

# DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES

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## 2016 Recommendations & Continuing Concerns



# Mentorship



- **Recommendation:** The Secretary of Defense should require Military Services to include training on mentorship as an essential part of leadership training, including discussion of the role and meaning of mentorship, and of the mentoring of women by both women and men. The Committee does not recommend formal, mandatory mentorship programs.



# Single Parent Waivers



- **Recommendation:** The Secretary of Defense should require each of the Military Services to adopt a policy regarding accession of single custodial parents into the military to allow such accessions where facts, circumstances, and occupational requirements would allow, and where the Military Services would benefit.



# Continuing Concern



- **Accessions and Marketing**



# Gender Integration



- **Recommendation 1**: The Secretary of Defense should require detailed information from the Marine Corps that will delineate their comprehensive plan to fully integrate women into all military occupational specialties.



# Gender Integration



- **Recommendation 2:** The Secretary of Defense should require the Marine Corps and the Army to collaborate on Infantry Training to share best practices on gender integration.



# Chaplain Corps



- **Recommendation 1**: The Secretary of Defense should examine the unchanged percentage of women since 2006 in the Chaplain Corps.



# Chaplain Corps



- **Recommendation 2:** The Secretary of Defense should establish clear oversight of the Services' Chaplain Corps and set guidelines for increasing the diversity of the Chaplain Corps in alignment with the Force of the Future.





# Continuing Concern



- **Combat Gear and Equipment**



# Strategic Communications



- **Recommendation 1**: The Secretary of Defense should require that strategic wording and imaging across all communication platforms positively shape perceptions regarding the ability of servicewomen to perform to the highest standards of combat readiness.



# Strategic Communications



- **Recommendation 2:** The Secretary of Defense should aggressively educate the public and military personnel of the differences between occupational standards and physical fitness standards.



# Physical Standards



- **Recommendation 1**: The Secretary of Defense should require a complete review and update of the 2002, “*DoD Physical Fitness and Body Fat Programs Procedures*” (DoDI 1308.3), with the recent opening of over 200,000 positions to servicewomen.



# Physical Standards



- **Recommendation 2:** The Secretary of Defense should consider Service-wide adoption of the Air Force methodology and medical research data regarding body fat to be determined via abdominal circumference measurement to eliminate gender variance.



# Transition Services



- **Recommendation:** The Secretary of Defense should review and enhance the content of current transition assistance programs to better meet the unique needs of transitioning servicewomen.



# USMC Performance Evaluation



- **Recommendation:** The Secretary of Defense should have the Office of General Counsel review the Marine Corps Performance Evaluation System (PES), which currently differentiates between women's and men's temporary medical conditions, by annotating pregnancy on the PES form.



# OB MultiID Discharge Summary



- **Recommendation:** The Secretary of Defense should issue a policy regarding the proper use and distribution of the computer generated OB MultiID discharge summaries and make every effort to restrict the release of Protected Health Information (PHI).





# Consolidated P/P Instruction



- **Recommendation:** The Secretary of Defense should direct each of the Services to create a consolidated pregnancy and parenthood instruction to provide an all-inclusive, thorough resource for both Service members and their Commands.



# Continuing Concern



- **Maternity Uniforms**



# Continuing Concern



- **Sexual Harassment/Sexual Assault Training**

