



Department of the Air Force

Integrity - Service - Excellence

2022 Women's Initiatives Team DACOWITS Update



**DAF Women's Initiative Team (WIT)
CAO June 2022**



Agenda

- **Background**
- **Initiatives Wins 2021 - Present**
- **Top 10 Current Initiatives**
- **Collaboration Opportunities**
- **Questions**





Who We Are

- **Department of the Air Force Barriers Analysis Working Group**
 - The DAF WIT is an on-volunteer team with 54 current LOEs and 600+ active volunteers.
- **Mission:**
 - Identify barriers to women's service in the Department of the Air Force and Department of Defense that influence and impact women's propensity to serve and advocate to eliminate those barriers through policy change.
- **Purpose:**
 - Analyzes anomalies found in civilian and military workplace policies, procedures, and practices using a grassroots perspective.
 - Identify root causes, including determining if those root causes are potential barriers to diversity, equal opportunity, equity, inclusion, and accessibility, while devising plans to eliminate them.



2021 Initiative Wins

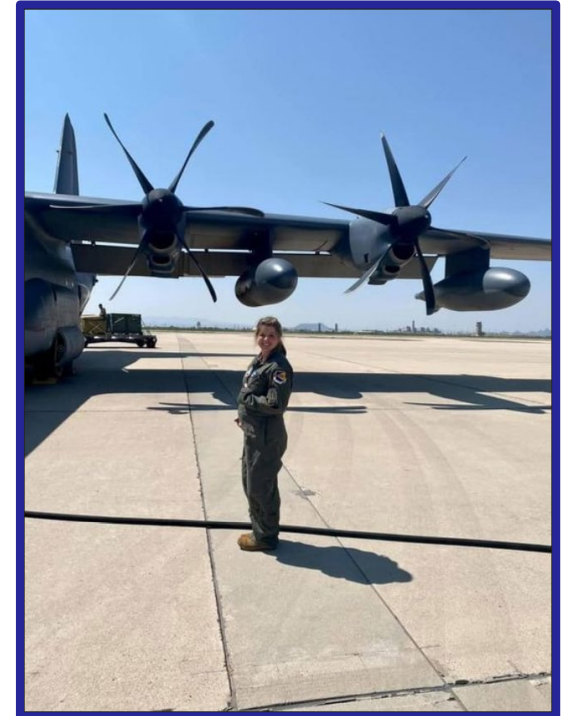
- **Commander Accountability for Climate**
 - The Department of the Air Force guidance memorandum directed “all commanders who score 49% or less in categories relating to diversity, inclusion, belonging or equal opportunity topics, to create a command action plan to address findings within 60 days of receiving the DEOCS reports.”
- **Hair Policy Update**
 - Changes to women’s hair policy was made in January and June of 2021, allowing women to wear their hair in a bun, braid, ponytail or other similar hairstyle and could extend to a total width of 12 inches (six inches to each side from the center of the head) and six inches protruding from the point where the hair is gathered.





2021 Initiative Wins

- **Clarification Post-Partum TDY Deferment**
 - The Department of the Air Force clarified in DAFI 36-2110 that the 12-month TDY deferment after giving birth is only waivable by the service member and is a by TDY occurrence waiver.
- **Convalescent Leave for Pregnancy Loss**
 - In collaboration with the Defense Health Agency Women and Infant Clinical Community (WICC) the Department of the Air Force updated DAFMAN 41-210 to standardize convalescent leave and profile timeframes for pregnancy loss, allowing them the time to heal and recover.
- **Pregnancy Termination Access**
 - The Department of the Air Force clarified in an AFGM to AFI 44-102 that “Given the time sensitive nature of the procedure, pregnancy termination should not be considered an elective procedure for the purpose of requiring unit commander pre-approval and coordination.”





2022 Initiative Wins

- **Uniform: Maternity Flight Suits**
 - The Air Force redesigned and funded purchase of new flight suits to meet the needs of pregnancy.
- **Flying While Pregnant**
 - The Department of the Air Force clarifies policy allowing pregnant aviators the option to return to flying status during all trimesters, in all crew positions, and on all types of aircraft, with medical consultation and concurrence.
- **JTR Change Allowing Breastmilk Transport Cost Reimbursement:**
 - The Joint Travel Regulation (JTR) was updated to allow lactating Uniformed service members and civilian employees, up to 24 months after the birth of a child, to seek reimbursement of transport costs of breast milk while TDY for longer than 3 days and up to \$1,000 per TDY.





2022 Initiative Wins

- **Permissive TDY for Fertility Treatment**
 - The Department of the Air Force authorized commanders to approve Permissive TDY for members undergoing fertility treatment.
- **Bluetooth Breast Pumps Allowed in SCIFs/SAPFs**
 - AFSOC and USSOCOM (first COCOM) followed the lead of ACC by publishing policy memos alleviating the administrative hurdles that deterred or prohibited women from using these devices in these areas.
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Current Initiatives

- **Childcare**
 - Availability & Access
- **Masking of Pregnancy Upon Initial Positive Pregnancy Test**
 - Protect mother's decision on pregnancy notification to non-medical providers within chain of command
- **Female Specialized Healthcare**
 - Reproductive Health & Infertility
 - Pregnancy Termination Access
 - Provider Choice
 - Tricare Doula Demonstration Shortfalls
 - Paid Civilian Lactation Breaks
 - JTR Changes expanding to PCS coverage and to allow attendant travel coverage





Current Initiatives

- **Implementation of the Cadet Act**
 - Allowing Military Service Academies the option to execute a family care plan
- **Sexual Assault & Harassment**
 - Implementation of ICR Recommendations and other DAF efforts to create well-rounded care and advocacy for sexual assault survivors
- **Availability/Access to Women's Uniform Items and Equipment**
 - Including pregnancy specific items
- **Implementation of Parental Leave Parity**
 - Reserve/Guard maternity leave





Collaboration in the Joint Community



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Questions



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Join the DAF WIT!

- **DAF WIT Portal Page:**

https://www.my.af.mil/gcss-af/USAF/ep/globalTab.do?channelPageId=sC9710F91735E613101735E85027F0040&fbclid=IwAR3Hv7hwrGdB3RJGjZwPLI2oQND_sbM3EHcj5Gj59zPNgW5e9WoO9TjbMI0

- **DAF WIT Facebook Group:**

<https://www.facebook.com/groups/AFWIT>

