. Recently the Combat Equipment and Support Systems group via its Program Manager, Infantry Combat Equipment (PM-ICE) conducted an extensive Anthropometric Survey. This survey's purpose was to develop a comprehensive USMC anthropometric database that can be used to support statistically optimized design, sizing, and tariffing of USMC clothing & equipment; computer aided design of USMC workstations, workspaces, and vehicles; and 3D solid modeling of body curvatures and shapes for enhanced personnel protection. This database will also allow us to better understand the female equipment size/shape deficiencies and adjust our designs and tariff sizing accordingly, which will enhance our ability to accomplish the above recommendation.

IV.3.b.ii	Combat Preparedness of Female Service Members	
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DACOWITS Recommendation: (2009 Rpt pg 137)

DACOWITS recommends that DoD and the Services invest in research and development of equipment designed specifically for use by women. DACOWITS notes that improved equipment for women can facilitate the success of women in combat, mission readiness and mission accomplishment. For example, due to the difficult logistics of urinating

while wearing their normally issued clothing and equipment, particularly in austere environments, women often minimize fluid intake, placing them at risk for dehydration and urinary tract infections.

USMC Response:

The response provided for recommendation IV.3.b.i. is also applicable to this recommendation. The idea remains that the database concept will be captured based off input provided by the force to determine problems, the extent of those problems, and then develop a solution to the problem. To date, the Program Manager, Infantry Combat Equipment (PM-ICE) section, under MARCORSYSCOM, has not been informed or privy to any problems/requirements by the force related to the example provided in the above recommendation.

IV.4.b.i	Impact of Serving in Combat on the Military Careers of Female Service Members	
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DACOWITS Recommendation: (2009 Rpt pg 138)

DACOWITS repeats its 2008 recommendation to further consider and study off/on ramps for all branches of Service to determine the return on investment of such programs.

USMC Response:

The Marine Corps has consistently non-concurred with similar proposals to expand off-ramp programs. We currently have existing programs and processes that would allow individuals to "off-ramp" for the various reasons, without creating new programs, such as the Naval Post Graduate School, Monterey, CA, assignments to various fellowships (i.e. FEDEX, Congressional), and the degree completion program for enlisted personnel. A previous RAND report yielded short-term positive effects on retention but did not address any positive long-term (i.e., 2-5 years following completion of off ramp concept) effects on retention, career progression, or promotions. However, the Marine Corps will examine this recommendation following the Navy's Career Intermission Pilot Program (CIPP) reports directed by FY09 NDAA under section 533. Interim reports are due 1 June 2011 and 1 June 2013 and require the number of applicants, demographics, career fields, reasons for request, and length of inactivation. The final report is due 1 March 2016 which will assess the effects of retention and career progression on those who participated in the Navy's pilot program. Following those reports we will consider their findings and potentially assess the added value of such a program in the Marine Corps.

IV.5.b.i	Perspectives on the Roles Women Should Serve in the Military and Understanding of the Current DoD Assignment Policy for Military Women	
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DACOWITS Recommendation: (2009 Rpt pg 138)

DACOWITS recommends that DoD and the Services ensure that a refresher on the DoD and Service-specific assignment policies for military women is included in all Professional Military Education (PME) courses.

USMC Response:

Annual refresher training required for all hands such as this is best suited for venues other than PME. The construct of service PME is such that it is conducted one time for each rank, and in the case of officers, PME is not mandatory for promotion. Not all Marines are given the opportunity to attend resident PME and since PME is traditionally viewed as professional development for the next grade, many Marines elect to defer PME if not pursuing a career. Additionally, due to the large number of Marines that meet their PME requirements through other venues (fellowships, foreign PME, other service schools, etc), the Marine Corps does not control all PME curricula and cannot ensure that everyone attending non-USMC PME venues will receive this instruction. Recommend making this a DoD or service directed annual recurrent training requirement.

IV.5.b.ii	Perspectives on the Roles Women Should Serve in the Military and Understanding of the Current DoD Assignment Policy for Military Women	
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DACOWITS Recommendation: (2009 Rpt pg 138)

DACOWITS recommends that the current assignment policy for military women be evaluated and changed as a result of the experiences of females who have served or are serving in combat in support of OIF and OEF.

USMC Response:

The Marine Corps is examining the employment of women within the operational environment (asymmetrical warfare) and its relationship to DoD and Marine Corps policy on the assignment of women to direct ground combat units. However, no change will occur to the existing policies without change to DoD's existing policy.

IV.5.b.iii	Perspectives on the Roles Women Should Serve in the Military and Understanding of the Current DoD Assignment Policy for Military Women	
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DACOWITS Recommendation: (2009 Rpt pg 138)

DACOWITS supports the application across all Services of the following recommendations outlined in the 2007 RAND report, *Assessing the Assignment Policy for Army Women*. See recommendations below:

Nature of warfare:

1. Recraft the assignment policy for women to make it conform—and clarify how it conforms—to the nature of warfare today and in the future, and plan to review the policy periodically.

Utilization:

1. Clarify whether and how much the assignment policy should constrain military effectiveness, and determine the extent to which military efficiency and expediency can overrule the assignment policy.
2. If unit sizes (or levels of command) are specified in the assignment policy, make apparent the reason and intent for specifying unit size, given that modularization and the context of an evolving battlefield may negate this distinction.

3. Consider whether the policy should remain focused on assignment to units rather than the employment of individual women.

Colocation/Collocation. Determine whether colocation (proximity) and collocation (proximity and interdependence) are objectionable, and clearly define those terms should they be used in the policy.

Other:

1. Make clear the objectives or intent of any future policy.
2. Consider whether a prospective policy should exclude women from units and positions in which they have performed successfully in Iraq.
3. Given that the assignment policy is unusual because of the legal requirement to report policy changes to Congress, consider the extent to which an individual service policy should differ from overall DoD policy.
4. Determine whether an assignment policy should restrict women from specified occupations or from both occupations and units.

USMC Response:

The Marine Corps is currently revising its Personnel Assignment Order which includes the assignment of women in the Marine Corps. The recommendations provided above, though directed specifically towards Army policy, will be reviewed and assessed to determine the direction that should be taken based on operational requirements. However, again, no change to current policy will result until the DoD's policy on the assignment of women is rescinded or modified.

2009 RECOMMENDATIONS REQUIRED RESPONSES
WOMEN IN COMBAT: THE UTILIZATION OF WOMEN IN THE OIF/OEF THEATRES OF OPERATIONS

RECOMMENDATION	AIR FORCE RESPONSE
<p>Considering the fluidity of today’s battlefield, DACOWITS recommends that the Services ensure that all personnel not possessing a combat arms MOS (i.e., currently all female Service members and many males) receive, at a minimum, a baseline of combat-related training prior to deployment to a combat theatre of operations. This should include “hands-on” weapons qualification and familiarization up to and including crew-served weapons (e.g., mounted light, medium, and heavy machine guns), defensive and offensive convoy measures, perimeter defensive tactics, etc.</p>	<p>The AF fully recognizes the need for Airmen to be combat ready. There are several AF and Joint training programs that our Airmen attend prior to being deployed. First, all of our new accessions receive combat skills-related training during either their commissioning program (officers) or Basic Military Training (enlisted). Officers receive combat skills training class as part of the effort to expand the expeditionary officer training. The course is part of the more than 70 hours of expeditionary skills training now being taught to Officer Training School, Reserve Officer Training Corps and Air Force Academy students. The program is designed to instill confidence in the trainees' ability to defend themselves; attack and subdue an enemy; develop mental toughness; instill warrior ethos; and provide them with a basic set of unarmed combat skills. For enlisted, the BEAST, which stands for Basic Expeditionary Airman Skills and Training, is the centerpiece of basic training. It gives Air Force trainees a more realistic forward-operating base environment to practice wartime skills. During BEAST, Airmen are taught self-aid and buddy care, integrated base defense, and enhanced chemical, biological, radiological and high yield explosive effects training.</p> <p>Air Education and Training Command, in its role as lead command for expeditionary training, developed the Combat Airman Skills Training program. The retooled CAST program grew out of an ongoing AETC review of expeditionary training ordered by Chief of Staff Gen. Norton Schwartz. The CAST Course, located at the U.S. Air Force Expeditionary Center, trains Airmen in combat skills prior to deploying to the U.S. Central Command area of responsibility. Together, all of these programs provide operational commanders properly prepared Airmen for their deployed missions, save lives, and ensures we remain the most formidable Air Force in the world. Additionally, any Airman tasked to support Army missions (Joint Expeditionary Taskings or JET) receives Army Combat Skills Training, which can range in class length from 20-70 days, depending on the course. Those Airmen specifically tasked with outside the wire missions (ex: convoys, provincial reconstruction teams) receive extensive crew served weapons training."</p>

<p>DACOWITS recommends that DoD and the Services develop and implement a strategic communications plan to increase public awareness of the positive contributions of women serving in combat roles in the current conflicts. DACOWITS believes that greater public awareness will lead to increased understanding, acknowledgement, acceptance, and appreciation of the contributions made by women in uniform.</p>	<p>The AF currently highlights the role of women in combat and their contributions within broader strategic communications that support and promote AF efforts to ensure we modify and update policies, programs, and systems to develop our Total Force Airmen through enhanced education, training and experience (CSAF Vector, July 2010). The AF recently published its "Diversity Roadmap" which captures the indispensable role in and contributions to the Air Force mission that women represent within a diverse force. Further, the AF is participating in the Joint Women's Leadership Symposium, March 15-16 in San Diego. During the event, female Airmen will be highlighted on panels such as Women in Nation Building which highlights the contribution of women in theater. The AF specific programs will feature AF women's contributions to the defense of our nation. The AF will cover this event and provide media exposure to a wider public audience. The AF will continue to review new and updated DoD strategic communications plans for themes and messages which more effectively capture and address the vital contributions women add to the Air Force total force, and will adjust or supplement our strategic communications plans where it would be appropriate or advantageous to do so.</p>
<p>DACOWITS recommends that the Services issue sufficient quantities of equipment, in sizes that are fit for practical use by female Service members.</p>	<p>The AF has continually upgraded equipment needs for combat. Currently, the issued items such as flack vest, helmets, boots, holsters all come in sizes that fully accommodate our female Airmen and are available in sufficient quantities. This does not seem to be an issue experienced by the AF. In addition, Airman Battledress Uniforms specifically designed and sized for women are stocked and issued to those members deploying to the theater.</p>



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22 Oct 2010

MEMORANDUM

R. T. Hewitt
From: R. T. HEWITT
Rear Admiral, U. S. Coast Guard
Assistant Commandant for Human Resources

Reply to: CG-12B
Attn of: CDR C. M. Stundtner
(202)475-5247

To: CLIFFORD L. STANLEY
Under Secretary of Defense for Personnel and Readiness

Subj: Responses to the Defense Department Advisory Committee On Women in the Services
(DACOWITS) 2009 REPORT

Ref: (a) Your Memorandum of 13 Sep 2010

1. In accordance with reference (a), the attached document is submitted as the Coast Guard response to the findings and recommendations outlined in the Defense Department Advisory Committee on Women in the Services 2009 Report.
2. My staff POC regarding this matter is CDR Carol M. Stundtner at (202) 475-5247 or email Carol.M.Stundtner@uscg.mil.

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Enclosure: U.S. Coast Guard Response to DACOWITS 2009 Report

Prepared by Coast Guard Headquarters
October 2010

Action Office: PATFORSWA

Recommendation: Considering the fluidity of today's battlefield, DACOWITS recommends that the Services ensure that all personnel not possessing a combat arms MOS (i.e., currently all female Service members and many males) receive, at a minimum, a baseline of combat related training prior to deployment to a combat theatre of operations. This should include "hands-on" weapons qualification and familiarization up to and including crew served weapons (e.g., mounted light, medium, and heavy machine guns), defensive and offensive convoy measures, perimeter defensive tactics, etc.

Response: Pre-deployment Training (PDT) is mandatory for all members assigned to Patrol Forces Southwest Asia (PATFORSWA) and its cutters. PDT is usually 8 weeks in length for personnel assigned to WPB's and 4 weeks in length for personnel assigned to PATFORSWA. PDT curriculum varies for shipboard and shore side personnel. PDT includes Chemical, Biological, Radiological (CBR) Training, IED Recognition, Small Arms and Weapons Qualifications, Combat Casualty Care, Special and Emergency Operations and Procedures Training (SEOPS) Training, Advanced LE Training, Cultural Awareness, AT/FP Training, Close Quarters Combat (CQC) Training and Advanced Weapons Training.

Members are encouraged to spend as much time on the range as possible, prior to Pre-Deployment Training. All members reporting to PATFORSWA Pre-Deployment Training should have a 'Basic' qualification with either the SIG .40 cal or the Berretta 9mm, and the M-16/M-4.

All members will receive advanced weapons training during PDT to include the CG Practical Pistol Course (PPC) on M-9, Combat Rifle Course (CRC) on M-16, and Riot Shotgun Course (RSC) on 12 gauge. In addition, quarterly PQS will be completed on M-9, M-16, and 12 gauge shotgun.

Prepared by Coast Guard Headquarters
Oct 2010

Action Office: CG-12B and CG-092S

Recommendation: DACOWITS recommends that DoD and the Services develop and implement a strategic communications plan to increase public awareness of the positive contributions of women serving in combat roles in the current conflicts. DACOWITS believes that greater public awareness will lead to increased understanding, acknowledgement, acceptance, and appreciation of the contributions made by women in uniform.

Response: The Office of Diversity (CG-12B) and Office of Governmental and Public Affairs (CG-0922) will work together to develop a strategic communications plan that highlights the accomplishments of all women within the Coast Guard and Coast Guard Reserves. While women serving in the current conflict will be the focus, the Coast Guard serves in many different operational and humanitarian roles, and we believe highlighting these various missions are what make the Coast Guard a service of choice.

The Coast Guard currently utilizes several media outlets for acknowledging and highlighting the accomplishments of women. The Coast Guard Diversity Gender page website highlights women in the news and current events in support of women. The Coast Guard Compass blog and internet site focus on a “Guardian of Week”, where women are frequently acknowledged. The Leadership News quarterly newsletter also includes past and upcoming events in support of leadership and professional development for all members, and has recognized women in leadership positions.

Recent accomplishments and events that have been in the news include: Recognition of the Coast Guard’s first female African American rotary wing aviator, recognition of the Coast Guard’s first female Hispanic rotary wing aviator, the second woman to be the Vice Commandant of the Coast Guard, the commissioning of the CGC Stratton (named after the first female director of the Women’s Reserves (SPARS) during WWII). In addition, women have been highlighted in various blogs for their service during the Haiti crisis and, most recently, during the Deepwater Horizon oil spill response.

**U.S. Coast Guard Response for
DACOWITS 2009 Report**

IV.3.b.i – Combat Preparedness of Female
Service Members

Prepared by Coast Guard Headquarters
Oct 2010

Action Office: CG-PATFORSWA

Recommendation: DACOWITS recommends that the Services issue sufficient quantities of equipment, in sizes that are fit for practical use by female Service members.

Response: Pre-Deployment Training (PDT) is held at Training Team East in Portsmouth, VA and U. S. Training Center in Moyock, NC and various other locations. Members receive a syllabus, course schedule, MLE equipment, and CBR gear when they report for PDT. Size specific female body armor is ordered and is available to our female members upon arrival to theater. Input indicates that the Coast Guard is not experiencing a problem with quantities or sizes of equipment for use by our female service members currently deployed to PATFORSWA.

**U.S. Coast Guard Response for
DACOWITS 2009 Report**

IV.3.b.ii –Combat Preparedness of Female
Service Members

Prepared by Coast Guard Headquarters
Oct 2010

Action Office: CG-1221

Recommendation: DACOWITS recommends that DoD and the Services invest in research and development of equipment designed specifically for use by women. DACOWITS notes that improved equipment for women can facilitate the success of women in combat, mission readiness and mission accomplishment. For example, due to the difficult logistics of urinating while wearing their normally issued clothing and equipment, particularly in austere environments, women often minimize fluid intake, placing them at risk for dehydration and urinary tract infections.

Response: The Uniform Program Manager designates which uniform items are to be developed and/or modified in support of Commandant/MCPO-CG initiatives and field requirements, typically identified through the annual Coast Guard Uniform Board process. Items for consideration are developed/acquired, wear-tested to solicit Coast Guard member feedback, evaluated for Coast Guard applicability, and eventually included in the official uniform inventory.

The Uniform Program Manger has a small cadre of technical personnel on-site at the U. S. Army Research & Development Center, Natick, MA. While joint-service projects are not generally performed at the center, there are informal interactions, among co-located service personnel, that occasionally benefit the Coast Guard. The Uniform Program's primary benefits, however, are derived from the availability of, access to, and use of state of the art test equipment in support of our uniform textiles and garments.

**U.S. Coast Guard Response for
DACOWITS 2009 Report**

**IV.4.b.i –Impact of Serving in Combat on
the Military Careers of Female Service
Members**

Prepared by Coast Guard Headquarters
Oct 2010

Action Office: CG-12B

Recommendation: DACOWITS repeats its 2008 recommendation to further consider and study off/on ramps (e.g., Career Intermission Pilot Program [CIPP]) for all branches of Service to determine the return on investment of such programs.

Response: The Coast Guard’s current sabbatical policy is an expanded version of our original Care of Newborn Children policy, which was a result of the 1990 Women in the Coast Guard study. The current policy was implemented in May 2000 and includes two programs for separation:

- (a) Care of Newborn Children (CNC): Designed to help service members alleviate excessive personal family hardships associated with discharging parental responsibilities for a newborn child.
- (b) Temporary Separation (TempSep): Designed to help career oriented members, who are unsure of committing to a Coast Guard career, a chance to pursue opportunities outside the service.

Both programs allow a break in service for up to 24 months with a guaranteed return to active duty status (pending successful physical exam). The long-term intent of this program is to retain the valuable experience and training our members possess that might otherwise be lost when a member leaves the service permanently. With every person who returns, the Coast Guard avoids the cost of recruiting and training replacements. In addition, we increase the overall experience level of the Coast Guard by retaining members who have already acquired the critical skills we need to perform our missions.

In 2009, this program was expanded to allow members to use TempSep / CNC twice during a career. This gives members more flexibility in terms of timing and using it for different options.

**U.S. Coast Guard Response for
DACOWITS 2009 Report**

Prepared by Coast Guard Headquarters
Oct 2010

IV.5.b.i – Perspectives on the Roles Women
should serve in the Military and
understanding of the current DoD
Assignment Policy for Military Women

Action Office: CG-12B

Recommendation: DACOWITS recommends that DoD and the Services ensure that a refresher on the DoD and Service-specific assignment policies for military women is included in all Professional Military Education (PME) courses.

Response: Question not targeted at Coast Guard policies/practices. The Coast Guard does not have any assignment policy restrictions based on gender.

**U.S. Coast Guard Response for
DACOWITS 2009 Report**

IV.5.b.ii –Perspectives Continued

Prepared by Coast Guard Headquarters
Oct 2010

Action Office: CG-12B

Recommendation: DACOWITS recommends that the current assignment policy for military women be evaluated and changed as a result of the experiences of females who have served or are serving in combat in support of OIF and OEF.

Response: Question not targeted at Coast Guard policies/practices. All members in the Coast Guard are expected to be available for world-wide assignment. The Coast Guard does not have any assignments or specialties that are restricted based on gender.

Prepared by Coast Guard Headquarters
Oct 2010

Action Office: CG-12B

-
- Recommendation: DACOWITS supports the application across all Services of the following recommendations outlined in the 2007 RAND report, *Assessing the Assignment Policy for Army Women*:
- a. Nature of warfare
 - 1. *Recraft the assignment policy for women to make it conform—and clarify how it conforms—to the nature of warfare today and in the future, and plan to review the policy periodically.*
 - b. Utilization
 - 1. *Clarify whether and how much the assignment policy should constrain military effectiveness, and determine the extent to which military efficiency and expediency can overrule the assignment policy.*
 - 2. *If unit sizes (or levels of command) are specified in the assignment policy, make apparent the reason and intent for specifying unit size, given that modularization and the context of an evolving battlefield may negate this distinction.*
 - 3. *Consider whether the policy should remain focused on assignment to units rather than the employment of individual women.*
 - c. Colocation/Collocation
 - 1. *Determine whether colocation (proximity) and collocation (proximity and interdependence) are objectionable, and clearly define those terms should they be used in the policy.*
 - d. Other
 - 1. *Make clear the objectives or intent of any future policy.*
 - 2. *Consider whether a prospective policy should exclude women from units and positions in which they have performed successfully in Iraq.*
 - 3. *Given that the assignment policy is unusual because of the legal requirement to report policy changes to Congress, consider the extent to which an individual service policy should differ from overall DoD policy.*
 - 4. *Determine whether an assignment policy should restrict women from specified occupations or from both occupations and units.*

Response: Questions not targeted at Coast Guard policies/practices. A legal review of the Coast Guard's policy to have women serve aboard cutters during

**U.S. Coast Guard Response for
DACOWITS 2009 Report**

IV.5.b.iii –Perspectives Continued

Prepared by Coast Guard Headquarters
Oct 2010

Action Office:

combat operations was conducted in 1979, with the determination that the Coast Guard does not fall within the constraints of the combat exclusion policy under which DoD operates. Since that time, women have been able to serve in every capacity available to men.

ANG RESPONSES

to

Select 2009 DACOWITS Findings and Recommendations contained in Section IV, Women in Combat: The Utilization of Women in the OIF/OEF Theater of Operations:

1. **Major Heading:** Experiences of Women in the OIF and OEF Theaters of Operations

- (a) **Report Recommendation 1.b.i:** *Considering the fluidity of today's battlefield, DACOWITS recommends that the Services ensure that all personnel not possessing a combat arms MOS (i.e., currently all female Service members and many males) receive, at a minimum, a baseline of combat related training prior to deployment to a combat theatre of operations. This should include hands on weapons qualification and familiarization up to and including crew-served weapons (e.g. mounted light, medium, and heavy machine guns), defensive and offensive convoy measures, perimeter defensive tactics, etc*

ANG Response: Concur. Further, the ANG finds that female Airmen receive training identical to that received by male Airmen within the same Air Force specialty or duty being utilized in the combat environment.

2. **Major Heading:** Combat Preparedness of Female Service Members

- (a) **Report Recommendation 3.b.i:** *Recommend that the Services issue sufficient quantities of equipment, in sizes that are fit for practical use by female service members.*

ANG Response: Generally, ANG members are issued required and fitted equipment prior to departing homestation on an individual vs en masse basis as a matter of USAF practice. In rare cases will a member depart for deployment without ample and appropriate equipment. In these cases, the equipment is placed on order and made available upon the member's arrival at the deployed location.

- (b) **Report Recommendation 3.b.ii:** *Recommend that DoD and the Services invest in research and development of equipment designed specifically for use by women. DACOWITZ notes that improved equipment for women can facilitate the success of women in combat, mission readiness and mission accomplishment. For example, due to the difficult logistics of urinating while wearing their normally issued clothing and equipment, particularly in austere environments, women often minimize fluid intake, placing them at risk for dehydration and urinary track infections.*

ANG Response: The ANG agrees that DoD should review uniform and equipment requirements specifically targeting gender concerns as a major factor.

3. **Major Heading:** Impact of Serving in Combat on the Military Career of Female Service Members

- (a) **Report Recommendation 4.b.i:** *DACOWITS repeats its 2008 recommendation to further consider and study of off/on ramps (e.g., Career Intermission Pilot Program*

ANG RESPONSES

to

Select 2009 DACOWITS Findings and Recommendations contained in Section IV, Women in Combat: The Utilization of Women in the OIF/OEF Theater of Operations:

[CIPP]) for all branches of Service to determine the return on investment of such programs.

ANG Response: While CIPP is authorized and being implemented by the Navy, it is being developed for implementation as a tool but is currently on hold by the USAF. In addition, the USAF has on and off ramps regarding transfer from the Active Component to the Reserve Components (Air Force Reserve and Air National Guard) and vice versa. Further, the Service is working to establish a robust array of Air Force Continuum of Service (CoS) programs which will ideally provide for a member to seamlessly serve across and between all three Air Force military components—Regular Active Duty, Guard and Reserve—on a continuum scale as a means to achieving a career. As USAF CoS activities seek to maximize retention options, the ANG sees CIPP as a strong candidate to offer greater flexibility to produce full careers for the member and full skills utilization for the Service components across the Airman’s lifecycle. The ANG is currently fully engaged as a Total Force partner in the CoS program. During DoD Unified Legislation and Budgeting (ULB) cycle FY13A, the ANG conveyed to the Air Force its interest in the Career Intermision Pilot Program (CIPP) as part of the larger Public Law 110-417, Section 533, Pilot Programs on Career Flexibility to Enhance Retention of Members of the Armed Forces. While CIPP currently targets full time active duty (Title 10) personnel as its beneficiaries, the program most beneficial to the ANG would be a CIPP that permits for the inclusion of the AGR (Title 32) Guardsman in order that this member’s AGR tour is placed in abeyance as opposed to being discontinued should the member seek sabbatical status for one year.

4. Major Heading: Perspectives on the Roles Women Should Serve in the Military and Understanding of the Current DoD Assignment Policy for Military Women

- (a) **Report Recommendation 5.b.i:** *Recommend that DoD and the Services ensure that a refresher on the DoD and Service-specific assignment policies for military women is included in all Professional Military (PME) courses*

ANG Response: Concur without comment.

- (b) **Report Recommendation 5.b.ii:** *Recommends that the current assignment policy for military women be evaluated and changed as a result of the experiences of females who have served or are serving in combat in support of OIF and OEF.*

ANG Response: Concur with evaluation of assignment policy. It is undeterminable at this time whether policy actually needs to be changed.

- (c) **Report Recommendations 5.b.iii.a through 5.b.iii.d:** *Supporting the application across all Services of the following recommendations outlined in the 2007 RAND report, “Assessing the Assignment Policy for Army Women.”*

ANG RESPONSES

to

Select 2009 DACOWITS Findings and Recommendations contained in Section IV, Women in Combat: The Utilization of Women in the OIF/OEF Theater of Operations:

a. Nature of Warfare

1. *Recraft the assignment policy for women to make it conform-and clarify how it conforms-to the nature of warfare today and in the future, and plan to review the policy periodically.*

b. Utilization

2. *Clarify whether and how much the assignment policy should constrain military effectiveness, and determine the extent to which military efficiency and expediency can overrule the assignment policy.*
3. *If unit sizes (or levels of command) are specified in the assignment policy, make apparent the reason and intent for specifying unit size, given that modularization and the context of an evolving battlefield may negate this distinction*
4. *Consider whether the policy should remain focused on assignment to units rather than the employment of individual women.*

c. Colocation/Collocation

1. *Determine whether colocation (proximity) and collocation (proximity and interdependence) are objectionable, and clearly define those terms should they be used in the policy.*

d. Other

1. *Make clear the objectives or intent of any future policy.*
2. *Consider whether a prospective policy should exclude women from units and positions in which they have performed successfully in Iraq.*
3. *Given that the assignment policy is unusual because of the legal requirement to report policy changes to Congress, consider the extent to which an individual service policy should differ from overall DoD policy.*
4. *Determine whether an assignment policy should restrict women from specified occupations or from both occupations and units.*

ANG Response: Concur with the aspects of this recommendation that propose further and ongoing study and reporting of DoD assignment results as a consequence of OIF/OEF.

DUSD(MPP) RESPONSES

to

Select 2009 DACOWITS Findings and Recommendations contained in Section IV, Women in Combat: The Utilization of Women in the OIF/OEF Theater of Operations:

1. **Major Heading:** Experiences of Women in the OIF and OEF Theaters of Operations

(a) **Report Recommendation 1.b.i:** *Considering the fluidity of today's battlefield, DACOWITS recommends that the Services ensure that all personnel not possessing a combat arms MOS (i.e., currently all female Service members and many males) receive, at a minimum, a baseline of combat related training prior to deployment to a combat theatre of operations. This should include hands on weapons qualification and familiarization up to and including crew-served weapons (e.g. mounted light, medium, and heavy machine guns), defensive and offensive convoy measures, perimeter defensive tactics, etc*

DUSD (MPP) Response: Concur that Service members deploying to designated combat zones, combat zone tax exclusion areas, or imminent danger pay areas should receive hands-on weapons qualification and familiarization with the primary weapon they are issued or are expected to be issued. Additionally, these members should receive basic information on crew served weapons, defensive/offensive convoy measures, and perimeter defense tactics.

2. **Major Heading:** Combat Preparedness of Female Service Members

(a) **Report Recommendation 3.b.i:** *Recommend that the Services issue sufficient quantities of equipment, in sizes that are fit for practical use by female service members.*

DUSD(MPP) Response: All Service members deployed to designated combat areas should be issued the equipment required for that area and equipment issued should be of the appropriate size for each Service member.

(b) **Report Recommendation 3.b.ii:** *Recommend that DoD and the Services invest in research and development of equipment designed specifically for use by women. DACOWITZ notes that improved equipment for women can facilitate the success of women in combat, mission readiness and mission accomplishment. For example, due to the difficult logistics of urinating while wearing their normally issued clothing and equipment, particularly in austere environments, women often minimize fluid intake, placing them at risk for dehydration and urinary track infections.*

DUSD(MPP) Response: The Department agrees that women serving in combat areas should identify ineffective equipment to their respective Military Departments so that appropriate action may be taken to correct the identified deficiency.

3. **Major Heading:** Impact of Serving in Combat on the Military Career of Female Service Members

DUSD(MPP) RESPONSES

to

Select 2009 DACOWITS Findings and Recommendations contained in Section IV, Women in Combat: The Utilization of Women in the OIF/OEF Theater of Operations:

- (a) **Report Recommendation 4.b.i:** *DACOWITS repeats its 2008 recommendation to further consider and study of off/on ramps (e.g., Career Intermission Pilot Program [CIPP]) for all branches of Service to determine the return on investment of such programs.*

DUSD(MPP) Response: This recommendation has been implemented. Section 533 of the National Defense Authorization Act for Fiscal Year 2009 (FY09 NDAA) authorized each Secretary of a Military Department to implement a CIPP to determine if retention could be enhanced by permitting inactivation from active duty and providing greater flexibility in the career paths of Service members. Statute limits the participation in the CIPP to no more than 20 officers and 20 enlisted members for each Service per year from 2009 through 2012. Although limited in scope, the CIPP provides an off/on ramp for qualifying Service members to take time away from active military service. The Navy, to date, is the only Military Department that has issued policy to implement Section 533. In the Navy announcement, the use of the Career Intermission Program for child birth is specifically mentioned.

The FY09 NDAA also requires each Secretary concerned to submit to the congressional defense committees a report on the implementation and current status of the CIPP authorized by Section 533. If the Department of the Navy CIPP is successful, it may lead to the Department requesting increased or permanent statutory authority for a Career Intermission Program.

Each Military Department also has off ramps regarding transfer from the Active Component to the Reserve Component. Service members utilizing these ramps still provide service (return on investment) to the Armed Forces of the United States, but often in a capacity that does not require the frequency of deployments associated with service in the Active Component. DMDC data shows that 43% of Active Duty female Service members have deployed since September 11, 2001, as compared to 18% for the Reserve Component.

4. Major Heading: Perspectives on the Roles Women Should Serve in the Military and Understanding of the Current DoD Assignment Policy for Military Women

- (a) **Report Recommendation 5.b.i:** *Recommend that DoD and the Services ensure that a refresher on the DoD and Service-specific assignment policies for military women is included in all Professional Military (PME) courses*

DUSD(MPP) Response: Concur without comment.

- (b) **Report Recommendation 5.b.ii:** *Recommends that the current assignment policy for military women be evaluated and changed as a result of the experiences of females who have served or are serving in combat in support of OIF and OEF.*

DUSD(MPP) RESPONSES

to

Select 2009 DACOWITS Findings and Recommendations contained in Section IV, Women in Combat: The Utilization of Women in the OIF/OEF Theater of Operations:

DUSD(MPP) Response: DoD Policy on the Assignment of Women does not require revision. Army modularization efforts and associated assignment policies, and those of the Department of the Navy and the Department of the Air Force comply with DOD policy.

While Army policy language was found to be more restrictive than that of DoD, it is clear that the Army applied DoD Policy consistently despite restrictive language in its regulation.

Army policy included constraints not embodied in DoD policy, including the exclusion of women from units with a "routine mission to engage in direct combat." Its definition of the term "direct combat" included certain defensive measures, and the policy included a constraint affecting collocation, or proximity.

The policy that women will be assigned to units as long as that unit's principal mission does not include engaging in direct ground combat does not mean women are in positions where danger is absent. They are assigned to units and positions where danger is present, and combat action such as defending themselves or their units from attack is a necessity. For this reason, all soldiers regardless of gender are equipped, trained and prepared to defend. We could not continue the fight the wars we fight and maintain the readiness we are able to maintain without all of the brave men and women we have in the service today.

The Department is currently working with Army to clarify its policy. Proposed revisions currently with Secretary McHugh include revision of language to better define where assignment of women is "routine" or "primary;" adoption of the DoD's Direct Combat definition; and clarification on parts of policy that include constraint affecting collocation, or proximity.

- (c) **Report Recommendations 5.b.iii.a through 5.b.iii.d:** *Supporting the application across all Services of the following recommendations outlined in the 2007 RAND report, "Assessing the Assignment Policy for Army Women."*
- a. Nature of Warfare
 - 1. *Recraft the assignment policy for women to make it conform-and clarify how it conforms-to the nature of warfare today and in the future, and plan to review the policy periodically.*
 - b. Utilization
 - 2. *Clarify whether and how much the assignment policy should constrain military effectiveness, and determine the extent to which military efficiency and expediency can overrule the assignment policy.*
 - 3. *If unit sizes (or levels of command) are specified in the assignment policy, make apparent the reason and intent for specifying unit size, given that modularization and the context of an evolving battlefield may negate this*

DUSD(MPP) RESPONSES

to

Select 2009 DACOWITS Findings and Recommendations contained in Section IV, Women in Combat: The Utilization of Women in the OIF/OEF Theater of Operations:

distinction

4. *Consider whether the policy should remain focused on assignment to units rather than the employment of individual women.*
- c. Colocation/Collocation
1. *Determine whether colocation (proximity) and collocation (proximity and interdependence) are objectionable, and clearly define those terms should they be used in the policy.*
- d. Other
1. *Make clear the objectives or intent of any future policy.*
 2. *Consider whether a prospective policy should exclude women from units and positions in which they have performed successfully in Iraq.*
 3. *Given that the assignment policy is unusual because of the legal requirement to report policy changes to Congress, consider the extent to which an individual service policy should differ from overall DoD policy.*
 4. *Determine whether an assignment policy should restrict women from specified occupations or from both occupations and units.*

DUSD(MPP) Response: Women in the military make tremendous contributions in roles critical to the National defense. The DoD policy for assignment of women has been in force since 1994, and has successfully balanced opportunities for women in the Military Services.

- The DoD policy prohibits assignment of women to any unit below brigade level when the unit's primary mission is direct combat on the ground. Direct ground combat is engaging an enemy on the ground with individual or crew served weapons, while being exposed to hostile fire and a high probability of direct physical contact with the hostile force's personnel. This policy is codified in statute and applies to GROUND combat and not aerial or naval combat.
- The DoD Policy is firmly grounded in the research of the 1992 "Presidential Commission on the Assignment of Women in the Armed Forces" and the Department's experience (at that time) with women serving aboard ships. The policy was also influenced by public sentiment, the experiences of other countries, physical strength criteria, habitability, cohesion, and combat effectiveness. The policy's aim was to expand opportunities for women to the greatest extent possible. The policy also allows women to fly combat aircraft and be assigned to combat vessels. In 1994, over 217,000 military positions were newly opened to women.
- The DoD policy does not mean women will not be assigned to positions that could place them in danger. Women are assigned to units and positions that may necessitate combat action such as actively defending themselves or their units from attack. Commanders also task organize units for missions which may include participation on women. The policy does not restrict the commander's agility to

DUSD(MPP) RESPONSES

to

Select 2009 DACOWITS Findings and Recommendations contained in Section IV, Women in Combat: The Utilization of Women in the OIF/OEF Theater of Operations:

- temporarily (less permanent than assignment) organize for missions. For this reason, Service members, regardless of gender, are equipped, trained and prepared to defend.
- Section 541(b) of PL 109-163 required the Department to review military force transformation and the impact of the DoD policy on the assignment of women. That report was sent to the Congress on July 30, 2007. It concluded that the DoD policy on the Assignment of Women did not require revision and the Services' assignment practices were in compliance with DoD policy and the statute. The review also noted that Army policy language was more restrictive than that of DoD, but that it was clear that the Army applied DoD Policy consistently despite restrictive language in its regulation.
 - 10 U.S.C. §652 requires the SECDEF to notify the House and Senate Armed Services Committees 30 days prior to implementing personnel policy changes that close any category of unit or position to women that is currently open, open any category of unit or position to women that is currently closed, or open or close to women any military specialty not previously open or closed.
 - The Department recently notified Congress that the Navy intends to implement a phased approach to assign women to submarines. The Marine Corps intends to open enlisted and warrant officer specialties of Counterintelligence and Human Source intelligence to Division level or higher and has submitted the notification required under 10 U.S.C. §652 to the Department for approval and submission to Congress.
 - Currently, over 92 percent of specialties are open to women. Approximately 201K females comprise 14.3 percent of the total active force of 1.4M.

Subject: Requested Responses to the Defense Advisory Committee on Women in the Services (DACOWITS) 2009 Report Recommendations**Executive Issues:**

The Defense Advisory Committee on Women in the Services (DACOWITS) was tasked in 2009 with providing recommendations to address the utilization of women in the OIF/OEF theatres of operations (i.e., women in combat), as well as the support for families of wounded warriors. Responses to the Committee's recommendations were solicited from The Defense Equal Opportunity Management Institute (DEOMI). DEOMI thereby created a think tank workgroup to review the recommendations from a balanced perspective which considered military necessity against individual needs. The DEOMI workgroup was therefore asked to identify any shortfalls in the execution or delivery of such programs as described by the Committee.

Background:

DACOWITS was established in 1951 to provide advice and recommendations to the Secretary of Defense on matters and policies relating to the recruitment and retention, treatment, employment, integration, and well-being of highly qualified professional women in the Armed Forces.

Discussion:

The assigned workgroup reviewed each recommendation, and was in agreement with all recommendations stated in the DACOWITS report on *Women in Combat: the Utilization of Women in the OIF and OEF Theatres of Operation*. However, some additional remarks were noted in response to a few recommendations. As well, additional recommendations were provided for consideration by the DACOWITS Committee:

Recommendations:**DACOWITS Recommendation 1**

Considering the fluidity of today's battlefield, DACOWITS recommends that the Services ensure that all personnel not possessing a combat arms MOS (i.e., currently all female Service members and many males) receive, at a minimum, a baseline of combat-related training prior to deployment to a combat theatre of operations. This should include "hands-on" weapons qualification and familiarization up to and including crew-served weapons (e.g., mounted light, medium, and heavy machine guns), defensive and offensive convoy measures, perimeter defensive tactics, etc.

Additional remarks from DEOMI in response to Recommendation 1:

Military chaplains should be exempt from this recommendation because they are designated by policy and by the Geneva Conventions as noncombatants. Hence, chaplains, male and female, will continue to be excluded from combat skills training. This is evidenced in the Army Regulation 165-1, SECNAV Instruction 170.7D, and the Air Force Instruction 52-102 Volume 1.

DACOWITS Recommendation 2

DACOWITS recommends that DoD develop and implement a strategic communications plan to increase public awareness of the positive contributions of women serving in combat roles in the current conflicts. DACOWITS believes that greater public awareness will lead to increased understanding, acknowledgement, acceptance, and appreciation of the contributions made by women in uniform.

Additional remarks from DEOMI in response to Recommendation 2:

DEOMI recommends that the DoD conducts research into the degree that women are included in current recruitment and retention marketing materials.

DACOWITS Recommendations 3 and 4

DACOWITS recommends that the Services issue sufficient quantities of equipment, in sizes that are fit for practical use by female Service members.

DACOWITS recommends that DoD and the Services invest in research and development of equipment designed specifically for use by women. DACOWITS notes that improved equipment for women can facilitate the success of women in combat, mission readiness and mission accomplishment. For example, due to the difficult logistics of urinating while wearing their normally issued clothing and equipment, particularly in austere environments, women often minimize fluid intake, placing them at risk for dehydration and urinary tract infections.

Additional remarks from DEOMI in response to Recommendations 3 and 4:

DEOMI recommends that the DoD conduct a needs assessment to identify which equipment, if any, is ineffective for females?

DACOWITS Recommendation 8 A.1 and 8 D.2

DACOWITS supports the application across all Services of the following recommendations outlined in the 2007 RAND report, *Assessing the Assignment Policy for Army Women*. See recommendations below:

8. A. 1. Nature of warfare

1. Recraft the assignment policy for women to make it conform—and clarify how it conforms—to the nature of warfare today and in the future, and plan to review the policy periodically.

8. D. 2. Other

2. Consider whether a prospective policy should exclude women from units and positions in which they have performed successfully in Iraq.

Additional remarks from DEOMI in response to Recommendations 8 A.1 and 8 D.2:

8. A. 1. It is important to note that a lot of the operational requirements while in combat are changing, and it may therefore be difficult to maintain sufficient combat force without women playing integral roles.

8. D.2. Revise recommendation to read “in Iraq and in other theatres of combat operations.”

Additional Recommendations to be considered

- 1) DEOMI recommends that the DoD reviews the definition of combat. *Direct combat* versus general *combat* needs to be explicitly defined. The definition of combat is evolving to include other circumstances; hence, this should be taken into consideration. (This is of primary concern and should be addressed first).
- 2) DEOMI recommends that DoD conduct research with respect to unit awards and individual combat awards, including incidence, process, and criteria, to identify any inequities based on sex.
- 3) DEOMI recommends that the DoD conducts research on women who have been wounded or KIA to (i) clarify their operational roles in the theatre; (ii) identify any disparities in medical treatment, follow-up care, benefits, retention, etc., and; (iii) ensure recognition (i.e., individual awards, and Service-sponsored promotional materials) for the roles they have played.

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**Information Paper on Health Affairs Response to
2009 Defense Department Advisory Committee on Women in the Services
Report Recommendations**

Recommendation 3.b.ii: The Defense Department Advisory Committee on Women in the Services (DACOWITS) recommends that Department of Defense (DoD) and the Services invest in research and development of equipment designed specifically for use by women. DACOWITS notes that improved equipment for women can facilitate the success of women in combat, mission readiness, and mission accomplishment. For example, due to the difficult logistics of urinating while wearing their normally issued clothing and equipment, particularly in austere environments, women often minimize fluid intake, placing them at risk for dehydration and urinary tract infections.

Response: Health Affairs concurs with the recommendation that DoD and the Services invest in research and development of equipment designed specifically for women when data analyses and evidence demonstrate that the problem is best managed by an equipment solution. If the issue includes medical or health care implications, the DoD medical community would be responsible for providing or coordinating, relevant medical subject matter expertise on the research, development, testing, and evaluation of such equipment.

Concerning the specific example cited by DACOWITS that women in combat may be at increased risk for dehydration and urinary tract infections, DoD will continue to ensure that predeployment briefings for women include information about austere environments, behaviors that increase and decrease risk for genitourinary infection, and symptoms associated with these conditions. Service-level information exists that informs women about appropriate self-treatment options and signs of serious infection. Additionally, several devices are now available that allow females to urinate from a standing position, eliminating the need to remove battle gear. The use of these urinary devices may allow for more frequent urination and improved hygiene, potentially minimizing the effects of holding their urine because of the lack of privacy. This type of equipment is available throughout the medical logistics system, including the United States Central Command theater. However, a recent study, reported in the November 2009 issue of *Military Medicine (Female Soldiers' Gynecologic Healthcare in Operation Iraqi Freedom: A Survey of Camps With Echelon Three Facilities, Nielsen et al.)*, suggests there is limited use of these items.

Actions are in progress to determine if education or availability of these items is adequate and to identify additional measures that can be taken to reduce the incidence of this health issue for women in the Armed Forces. Our goal is to maximize women's readiness by maintaining optimal health during deployment as it is critical to the Department's overall mission readiness and accomplishment.



RESERVE AFFAIRS

ASSISTANT SECRETARY OF DEFENSE
WASHINGTON, DC 20301-1500

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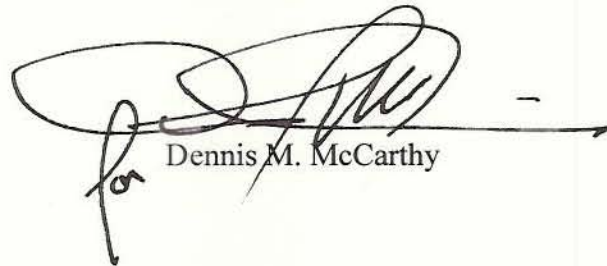
MEMORANDUM FOR UNDER SECRETARY OF DEFENSE (PERSONNEL
AND READINESS)

SUBJECT: Response to the Defense Advisory Committee On Women in the
Services (DACOWITS) 2009 Report Recommendations

Thank you for the opportunity to review and offer support on the 2009 DACOWITS Report. I endorse the work performed by DACOWITS to research and address matters and policies relating to Women in the Armed Forces. The issues addressed by DACOWITS in the 2009 report are important to the success of women in both the Active and Reserve components.

Reserve Affairs concurs with those recommendations made by DACOWITS wherein a RA review was indicated. It is clear that the Reserve Component will benefit from action on many of the recommendations pertaining to women serving in combat operations.

Again, thank you for your commitment to this important work. My point of contact for this action is Col Cory Lyman, ASD/RA(FEPP)(IFS), who can be reached at 703-693-7483.

 - PD
Dennis M. McCarthy



**APPENDIX C-2:
RESPONSES TO DECEMBER 2010 DACOWITS QUESTIONS**

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INFORMATION PAPER

DAPE-HRH
S: 29 November 2010
19 November 2010

SUBJECT: Defense Advisory Committee on Women in the Services (DACOWITS) Full Committee Meeting – Additional Questions

1. Purpose: To provide Army Response to DACOWITS Questions.
2. DACOWITS questions:

Question #1a: If DoD eliminated its 1994 policy what steps are required?

Response: Army would need to conduct an assessment of the impacts, cost benefit analysis, legal review, and notification to Congress (appx 12 months).

Question #1b: How would the Services inform their components regarding the implementation plan for the integration of women in combat aviation?

Response: The Army integrated female Soldiers into combat aviation in 1993. Today there are appx 28 female combat aviators (combat/attack qualified) as follows: CW2s (11), CW3 (9), CW4 (7), and CW5 (1). The Army has four combat aviation helicopter platforms: Utility Helicopter (UH-60), Observer Helicopter (OH-58), Cargo Helicopter (CH-47) and Attack Helicopter (AH-64); the Cobra (AH-1) is not longer in the system.

Question #1c: In what circumstances exceptions are made in assignments under the 1994 policy (or policies of the Services pursuant to the 1994 policy); both formally and informally/in practice.

Response: The Army continues to ensure female Soldiers are “assigned” In accordance with Army Regulation 600-13 (AR 600-13) – Army Assignment Policy for Female Soldiers (1992). Major Army Commands are required to submit an exception to policy, through DCS, G-1, (HR) to DCS, G-1, for approval (exceptions considered on a case-by-case basis) for both male and female only positions documented on TDA documents.

Question 2a: Were the recommendations implemented, are they in progress, pending, or has no action been taken by the Services? (The 2007 DACOWITS report contained recommendations on female health issues concerning OIF and OEF pre-deployment and post-deployment periods).

Response: In coordination with various organizations/personnel (Walter Reed Army Medical Center and Office of the Surgeon General) there are no indications that the recommendations were implemented, in progress, etc. The Deputy Chief of Staff (DCS), G-1 (HR) will continue to research and follow up with an information paper. However, the Deputy Surgeon General’s Office (POC: COL Haig) will conduct Town Hall meetings at the United States Forces Command (FORSCOM) installations beginning mid 2011. The purpose of the meetings is to obtain data and assess pre-deployment and post deployment female, “gender specific” health issues, including hygiene, safety, roles and reintegration.

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Question #3: The FY09 National Defense Authorization Act (NDAA), Congressional authorization for the Service to initiate a Career Intermission Pilot Program. Provide a briefing on your current Service's initiative regarding this program.

Response: (see attached slide).

Question #4: In March of this year, DCSPER (DCS, G-1), LTG Thomas Bostick testified before the Military Personnel Subcommittee of the House Armed Services Committee that the Army is undertaking a review of its assignment policies for women. He stated that this review would begin in April 2010 and should take 90-120 days. Who is responsible for this review and what is its current expected completion date? What can you tell us about the substance of this review?

- The DCS, G-1 (HR); DCS, G-3/5/7 (FM) and TRADOC, in coordination with the branch proponents, conducted a review of the current assignment policy for female Soldiers to assess the impacts of policy changes by reviewing all MOSs/AOCc, units and positions currently closed to female Soldiers. (see attached slide).
- The DCS, G-1 (HR) is responsible for the cyclic review.
- The assessment phase of the cyclic review is completed; briefing to the Army's Human Capital Enterprise Executive Board and formal staffing with key General Officers is ongoing.
- CSA/SA will notify the SECDEF of the Army's intent (TBD); followed by SECDEF's notification to Congress. Congress requires 30 continuous days, in session, before the Army can implement changes to policy.

Questions #5:- #7: DoD memo dated January 13, 1994 signed by Secretary of Defense Aspin.

Responses:

- The DoD policy drives the Army's assignment policy; both policies are outdated and does not reflect today's operational environment.
- In 2007, RAND National Defense Research Institute, at the request of OSD, conducted a research on assessing the Army's assignment policy for women, and determined that the Army was in compliance with DoD's policy; and female Soldiers were being assigned properly

Prepared by: LTC Pauline A. Haughton/703) 588-0845
Approved by: COL Thomas E. Languirand

G-1, Human Resources Policy Directorate

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The Army's Position:

(1) In the Army's 235 year history, Army women have and continue to be an integral part of our Army team and contributed to the success and overall readiness as they perform exceptionally well in specialties and positions open to them in accordance with Department of Defense Direct Ground Combat Assignment Rule (DGCAR) and AR 600-13, Army Policy for the Assignment of Female Soldiers.

(2) The Army's current assignment policy allows female Soldiers to serve in any officer or enlisted specialty or position, except in those specialties, positions, or units (battalion size or smaller) which are assigned a routine mission to engaged in direct combat, or which collocate routinely with units assigned a direct combat mission. Based on DoD and Army policies, female Soldiers remain restricted from specific specialties (i.e., Infantry, Armor, Special Forces, Cannon Field Artillery, Multiple Launch Rocket Artillery, and Combat Engineer). The Army's policy further restricts female Soldiers due to its "collocation" restriction.

(3) The Army conducts a cyclic review (every three years) of its assignment policy for female Soldiers. Purpose of the review it to ensure the current assignment policy is relevant and meets the needs of operational conditions, emerging requirements and increase career opportunities for all Soldiers, regardless of gender, to reach their highest potential.

(4) Although there is no statute that prohibits women from serving in or being assigned to combat positions, Title 10 United States Code, Section 652, requires the SECDEF provides Congress 30 days notice prior to implementation of any proposed policy changes. Proposed changes to the assignment policy are as follows: closes/opens to female Soldiers any category of unit or position previously opened/closed and closes/opens any military career designator related to military operations on the ground.

(5) Female Statistical Data:

(5a) <u>Category</u>	<u># MOS Open to Females</u>	<u>Total # MOS</u>
Enlisted	166	190
Warrant Officer	68	69
Commissioned Officer	178	183

***NOTE: MOS data is as of 31 Oct 10*

(5b) As of EOM September 2010, there were a total of 14,705 female Soldiers serving in the Central Command Area of Operation (CENTCOM AOR).

- Active Component 10,486
- Army National Guard 2,305
- Army Reserve 1,914

(5c) Women represent 13.5% of the Active Army, 14.2% of the Army National Guard and 23.4% of the Army Reserve. (EOM Sep 10).

Navy Response to DACOWITS Full Committee Meeting 2-3 December 2010 questions:

1. If the Department of Defense were to eliminate the '94 policy*, what are the steps that would need to be taken? What would a proposed timeline look like? How would the Services inform their components regarding the implementation plan for the integration of women into combat aviation and into the submarine community? Please indicate whether and in what circumstances exceptions are made in assignments under the 1994 policy (or policies of the Services pursuant to the 1994 policy), both formally and informally/in practice?

In accordance with Navy policy, service women will be assigned to billets commensurate with their capabilities to the maximum extent practicable and are assigned to all afloat staffs, all combat air squadrons, all surface ships, and select classes of submarines that have appropriate berthing arrangements. Billets closed to the assignment of women due to direct ground combat exclusion are limited to Navy Riverine Squadrons and Special Operations Forces missions. Due to the experiences of women in combat support roles in OIF and OEF missions, Navy allows service women to be assigned in a temporary duty status to units, closed to the assignment of women due to direct ground combat exclusion, that are not expected to conduct a combat mission during the period of temporary duty.

Regarding integration of women into the submarine community: In April 2010, after the required Congressional notification period, the Navy officially opened submarine assignment to women on select classes of submarines. The cross-functional Women in Submarines Task Force was established to coordinate and synchronize all efforts to support gender integration of the Submarine Force based on the proposed timeline approved by the Chief of Naval Operations (CNO). The task force is comprised of members from across enterprises to include, nuclear reactors, undersea warfare enterprise, manpower policy (training, education, accession), communications (external and internal), medical, and legal. In addition, an Advisory Committee was established to leverage the experience of other gender integrated communities, such as surface and aviation. This committee includes female Flag officers and a cross section of female Surface Warfare Officer and Aviators of differing rank and experience. The Advisory Committee is consulted regularly to review the Task Force's efforts and proposed plans.

2. The Congressional authorization from the FY09 NDAA authorized any service to initiate a Career Intermission Pilot Program. Provide a briefing on your current Service initiatives regarding this program.

Authorized by Congress in the FY09 NDAA, The Navy Career Intermission Pilot Program (CIPP) provides a onetime temporary transition from active duty to the Individual Ready Reserve (IRR) for up to three years for up to 160 service members from 2009-2012 to pursue personal or professional growth outside the service while providing a mechanism for their seamless return to active duty. This program is unique in that it provides active duty TRICARE benefits to service members in the IRR, a fully funded home of selection

move, and a small monthly stipend of 2 times 1/30th of base pay for the duration of the participation in the pilot program. At the end of the program participation, the member returns to active duty service with and adjusted pay entry base date (PEBD) or lineal number to reflect service time commensurate with their peers and to ensure continued promotion opportunity. LCDR Elena Ingram, Navy's CIPP Program Manager, will be providing a more detailed briefing on December 3.

*In a memo dated January 13, 1994, Secretary of Defense Aspin established a policy for assignment of military women under which service members could be assigned to all positions for which they are qualified, except that women were to be "excluded from assignments to units below the brigade level whose primary mission is direct combat on the ground." In addition, the memo permitted (but did not require) the Services to restrict the assignment of women 1) where the Service Secretary attests that the costs of providing appropriate berthing and privacy arrangements are prohibitive; 2) where units and positions are doctrinally required to physically collocate and remain with direct ground combat units that are closed to women; 3) where units are engaged in long-range reconnaissance operations and Special Operations Forces missions; and 4) where job-related physical requirements would necessarily exclude the vast majority of women service members. The Services were to "use this guidance to expand opportunities for women. No units or positions previously open to women [were to be] closed under these instructions

USMC Response to DACOWITS Committee Meeting questions

OSD/Service Briefing Topics for DACOWITS Full Committee Meeting 2-3 December 2010

Request all Services, to include the National Guard and Reserves, prepare a written response to and be prepared to brief the following questions:

1. If the Department of Defense were to eliminate the '94 policy*, what are the steps that would need to be taken? What would a proposed timeline look like? How would the Services inform their components regarding the implementation plan for the integration of women into combat aviation and into the submarine community? Please indicate whether and in what circumstances exceptions are made in assignments under the 1994 policy (or policies of the Services pursuant to the 1994 policy), both formally and informally/in practice?

A1: In response to the above question the Marine Corps is would begin to evaluate how to integrate women into billets below the division level in those Military Occupational Specialties (MOS) that are currently already open to women as well as assessing MOSs and billets currently closed. There are several steps required as part of the process such as notifying and briefing senior leadership on the proposed concept, conducting an assessment by key stakeholders via an Operational Planning Team (i.e., HQMC (M&RA), (PP&O), (TECOM), (MCRC), (RA), etc.), briefing the Commandant of the Marine Corps on the proposed change to policy, and submitting the proposal to Department of Defense (DOD) for consensus. Since the question does not address the statutory requirement for SECDEF to report to congress DOD would still be required to notify Congress of any Service level policy changes. These are things required to "shape the battlefield" and continue to move forward, and by no means are all inclusive of the actions required.

The second question regarding what a proposed timeline would look like is difficult to address. The issue is complex as it crosses numerous functional areas (e.g. personnel, logistics, and training), affects multiple key players and would have significant impact. In order to ensure that the critical issues are captured and adequately addressed prior to implementation we would utilize the Human Resource Development Process to conduct a thorough and comprehensive review. A timeline would have to consider precluding adversely affecting the Marine Corps during implementation. Additionally, other competing priorities within the Marine Corps would need to be taken into account to determine an accurate timeline.

In regards to informing or implementing policy changes within the Marine Corps that action is typically done through the use/release of a Marine Administrative Message (MARADMIN). MARADMINS are used to notify the force of new policy, changes in policy, and implementation guidance for policy.

As for the last question regarding exceptions to the 1994 policy, the Marine Corps continues to use women in support of contingency operations via aviation operations, logistical operations, engagement operations, and administrative support. No exceptions to policy have been made and our practices remain in compliance with DOD policy.

2. The 2007 DACOWITS report contained recommendations on female health issues concerning OIF and OEF pre-deployment, deployment, and post-deployment periods. Were the recommendations implemented, are they in progress, pending, or has no action been taken by the Services?

A2: DACOWITS director postponed due date to February DACOWITS meeting.

3. The Congressional authorization from the FY09 NDAA authorized any service to initiate a Career Intermission Pilot Program. Provide a briefing on your current Service initiatives regarding this program.

A3: The Marine Corps has not implemented a Career Intermission Pilot Program. The Navy's intent of this program is to incentivize personnel to improve retention standards. Currently, the Marine Corps is not experiencing retention problems. Continuation rates for officers from FY07 to FY10 in the grades of Captain and Major remain at approximately 90%. As a result of the officer continuation rates, career designation boards are being used to actively manage the officer population by shaping the force via the involuntary separation of officers. Reenlistment rates for the same timeframe (FY07-FY10) have varied between about 40% to about 67% for enlisted Marines who have 6-10 and 10-14 years of service respectively. These continuations and reenlistment rates are indicators of a healthy force. We have no other indications of any retention problems that would justify implementing a CIPP. However, the Marine Corps will examine this recommendation following the Navy's Career Intermission Pilot Program (CIPP) reports directed by FY09 NDAA under section 533. Interim reports are due 1 June 2011 and 1 June 2013 and require the number of applicants, demographics, career fields, reasons for request, and length of inactivation. The final report is due 1 March 2016 which will assess the effects of retention and career progression on those who participated in the Navy's pilot program. Following those reports we will consider their findings and potentially assess the added value of such a program in the Marine Corps.

*In a memo dated January 13, 1994, Secretary of Defense Aspin established a policy for assignment of military women under which service members could be assigned to all positions for which they are qualified, except that women were to be "excluded from assignments to units below the brigade level whose primary mission is direct combat on the ground." In addition, the memo permitted (but did not require) the Services to restrict the assignment of women 1) where the Service Secretary attests that the costs of providing appropriate berthing and privacy arrangements are prohibitive; 2) where units and positions are doctrinally required to physically collocate and remain with direct ground combat units that are closed to women; 3) where units are engaged in long-range reconnaissance operations and Special Operations Forces missions; and 4) where job-related physical requirements would necessarily exclude the vast majority of women service members. The Services were to "use this guidance to expand opportunities for women. No units or positions previously open to women [were to be] closed under these instructions

OSD/Service Briefing Topics for DACOWITS
Full Committee Meeting 2-3 December 2010
Air Force Response

1. If the Department of Defense were to eliminate the '94 policy*, what are the steps that would need to be taken? What would a proposed timeline look like? How would the Services inform their components regarding the implementation plan for the integration of women into combat aviation and into the submarine community? Please indicate whether and in what circumstances exceptions are made in assignments under the 1994 policy (or policies of the Services pursuant to the 1994 policy), both formally and informally/in practice?

RESPONSE:

The Air Force does not have any restrictions against women flying in combat. Changing our Functional Community policies towards women in combat is an internal fix and would require minimal time. The main trigger point for Air Force would be Army/Navy Special Forces teams adapting their policies; AF is not allowed to attach female Airmen to Army/Navy Special Tactics units until Army/Navy change their policies.

2. The 2007 DACOWITS report contained recommendations on female health issues concerning OIF and OEF pre-deployment, deployment, and post-deployment periods. Were the recommendations implemented, are they in progress, pending, or has no action been taken by the Services?

RESPONSE:

2007 DACOWITS FINDINGS AND RECOMMENDATIONS:

Female-Specific Health Care Issues of Deployed Female Service Members

Section 1. Health Care Experiences of Female Service Members prior to Deployment

- a. Recommend incorporating more female-specific questions into the Pre-Deployment Health Assessment form (e.g., "When was your last GYN exam?" and "Do you have a sufficient supply of contraceptives for the entire length of your deployment?").

Response: The DD Form 2795, Pre-Deployment Health Assessment, the DD Form 2796, Post-Deployment Health Assessment, and the DD Form 2900, Post-Deployment Health Re-Assessment are currently being revised, under the direction of OSD (Health Affairs). AFMS representatives are engaged with this revision process and we will support inclusion of pertinent female-specific questions to ensure comprehensive health assessment of female service members.

The Air Force medical clearance process for deployments ensures every deploying service member is current for their annual preventive health assessment, which incorporates U.S. Preventive Task Force (USPTF) recommendations for women's health IAW AFI 44-170, Preventive Health Assessment. All recommended women's health

exams (PAP smears, mammograms, etc) are reviewed and updated annually. Additionally, in accordance with COCOM reporting instructions (most deployments follow CENTCOM reporting instructions, Mod 10), women's health examinations must be recent enough to ensure currency through the duration of the deployment.

AFI 48-120, Deployment Health Surveillance Program (Draft) further mandates that all medical prescriptions must cover the length of deployment and all pre-deployment health assessments must be conducted, in privacy, via face to face interview with a credentialed provider. Any health concerns by the female service member can be discretely addressed during these encounters.

b. Recommend vigilantly enforcing Central Command policy requiring that all deploying females receive a comprehensive women's health evaluation approximately 90 days prior to the expected deployment date. If TRICARE Prime appointment access standards cannot be met at the Military Treatment Facility, authorize Service members to see a civilian provider.

Response:

CENTCOM reporting instructions, Mod 10 require that women's health examinations for service members be recent enough to ensure currency through the duration of the deployment (not necessarily be accomplished within 90 days of deployment). Required women's health exams follow USPTF recommendations (e.g., mammograms required for women 50 yrs and older). Checklists for deployment medical clearance incorporate requirements from DoD instructions, COCOM reporting instructions and combat skills training requirements to ensure members are current for all recommended examinations and assessments.

c. Recommend incorporating female-specific health and hygiene briefings as a standard component of the pre-deployment process for deploying female Service members to better prepare them for conditions in-theatre. This briefing would provide information about types of clothing to wear, feminine hygiene issues, feasible contraception options, which feminine supplies to pack, etc.

Response:

Pre-deployment briefings and information are provided to all deploying service members by Air Force Public Health and healthcare providers. These briefings cover standard items, such as endemic diseases, food and water safety, general hygiene, and prevention of vectorborne disease such as malaria. Air Force does not currently have a briefing for female-specific issues. We will research available education materials and determine the best approach to address specific female health concerns during the pre-deployment process.

d. Recommend that all female Service members be provided a copy of the U.S. Army Center for Health Promotion and Preventive Medicine's (CHPPM) Soldier's Guide to Female Soldier Readiness (Technical Guide 281), or a comparable publication, prior to pre-deployment exercises and/or deployment.

Response:

Air Force will assess the best approach to make the USAPHC Soldier's Guide to Female Soldier Readiness available to female service members.

e. Recommend CHPPM publish the above-mentioned technical guide in a pocket-guide format, and make available to all Services to order for dissemination to female Service members preparing for deployment.

Response: AFMS supports issuance of a pocket guide for the technical guide 281, so that it can be more easily procured, distributed and carried.

Section 2. Health Care experiences of Female Service Members During Deployment

a. Recommend refresher training on female-specific health care be provided prior to deployment to physicians and other practitioners who do not routinely practice gynecologic care.

Response: Providers deploy with transfer briefs that indicate what they are privileged to do. Most of our primary care providers are either Family Physicians or Flight Surgeons. As such, they are privileged to provide gynecological care. There is not any additional training that is provided prior to deployment.

b. Recommend enhancing female-specific health care capabilities in-theatre by increasing the inventory of gynecological equipment and supplies at centralized locations. These could include exam tables with stirrups, rapid testing for sexually transmitted diseases, hysteroscopic equipment, and laboratory testing to diagnose ectopic pregnancies.

Response: Women's Health Nurse Practitioners have been assigned to Air Force Theater Hospitals (AFTH) and they have had the ability to do colposcopic exams as necessary. Each AFTH has the ability to manage complicated women's health issues from sexually transmitted diseases to ectopic pregnancies. The majority of our Level II facilities have exam tables with stirrups and the capability to evaluate and treat sexually transmitted diseases and pregnancy testing. Our primary care clinics might be more limited. However, we often utilize our sister services if we are co-located.

c. Recommend briefing female Service members in-theatre on female-specific health and hygiene issues, using the CHPPM Soldier's Guide to Female Soldier Readiness or comparable document as a guide. This will ensure that all female Service members have the health and hygiene information they need while deployed.

Response: For the Air Force (AF), most of our facilities are well established with adequate hygiene facilities so hygiene is not a problem. It could be more difficult for our Joint Expeditionary Tasked Airmen depending on where they are located.

d. Recommend leadership hold all medical personnel accountable for safeguarding and respecting patient confidentiality and privacy.

Response: There are very stiff penalties for violations of the Privacy Act of 1974 and the Health Insurance Portability and Authorization Act (HIPAA). Commanders and healthcare providers alike are held responsible for any violations.

e. Recommend improving Service member access to mental health care in-theatre by whatever means necessary, such as increasing the number of providers, reallocating assets, etc.

Response: This is addressed by the National Defense Authorization Act of 2009, section 714. The services are directed to increase Active Duty mental health assets by 25%, not just in the theater of operations but also in garrison. With increased numbers, Mental Health Providers are expected to be more available to service members.

f. Recommend making sexual assault medical response capability available at Level II medical facilities.

Response: All of our AF facilities in the AOR have been given a CD with sexual assault training material and all providers are required to review it. Most have sexual assault response kits and a plan for handling a sexual assault.

Section Health Care Experiences of Female Service Members Post-Deployment

a. Recommend incorporating female-specific health questions into the PDHA and PDHRA forms to increase their utility as mechanisms to trigger follow-up (e.g., "Are there female-specific health needs you experienced in-theatre or discovered Postdeployment that have not been addressed?" and "When was your last GYN exam?").

Response:

As mentioned in our response to the first recommendation under section 1 "Healthcare Experiences of Female Service Members Prior to Deployment," the DD Form 2795, Pre-Deployment Health Assessment, the DD Form 2796, Post-Deployment Health Assessment, and the DD Form 2900, Post-Deployment Health Re-Assessment are currently being revised, under the direction of OSD (Health Affairs). AFMS representatives are engaged with this revision process and we will support inclusion of pertinent female-specific questions to ensure comprehensive health assessment of female service members.

b. Recommend returning Service members receive priority access to follow-up health care. If TRICARE Prime appointment access standards cannot be met at the Military Treatment Facility, ensure service members are referred to a health care finder.

Response:

IAW SG3 Memo, Post-Deployment Health Assessment (DD2796) Requirements issued 12 Oct 2010, service members returning from deployment with health concerns must be referred to and seen by a healthcare provider in a timely manner. Here is the language from the memo:

- “Redeploying service members who have a medical referral indicated on their DD2796 are seen by an MTF provider the same day if possible. All re-deployers must be asked if there are any health concerns which have arisen since departing their deployed location. If yes, a face-to-face provider encounter must be initiated. Public Health/Force Health Management will coordinate referrals indicated on the DD2796 or identified by the member to ensure expedited initial evaluation and assessment by a provider.
- Subspecialty medical referrals must be scheduled as soon as possible by the provider performing the evaluation.”

This language applies to Active Duty and Air Reserve Components as well and will be incorporated into AFI 48-120, Deployment Health Surveillance Program.

c. Recommend educating returning Service members as to their right to receive care in accordance with TRICARE Prime standards.

Response: All Airmen are instructed in the availability to receive care. This is accomplished during their re-deployment in-processing at their home station.

d. Recommend DoD and the Services identify and encourage military and civilian opportunities to support female Service members returning from contingency operations and extended deployments. Such opportunities should provide forums for sharing personal and operational challenges and should facilitate successful readjustment.

Response: At this time we are unaware of female specific support for those returning from deployment. Each unit has a post deployment event and encourages all deployed personnel to participate and network with others who have deployed.

3. The Congressional authorization from the FY09 NDAA authorized any service to initiate a Career Intermission Pilot Program. Provide a briefing on your current Service initiatives regarding this program.

RESPONSE:

The Assistant Secretary for Manpower and Reserve Affairs (SAF/MR) approved the Career Intermission Pilot Program (CIPP) in June 2010. The Deputy Chief of Staff for Manpower, Personnel, and Services (AF/A1) subsequently signed Air Force Guidance Memorandum 36-01, 22 Jun 2010. The AF is currently working the CIPP towards implementation.

*In a memo dated January 13, 1994, Secretary of Defense Aspin established a policy for assignment of military women under which service members could be assigned to all positions for which they are qualified, except that women were to be “excluded from assignments to units below the brigade level whose primary mission is direct combat on the ground.” In addition, the memo permitted (but did not require) the Services to restrict the assignment of women 1) where the Service Secretary attests that the costs of providing appropriate berthing and privacy arrangements are prohibitive; 2) where units and positions are doctrinally required to physically collocate and remain with direct ground combat units that are closed to women; 3) where units are engaged in long-range reconnaissance operations and Special Operations Forces missions; and 4) where job-related physical requirements would necessarily exclude the vast majority of women service members. The Services were to “use this guidance to expand opportunities for women. No units or positions previously open to women [were to be] closed under these instructions



5000
24 Nov 2010

MEMORANDUM

From: 
R. T. HEWITT
Rear Admiral, U. S. Coast Guard
Assistant Commandant for Human Resources

Reply to: CG-12B
Attn of: CDR C. M. Stundtner
(202)475-5247

To: COL Fraser Darling
Military Director, DACOWITS

Subj: Responses to the Defense Department Advisory Committee On Women in the Services
(DACOWITS) 2010 Study Topics and Additional Briefings

Ref: (a) Your Memorandum Request Responses to the Defense Advisory Committee on
Women in the Services (DACOWITS) 2010 Study Topics and Additional Briefings

1. In accordance with reference (a), the attached document is submitted as the Coast Guard
response to the 2010 study topics.

2. My staff POC regarding this matter is CDR Carol M. Stundtner at (202) 475-5247 or email
Carol.M.Stundtner@uscg.mil.

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Enclosure: U.S. Coast Guard Response to DACOWITS 2010 Study Topics

**U.S. Coast Guard Response for
DACOWITS Full Committee Meeting
Study Topics
2-3 December 2010**

Action Office: CG-12B

Prepared by Coast Guard Headquarters

Question:

If the Department of Defense were to eliminate the '94 policy*, what are the steps that would need to be taken? What would a proposed timeline look like? How would the Services inform their components regarding the implementation plan for the integration of women into combat aviation and into the submarine community? Please indicate whether and in what circumstances exceptions are made in assignments under the 1994 policy (or policies of the Services pursuant to the 1994 policy), both formally and informally/in practice?

*In a memo dated January 13, 1994, Secretary of Defense Aspin established a policy for assignment of military women under which service members could be assigned to all positions for which they are qualified, except that women were to be "excluded from assignments to units below the brigade level whose primary mission is direct combat on the ground." In addition, the memo permitted (but did not require) the Services to restrict the assignment of women 1) where the Service Secretary attests that the costs of providing appropriate berthing and privacy arrangements are prohibitive; 2) where units and positions are doctrinally required to physically collocate and remain with direct ground combat units that are closed to women; 3) where units are engaged in long-range reconnaissance operations and Special Operations Forces missions; and 4) where job-related physical requirements would necessarily exclude the vast majority of women service members. The Services were to "use this guidance to expand opportunities for women. No units or positions previously open to women [were to be] closed under these instructions

Response:

Questions not targeted at Coast Guard policies/practices. A legal review of the Coast Guard's policy to have women serve aboard cutters during combat operations was conducted in 1979, with the determination that the Coast Guard does not fall within the constraints of the combat exclusion policy under which DoD operates. Since that time, women have been able to serve in every capacity available to men.

The Coast Guard continues to seek opportunities to accommodate all women who request to go afloat. However, due to the percentage of women in the Coast Guard who request and are eligible to go afloat, and current berthing configurations within certain cutter classes, women may

not have as wide of range of choices in terms of cutter class or location where they can be assigned.

**U.S. Coast Guard Response for
DACOWITS Full Committee Meeting
Study Topics
2-3 December 2010**

Action Office: CG-12B

Prepared by Coast Guard Headquarters

Question: The 2007 DACOWITS report contained recommendations on female health issues concerning OIF and OEF pre-deployment, deployment, and post-deployment periods. Were the recommendations implemented, are they in progress, pending, or has no action been taken by the Services?

Response: The Coast Guard recently (Sept 2010) began receiving the results of the pre-deployment, post-deployment, and post-deployment re-assessment surveys (DD2795, DD2796 and DD2900). In addition, the Coast Guard recently mandated that all military personnel who are deployed in connection with an expeditionary deployment must complete a mental health assessment during four time frames (within 2 months before deployment, between 3 and 6 months after return from deployment, between 7 and 12 months after return from deployment, and between 16 and 24 months after return from deployment).

**U.S. Coast Guard Response for
DACOWITS Full Committee Meeting
Study Topics
2-3 December 2010**

Action Office: CG-12B

Prepared by Coast Guard Headquarters

Question: The Congressional authorization from the FY09 NDAA authorized any service to initiate a Career Intermission Pilot Program. Provide a briefing on your current Service initiatives regarding this program.

Response: The Coast Guard's current sabbatical policy is an expanded version of our original Care of Newborn Children policy, which was a result of the 1990 Women in the Coast Guard study. The current policy was implemented in May 2000 and includes two programs for separation:

- (a) Care of Newborn Children (CNC): Designed to help service members alleviate excessive personal family hardships associated with discharging parental responsibilities for a newborn child.
- (b) Temporary Separation (TempSep): Designed to help career oriented members, who are unsure of committing to a Coast Guard career, a chance to pursue opportunities outside the service.

Both programs allow a break in service for up to 24 months with a guaranteed return to active duty status (pending successful physical exam). The long-term intent of this program is to retain the valuable experience and training our members possess that might otherwise be lost when a member leaves the service permanently. With every person who returns, the Coast Guard avoids the cost of recruiting and training replacements. In addition, we increase the overall experience level of the Coast Guard by retaining members who have already acquired the critical skills we need to perform our missions.

In 2009, this program was expanded to allow members to use TempSep / CNC twice during a career. This gives members more flexibility in terms of timing and using it for different options.

National Guard Bureau Responses to

OSD/Service Briefing Topics for DACOWITS Full Committee Meeting 2-3 December 2010

Request all Services, to include the National Guard and Reserves, prepare a written response to and be prepared to brief the following questions:

1. *If the Department of Defense were to eliminate the '94 policy*, what are the steps that would need to be taken? What would a proposed timeline look like? How would the Services inform their components regarding the implementation plan for the integration of women into combat aviation and into the submarine community? Please indicate whether and in what circumstances exceptions are made in assignments under the 1994 policy (or policies of the Services pursuant to the 1994 policy), both formally and informally/in practice?*

Response ARNG: '94 Policy: "The ARNG is unable provide any meaningful comment at this time as to what, if any, steps would need to be taken should the Department of Defense eliminate the 1994 direct ground combat assignment rule. Such a profound change in policy would require extensive preliminary study, perhaps along the lines of the work currently being done by the Army Comprehensive Review Working Group on the Don't Ask Don't Tell policy. Absent such a comprehensive review, any comment at this time would be speculative, incomplete, and likely counterproductive."

Response ANG: The ANG is unable to comment without the benefit of a Service-level review conducted by USAF.

2. *The 2007 DACOWITS report contained recommendations on female health issues concerning OIF and OEF pre-deployment, deployment, and post-deployment periods. Were the recommendations implemented, are they in progress, pending, or has no action been taken by the Services?*

Pre-deployment

- *Enhance the Pre-Deployment Health Assessment Form and review process by adding more female-specific questions, conducting more thorough health assessments, providing a private setting for form completion and review, and beginning the Pre-Deployment Health Assessment process earlier.*

Response ARNG: Since 2007 the Reserve component became an operational reserve. This has allowed for a more predictive model in preparing soldiers for mobilization. Part of the model includes a more deliberate approach to pre-deployment health assessment

which includes women's health assessments. Females of the ARNG have at least two medical assessments conducted in facilities which are conducive to patient privacy prior to mobilization.

Response ANG: The Department of Defense pre, post deployment assessment and the post deployment health reassessment forms are utilized by ANG for deploying females and contain female-specific health questions.

- *Improve overall pre-deployment health readiness processing through such steps as requiring well-woman exams, providing briefings on female-specific issues, and proactively addressing women's pharmaceutical needs, particularly related to oral contraceptives.*

Response ARNG: With the 180 days of pre-mobilization health care female soldiers have adequate time to find a TRICARE authorized provider and seek care and treatment for female specific conditions. There is adequate time and resources to obtain oral contraceptives. Current requirements mandate pap exam to be conducted 90 days prior to coming on to Title 10 status. Mammograms are required for female soldiers over 40 and those under 26 must also have a Chlamydia test. Even with the early TRICARE benefit is challenging to get female exams results back prior to mobilization. Current policy is any female soldier without pap arriving at mobilization station will be REFRAID back to home station. No females leave for deployment without women's health exam completed prior to mobilization.

Response ANG: ANG females deploying for 30 or more days are eligible for early TRICARE benefits and it is a CENTCOM requirement for deployment that well-woman exams be accomplished. ANG females are eligible to obtain well-woman and female – specific preventive health options through the early TRICARE benefits eligibility. Female members are also eligible to receive prescription drugs for duration of deployment.

While deployed

- *Increasing the number of medical practitioners equipped to address female-specific needs*
- *Increasing the capacity to treat female conditions in-theatre through improvements/expansions in facilities and equipment*
- *Providing more mental health providers*
- *Broadening the formulary available in-theatre, particularly the selection of female specific medications and supplies*
- *Taking measures to better protect patient privacy and confidentiality.*

Response ARNG: This continues to be a challenge and even more so as we shift efforts to Afghanistan where the theater is not as well established as it is in Iraq. Any

complications while in theater that involve women's health that can't wait out the rest of the mobilization normally lead to evacuation back to Germany. Electronic medical records allow for more patient confidentiality and less of a need to relay on forward deployed medical records.

Response ANG: The Department of Defense directs manning of medical assets and supplies required at deployed locations. ANG female deployers with conditions that cannot be resolved in theater are evacuated back to more robust health care facilities and followed up through the LOD process.

Post deployment

Making complete physical exams (including female-specific) and mental health screenings mandatory components of the assessment process

- *Conducting the assessment in more private settings*
- *Increasing redeployed Service members' access to medical appointments*
- *Increasing redeployed Service members' access to mental health care.*

Response ARNG: Since 2007 there have been numerous efforts to ensure our ARNG female soldiers are made aware of ways they can receive their medical/mental health care. Recent changes in mental health policies ensure the soldiers are "touched" 5 times from the time they leave theatre to 6 months post mobilization. Any ARNG female soldier with documented women's health issue will receive a Line of Duty (LOD) prior to REFRAD to ensure their care is covered well beyond the 180 days of transitional medical care.

Response ANG: Upon redeployment, ANG members are briefed about transitional health care benefits and provided medical screenings directed by the Department of Defense. The Line of Duty (LOD) process assists with any deployment related health condition that requires further follow-up to include female-specific healthcare. All ANG members are eligible for 180 days of transitional medical care benefits.

Access to Care

- *Quality/availability of health care before and after deployment*
- *Insurance and continuity of care issues*
- *Experiences with VA health care*
- *Lack of awareness regarding available medical resources.*

Response ARNG: Continuity of care still is an issue for ARNG soldiers. Although covered by TRICARE 180 days prior to deployment (TRICARE Prime with no costs share) and 180 days post deployment (TRICARE Prime with no cost share if they reside in TRICARE Prime service area) many female soldiers cannot afford the premiums

payments for TRICARE Reserve Select (TRS). This TRICARE Standard like benefit with 28% premium costs that are paid monthly still is too cost prohibitive for our junior ranking soldiers. Many may not make enough during a weekend drill to cover the costs of the monthly premium. (A private E-1 makes prior to taxes about \$200 a month for drill. TRS premium rates for family coverage are \$197.65 a month and individual coverage \$49.62) Soldiers are becoming more aware of their medical benefits as this has become more of an emphasis during all phases of deployment so much a recent change will mandate more time at the DEMOB station to ensure all RC soldiers understand their medical options before making decisions to leave active duty.

Response ANG: Throughout the deployment process, ANG members are briefed on the health care benefits they are entitled to prior to deployment, during deployment and also post deployment.

However, ANG members typically receive limited access to TRICARE pre-activation benefits prior to deployment. While pre-activation TRICARE benefits were extended for up to 180 days prior to deployment, the law requires the individual be issued a delayed effective date active duty order and eligibility for this benefit begins upon the issuance date of such order. ANG members typically do not receive orders until much closer to their activation date (30-60 days) due to activation processes with USAF and are unable to fully utilize the full 180 days pre-deployment TRICARE.

Many ANG members do not reside in TRICARE Prime service areas and have difficulty with additional TriCare insurance costs. Patient pays deductible, a co-payment and the balance if bill exceeds allowable charge (up to 15% additional). In addition to costs, beneficiaries may have to do their own paperwork and file their own claims which can be challenging to those not familiar with Tricare.

Post-deployment health care is covered by the Transitional Assistance Management Program for 180 days after the last active duty day unless the member has incurred a Line of Duty condition which renders them unfit for duty – these members are medically continued on active duty until found fit for duty and released from active duty or are separated by the Disability Evaluation System. Post-deployment care for members who do not reside in Prime areas also comes with the additional TriCare costs above.

ANG utilization of TRICARE Reserve Select (TRS) insurance remains low. Out of a potential pool of 107,800 ANG members, only 8,642 are currently enrolled; 9,312 are full-time active duty guard members covered by TRICARE Prime; and 23,304 are technicians eligible for Federal Employee Health Benefits and thus ineligible for TRS. This leaves 66,242 ANG members potentially eligible for TRS but not enrolled.

- 3. The Congressional authorization from the FY09 NDAA authorized any service to initiate a Career Intermission Pilot Program. Provide a briefing on your current Service initiatives regarding this program.*

Response ARNG: Career Intermission Pilot Program: "The ARNG has not taken any steps to amend our regulations governing the AGR program, NGR 600-5, The Active Guard/Reserve (AGR) Program, Full-Time National Guard (FTNGD), 20 February 1990; or NGR 600-10, ARNG Tour Program (NGB Controlled Title 10 USC Tours), dated 24 February 1983; to implement the Career Intermission Pilot Program provided for in the FY09 NDAA. Army Regulation 135-18, The Active Guard Reserve (AGR) Program, dated 1 November 2004, and DODI 1205.18, Full-Time Support (FTS) to the Reserve Components, dated 4 May 2007, already provide the regulatory basis and administrative procedures for AGR Soldiers to transition in and out of AGR status when appropriate. Given these regulatory provisions, and the unique features of the AGR program as compared to Regular Active Duty service, special steps by the ARNG to implement a Career Intermission Pilot Program for the AGR force are not necessary. The aims of the 2009 NDAA in this regard can be achieved, when and where appropriate, within the existing regulatory framework."

Response ANG:

During DoD Unified Legislation and Budgeting (ULB) cycle FY13A, the Air National Guard conveyed to the Air Force its interest in the Career Intermission Pilot Program (CIPP) as part of the larger Public Law 110-417, Section 533, Pilot Programs on Career Flexibility to Enhance Retention of Members of the Armed Forces. In addition and more specifically, the ANG is currently engaged as a Total Force partner in the Service effort to establish a robust array of Air Force Continuum of Service (CoS) programs which will ideally provide for a member to seamlessly serve across and between all three Air Force military components—Regular Active Duty, Guard and Reserve—on a continuum scale as a means to achieving a career. As USAF CoS activities seek to maximize retention options, the ANG sees CIPP as a strong candidate to offer greater flexibility to produce full careers for the member and full skills utilization for the Service components across the Airman's lifecycle. While CIPP currently targets full time active duty (Title 10) personnel as its beneficiaries, the program most beneficial to the ANG would be a CIPP that permits for the inclusion of the AGR (Title 32) Guardsman in order that this member's AGR tour is placed in abeyance as opposed to being discontinued should the member seek sabbatical status for one year.

**APPENDIX C-3:
CAREER INTERMISSION PILOT PROGRAM (CIPP) UPDATES BY SERVICES,
DECEMBER 2010**



Women in the Army

Career Intermission Pilot Program (CIPP)

- **Ref:** FY09 National Defense Authorization Act (NDAA)
- **Purpose:** To provide the Army's status of the Career Intermission Pilot Program
- **Status:** Ongoing
 - The Army is reviewing of feasibility CIPP
 - Deputy Chief of Staff, G-1, Director of Military Personnel Management (DMPM) is coordinating with key Army stakeholders to obtain data and assess the impacts of a potential implementation CIPP
 - DMPM will prepare briefing based on the outcomes of the CIPP assessment to determine way ahead for SECARMY
 - ARMY is looking at other services programs to review lessons learned
 - This review will include Army Specialty Branches i.e. The Army Judge Advocate General's Corps for inclusion in this program



Career Intermission Pilot Program (CIPP) Overview

**LCDR Elena Ingram
CIPP Program Manager
Chief of Naval Personnel (N134)
3 December 2010**



Career Intermission Pilot Program Congressional Provisions

- 80 active duty officers and enlisted (20 of each per year in 2009, 2010, 2011, 2012) transition from the AC to the IRR for a period not to exceed 3 years
- TRICARE benefits for participants and dependents while in IRR
- Receive a monthly stipend = 1/15th of basic pay
- Receive transportation/PCS move to/from their residence to their selected CONUS residence during program participation
- Exempted from promotion consideration while in the IRR
- IRR time not counted for retirement eligibility or computation of retired pay
- Bonuses, Special Pays, and Incentives will not be paid to participants in an IRR status (will be eligible for receipt on return to active duty)
- On return to AC, an officer's DOR will be adjusted and an enlisted member becomes eligible by reason of time in grade for promotion
- Requires a 2 month OBLISERVE for every 1 month of participation



General Eligibility Officers and Enlisted

Ineligible Members – Congressionally Mandated
Full Time Support (FTS) personnel
Those currently receiving a CSRB
Those who have not completed first active duty fleet utilization tour
Ineligible Members – Additional Navy Restrictions
Pending investigation, NJP, court-martial or civilian criminal charges or proceedings
Must have no record of disciplinary action (civil arrest, NJP or courts-martial) for 2 years prior to requesting participation in CIPP
Enlisted who cannot complete OBLISERVE due to HYT limitations
Officers in a failure of selection promotion status
Members not currently meeting physical readiness standards
Members in receipt of PCS orders (exceptions: case by case basis)

Selectees begin "off-ramp" at end of current PRD to facilitate a qualified relief unless extenuating circumstances facilitate an earlier relief

3



ECM Application Requirements Minimum Eligibility

Sailors Ineligible
E3 & below, and First Termers
Sailors not recommend for advancement or retention
Sailors in training pipelines
E7's over 15 years of service, all E8s and E9s

High Year Tenure (HYT) Restrictions:

- E4 = no more than 2 years Active Service to take max 3 year intermission
- E5 = no more than 8 years Active Service to take max 3 year intermission
- E6 = no more than 14 years Active Service to take max 3 year intermission

4



Career Intermission Pilot Program Navy Guidelines for All Participants

❑ Provisions of IRR Status

- Participants will be required to virtually report (phone or email) monthly to PERS-93 (IRR) Program Manager
- Participants will receive a “Non-Observed” (NOB) Fitness Report or Evaluation to cover the period of participation
- Participants will be exempt from mobilization while in IRR status

❑ Return to Active Duty

- Member must meet all physical readiness conditions and security qualifications for return to active duty service. If not, member is subject to default of the terms of participation and DoN is authorized to collect all pays and value of benefits the member incurred during participation
- Effective date of pay and allowances will be the date the member returns to active duty.

5



Selection Process Selection Board

May 2009 Selection Board

- Participants submitted package to N134/OCM & ECM with command endorsement
- N134/OCM/ECM reviewed to ensure all eligibility requirements are met
- Packages forwarded to Administrative Selection Board
- Board selected participants based on skill area, pay grade, length of service, tour of duty, and demonstrated success within the community or rating
- Administrative Selection Board submitted recommendations for CNP approval
- 2009 Quota targets
 - 20 Officers = 16 URL, 4 RL/Staff
 - URL Quota Division = 6 SWOs, 6 Aviators, 2 SWO(N)/Submarine, 2 EOD/SEAL
 - 20 Enlisted = No rating restrictions
- **Results**
 - 19 qualified applicants (10 officer, 9 enlisted)
 - 15 applications selected (9 officer – 90%, 6 enlisted – 66%)
 - 9 participants in program: transitioned or waiting to transition (4 officer, 5 enlisted)

6



Selection Standards Guidance for the Board

Whole Person Standard

Strong performance

- Evidenced by FITREP/Evals

Sustained performance in challenging positions

Demonstrated leadership, professional skills, integrity and resourcefulness

Demonstrated ability or potential to contribute to and succeed in the Navy

Exemplary personal behavior and integrity

- Relevant material includes the CO's letter of endorsement

Well articulated, professionally presented, and informative personal statement that includes the purpose for the CIPP request

- While the purpose should be considered as part of the "Whole Person Standard," no one factor should be evaluated consistently higher than any other by the board

7



Selection Process Rolling Application Process

Rolling Applications

- New process to support time-sensitive, personal requests for participation; e.g. IVF support, Exceptional Family Member (EFM) support, elder care
- Participants submit packages to N134 w/command endorsement
- N134 routes to PERS-4, BUPERS-3, and NPC who will recommend approval/disapproval
- NPC has approval authority
 - Disapprovals will be forwarded to CNP for final negation authority

- Results

- 11 applications submitted (2 officer, 9 enlisted)
- 7 approved (2 officer – 100%, 5 enlisted – 56%)
- 4 pulled prior to approval
 - o Received desired orders; decided to separate

8



Career Intermission Pilot Program Applicant Statistics

Officer Applicant Statistics:

- 13 Applicants: 3 Women, 10 Men
- 5 URLs: 2 SWO, 3 Aviators
- 5 RL: 2 NC, 1 Supply, 1 METOC, 1 IW
- 6 Married (2 dual military), 4 single Sailors

Enlisted Applicant Statistics:

- 18 Applicants: 11 Women, 7 Men
- 4 Operational Ratings, 6 Support Ratings
 - Operational = AO, BM, AD
 - Support = IT, LN, NC, MA, CTT, PS
- 10 Married (2 dual military), 8 single Sailors

9



Career Intermission Pilot Program Lessons Learned

FY13 Unified Legislation and Budgeting (ULB) Proposal:

- Extend authority for three additional years until December 15, 2015
- Include Full Time Support (FTS) personnel as eligible participants
- Remove limitation on members who are receiving a critical skills retention bonus
- Change obligated service requirement to minimum 1:1 (currently 2:1)
- Allow participating member to be processed for a disability
 - Allow participants who are critically injured or ill while in IRR to be medically discharged while retaining eligibility for disability benefits
- Stipulate that participating member who fails to return to active duty is in breach of contract, subjecting them to recoupment of benefits (health care, monthly stipend, PCS move). Member subject to separation under "OTH" conditions.
- Provide for one time waiver of requirement for uniformed members to either use or sell existing leave balance prior to entering IRR status.

10



BACK-UP

11



Career Intermission Pilot Program **Purpose for Request**

Career Intermission Pilot Program request purposes:

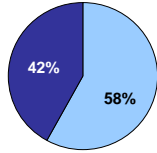
- Male officer: Ill mother and grandmother in need of continual care and trusted power of attorney
- Female dual military officer: Ability to start family while not in concurrent department head tours with spouse
- Male officer: Medical/humanitarian volunteer work in Central/South American underprivileged community
- Male officer: Support spouse while on surgical residency rotation at Yale
- Female officer: Complete graduate school and allow career timeline to better match that of dual-military spouse
- Male sailor: Moving home to care for ailing parent and complete BA degree
- Female sailor: Single mother caring for young daughter while finishing school
- Female sailor: Mother with EFM child in need of several critical surgeries

12



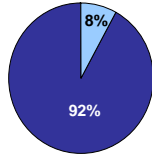
Why a Focus on Work/Life Balance? Navy Women URL Challenge

College Graduates



Source: US Dept. of Education Statistics (2006) and Hewlett (2005)

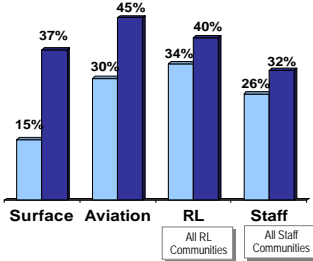
URL Officers



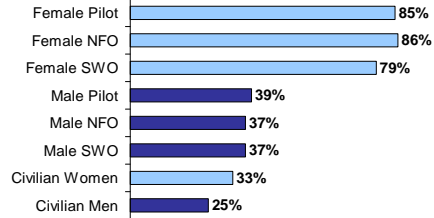
- 18% of all commissioned Ensigns were women in 2008
- 28% of 2008 ROTC freshman were female
- 21.3% of USNA Class of 2012 is female
- Moving toward 30% female officer corps



Officer Retention



Childless Between Ages 28-55

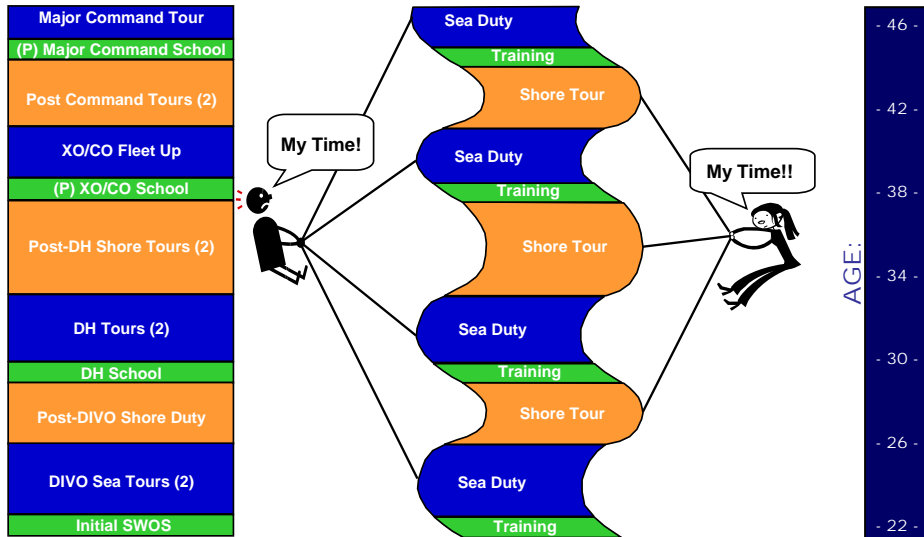


Sources: National Parenting Association (2002) and Officer Master File (2007/2008)

13



Rigidity vs Flexibility Example: SWO Career Path



The URL career path needs to respect the needs of the individual

14



Impact of Policy Changes on Retention Sabbatical & Operational Deferment

How would an "Off-On Ramp" or Sabbatical influence your desire to "Stay Navy?"				
	Enlisted		Officer	
	Women	Men	Women	Men
Motivate me to remain in the Navy	38	34	54	30
Have no impact on my motivation to remain in the Navy	53	57	42	65
Motivate me to leave the Navy	8	9	3	5

How does the Navy's change in operational deferment policy from 4 to 12 months influence your desire to "Stay Navy?"				
	Enlisted		Officer	
	Women	Men	Women	Men
Motivates me to remain in the Navy	49	12	48	10
Has no impact on my motivation to remain in the Navy	49	76	50	80
Motivates me to leave the Navy	2	13	2	10

Source: Pregnancy and Parenthood Survey

15



DACOWITS Committee Meeting (2-3 December 2010)

USMC:

Topic: Career Intermission Pilot Program (CIPP)

Issue: Marine Corps has not instituted a CIPP

- FY09 NDAA CIPP program Service discretion based
- Marine Corps is not experiencing retention issues
- Officer continuation rates remain consistent

Recommendation: Marine Corps will examine Naval CIPP final reports due to congressional defense committees for any future use if retention becomes a concern.

Headquarters U.S. Air Force

Integrity - Service - Excellence

Air Force Career Intermission Pilot Program Overview



U.S. AIR FORCE

3 Dec 2010



U.S. AIR FORCE

Overview

- Career Intermission Pilot Program (CIPP) approved in the Duncan Hunter FY 2009 National Defense Authorization Act
- Authorizes each Secretary to carry out pilot programs for Regular Air Force (RegAF) officers and enlisted members
 - CIPP allows inactivation from active duty and return to active duty at end of intermission
 - Allows an intermission to meet personal or professional needs
 - Examples include starting a family, taking care of family needs or pursuing higher education
- Purpose: Evaluate whether permitting inactivation from active duty and greater flexibility in career paths will enhance retention and capacity to respond to the personal and professional needs of individual members

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U.S. AIR FORCE

Congressional Provisions

- Up to 120 active duty officers and enlisted may transition from RegAF to Individual Ready Reserve (IRR)
 - Allows 20 officer and 20 enlisted in CY 2010, CY 2011, CY 2012
 - Permits an intermission period up to three years
- Participants and their dependents are entitled to same medical and dental benefits as RegAF members
- Paid basic pay = 1/15th of monthly basic pay
- Travel and transportation allowances to home of selection and to follow on duty assignment
- Participants excluded from promotion consideration while in IRR
- IRR time is not counted for retirement eligibility, computation of retired pay or for Post-9/11 GI Bill benefits

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3



U.S. AIR FORCE

Congressional Provisions (con't)

- Bonuses, Special Pays, Incentives and Tuition Assistance will not be paid to participants in an IRR status
 - Eligible for receipt on return to active duty (if applicable)
- Allows AF to adjust an officer's Date of Rank (DOR) when placed back in RegAF – Officer shall be eligible for consideration for promotion when officers of same category, grade and seniority are eligible
- Allows AF to adjust DOR and effective date of pay grade for enlisted Airmen when placed back in RegAF
- Requires a two-month Active Duty Service Commitment (ADSC) for every month of participation
- Designates certain personnel as ineligible, e.g., those on initial assignment or enlistment or currently receiving Critical Skills Retention Bonus (CSRB)

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4



AF Status

U.S. AIR FORCE

- Assistant Secretary (Manpower and Reserve Affairs), SAF/MR, approved the Career Intermission Pilot Program in June 2010
- Deputy Chief of Staff, Manpower and Personnel, AF/A1, signed Air Force Guidance Memorandum 36-01, 22 Jun 2010
 - Airmen will apply for intermission period generally for a minimum of one year and not to exceed 3 years
 - Selection criteria to be applied include “whole person concept,” applicant’s intended use, Air Force needs and Functional Manager recommendations, and additional criteria established and announced prior to application submission
 - Air Force Personnel Center (AFPC) will convene selection panels as needed
- Air Force is currently working towards implementation

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U.S. AIR FORCE



U.S. AIR FORCE

2/21/2011 *Integrity - Service - Excellence*

6

Coast Guard Temporary Separation Policy

CDR Carol Stundtner
Gender Policy Advisor
Office of Diversity (CG-12B)
December 2010



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Objectives

- Overview of Coast Guard's two Sabbatical Programs:
 - Care for Newborn Children (CNC)
 - Temporary Separation (TEMP SEP)
- Mechanics of both Programs



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CNC Background

- Developed in response to a 1990 Women in the Coast Guard Study Group recommendation.
- Designed to help service members alleviate excessive personal family hardships associated with discharging parental responsibilities for a newborn.
- Allowed officers and enlisted members a one-time separation for up to two years; applies to either parent, and includes legally adopted children.
- Balances careers, personal commitments, and improves quality of life.



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TEMP SEP Background

- Molded from the CNC Program, TEMP SEP was adopted in May 2000 to help career oriented members, a chance to pursue opportunities outside the service.
- Similar to CNC, allows officers and enlisted members a one-time separation for up to two years, while providing a mechanism for their return.
- Long term intent is to retain valuable experience and training our members possess that might otherwise be lost, along with building a stronger sense of job satisfaction.



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CNC and TEMP SEP Defined

- Developed as a special retention program.
- Guarantees reenlistment or new officer appointment on meeting physical standard and other qualifying standards.
- Member receives no pay, allowances, or Service benefits such as retirement, medical coverage, or SGLI during separation.



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GENERAL PROVISIONS Part I

- Approval of up to 24 months of separation. Able to use twice during a career.
- Requests considered based on member's record and Service needs at time of separation.
- Applicant with active duty obligated service is not eligible (obligated service means commitment of time due to some benefit member received such as tuition assistance, training, advancement, promotion, PCS orders, etc., but does not include an enlistment contract).



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GENERAL PROVISIONS **Part II**

- Member must have an approved physical
- Request must be submitted at least 6 months prior to separation date
- For CNC: effective separation date must be within 12 months after child's birth (including an adopted child)
- Retirement eligible members may not apply for CNC or Temp Sep



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RETURNING TO ACTIVE DUTY

- Guaranteed reinstatement to same grade or rate.
- Must complete physical exam at MEPS and meet initial entry standards.
- Must submit Notice of Intent to return 6-12 months prior to date of intended return.
- Officers must initiate an NAC before effecting new appointment.
- CWO (COMMS) separated more than 12 months require favorable background investigation or update completed w/in 1 year of return.
- Enlisted members in rates requiring security clearances governed by same rules. Failure to qualify for proper clearance. will require member to pursue change in rating



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OFFICER PROVISIONS

- Eligibility limited to career officers who have served on active CG duty for 5 years without a break in service immediately preceding separation date. Career officers defined as:
 - Permanent commissioned officers O-3 or above.
 - Permanent commissioned WOs completing 3 year probationary period.
 - Temporary regular officers completing 3 years active commissioned service.
 - Reserve Program Administrators O-3 or above.
 - Permanent Commissioned Teaching Staff (PCTS) at CGA completing 2 years PCTS service.
- Requests to separate are unqualified resignations. Officers return with the same grade last held on active duty. Highest grade temporary officers can return is O-3.



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ENLISTED PROVISIONS Part I

- Enlisted members must be career-oriented, serving as an E-4 or above with more than:
 - 4 years active CG duty for CNC,
 - 6 years active CG duty for Temp Sep
- Must have no disciplinary action pending.
- For 12 months preceding request, must have an average of 4 in all performance evaluation factors (out of possible 7), and no unsatisfactory mark in Conduct.
- Separated for Convenience of the Government with a reenlistment code of RE-1.



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ENLISTED PROVISIONS **Part II**

- Unearned Selective Reenlistment Bonuses are recouped prior to separation.
- Guaranteed current pay grade if reenlist w/in 2 years. After that, subject to limitations of Open Rate List.
- Members returning receive full credit for any Time in Rate formerly creditable prior to separation for advancement purposes.



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ASSESSMENT

- Easy to implement
- Minimal impact on the Service' capability
 - majority of personnel separated were doing so at the end of their enlistment or obligation



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U. S. COAST GUARD

Questions?



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Stats

Officer TEMP SEP

	FY06	FY07	FY08	FY09
Total Temp Seps	47	45	53	53
Female	28	20	18	16
Male	19	25	35	37
Female return to AD	5	3	9	4
Male return to AD	2	5	6	7
Total return to AD	7	8	15	11



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Enlisted CNC and TEMP SEP

CNC	FY06	FY07	FY08	FY09
Total	26	20	18	16
Female	24	12	11	13
Male	2	8	7	3
Total return to AD	3	3	10	4

TEMP SEP	FY06	FY07	FY08	FY09
Total	39	20	31	30
Female	7	4	10	6
Male	32	16	21	24
Total return to AD	7	2	10	4



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NATIONAL GUARD BUREAU RESPONSE
to

The Congressional authorization from the FY09 NDAA authorized any service to initiate a Career Intermission Pilot Program:

ARNG Response: Career Intermission Pilot Program: "The ARNG has not taken any steps to amend our regulations governing the AGR program, NGR 600-5, The Active Guard/Reserve (AGR) Program, Full-Time National Guard (FTNGD), 20 February 1990; or NGR 600-10, ARNG Tour Program (NGB Controlled Title 10 USC Tours), dated 24 February 1983; to implement the Career Intermission Pilot Program provided for in the FY09 NDAA. Army Regulation 135-18, The Active Guard Reserve (AGR) Program, dated 1 November 2004, and DODI 1205.18, Full-Time Support (FTS) to the Reserve Components, dated 4 May 2007, already provide the regulatory basis and administrative procedures for AGR Soldiers to transition in and out of AGR status when appropriate. Given these regulatory provisions, and the unique features of the AGR program as compared to Regular Active Duty service, special steps by the ARNG to implement a Career Intermission Pilot Program for the AGR force are not necessary. The aims of the 2009 NDAA in this regard can be achieved, when and where appropriate, within the existing regulatory framework."

ANG Response: During Unified Legislation and Budgeting (ULB) cycle FY13A, the Air National Guard conveyed to the Air Force its interest in the Career Intermission Pilot Program (CIPP) as part of the larger Public Law 110-417, Section 533, Pilot Programs on Career Flexibility to Enhance Retention of Members of the Armed Forces. In addition and more specifically, the ANG is currently engaged as a Total Force partner in the Service effort to establish a robust array of Air Force Continuum of Service (CoS) programs which will ideally provide for a member to seamlessly serve across and between all three Air Force military components—Regular Active Duty, Guard and Reserve—on a continuum scale as a means to achieving a career. As USAF CoS activities seek to maximize retention options, the ANG sees CIPP as a strong candidate to offer greater flexibility to produce full careers for the member and full skills utilization for the Service components across the Airman's lifecycle. While CIPP currently targets full time active duty (Title 10) personnel as its beneficiaries, the program most beneficial to the ANG would be a CIPP that permits for the inclusion of the AGR (Title 32) Guardsman in order that this member's AGR tour is placed in abeyance as opposed to being discontinued should the member seek sabbatical status for one year.

**APPENDIX C-4:
SEXUAL ASSAULT PREVENTION AND RESPONSE OFFICE (SAPRO) BRIEFINGS,
3 JUNE 2010 AND 2 DECEMBER 2010**



OFFICE OF THE SECRETARY OF DEFENSE
SEXUAL ASSAULT PREVENTION
AND RESPONSE OFFICE



Department of Defense Sexual Assault Prevention and Response Office

Darlene Sullivan
Oversight Program Manager

3 June 2010

Defense Advisory Committee on Women in the Military Services

**PREVENTING SEXUAL ASSAULT
IS PART OF OUR DUTY.**



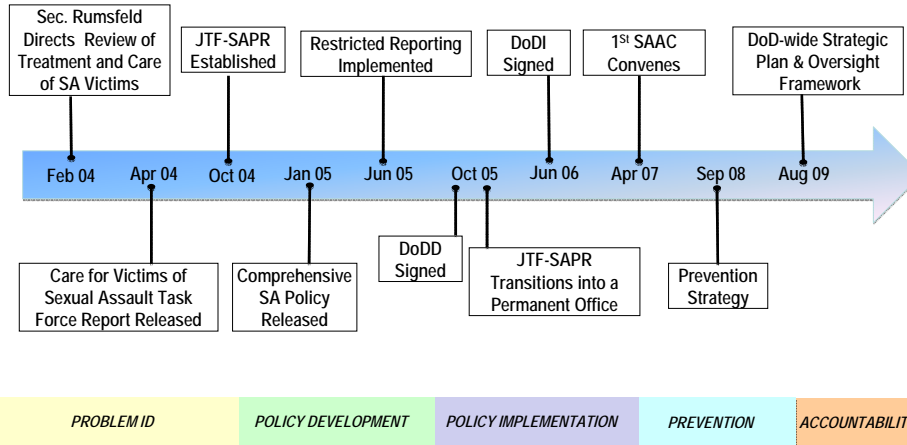
OFFICE OF THE SECRETARY OF DEFENSE
SEXUAL ASSAULT PREVENTION
AND RESPONSE OFFICE

Overview

- A Brief History: Sexual Assault Prevention and Response (SAPR) in the Department of Defense (DoD)
- SAPR Program and Policy
- DoD-Wide Strategic Plan
- Way Ahead



A Brief History: SAPR in DoD



SAPR Program and Policy

- DoD Policy
 - Prevent and respond to sexual assaults and ensure system accountability through comprehensive oversight program
- Sexual Assault Prevention and Response Office (SAPRO) Mission
 - Serve as single point of accountability and oversight for sexual assault policy, provide guidance to DoD components and facilitate resolution of issues common to the Services and joint commands
- SAPRO Vision
 - To enable military readiness by establishing a culture free of sexual assault
- Sexual Assault Prevention and Response (SAPR)
 - Governing Policy Documents:
 - DoD Directive 6495.01 – *spells out key player roles*
 - DoD Instruction 6495.02 – *describes the program in detail*



SAPR Program and Policy (cont.)

- Prevention
 - Comprehensive Training
 - Outreach Program
 - Prevention Strategy
- Victim Care
 - Sexual Assault Response Coordinators (SARC) (every location world-wide)
 - 24/7 Response
 - Restricted Reporting Option
- System Accountability
 - Annual Report
 - Academy Assessments
 - Policy Assistance Team (PAT) Visits

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DoD-Wide Strategic Plan

Sexual Assault Prevention and Response Program

- Goal 1: Prevent Sexual Assault
- Goal 2: Increase Reporting
- Goal 3: Improve Response
- Goal 4: Ensure Program Oversight
- Goal 5: Educate Stakeholders

The Services have aligned their strategic objectives to the *DoD-Wide SAPR Strategic Plan*.

6



Goal 1: Prevent Sexual Assault

- Worked to Promote Sexual Assault Prevention
 - Partnered with Non-profit Organization nationally known for Prevention Work and Messaging
 - Launched Campaign during Sexual Assault Awareness Month (April 2010)
- Service Senior Leader Support
 - Service Summits (Army, Navy & USMC, Air Force) with Senior Leaders (Officers, Enlisted and Civilians) to demonstrate commitment to prevention of sexual assault



7



Goal 1: Prevent Sexual Assault (cont.)

- Way Ahead Activities for Fiscal Years (FY) 2010-2011
 - United States Army
 - Develop pre-accession training for Junior ROTC Students, Senior ROTC Cadets, West Point Cadets and future Soldiers
 - Department of the Navy (including United States Marine Corps)
 - Expand Mentors in Violence Prevention Bystander Intervention training program in both the Navy and Marine Corps by adding an assessment component to determine effectiveness
 - United States Air Force
 - Conduct Bystander Intervention Train-the-Trainer workshops to train participants at all locations throughout the Air Force by 2012

8



Goal 2: Increase Reporting

- Worked to Reduce Reporting Stigma
- Publicized Reporting Options
- Way Ahead Activities for FY 2010-2011
 - All Service members receive annual sexual assault prevention and response training
 - Mandatory component of all accession training, professional education programs, and pre-command courses
 - United States Army - Increase the current six hours of awareness training to 18 hours of prevention training for junior enlisted and junior officers
 - United States Air Force Prevalence and Incidence Study – Conduct a year-long cross-sectional study for the prevalence and incidence of sexual assault in the Air Force

9



Goal 3: Improve Response

- Launched review of policies to credential SARCs and VAs
 - Collaboration between the Department and the Services to develop meaningful standards that will work within the respective missions and structures of the Services
- Informed providers of available resources and assisting victims in accessing these resources are standard components of the SAPR program
- Distributed prevention materials regularly through DoD SAPR websites: www.sapr.mil and www.myduty.mil

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Goal 3: Improve Response (cont.)

- Expanded Response Outreach and Collaboration
 - Pennsylvania Coalition Against Rape Civilian Agency Training Curriculum
- Way Ahead Activities for FY 2010-2011
 - Establish a national web-based hotline in addition to the existing Military OneSource 24/7 telephone/internet resource
 - Department of the Navy will audit existing guidance to ensure:
 - Timely responsiveness of VAs;
 - Routine interface between SARCs and Commanders;
 - Frequency and participation in local Case Management Groups; and
 - Compliance with sexual assault situation report requirements

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Goal 4: Ensure Program Oversight

- Ensured SAPR Program Integrity
 - Conducted PAT visits for Service Accession and Commander training
- Improved Reporting Capabilities
 - Continued Defense Sexual Assault Incident Database (DSAID) Development Processes
 - Standardized Case Disposition Definitions
 - Developed Empirical Research and Evaluation Initiatives
- Way Ahead Activities for FY 2010-2011
 - Reorganizing oversight structure to be placed under the Deputy Advisory Working Group (DAWG)

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Goal 5: Educate Stakeholders

- Continue to Develop Research on SAPR
 - DoD and Service Research Initiatives
- Respond to Congressional Inquiries, Briefings, and Hearings
 - House Armed Services Committee
 - House Oversight and Government Reform Committee
 - Special Updates: Prevention, DSAID, Military Service Academy Report
- Way Ahead Activities for FY 2010-2011
 - Provide progress updates to the recommendations from the following reports:
 - Government Accountability Office – Fiscal Years 2008, 2009 and 2010
 - Defense Task Force on Sexual Assault in the Military Services – FY 2009
 - Continue to support Service level committees paralleling the DoD Sexual Assault Advisory Committee



Goal 5: Educate Stakeholders

- Updated SAPRO Websites



www.SAPR.mil
(Program Focus)



www.MyDuty.mil
(Victim Care Focus)



Way Ahead

- FY10 Program Improvements
 - Continue to develop DSAID
 - SAPRO received a \$20 million funding increase in FY10 for program enhancements, of which \$7 million will be directed for DSAID
 - Develop additional congressional reports and briefings
 - Conduct research on awareness of SAPR programs
- FY10 Policy Improvements
 - Pursue standardized response methods across the Military Services through the reissuance of DoD Directive 6495.01 and the DoD Instruction 6495.02
 - Expand SAPR Policy to include:
 - Emergency care and SARC/VA support for DoD civilian employees and their eligible family dependents (18 years of age or older), and U.S. citizen DoD contingency contractor personnel at installations stationed Outside the Continental United States (OCONUS)
 - Full SAPR Services for eligible military dependents (18 years of age or older) at installations stationed within the Continental United States (CONUS) and OCONUS

15



Department of Defense
Sexual Assault Prevention & Response Office
Office number: 703-696-9422

www.sapr.mil - Program and policy
www.myduty.mil - Victim care and prevention

16



Back Up Slides

17



Oversight

- Congress
 - House Armed Services Committee
 - Senate Armed Services Committee
 - Government Reform and Oversight Committee
- Deputy Advisory Working Group (DAWG)
- Government Accountability Office (GAO)
- Department of Defense Inspector General (IG)
- Under Secretary for Defense (Personnel & Readiness)

18



Two Reporting Options

Restricted

- Victim discloses specified officials on confidential basis
 - SARCs, Victim Advocates (VA), and medical and mental health providers can take restricted report
- Commanding officer told of an assault (for safety reasons) but no name provided
- Victim receives treatment, including offer of a Sexual Assault Forensic Exam Kit (SAFE Kit), but no investigation initiated

Unrestricted

- Victim discloses sexual assault without confidentiality request
- Victim receives treatment
- Report made to law enforcement to initiate the official investigative process

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Definitions

- **Sexual Assault Response Coordinator (SARC)**
 - Responsible for ensuring that victims receive appropriate and responsive care, including medical, counseling and legal support services. Utilized across DoD to facilitate communication, transparency of response capabilities, and serve as the single point of contact to coordinate victim care.
- **Victim Advocate (VA)**
 - Reports to the SARC and provides direct assistance to victims. Listen to victims' needs and connect them with appropriate resources. Work with victims to help them make informed choices and then support them every step of the way.
- **Victim Services/Service Referrals**
 - Professionals from several disciplines, including medical and mental health providers, chaplains, unit commanders, investigators, judge advocates, work as a team to provide expert care for victims worldwide with a 24-hour/7-day-a-week response.
 - Referrals for services are made to both military and civilian sources. A referral for service can happen at any time while the victim is receiving assistance from a SARC or VA, and may happen several times throughout the military criminal justice process.

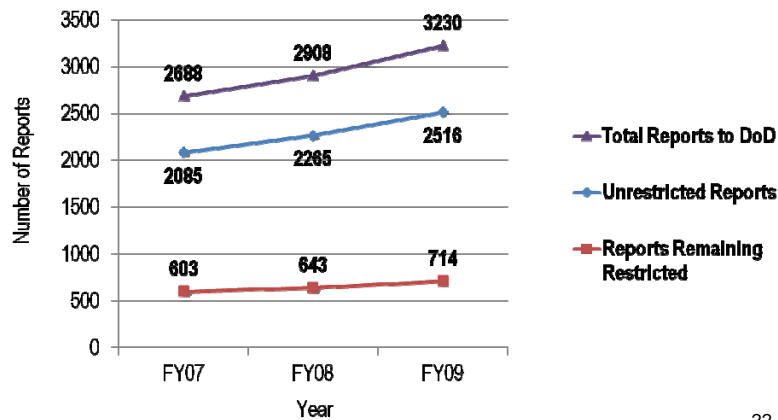


Definitions (cont.)

- **Policy Assistance Team (PAT) Visits**
 - As a function of the Department’s SAPR oversight mission, PAT visits were implemented in FY08 to determine how well SAPR policy and programs have been implemented, identify opportunities to refine DoD policy, and provide immediate programmatic feedback to stakeholders in the field.
- **Defense Sexual Assault Incident Database (DSAID)**
 - In response to Section 563 of NDAA, FY09, the Department must implement a centralized, case-level sexual assault database. The Military Services have agreed to update their own data systems to support DSAID, making it the Department’s official source for sexual assault reporting and analysis once established.



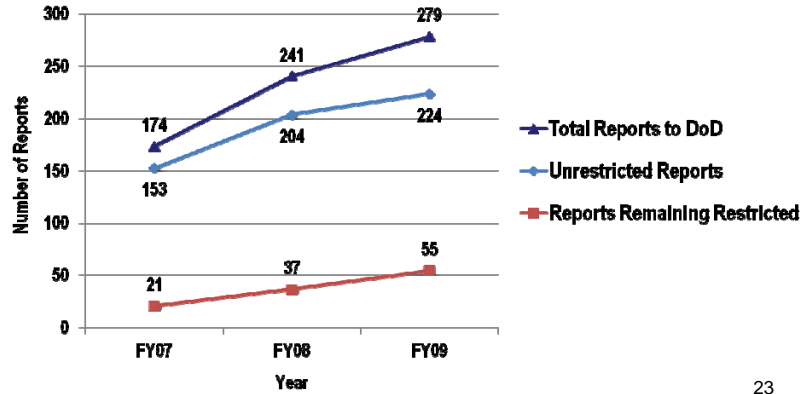
Total Reports of Sexual Assault FY07-FY09





OFFICE OF THE SECRETARY OF DEFENSE
SEXUAL ASSAULT PREVENTION
AND RESPONSE OFFICE

Reports of Sexual Assault, Combat Areas of Interest, FY07-FY09

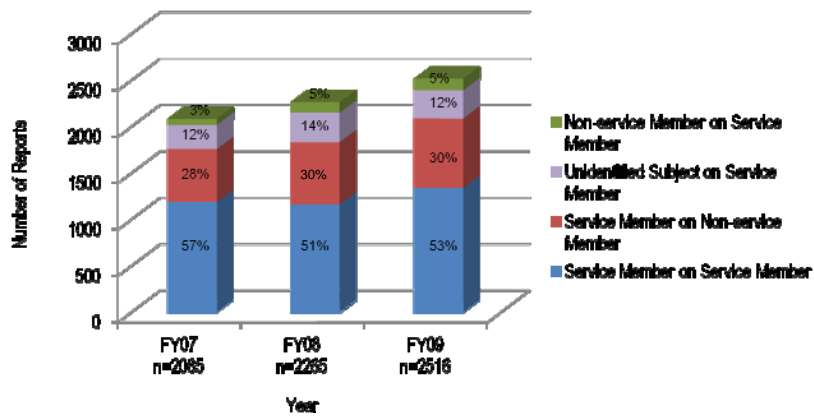


23



OFFICE OF THE SECRETARY OF DEFENSE
SEXUAL ASSAULT PREVENTION
AND RESPONSE OFFICE

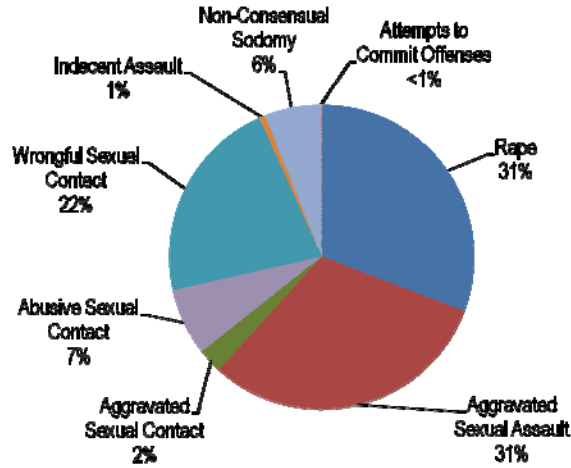
FY07-09 Service Member Involvement



24



FY09 Category of Offense

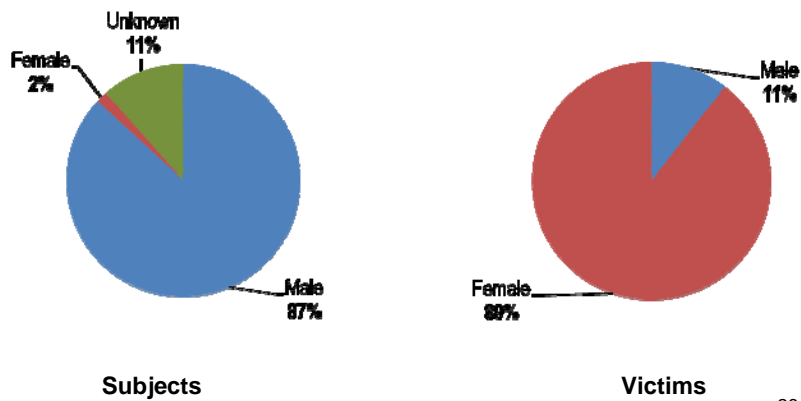


Offenses reported in
Unrestricted Reports
opened in FY09.
n = 2,516

25



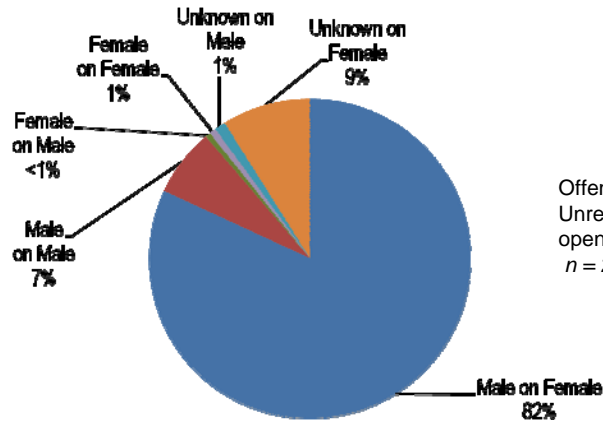
Gender FY09 Unrestricted Reports



26



FY09 Victims in Unrestricted Reports By Reported Subject Gender

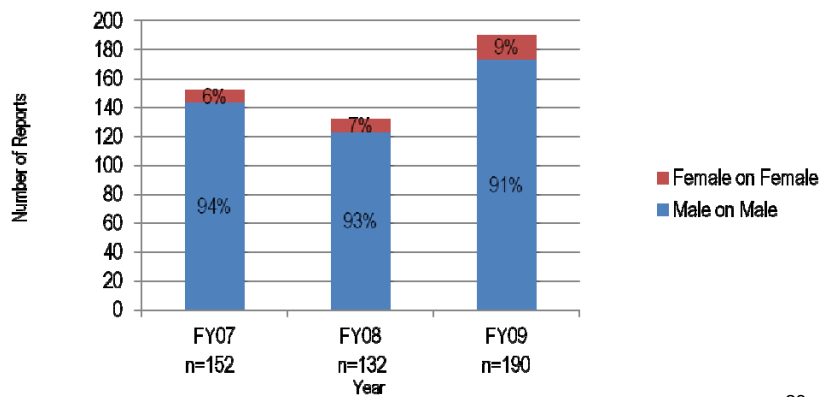


Offenses reported in
Unrestricted Reports
opened in FY09.
n = 2,516

27



Same-sex Unrestricted Reports FY07-FY09



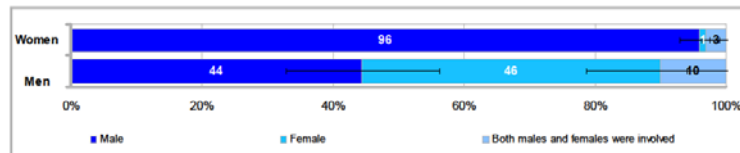
28



Defense Manpower Data Center 2006 Gender Relations Survey

- Of the 1.8% of men who reported an incident of Unwanted Sexual Contact:
 - 44% - incident perpetrated by male offender(s)
 - 46% - incident perpetrated by female offender(s)
 - 10% - by both male and female offender(s)

Figure 11.
Gender of Offenders in the One Situation, by Gender



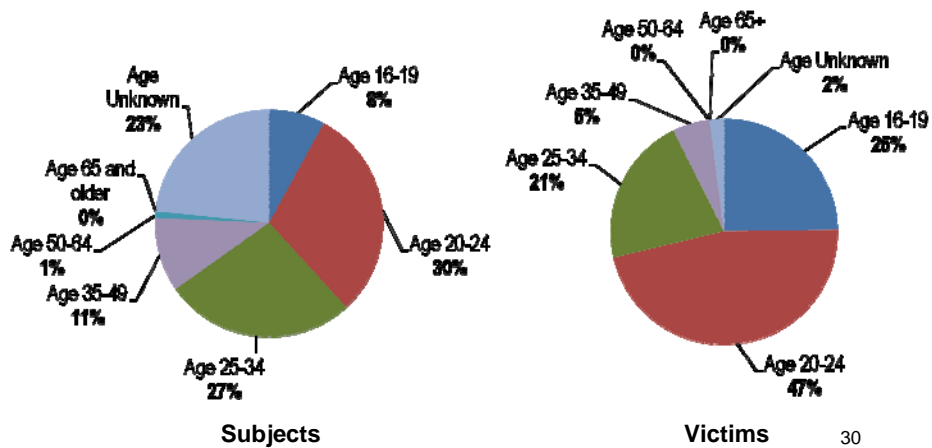
WGRA2006 Question 61

Margins of error range from ±3 to ±13

29



Age FY09 Unrestricted Reports

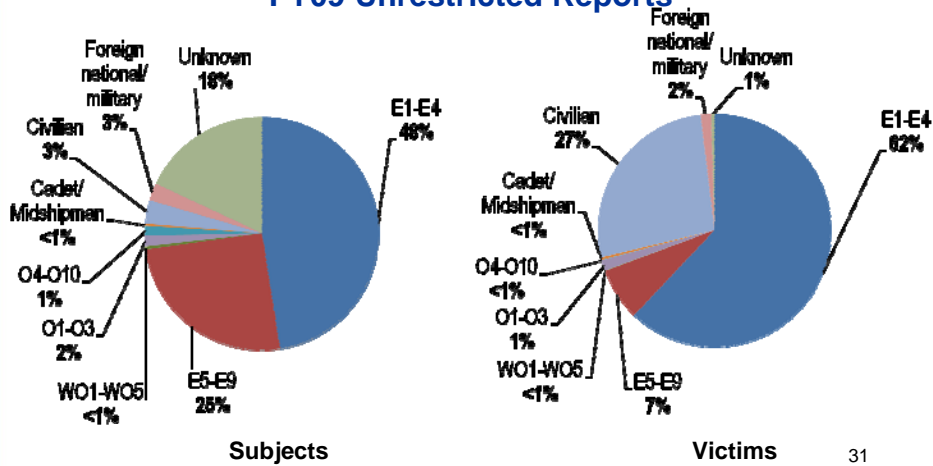


30



Grade

FY09 Unrestricted Reports

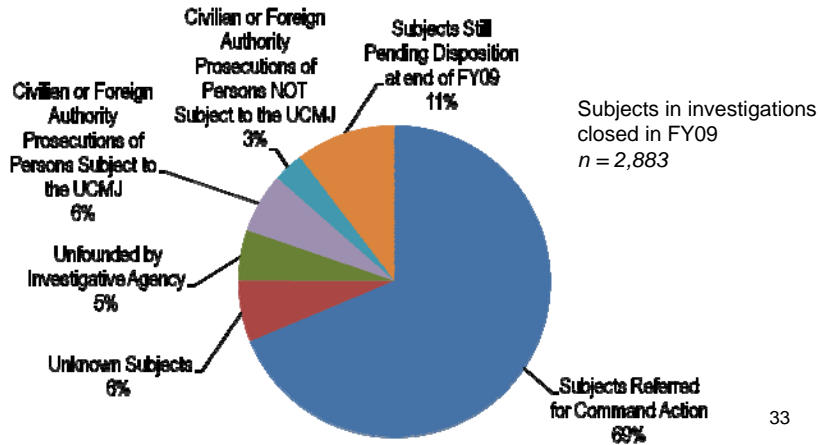


FY09 Investigations

Investigations from FY09 and prior years completed in FY09			
Investigations Completed in FY09	Reports Made Prior to FY09	Reports Made During FY09	Total FY09
Investigations of Unrestricted Reports of Sexual Assault Opened in FY09 or Pending from Prior Years	755	2,516	3,271
Investigations Completed as of 30-Sep-09 (involving one or more subjects)	715	1,569	2,284
Investigations still Pending as of 30-Sep-09	40	947	987



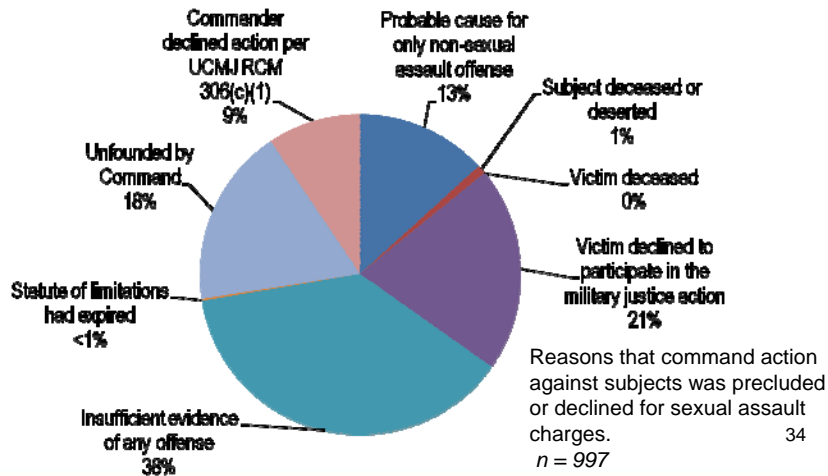
DoD's Ability to Take Action on FY09 Subjects in Closed Cases



33



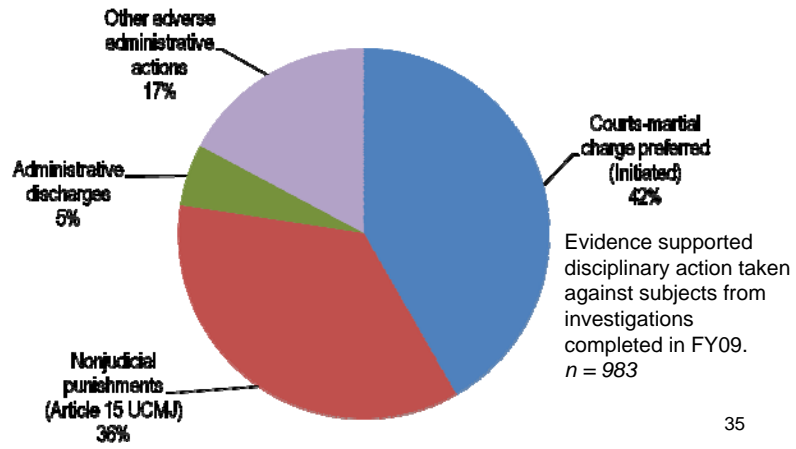
FY09 Subject Dispositions Command Action Declined or Precluded



34



FY09 Subject Dispositions Disciplinary Action by Command





OFFICE OF THE SECRETARY OF DEFENSE
**SEXUAL ASSAULT PREVENTION
AND RESPONSE OFFICE**

DACOWITS

Dr. Kaye Whitley, Director
Sexual Assault Prevention and Response Office
2 December 2010

**PREVENTING SEXUAL ASSAULT
IS EVERYONE'S DUTY.**



OFFICE OF THE SECRETARY OF DEFENSE
**SEXUAL ASSAULT PREVENTION
AND RESPONSE OFFICE**

Overview

- Ongoing Initiatives
- DTF-SAMS
 - Background
 - Report
 - Findings and Recommendations
 - DoD Response
- Way Ahead



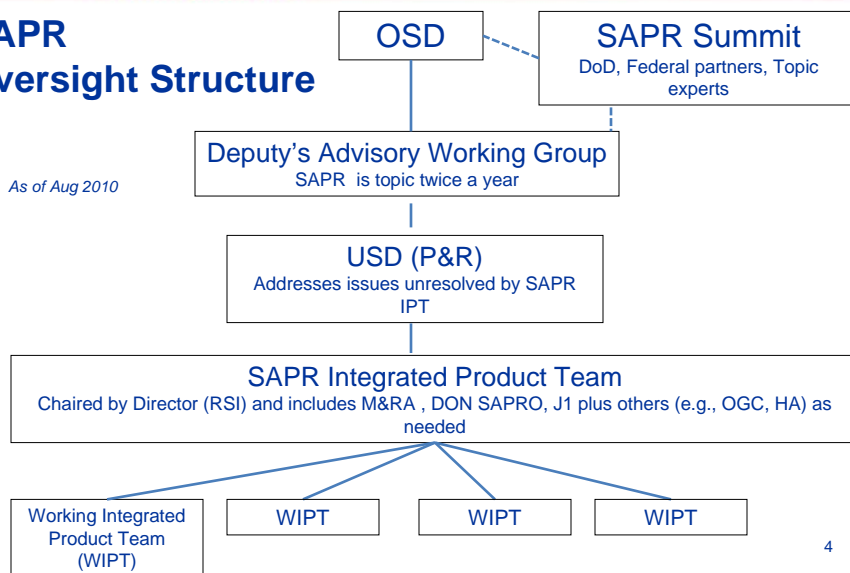
Ongoing Initiatives

- Re-issuance of DoD Directive 6495.01 and DoD Instruction 6495.02
- DoD SAfe Helpline
- Defense Sexual Assault Incident Database (DSAID)
- Oversight Framework
 - Integrated Product Team (IPT)
 - Working IPTs
 - Standardization
 - DEOMI
 - Contractors
 - Collaboration with the Department of Veterans Affairs



SAPR Oversight Structure

As of Aug 2010





DTF-SAMS Background

- Established by Fiscal Year 2005 National Defense Authorization Act
- Convened in August 2008 with a 10 member panel appointed by the Secretary of Defense (SECDEF)
 - Chartered to examine and report on matters relating to sexual assault in cases involving members of the Armed Forces
 - Conducted site visits, interviews and focus groups at 60 military locations, including overseas and deployed locations
 - Submitted report to SECDEF and Congress on 1 December 2009
 - 91 recommendations in four sexual assault areas (strategic direction, prevention and training, response to victims and accountability)
- Required SECDEF to submit a response to the Armed Services Committees within 90 days of receiving report
 - USD(P&R) submitted response on 27 May 2010

5



DTF-SAMS Report

- Submitted to SECDEF on 1 December 2009
- Contains 91 recommendations in four areas plus letters:
 - Strategic direction (28)
 - Prevention and training (14)
 - Response to victims (18)
 - Accountability (18)
 - Letters to JAG, IG and DUSD Plans (13)
- Task recommendations directed towards:
 - Congress
 - Secretary of Defense
 - Service Secretaries
 - Combatant Commanders
 - Commanders of Recruiting Organizations
 - DoD Inspector General
 - Judge Advocate Generals
 - Joint Commanders
 - SAPRO

6



Findings

- Highlights include:
 - Great strides in DoD and Service collaboration on SAPR
 - Individual Service approach shows creative initiative and produced substantive programs
 - Improvements despite ongoing contingency operations and limited resources
 - Continuing challenges associated with standardizing, professionalizing, and institutionalizing a relatively new program

7



Recommendations

- Highlights include:
 - Organizational placement of the SAPRO under DEPSECDEF for one year
 - Include SAPR in the budgeting process and ensure adequate funding to the Military Services
 - Restructure SAPRO to reflect necessary expertise to lead and oversee its primary mission of prevention, response, training and accountability
 - Establish uniform SAPR terminology and core structures among Services
 - Congressional funding for Defense Sexual Assault Incident Database (DSAID)

8



DoD Response to DTF-SAMS Report

- The report response notes four specific areas of concern:
 - To place responsibility for the Sexual Assault Prevention and Response Office (SAPRO) directly under the Deputy Secretary of Defense
 - That Congress require the Secretary of Defense to conduct a separate review of sexual assault prevention and response in the Reserve Components
 - That military law enforcement agencies obtain written agreements with local law enforcement agencies that state what agency shall be notified when the victim or offender is a Service Member
 - A conglomeration of recommendations that the Services perceive as inconsistent with the responsibilities and operational needs of the Secretaries of the Military Departments

9



DoD Response to DTF-SAMS Report

- Summary of the recommendations perceived as inconsistent with the responsibilities and operational needs of the Secretaries of the Military Departments:
 - Standardize, professionalize and institutionalize the Sexual Assault Response Coordinators (SARC) and Victim Advocates (VA) positions, and review organizational structures
 - Eliminate the use of Unit Victim Advocates (UVA)
 - Impose minimum grade requirements for victim advocates
 - Require a response team to assemble within 24-hours
 - Establish a consistent definition of substantiated
 - Provide Sexual Assault Forensic Examination (SAFE) training to medics and corpsmen
 - Restrict the Services' latitude to select Article 32 Investigating Officers

10



Way Ahead

- The Department has developed an executable action plan with prioritized actions, and is working to address resources needed to implement. Just a few examples are:
 - DSAID
 - DoD SAfe Helpline
 - Joint Services Committee on Military Justice has completed a review of Article 120, UCMJ, and has recommended amendments to Congress
 - DoD IG has been tasked to standardize investigative terms such as “founded” and “unfounded”
 - DoD has proposed amendment to the UCMJ allowing for a Victim Advocate - Victim Privilege that covers all victims of violence (sexual assault and domestic violence).
 - Enhancing training for first responders (e.g. DEOMI initiative)
 - Services have been tasked to provide updates

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BOTTOMLINE

The Department will continue our efforts to enable military readiness by establishing a culture free of sexual assault throughout DoD.

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OFFICE OF THE SECRETARY OF DEFENSE
**SEXUAL ASSAULT PREVENTION
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Backup Slides

**PREVENTING SEXUAL ASSAULT
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Policy Reissuance

- In reissuance process with expected completion April 2011
 - Revised so easily understood by youngest entry-level professional who has never had SAPR training
 - Explicitly states that policy focus is on the victim
- Sexual Assault Response Coordinator (SARC) named as “single point of contact” for sexual assault victim
 - “SARC” and “Victim Advocate” to be standard terms
- Sexual assault patients to be given priority as emergency cases
 - Sexual assault patients shall be given priority, regardless of whether physical injuries are evident
- Established integrated database

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DoD Safe Helpline

Anywhere, anytime...Sexual assault support for the DoD community

- Anonymous and confidential hotline for sexual assault victims and military community to receive crises support
- Benefits include increased reporting, more victims getting care earlier, potential identification of systemic gaps
- Three approaches: Live online chat, telephone hotline and texting service
- Contract with Rape, Abuse, Incest National Network awarded May 2010
 - Training and communication materials under development.
- Expected launch date in early 2011

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Defense Sexual Assault Incident Database (DSAID)

- Jan 10 - DoD released a Request for Proposals
- Feb 10 - Technical Evaluation Board established
- Apr 10 - Delay in contract award due to protest
- Jul 10 – GAO denied the protest
- Aug 10 - Contract awarded to ASM Research, Inc.
 - Task Orders have been completed and approved
 - Now working with ASM Research in development of deliverables
- Feb 11 next update to Congress

17



US Army Europe Restricted Reporting Pilot

- Army conducting pilot to offer restricted reporting to qualified adult civilian beneficiaries of military healthcare system in Europe
 - Goal is to increase reporting
- Initial pilot ran 1 March 2010 - 31 August 2010
- Army Vice Chief of Staff extended pilot to Feb 2011
- SAPRO Oversight Program Manager had in-progress report from Army in September
 - SAPRO supports decision to extend the pilot
 - All participants recommended extending the pilot indefinitely

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**APPENDIX C-5:
HEALTH AFFAIRS (HA) DEFENSE CENTERS OF EXCELLENCE (DCOE) FOR
PSYCHOLOGICAL HEALTH & TRAUMATIC BRAIN INJURY BRIEFING,
3 DECEMBER 2010**

DoD Efforts to Address PTSD Challenges Unique to Female Servicemembers

3 December 2010

Colanda R. Cato, Ph.D.

Licensed Clinical Psychologist, Program Manager, SME, Interpersonal Violence,
Resilience & Prevention Directorate (DCoE)



DCoE Overview

Structure

- Created in November 2007.
- 8 directorates and 6 component centers.
- Partners and collaborates with the VA and other military and national civilian networks, agencies, leaders, clinical experts, and academic institutions.

Mission

- Assess, validate, oversee and facilitate prevention, resilience, identification, treatment, outreach, rehabilitation, and reintegration programs for PH and TBI.
- Ensure the DoD meets the needs of the military community, warriors, and families.

Resilience * Recovery * Reintegration



Real Warriors: Profile of Courage

Army medic, Staff SGT Krause, knew the warning signs of depression and PTSD, yet didn't recognize them in herself after returning home and she was drinking a bottle of wine *"just to go to sleep"* to avoid intrusive deployment memories.

Fortunately, others in her chain of command did and helped her see that she needed help and that it was OK to seek treatment.



Resilience * Recovery * Reintegration



3

Objectives

- Trauma and its relationship to PTSD
- Post-deployment mental health
- PTSD risk factors
- Psychological health challenges
- DoD resources
- The way ahead

Resilience * Recovery * Reintegration



4

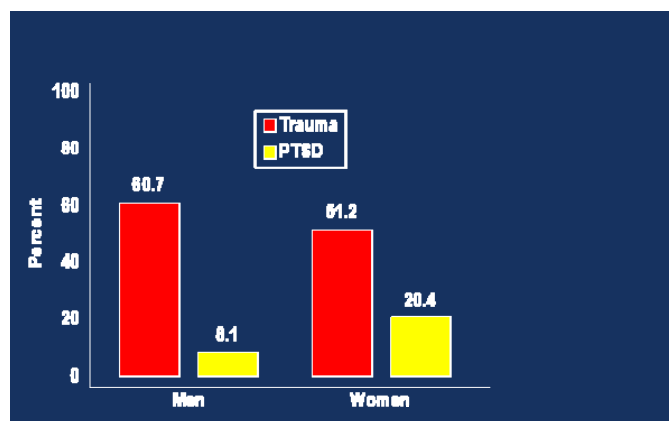
Trauma & PTSD



- An estimated **70%** of adults in the United States have experienced a traumatic event at least once in their lives.
- **Most** recover on their own.
- **7% to 20%** develop PTSD

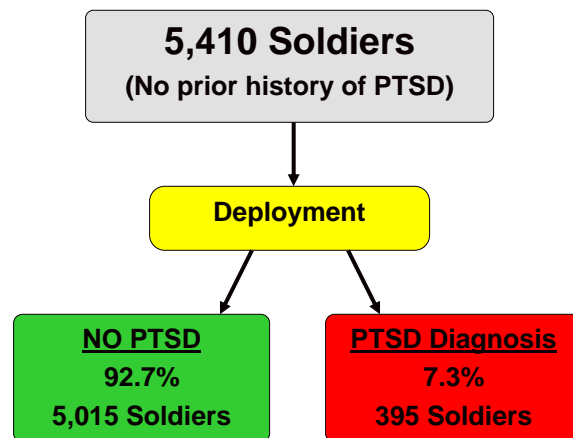
(Source: Foa, Hembree, & Rothbaum, 2007).

Trauma & PTSD (cont.)



Source: <http://www.essentiallearning.net/student/content/sections/lectora/VeteransPTSD/page7795.html>

Post-Deployment Mental Health



Source: Leard-Mann et al. (2009)



Post-Deployment Mental Health (cont.)

OIF/OEF females as compared to males reported:

Lower rates of...

- combat exposure
- frequent deployments

Greater rates of...

- PTS symptoms
- depressive symptom severity

Combat exposure and life/family function concerns were associated with...

- depression
- PTSD

Many studies examining these issues have major limitations



PTSD Risk Factors

- Servicemember not on active duty (e.g., Reserve Component, discharged/retired)
- Enlisted personnel
- *Female*
- Hispanic
- More lengthy deployments
- More extensive exposure to combat trauma



Source: RAND Study (2008)



Resilience * Recovery * Reintegration

9

Psychological Health Challenges

- Stigma
- Reporting disparities
- Externalizing vs. internalizing
- Provider availability
- Geographic dispersion of Reserve Components
- Continuity of care
- Quality of care standards
- Differential social support, feelings of preparedness, and precipitating factors



Resilience * Recovery * Reintegration

10

DoD Resources

What are we doing?

- Developing clinical practice guidelines (VA/DoD, DCoE)
- Identifying protective factors related to resilience (DCoE)
- Real Warriors Campaign (DCoE)
- AfterDeployment.org (T2)
- Deployment Health Clinical Center, Specialized Care Program and RESPECT-mil (DHCC)
- Training in evidenced-based treatments (CDP)
- inTransition (DCoE)
- Annual Trauma Spectrum Conference (DCoE/NIH/VA)



DoD Resources (cont.)

Post-Traumatic Stress is Treatable!!!

Cognitive Behavioral Therapies and Medication:

- **Exposure Therapy** involves learning new, adaptive responses to trauma reminders; Helps gain control of overwhelming fears via systemic exposure to feared cues
- **Cognitive Restructuring** "This event is going to haunt me forever" or "I am completely dysfunctional"
- **Anxiety Management Training** uses relaxation and other coping skills to improve coping with PTS-related emotions.
- **Psychoeducation** provides education about nature/effects of PTS so they are better able to deal with symptoms
- **Medication** includes the use of SSRIs (sertraline (Zoloft) and paroxetine (Paxil)) and SNRIs – approved by the FDA for treatment of PTSD and are best used with psychotherapy

The Way Ahead

Theories on Increased Risk Among Females

Diathesis-Stress Theory

- Trauma can result from a single or repeated incident.
- Individual/environmental characteristics may increase vulnerability to disease.
- Not everyone who is exposed to trauma will develop PTSD, but they might experience PTS.

(Source: Zubin & Spring, 1977; RAND, 2008; Luxton et al., 2010).

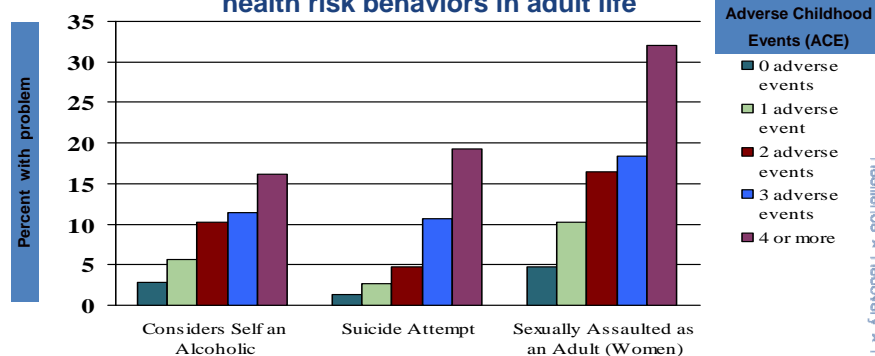
Trauma-Informed Care Theory

- Focuses on the role that previous traumatic experiences play in the subsequent development of mental health issues.
- Represents a paradigm shift in thought from asking "What's wrong with you?" to "What has happened to you?"

(Source: SAMSHA)

The Way Ahead (cont.)

Adverse Events and Outcomes:
Early research from an Army study, indicates that ACE scores are strong predictors of health risk behaviors in adult life

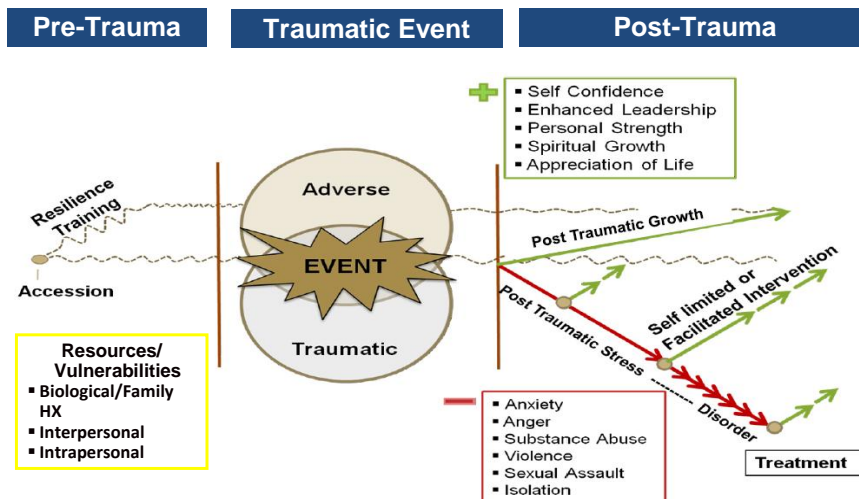


Individuals with a history of childhood adversity have an increased risk of developing post-traumatic stress symptoms, independent of severity of combat exposure

*Source: Department of Defense Symposium on Domestic Violence Prevention Research (2002)

The Way Ahead (cont.)

Points of Intervention



Source: Modified; CSF Presentation (Cornum, 2009)

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15

The Way Ahead (cont.)

Report to Congress on the NDAA FY08 Section 716: "Review of Gender- & Ethnic Group-Specific Mental Health Services & Treatment for Members of the Armed Forces"

recognizes that :

- Research is needed on gender- (and ethnic group-) specific needs of the Armed Forces, particularly among those who served in combat.
- No standardized approach across the Military Health System (MHS) regarding the provision of access to gender-specific services/programs has been implemented or was warranted.
- Gender-specific treatment/groups are available for a number of mental health issues (e.g., spousal abuse, anger management, PTSD, and sexual assault victims).
- MHS health care providers have been trained in gender- and culture-specific issues and are able to provide individualized treatment in accordance with the patient's gender and cultural background.

Resilience * Recovery * Reintegration

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The Way Ahead (cont.)

Integrated Mental Health Strategy (IMHS) DoD (DCoE)/VA Project

A 3-year project to examine potential gender-specific needs and identify gaps and methods to address these issues among servicemembers

Goals

- Support mental health services research on female servicemembers and veterans, and those who have experienced military sexual trauma (MST) (males and females).
- Ensure ongoing surveillance, program evaluation and research.
- Identify disparities, specific needs, and opportunities for improving both treatment and preventive services.

Methods

- Use existing data to explore gender differences in the delivery and effectiveness of mental health services.
- Develop strategies for overcoming health care disparities and barriers to care, and identify the need for further research.

Conclusions

Key Takeaways

DoD resources are available to help servicemembers who are in distress.

Negative mental health outcomes may be preventable with early and targeted intervention.

Previous trauma exposure plays a role in subsequent emotional and mental health outcomes.

Gender disparities among service members' mental health need to be examined further and systematically.

Questions & Feedback

Are there topics that DoD should address that are not already covered?



Contact:
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Back-up Slides

Comorbidity

People with PTSD may also have other problems. Research suggests the following comorbid conditions:

- **Depression**
- **Suicidal thoughts**
- **Anger or aggressive behavior**
- **Alcohol and/or drug abuse**
- **Medical problems**
- **Traumatic brain injury**
- **Relationship problems**
- **Effects on work functioning**

DCoE Component Centers

Goals: To provide care, support training and advance science

- The Defense and Veterans Brain Injury Center (DVBIC)
- The National Intrepid Center of Excellence (NICoE)
- The Center for the Study of Traumatic Stress (CSTS)
- The Deployment Health Clinical Center (DHCC)
- The Center for Deployment Psychology (CDP)
- The National Center for Telehealth and Technology (T2)

PTSD Criteria

- **DIAGNOSTIC CRITERIA FROM DSM IV TR 309.81**
- **The person has been exposed to a traumatic event in which both of the following were present:**
 - The person has been exposed, witnessed, or was confronted with an event or events that involved actual or threatened death or serious injury, or a threat to the physical integrity of self or others.
 - The person's response involved intense fear, helplessness, or horror.
- **The traumatic event is persistently reexperienced in one (or more) of the following ways:**
 - Recurrent and intrusive distressing recollections of the event, including images, thoughts, or perceptions.
 - Recurrent distressing dreams of the event.
 - Acting or feeling as if the traumatic event were recurring (includes a sense of reliving the experience, illusions, hallucinations, and dissociative flashback episodes, including those that occur on awakening or when intoxicated).
 - Intense psychological distress at exposure to internal or external cues that symbolize or resemble an aspect of the traumatic event.
 - Physiological reactivity on exposure to internal or external cues that symbolize or resemble an aspect of the traumatic event.

PTSD Criteria (Cont.)

- **Persistent avoidance of stimuli associated with the trauma and numbing of general responsiveness (not present before the trauma), as indicated by three (or more) of the following:**
 - Efforts to avoid thoughts, feelings, or conversations associated with the trauma
 - Efforts to avoid activities, places, or people that arouse recollections of the trauma
 - Inability to recall an important aspect of the trauma
 - Markedly diminished interest or participation in significant activities
 - Feeling of detachment or estrangement from others
 - Restricted range of affect (e.g., unable to have loving feelings)
 - Sense of a foreshortened future (e.g., does not expect to have a career, marriage, children, or a normal life span)
- **Persistent symptoms of increased arousal (not present before the trauma), as indicated by two (or more) of the following:**
 - Difficulty falling or staying asleep
 - Irritability or outbursts of anger
 - Difficulty concentrating
 - Hypervigilance
 - Exaggerated startle response
- **Duration of the disturbance (symptoms in Criteria B, C, and D) is more than one month**
- **The disturbance causes *clinically significant distress or impairment* in social, occupational, or other important areas of functioning.**

**APPENDIX C-6:
VETERANS AFFAIRS (VA) BRIEFING, DECEMBER 2010**



Combat vs. Non-Combat Status
Keith D Stabler
Chief, Judicial and Advisory Review
Compensation and Pension Service

12/02/2010

DACOWITS

Agenda

2

- Subject
 - History of Compensation Program
 - VA Schedule for Rating Disabilities
 - Combat Distinctions
 - Combat Consideration
 - Recent PTSD Regulation changes
 - Questions

Defense Advisory Committee on Women in the Services

December 2, 2010

Pre-Colonial to Pre-World War I Era

3

- **1636:** Plymouth Colony order that any soldier disabled in the service of defense of the Colony will be maintained by the Colony for life
- **1776:** Continental Congress passed first pension laws and administrative directives for veterans disabled during military service based on rank. Loss of limb or serious injury warranted half pay for the rest of the veteran's life (Congress lacked authority and resources so burden fell upon states)
- **Post Civil War:** Pension payments based on degree of disability instead of rank
- **1890:** Pension scope broadened to include veterans incapable of manual labor
- **1912:** Scope broadened further to include all veterans age 62 or older of the Mexican War and Union veterans of the Civil War

Defense Advisory Committee on Women in the Services

December 2, 2010

World War I Era Developments

4

- **1917:** War Risk Insurance Act Amendments provided the first impairment disability rating schedule and introduced compensation based on the average loss of earning capacity
- **1918:** Amended previous Act to add the presumption of soundness for enlisting service members

Defense Advisory Committee on Women in the Services

December 2, 2010

Early Versions of the Rating Schedule

5

- **1921:** Veterans Bureau established and first codified rating schedule drafted, which adopted the average loss of earning capacity standard. Local rating boards established
- **1924:** World War Veterans' Act created a new rating schedule based on California's workman's compensation system (known now as 1925 Rating Schedule), with incremental ratings of 1%, compensating loss of skills and function based on occupation
- **1933:** Economy Act eliminated ratings based on occupation and reintroduced compensation based on average loss of earning capacity. Established disability percentage evaluations of 10% increments

Defense Advisory Committee on Women in the Services

December 2, 2010

1945 Rating Schedule

6

- Rating schedule created based on medical and technological advances of World War II. Maintained average loss of earning capacity standard
- Effective April 1, 1946
- Forms the foundation of the VASRD in effect today

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December 2, 2010

Statutory Basis for VASRD

7

- Section 1155 title 38 U.S.C. provides: Secretary shall adopt and apply schedule of ratings of reductions in earning capacity from specific injuries or combination of injuries
- Ratings shall be based, “as far as practicable,” upon average impairment in earning capacity

Defense Advisory Committee on Women in the Services

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Combat Distinctions

8

- No difference in compensation payment based on combat / non-combat incurrence
- Prior to the 1970's, compensation rates based on wartime or peacetime service
- NDAA 2003 Established Combat Related Special Compensation (CRSC)
- NDAA 2008
 - Expanded CRSC to medical retirees with < 20 years of service
 - Ended recoupment of disability severance pay from VA compensation for combat related disabilities

Defense Advisory Committee on Women in the Services

December 2, 2010

Combat Consideration

9

- 38 U.S.C. 1154(b)
 - For any Veteran who “engaged in combat with the enemy”, lay statement is sufficient to establish the incurrence of a disability associated with that service.
 - Account must be consistent with “the circumstances, conditions, or hardships of such service,”.

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PTSD: Liberalizing Stressor Verification

10

- PTSD Rule: The Elements
 - Element 1: Claimed stressor is related to fear of hostile military or terrorist activity
 - Element 2: VA (or contract) psychiatrist or psychologist confirms:
 - Claimed stressor is adequate to support diagnosis
 - Veteran’s symptoms are related to claimed stressor
 - Element 3: Claimed stressor is consistent with the places, types, and circumstances of service

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December 2, 2010

PTSD: Liberalizing Stressor

11

- PTSD Rule: Impact on the Veteran
 - The Veteran's lay testimony alone may establish the occurrence of the claimed stressor
 - No need to further research and verify the claimed stressor
 - Reduced claim processing time

Defense Advisory Committee on Women in the Services

December 2, 2010

12

Questions



Keith D. Stabler
Chief, Judicial and Advisory Review
Compensation and Pension Service
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Defense Advisory Committee on Women in the Services

December 2, 2010

**APPENDIX D:
ACRONYMS USED IN REPORT**

**APPENDIX D:
ACRONYMS USED IN REPORT**

AF	Air Force
ANG	Air National Guard
ARNG	Army National Guard
CIPP	Career Intermission Pilot Program
CNA	Center for Naval Analysis
DACOWITS	Defense Advisory Committee on Women in the Services
DCoE	Defense Centers of Excellence
DMDC	Defense Manpower Data Center
DoD	Department of Defense
FTE	Full-Time Equivalent
FY	Fiscal Year
HA	Health Affairs
MPP	Military Personnel Policy
NCD	National Council on Disability
OEF	Operation Enduring Freedom
OIF	Operation Iraqi Freedom
PTSD	Post-Traumatic Stress Disorder
RA	Reserve Affairs
SAPRO	Sexual Assault Prevention and Response Office
SOFS-A	Status of Forces Survey of Active Duty Members
TBI	Traumatic Brain Injury
USMC	United States Marine Corps
VA	Veterans Affairs
VHA	Veterans Health Administration

ENDNOTES

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- ⁶ Ibid., p. 60
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- ⁸ Tanielian, T. & Jaycox, L. H. (2008). *Invisible wounds of war: Psychological and cognitive injuries, their consequences, and service to assist recovery*. Santa Monica, CA: The RAND Corporation.
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- ¹⁴ Report of The Defense Task Force on Sexual Assault in the Military Services (2009)
- ¹⁵ Fontana, A., Rosenheck, R. & Desai, R. (2010). Female veterans of Iraq and Afghanistan seeking care from VA specialized PTSD programs: Comparison with male veterans and female war zone veterans of previous eras. *Journal of Women's Health, 19 (4)*, 751-757.
- ¹⁶ Ibid.
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- ¹⁸ Ibid.
- ¹⁹ Presented by: Colanda R. Cato, Ph.D., Licensed Clinical Psychologist, Program Manager, SME, Interpersonal Violence, Resilience & Prevention Directorate, Defense Centers of Excellence [DCoE]
- ²⁰ Memorandum on Direct Ground Combat Definition and Assignment Rule from the Secretary of Defense to the Secretary of the Army, Secretary of the Navy, Secretary of the Air Force, Chairman, Joint Chiefs of Staff, Assistant Secretary of Defense (Personnel and Readiness), and Assistant Secretary of Defense (Reserve Affairs), (1994, January 13).
- ²¹ Harrell, M., Castaneda, L.W., Schirmer, P., Hallmark, B., Kavanagh, J., Gershwin, D. & Steinberg, P. (2007). *Assessing the assignment policy for Army women*, RAND National Defense Research Institute, p. xiv.
- ²² Ibid., p. xviii.
- ²³ Ibid., p xviii-xix.
- ²⁴ Ibid., p xx-xxi.
- ²⁵ DACOWITS 2009 Report, p. 11.
- ²⁶ Ibid., p. 6.
- ²⁷ Ibid., p. 9.
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- ³⁰ Ibid, p. 13.
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- Lindstrom, K. E., Smith, T. C., Wells, T. S., Wang, L. Z., Smith, B., Reed, R. J., Goldfinger, W. E. & Ryan, M.A.K. (November 2, 2006). The mental health of U.S. military women in combat support occupations. *Journal of Women's Health*, as cited in DACOWITS 2009 Report , p. 14.

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- Bray, R. M., Camlin, C. S., Fairbank, J.A., Dunteman, G. H. & Wheelless, S.C. (Spring 2001). The effects of stress on job functioning of military men and women. *Armed Forces & Society*, as cited in DACOWITS 2009 Report, p. 14.

³² As described in Chapter II, at the December business meeting, DACOWITS received a briefing on DoD efforts to address PTSD challenges unique to women service members. The briefing provided some data that women deployed to Iraq and Afghanistan had greater rates of post-traumatic stress symptoms than similarly deployed men, but noted that further research is needed to determine the reasons for this disparity, including whether it is attributable to military service. As reflected in its 2010 recommendation described above, the Committee agrees that further examination and identification of the gender-specific aspects and disparities of PTSD are warranted.

³³ DACOWITS 2009 Report, pp. 73-74; 136.

³⁴ *Ibid*, pp. 78-79; 138.

³⁵ Alvarez, L. (16 August 2009). Women at Arms: G.I. Jane stealthily breaks the combat barrier. *The New York Times*, p. 1.

³⁶ See, e.g., DACOWITS 2009 Report, p. 11 (description of media portrayal of roles of women in OIF/OEF). See also NPR, Morning Edition, Women in War: "I've Lived Out There With the Guys" (2011, February 21).

³⁷ See Letter to Chairman of the Senate Armed Service Committee from Robert M. Gates (2010, February 19).

³⁸ See Bacon, L. (17 May 2010). 13 Female Mids Excited to be First on Subs, *Navy Times*.

³⁹ Military Personnel Legislative Priorities: Hearing before the Military Personnel Subcommittee of the Committee on Armed Services. (May 17 2010). *H.R. 111th Cong.*, 19-20.

⁴⁰ Chiarelli, Peter W. (28 July 2010). Guest Blog: Women in the Army. *Combined Arms Center Blog*. Retrieved from <http://usacac.army.mil/blog/blogs/guestblog/archive/2010/07/28/women-in-the-army.aspx>.

⁴¹ Miles, D. (30 September 2010). More women in special ops forces, Gates predicts. *Armed Forces Press Service*.

⁴² Mullen, Mike (5 November 2010). Chairman's corner: Too many doors still closed for women. *DoD Live*. Retrieved from <http://www.dodlive.mil/index.php/2010/11/chairmans-corner-too-many-doors-still-closed-for-women/>.

⁴³ The Commission recommended that some closed career fields and specialties be opened immediately and that others be opened in a phased approach. See Tilghman, A. (10 December 2010). Panel: Let women serve in combat roles, *Army Times*.

⁴⁴ Women in combat, legislation and policy, perceptions, and the current operational environment (November 2010). *MLDC Issue Paper #56*, pp. 1; 3-4.

⁴⁵ The U.S. Coast Guard in its response stated that it does not have any assignments that are restricted by gender.

⁴⁶ The Defense Equal Opportunity Management Institute in its response stated that an assigned working group had reviewed and was in agreement with the recommendations in the DACOWITS 2009 Report pertaining to women in combat. A response from Assistant Secretary of Defense for Reserve Affairs concurred with the recommendations of the DACOWITS 2009 Report that pertained to the Reserves, adding, "It is clear that the Reserve Component will benefit from action on many of the recommendations pertaining to women serving in combat operations."

⁴⁷ The response from the Office of Military Personnel Policy (MPP) stated that the 1994 DoD policy on assignment of women does not require revision. However, this statement was not supported in either the MPP written or oral response, both of which reflected an inaccurate understanding of the history of the assignment policy and its legal underpinnings. In any event, MPP did not state any specific reasons that the 1994 policy should be maintained or present any substantial obstacle to eliminating it.