

## 2016 DACOWITS Committee Members

*Gen (Ret) Janet Wolfenbarger (Chair)*  
*CMSgt (Ret) Bernise Belcer (Vice-Chair)*  
*Dr. Kristy Anderson*  
*Col (Ret) John Boggs*  
*Ms. Teresa Christenson*  
*Maj Gen (Ret) Sharon Dunbar*  
*Ms. Sharlene Hawkes*  
*CSM (Ret) Michele Jones*  
*CAPT (Ret) Beverly Kelley*  
*MG (Ret) John Macdonald*  
*Ms. Donna McAleer*  
*Ms. Monica Medina*  
*Ms. Janie Mines*  
*Mr. Brian Morrison*  
*FLTCM (Ret) Jo Ann Ortloff*  
*LTC (Ret) Hae-Sue Park*  
*VADM (Ret) Carol Pottenger*  
*SMA (Ret) Kenneth Preston*  
*Dr. Jackie Young*

Members are selected by the Secretary of Defense on the basis of their experience with the military or with women's workforce issues. They serve, without compensation, for 1-4 year terms.

For nomination requirements, please contact the DACOWITS Office.

## 2016 Meeting Dates

**8-9 March**

**14-15 June**

**13-14 September**

**8-9 December**

DACOWITS is authorized  
under the provisions of  
Public Law 92-463  
(Federal Advisory Committee Act)



**DACOWITS**



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# DACOWITS



**Defense Advisory  
Committee on  
Women in the  
Services**

## 2016



## **History**

DACOWITS was established in 1951 by then Secretary of Defense, George C. Marshall. Historically, DACOWITS' recommendations have been instrumental in effecting changes to laws and policies pertaining to military servicewomen.

## **Mission**

DACOWITS is an independent advisory committee that, through the Under Secretary of Defense for Personnel and Readiness, provides the Secretary of Defense with advice and recommendations on matters and policies relating to the recruitment and retention, treatment, utilization, integration, and well-being of highly qualified professional servicewomen in the Armed Forces.

The Committee provides an annual report to the Secretary of Defense based on information gathered through installation visits, focus groups with Service women and men, business meetings and briefings, meetings with military leaders, and review of relevant reports and survey data.

## **2016 Study Topics**

The Committee's recommendations and annual report are derived from study topics identified each year. The 2016 study topics include, but are not limited to the following:

- ⇒ Gender Integration
- ⇒ Re-Examining the Chaplain Corps
- ⇒ Physical / Occupational Standards
- ⇒ Combat Equipment and Gear
- ⇒ Recruitment and Accessions
- ⇒ Talent Management and Retention
  - Collocation & Geographic Stability
  - Mentorship
  - Childcare
- ⇒ Strategic Communications
- ⇒ Transition Training
- ⇒ Postpartum/Parenthood Policies



## **Previous Recommendations**

Over the years, DACOWITS has examined and recommended many changes including:

- ◆ Gender neutral occupational job standards
- ◆ Assigning women to submarines
- ◆ Opening combat aviation to female pilots
- ◆ Standardizing sexual assault reporting and ensuring victim confidentiality
- ◆ Improving equipment and uniforms
- ◆ Post-traumatic stress disorder treatment
- ◆ Pre-deployment weapons training
- ◆ Leadership role practices
- ◆ Various issues addressing sexual harassment and sexual assault
- ◆ Ending all gender-based restrictions on assignments
- ◆ Opening all career fields, specialties, schooling and training opportunities that have been closed
- ◆ Ways to improve the accountability of military leaders in preventing and responding to sexual harassment and sexual assault
- ◆ Ways to improve the health of deployed servicewomen