

DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES

Quarterly Meeting Minutes

13-14 March 2014

The Defense Advisory Committee on Women in the Services (DACOWITS) held a full committee meeting on March 13th and March 14th, 2014. The meeting was held at the Sheraton National Hotel-Pentagon City, 900 South Orme Street, Arlington, VA, 22204.

13 March 2014

Opening Comments

The Designated Federal Officer and DACOWITS Military Director, COL Betty Yarbrough, opened the meeting. Ms. Holly Hemphill, DACOWITS Chair, reported that it is the last meeting for five Committee members: BG (Ret) Maureen LeBoeuf, Ms. Nancy Duff Campbell, COL (Ret) Margarethe Cammermeyer, BG (Ret) Julia Cleckley, and SgtMajMC (Ret) John L. Estrada. Ms. Hemphill announced that Secretary of Defense Hagel will soon name new DACOWITS members. Ms. Hemphill also reported that DACOWITS delegates met with the Chief of Naval Operations, the Secretary of the Army, and the Chief of Staff of the Air Force to discuss topics of interest to the Services and the Committee. She said that Navy has aligned its sexual assault and sexual harassment prevention and response programs together, generally consistent with a DACOWITS 2013 recommendation. Lastly, Ms. Hemphill announced that the 2013 DACOWITS report is now available online at dacowits.defense.gov.

COL Yarbrough reviewed the status of the Committee's Requests for Information. The Committee received responses, either in the form of a briefing or written statements, to most of its requests. SAPRO was not able to report on the benchmarks that DoD will use to assess the effectiveness of new sexual assault provisions and progress toward improvements in prevention and response. The Committee promised to revisit this request for the June meeting. Army was not able to brief on the results of its study of institutional and cultural factors in integration, which will not be completed until June 2015.

Marine Corps Force Integration Plan

Under the Marine Corps Women in the Services Review (WISR) implementation plan, the validation of all physical occupational standards was expected to be complete by June 2013, and by the end of CY 2013, a recommendation was to have been made to leadership to keep open or request an exception to policy to close certain MOSs and units. DACOWITS requested a briefing on the status of the Marine Corps' plan to prepare for opening closed MOSs, to include the

validation of gender-neutral occupational standards, other research such as the Infantry Officer Course experiment, and any added features such as the Infantry Training Battalion experiment.

BGen George Smith, Director, Joint Capabilities Assessment and Integration Directorate

BGen Smith briefed on the status of the Marine Corps' implementation plan, which has been substantially revised. The Marine Corps has validated gender-neutral occupational standards in 11 previously-closed MOSs and plans shortly to notify Congress that they will now be open to women. These MOSs can be officially opened to women once the 30-day Congressional notification period passes. The Marine Corps also continues to conduct research to prepare for the successful integration of women into closed MOSs and units, and to prepare for recommending any positions that it deems should not be integrated, if necessary.

Previously, the Marine Corps, on an experimental basis and under an exception to then-current policy, had assigned women officers and staff NCOs to headquarters in certain units closed to women. BGen Smith reported that this experiment has met with good success and the Marine Corps is expanding this exception on an experimental basis. Additional officers and staff NCOs will be assigned to these units; women NCOs will now be assigned to unit commands; and women will now be assigned below the battalion level to the maneuver company and firing battery level. Women will still not be assigned to infantry battalions, however.

The Marine Corps is also opening entry-level training on a trial basis to volunteers in seven new MOSs to collect data on women's performance, including women Marines' propensity to enter these positions, injury rates, and performance and completion rates. The opening of entry-level training in these MOSs is in addition to the courses that were already experimentally opened to women in the entry-level training studies for infantry officer and rifleman's positions. Women completing the training will not be awarded the skill identifier or MOS.

The Marine Corps is also creating an experimental task force to evaluate the performance of men and women Marines collectively in the ground combat element. The all-volunteer group will consist of 461 Marines, including 120 women, and will consist of infantry, light armored reconnaissance (LAR), tanks, assault amphibious vehicle (AAV), artillery, and low altitude air defense (LAAD) MOSs. The group will undergo a training and deployment schedule mirroring that of a regular unit and will be evaluated on their performance in summer 2015. Members of the Committee expressed concern about the validity of this experiment, observing that women Marines have little incentive to volunteer for these trials when they will not be allowed to enter these MOSs if they complete the training.

USMC Combat Fitness Test

It had been reported that the Marine Corps was reviewing the Combat Fitness Test (CFT) that is administered annually to all Marines. DACOWITS requested the Marine Corps provide an overview of the CFT, including a description of its events and purpose, and the purpose for the review and the Marine Corps' plans for the test going forward.

Col Douglas Mayer, Director Marine Air-Ground Task Force (MAGTF) Training and Education Standards Division, Training and Education Command

Col Mayer reviewed the background of the CFT and the Marine Corps' reasons for reevaluating it. The CFT is a fitness test with some combat elements, which is conducted annually, is gender- and age-normed, and must be performed in seasonal utility uniform and boots. It consists of an 880-yard run; 30 pound ammunition lift, which is an upper body strength and endurance test; and the Maneuver Under Fire event involving sprints, crawls, fireman's carry, simulated grenade throw, and ammo can carry. Although some Marine Corps training programs use CFT tasks in their general program of instruction and the CFT correlates with some physical occupational tasks, the Marine Corps uses the CFT, along with the Physical Fitness Test (PFT), only as a general fitness (not occupational skill) test.

Col Mayer reported that the Marine Corps is adjusting the scoring tables on the test to allow the promotion board to better differentiate the test's top physical performers, as more Marines are achieving the maximum score on the test than were originally intended. The Marine Corps will not be adjusting the tasks themselves or the way the test is gender- and age-normed.

Col Mayer also reported that the Marine Corps, as part of its WISR implementation plan, has finished reviewing and validating all of its entry-level occupational standards and is in the process of finalizing standards above the entry-level for gender-neutrality.

Navy Update on Female Integration into Submarine Service

The Navy lifted its ban on women serving aboard submarines in 2010 and started assigning women officers first to the larger, ballistic-missile and guided-missile submarines. In January 2013 the Navy announced that women officers would begin reporting to Virginia-class attack submarines in FY 2015. The Navy is now considering whether women officers will be assigned to Los Angeles and Seawolf-class fast-attack submarines, in addition to the Virginia class. The Navy would also consider enlisted women for submarine duty as the next step. DACOWITS requested a briefing from the Navy on the progress of these measures.

CAPT David A. Roberts, Commanding Officer, Submarine Learning Center

CAPT Roberts briefed the Committee on the status of assigning women officers to submarines and the Navy's plans for integrating enlisted women into submarine duty. As of now, 54 women officers have served on submarines, with 35 more women in the training pipeline. Women officers have been integrated into 15% of submarine crews, and 4 Virginia class submarines will be integrated between January 2015 and January 2016. After January 2016, however, the expansion of the officer program will pause until the Navy assesses the retention rates of these officers. This is expected to be completed in FY 2019. Currently, the initial pipeline attrition rate is the same for women and men. In response to a member question, CAPT Roberts noted that the Navy's plan is to allow submariners to advance equally in their careers regardless of gender.

CAPT Roberts said Navy is on track with developing a plan to integrate enlisted women onto submarines, which he indicated is a more complex task than integrating a small cohort of women

officers, as every rank and as many 20 different rates will be integrated on the enlisted side. The Navy will begin integrating enlisted women onto submarines pending the outcome of a decision brief that will be presented to the Chief of Naval Operations (CNO) in March 2015 and required notification to Congress. The CNO brief will assess the need for habitability modifications (e.g., berthing and head arrangements) and community management and sustainability. The integration of enlisted women into submarines would be consistent with past integration efforts with mixed gender ships, would require no changes to the training or qualification process, and would maintain parity across gender in career management and habitability. CAPT Roberts reported that, to inform the CNO decision brief, the Navy is conducting a survey to assess the desire of enlisted women to serve on submarines. In accordance with the results of a 2011 Center for Naval Analysis study, the Navy has determined that women would comprise approximately 20% of crews. Submarines currently with women officers are being considered for integrating enlisted women.

Army/USSOCOM Briefing on Examination of Cultural Factors with Regard to Female Integration

DACOWITS requested a briefing from Army and SOCOM on the studies they are conducting on institutional and cultural factors as part of their implementation of the January 2013 combat integration directive and the ways in which Army and SOCOM plan to use those studies to carry out the directive.

Army, COL Linda Sheimo, Chief, Command Policies and Programs Division, Office of the Deputy Chief of Staff, Army G-1

COL Sheimo reported that the Army is limited in the amount of information it can provide to DACOWITS on its integration studies, due to a lawsuit filed against the Secretary of Defense (*Hegar v. Panetta*, No. 3:12-cv-6005 (N.D. Cal.)). Army will be able to make this information public once the gender-integration study is completed in summer 2015. The Army is in the midst of a long-term effort, begun in 2012, to examine occupational standards for positions closed to women. As part of this effort, TRADOC is collecting data through surveys, focus groups, and site visits. An assessment tool to match up soldiers to requirements for engineer and field artillery positions has already been completed, and is underway for infantry and armor positions. COL Sheimo also reported that, in response to the recent opening of field artillery positions to women, thirteen women officers have been assigned to cannon battalions inside brigade combat teams, and the reports so far have been very positive. One Field Artillery lieutenant is currently assigned as a Fire Support Officer in a combined arms battalion deployed to Afghanistan.

USSOCOM, Mr. Jeffrey Resko, USSOCOM Liaison to the National Capital Region

Mr. Resko briefed on the studies SOCOM has commissioned to examine the impact of women integrating into Special Operations Forces (SOF) units. SOCOM has three major study efforts underway: 1) a RAND literature review on social and task cohesion in small and elite teams, and a survey of attitudes among personnel in closed SOF specialties; 2) a Kansas University survey of Army Special Forces on attitudes towards integration, and a survey of women in open SOF positions on attitudes towards integration; 3) a Joint Special Operations University literature

review of elite, male-dominated analog teams, and personal interviews with members of such teams that recently integrated women. Mr. Resko reported that most of the data will be collected by July 2014, and SOCOM will present its recommendations to the Secretary of Defense by July 2015. Committee members asked Mr. Resko to clarify if these studies were being conducted to learn how to make integration a success or to determine whether to integrate women into these positions at all; Mr. Resko said the main purpose was to determine how to integrate women successfully.

Services Briefing on Accession of Enlisted Women

Outreach and recruitment of women is critical to ensuring the U.S. military has the strongest possible pool of highly qualified individuals to draw from in meeting its leadership needs. The Committee has previously received briefings from the Services on accessions of women officers and has now requested a briefing on the accession of enlisted women, including an overview of recruitment and accession of enlisted women (numbers and goals) over the past ten years.

USMC, Col Jeffrey Smitherman, Assistant Chief of Staff (G-3), Director of Operations for Marine Corps Recruiting Command

Col Smitherman briefed on the Marine Corps' efforts to attract and retain enlisted women. The Marine Corps sets a yearly numerical accession goal, or "target" for women, which has been met or exceeded every year since 2004. Over the last ten years, the Marine Corps has increased the percentage of women enlisted accessions from seven percent in 2004 to nine percent in 2013, and will likely continue to increase in the future as the Marine Corps draws down its force and maintains the target for number of women coming in. The Marine Corps adopts the same recruiting philosophy for men and women recruits, although it does use some forms of marketing that are targeted to women specifically (e.g., print/online ads prominently featuring women Marines). Col Smitherman stated that Joint Advertising Marketing Research and Studies (JAMRS) has conducted market assessments showing that women have the lowest propensity to serve in the Marine Corps, of all the Services. Lastly, Col Smitherman reported that enlisted retention rates for men and women Marines over the past ten years are statistically very similar. The Marine Corps efforts to retain women are similar to those used for retaining men, such as formal counseling with Marines considering getting out. The Marine Corps also uses professional female organizations to promote retention, career development and mentorship, such as the Women Marines Association.

Navy, CDR Brent Phillips, Director, Marketing and Advertising, Navy Recruiting Command; CDR Michael Wheeler, Deputy for Enlisted Plans & Policy, HQ US Navy

CDR Phillips and CDR Wheeler briefed on Navy's efforts to recruit and retain enlisted women. Navy sets yearly goals for the percentage of enlisted accessions that are women, which has been met eight of the last ten years. The current goal is 23%. The biggest predictor for women enlisting in the Navy is positive forms of personal contact with a recruit; the Navy uses seven affinity groups (e.g., Society of Women Engineers) to initiate this kind of contact. Navy's women recruiting initiatives are informed by JAMRS studies, and are focused on dispelling

cultural barriers such as, “The Navy is a man’s job,” and “Only traditional female jobs are available in the Navy.” These efforts include information resourcing, marketing and advertising, and community outreach and engagement. Navy provides a number of programs (e.g., mentoring and the Career Intermission Program) and initiatives to retain highly qualified Sailors, both women and men.

USCG, CDR William Makell, Operations Officer at the Coast Guard Recruiting Command

CDR Makell briefed on the Coast Guard’s efforts to attract and retain enlisted women. The Coast Guard is in the midst of a significant downsizing and has lost 67 recruiting billets and closed 17 recruiting offices this year. Currently, women comprise 14% of the enlisted population, and CDR Makell reported that percentage is expected to rise. Between 2003 and 2008, women comprised approximately 15% of enlisted accessions in the Coast Guard. That percentage has increased significantly in recent years, and every year since 2009 women have comprised more than 20% of enlisted accessions, including over 35% in 2013. The Coast Guard aggressively markets to women. Forty percent of its media budget specifically targets women, and the Coast Guard uses strategic partnerships and heavily targets women’s sports teams in marketing and promotion.

USAF, Ms. Tina Strickland, Chief AF Accessions and Training Management Division, HQ USAF

Ms. Strickland briefed on the Air Force’s efforts to attract and retain enlisted women. The Air Force does not have numerical targets or goals for accessions or overall representation of minority and gender groups in the Air Force in accordance with an Air Force Instruction. However, the Air Force is looking to increase the representation of women in the pool of applicants. The percentage of enlisted accessions comprised of women has actually decreased over the past ten years in the Air Force, from 22.6% in 2004 to 19.2% in 2013. The Air Force has marketing and recruitment efforts targeted specifically to women, such as television campaigns featuring women in prominent roles. The Air Force has also changed two long-standing policies that will be favorable for women: single parents can now serve with an approved dependency waiver, and commanders can now retain or re-access women that become pregnant during their initial training. Enlisted retention rates are very similar for women and men. The Air Force has several retention gender-neutral programs (e.g., Career Intermission Pilot Program, reenlistment bonuses).

Army, Mr. Paul Aswell, Chief, Accessions Division, Army GI, HQ USA

Mr. Aswell briefed on Army’s efforts to recruit and retain enlisted women. He reported that Army has no recruiting goals for women specifically. Army has made recent strides in opening occupational specialties to women and in these recently opened specialties, 15-30% of new Active Army privates are women. Young men have a 5-10% lower attrition rate than young women, but after the first term, enlisted retention rates are similar across gender. Mr. Aswell stated that Army is trying to address a recently-detected drop among women in the propensity to serve in the Army, and the Army is engaged in new marketing and outreach efforts with an increased focus on women, as 20 of its 46 FY2014 projects emphasize women. Army was a

sponsor of the documentary “Unsung Heroes: The Story of America’s Female Patriots” to be shown on public television later this year.

Recognition Ceremony for Departing Committee Members

The Committee recognized the service of the following departing members: BG (Ret) Maureen LeBoeuf, Ms. Nancy Duff Campbell, COL (Ret) Margarethe Cammermeyer, BG (Ret) Julia Cleckley, and SgtMajMC (Ret) John L. Estrada.

14 March 2013

Sexual Assault Provisions in National Defense Authorization Act (NDAA) 2014 Briefing and Benchmarks to Assess Effectiveness

DACOWITS requested a briefing from SAPRO on the implementation status of the sexual assault provisions of the FY 2014 NDAA and the benchmarks that DoD intends to use in assessing the effectiveness of both the new NDAA provisions and the progress of DoD generally on sexual assault prevention and response, including the military justice system. A report to the President is due December 1, 2014. In particular, DACOWITS wished to know about the implementation of the provision of the NDAA for FY 2014 requiring that when a Service member is convicted by a court-martial or receives non-judicial punishment or punitive administrative action for a sex-related offense, a notation to that effect must be placed in the unrestricted portion of the personnel service record of the member. The purpose of the inclusion of this information is to alert commanders to the members of their command who have committed such offenses to reduce the likelihood that repeat offenses will escape notice.

MG Jeffrey Snow, Director, SAPRO; Col Alan Metzler, Deputy Director, SAPRO; Mr. Dwight Sullivan, DoD Associate Deputy General Counsel for Military Justice

MG Snow briefed on SAPRO’s progress report to the President. The vast majority of FY 2013 NDAA provisions within SAPRO’s purview have been implemented. MG Snow reported that SAPRO will be using a combination of methods – metrics, surveys, focus groups, and Service reports – to assess the effectiveness in implementing the NDAA provisions. Data from FY 2013 show a significant increase in sexual assault reports compared to previous years, which MG Snow suggests indicates increased victim confidence in the sexual assault reporting system. Sexual assault prevalence data for 2013 is not available. In order to compare reports with incidence, a survey on prevalence will be fielded in 2014. For FY 2013, there was a 47% increase in unrestricted reports and a 58% increase in restricted reports. In response to a member question, MG Snow reported that the new SAPRO report to be released in April will not necessarily highlight the relationship between sexual assault and sexual harassment, but that a separate report on sexual harassment is being prepared.

Col Metzler reviewed SAPRO's current efforts to implement reforms from the FY 2014 NDAA, which number 33 sections of law. New provisions require that Service members found guilty of rape and sexual assault, forcible sodomy, and/or attempts to commit these offenses will be dismissed from the military or given a dishonorable discharge, and this will be noted in their permanent personnel file and generally also in the civilian sex offender registry. For other offenses (for which the offender has not been discharged), the notation in the service record will indicate a conviction or administrative action for "sex offenses" and cannot be placed in the restricted section; receiving commanders are required to review these notations.

Mr. Sullivan reviewed the provisions in the FY 2014 NDAA regarding sexual assault prevention and response reforms in the Uniform Code of Military Justice (UCMJ). The reforms concerned enhancing victims' rights and constraining the power of the convening authority. Article 6b enacted a crime victims' rights article in the UCMJ, which, among other things, provides the victim the right to be reasonably protected from the accused, the right not to be excluded from public proceedings, the right to be heard at hearings (e.g., public confinement review hearing, sentencing hearing), and the right to receive restitution as provided by law. Additionally, effective June 24, 2014, the Air Force's special victims' counsel pilot program, which provides legal assistance for victims of certain offenses, such as sexual assault, will be expanded to all Services. Reforms were enacted to the Article 32 pre-trial process, and will apply to all offenses committed on or after December 26, 2014. The scope of Article 32 investigations will now be limited to determine probable cause, and in most instances – including sexual assault cases – the preliminary hearing officer must be a judge advocate. Further, military victims will be given the option not to testify, and effective June 24, 2014, the clause that required that commanders consider the character and military service of the accused in making disposition decisions was removed. There will also be reforms to the post-trial process. Notably, the convening authority will not be able to set aside court-martial convictions except for certain minor offenses and punitive discharge is now required for many sex offenses. There are also criminal law reforms. The statute of limitations is eliminated for sexual assault; consensual sodomy is repealed as an offense; retaliation against alleged victims is prohibited; and relationships between those in entry-level processing and training and their superiors are now prohibited.

Sexual Harassment Complaints Process Briefing

DoD data show a substantial gap between the number of incidents of sexual assault and the number of sexual assault reports, and DoD has documented that victims do not come forward because they lack confidence in the system. DoD data also show a gap between the number of incidents of sexual harassment and the number of sexual harassment complaints, and DoD has documented that victims of sexual harassment, too, have expressed lack of confidence in the system as a reason for not filing sexual harassment complaints. Accordingly, DACOWITS requested a briefing from the Office of Diversity Management and Equal Opportunity on the way in which sexual harassment cases are investigated and adjudicated, including the role of the chain of command.

Mr. James Love, Office of Diversity and Military Equal Opportunity

Mr. Love briefed on the DoD guidance for processing sexual harassment complaints. Upon receiving a sexual harassment allegation, the commanding officer (CO) is required to forward the allegations within 72 hours to the next superior officer in the chain of command who is authorized to convene a general court-martial and is required to commence an investigation of the allegations. The investigation should be completed within 14 days, after which the CO submits, within 20 days, a final report on the investigation results to the next superior officer in the chain of command, which must include the action taken as a result of the investigation. If the investigation is not completed within that time, the CO submits a report on progress made in the investigation to the next superior officer in the chain of command within 20 days, with follow ups submitted every 14 days until the investigation is completed. At a minimum, the final or progress report must contain the name of the investigating officer, whether the allegations were substantiated, the projected or final date of the investigation, a copy of the investigating officer's final report, and a legal sufficiency review. Information about specific actions taken against an individual is not disclosed unless it is a matter of public record, such as court-martial proceedings. After adjudication, reports are kept in a local file on the installation.

Mr. Love reported that these procedures trace back to a 1998 directive-type DoD memorandum, and in practice are followed by the Services. They are not otherwise specified. Mr. Love expects sexual harassment complaint procedures to be published as comprehensive DoD-wide guidance in July 2014. A Committee member contrasted the sexual assault investigative process, in which the CO is required to report the incident and the ensuing investigation takes place outside the chain of command, and the sexual harassment process, in which the entire process is overseen by the CO inside the chain of command. Also, in response to a member question, Mr. Love stated that the NDAA-mandated review that would consider combining the offices for handling sexual assault and sexual harassment investigations has not started, and there is no timeline for its completion.

Public Comment Period

Sarah Zack

Ms. Zack expressed her concern about Air Force Chief of Staff Gen Mark Welsh's remarks issuing a challenge to Air Force members to grow mustaches in March as a measure of solidarity, even though 20% of the Air Force (women Service members) cannot participate.

Cathy Santos, Pennsylvania Disabled American Veterans, Women Veterans Program Chair

Ms. Santos spoke to raise greater awareness and concern for problems faced by veterans with military sexual trauma. She called for more enforcement. She submitted a written statement on the subject.

Lt Col (Ret) Tammy Trychon, Officer Women Leadership Symposium

The presenter announced the Officer Women Leadership Symposium, to be held at the Women's Memorial in Arlington, Virginia from April 3-5, 2014.

BrigGen Carol Timmons, Reserve and National Guard Service Representative to DACOWITS

The presenter stated that DACOWITS did not receive any briefing from the Reserves and National Guard on enlisted accessions and requested that the Committee include them in the future when requesting information from the Services. The presenter urged DACOWITS continue to visit at least one Reserve or National Guard installation when conducting site visits this year.

Ms. Monica Medina

Ms. Medina thanked the Committee for its work on behalf of all military women.

COL Linda Sheimo, U.S. Army Representative to DACOWITS

COL Sheimo stated that her office received permission to release some accessions data to DACOWITS yesterday, and will provide the Committee with that information. COL Sheimo also reported that the Women in Combat Symposium will be held from April 29 to May 1, 2014 in Falls Church, Virginia.

CDR Tanya Schneider, U.S. Coast Guard Service Representative to DACOWITS

This is CDR Schneider's last meeting as a Service representative to DACOWITS, as she will be retiring in June. She commended and thanked DACOWITS for the work its members do. Ms. Hemphill thanked CDR Schneider for her outstanding support for the Committee and its work over the years and wished her well in retirement.

Final Remarks

Committee Chair Ms. Holly Hemphill thanked the briefers, those who made public comments, and attendees. She announced that the next meeting will be held June 12-13. Designated Federal Officer COL Betty Yarbrough made final remarks before officially closing the meeting.

Meeting was adjourned.


Report Submitted by
COL Betty J. Yarbrough, USA
Director, DACOWITS


Report Certified by
Ms. Holly Hemphill
DACOWITS Chair

DACOWITS MEMBERS IN ATTENDANCE

Ms. Holly Hemphill

BG (Ret) Maureen LeBoeuf (13 Mar only)

Ms. Nancy Duff Campbell

COL (Ret) Margarethe Cammermeyer (13 Mar only)

BG (Ret) Julia Cleckley (13 Mar only)

SgtMajMC (Ret) John L. Estrada (13 Mar morning only)

FLTCM (Ret) Jacqueline DiRosa

LtGen (Ret) Frances Wilson

RADM (Ret) Elizabeth Morris

CMSgt (Ret.) Bernise Belcer

Ms. Teresa Christenson

CAPT (Ret.) Beverley Kelley

Rev. Dr. Cynthia Ramirez Lindenmeyer (14 Mar only)

Ms. Donna McAleer

LTC (Ret.) Hae-Sue Park

MG (Ret) Gale Pollock