

DACOWITS RFIs for December 2016

GENDER INTEGRATION	
1	<p>This year marks the first time that West Point and the Air Force Academy have integrated their boxing programs to include women. The Navy’s boxing program has previously been integrated.</p> <p>The Committee requests a briefing from each of the Military Service Academies* regarding the gender integration of boxing, to include the following:</p> <ul style="list-style-type: none"> • Baseline explanation behind the program’s history and design (e.g., curriculum development and objective, etc.); • Identification of whether program is optional or a mandatory course requirement for graduation; • Science based research of selected concussion protocol and potential value of standardizing a protocol amongst the Military Service Academies; • Types of protective safety gear that are required to be worn during matches and other risk mitigation efforts; and • How do you assess whether your boxing program is meeting your objectives?
TALENT MANAGEMENT (RETENTION INITIATIVES)	
2	<p>The Committee believes that the Military Services are losing women disproportionality to men at the mid-career point. There has been concern expressed by senior leaders that as the Military Services work to attract more women that this attrition will result in a disproportionate impact to the mission if left unresolved.</p> <p>The Committee requests a briefing from the Military Services* on the status of initiatives (e.g., Career Intermission Program, Navy’s pilot program to bring in trained professionals from the civilian sector at the mid-grade level, bonuses, etc.) that focus specifically on reducing attrition and increasing retention of women. Additionally, what years in service do women normally leave your Service branch?</p>
3	<p>During the Committee’s annual installation visits, co-location is frequently addressed by both men and women as an important issue affecting Service members. Military women are less likely than their male counterparts to be married; however, almost half of all married military women are married to a fellow Service member. Additionally, the number of married couples serving in different Service branches will continue to grow joint operations increase world-wide.</p> <p>The Committee requests a written response from the Office of the Undersecretary of Defense for Personnel and Readiness (OUSD (P&R)) on whether or not the Department has considered directing the Secretaries of the military departments to revise their co-location policies for married couples serving in different Service branches, making it mandatory for assignment managers to work across the Military Services.</p>
TALENT MANAGEMENT (PROPENSITY TO SERVE)	
4	<p>Attracting a more diverse recruitment pool from across the country is an important goal for the Secretary of Defense. He has stated many times that the majority of enlisted military recruits come from only six of our 50 states.</p> <p>The Committee requests briefings from the Military Services* on efforts to increase propensity to serve among women aged 17 to 24 (e.g., recruiting strategies). Additionally, does your Service branch see the Junior Reserve Officer Training Corps (JROTC) as a viable avenue to facilitate increasing propensity to serve, while at the same time abiding by the prohibition against active recruiting?</p>

* Panel Style Format

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SEXUAL HARASSMENT & SEXUAL ASSAULT TRAINING

5

This topic remains a continuing concern for DACOWITS.

The Committee requests **briefings** from the **Military Services*** on the current training that is provided to Service members to address sexual harassment and sexual assault, noting type and frequency. Additionally, with the integration of women into previously closed positions, is training on gender discrimination being conducted?

PREGNANCY AND PARENTHOOD

6

The anticipated increase in the number of women joining the Military Services will potentially increase the demand for childcare resources.

The Committee requests an updated **briefing** from the **Office of Family Policy/Children and Youth**, on the status of the expansion of on-base childcare facilities, 24-hour facilities, alternative childcare resources, the online enrollment pilot program, and cost mitigating strategies (e.g., subsidies, etc.). Additionally, what progress has been made to address state laws which effect childcare for Service members? Of note, the last briefing on this topic was provided to the Committee in March 2015.

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During the Committee's installation visits the past two years, Service members (both men and women) have reported potential issues with the way the Family Care Plan (FCP) policy (DoDI 1342.19) is being applied (e.g., child is running a fever, daycare or school requires child to be picked up, Service member told to utilize their FCP.).

The Committee requests **briefings** from the **Military Services*** on the application of the FCP Policy in each respective Service branch and how the appropriate application of the FCP is verified down to the unit level?