

# DACOWITS' RFIs for December 2019

## DUAL-MILITARY CO-LOCATION POLICIES

(R&R)

DACOWITS continues to be interested in the retention of servicewomen and believes the co-location of dual-military couples is a contributing factor to success in this area. Given the large proportion of female Service members in dual-military couples, the Committee wonders if additional steps could be taken to further support the co-location of such couples, thus removing one of the obstacles that might prevent women from continuing their service. In 2017, DACOWITS provided the Secretary of Defense (SecDef) three recommendations for consideration:

- Direct the Military Services to review and consider revising their active duty dual-military co-location policies to incorporate the best practice from the Navy of establishing additional oversight from a higher level authority should an assignment manager/detailer be unable to accommodate co-location.
- Consider establishing a DoD policy that would make it mandatory for assignment managers/detailers to work across the Military Services to maximize the co-location of inter-Service active duty dual-military couples.
- Consider expanding the co-location policy to include any active duty dual-military parents, regardless of marital status, who share parental custody of the same minor child(ren) and desire to be assigned within the same geographic location for the benefit of his and/or her minor child(ren).

1

The Committee requests a **written response** from the **Military Services (to include the Reserves and National Guard)** on the following:

- a. Provide an update to your co-location policy, to include the status of action taken to address the DACOWITS' 2017 recommendations noted above.
- b. Provide policies or procedures pertaining to co-location for members of the Reserve and/or Guard when they have an Active Duty spouse.

## MARKETING STRATEGIES

(R&R)

DACOWITS continues to believe the increased accession of women into the Military Services will help create a stronger, more capable force. However, as more information becomes available regarding women's motivations to join the military, the Committee questions whether the Military Services might be missing key opportunities to tailor their marketing to the female population. In 2017, DACOWITS provided the SecDef the following recommendation for consideration:

- Require the Military Services to tailor their marketing to reflect the most salient reasons women join in order to inspire more women toward military service.

2

The Committee requests a **briefing** from the **Military Services (to include the Reserves and National Guard)** \* on the following:

- a. Marketing strategies for attracting women (to include racially and ethnically diverse women) into the Service, to include specific methods (e.g., events, social media, commercials, games, advertisements, materials, etc.).
- b. Examples of social media marketing outreach tailored to women over the last two years, as well as an analysis of the effectiveness for each effort.
- c. Examples of both large and small activities and events designed to attract women (to include racially and ethnically diverse women) over the last two years. Include the breakdown of the target audience, relationship with individuals or organizations considered to be influencers and the number of attendees.

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## EXIT AND RETENTION SURVEYS

(R&R)

As part of its ongoing examination of the recruitment and retention of women into the Armed Forces, DACOWITS continues to be interested in the reasons why servicewomen decide to leave the military at various points in their careers and in the ways DoD might promote retention. The Committee believes the Military Services can improve the data they collect on why Service members leave the military. In 2017, DACOWITS recommended that “*The SecDef direct the development and adoption of an exit survey or surveys to assess why the attrition level for women is higher than for men at various career points.*” DACOWITS remains interested in data pertaining to exit and retention surveys administered by the Military Services, to include governing policies, data captured, and noteworthy trends.

- 3** The Committee requests a **written response** from the **Military Services (to include the Reserves and National Guard)** on the following:
- a. Do you conduct workforce retention surveys or studies?
  - b. If so, how long have you been conducting? Provide a copy of the survey and most recent study.
  - c. At what point in their careers are participants receiving the survey (i.e., upon reenlistment)?
  - d. What are the survey participation rates for retained Service members?
  - e. Based on the results of the survey:
    - i. What are the main reasons women are staying?
    - ii. How do these results differ from their male counterparts?
    - iii. Are there differences in responses among women of color (race and ethnically diverse women)?
    - iv. What trends are noteworthy?
  - f. In addition, provide an update on the status of exit surveys and analysis.

- 4** The Committee requests a **briefing** from the **DoD Office of People Analytics** on the “*Single Survey of the National Guard and Reserve,*” to include information on:
- a. The overall purpose of the survey and intended participants; and
  - b. The science behind the development of the survey, to include the use of ambivalent sexism inventory questions.

## WOMEN IN AVIATION AND SPACE

(E&I)

Before the military allowed women to fly in combat, many female aviators left the military before reaching the highest ranks due to exclusions which prevented female aviators from attaining the career goals they needed for advancement. In 1991, Congress lifted the ban on women flying in combat aircraft. For the last two decades women’s participation in the field of aviation has increased. Today women can fly every type of military aircraft, however, only a handful have become high ranking military officers. For example, in the Air Force, women only make up 6 percent of pilots. Earlier this year, former Secretary of the Air Force Heather Wilson told the Senate Armed Services Committee that while the Air Force has no problem finding Airmen who want to learn how to fly, there is a disproportionately low presence of women among those volunteering.

- 5A** The Committee requests a **briefing** from the **Military Services\*** addressing women in the aviation community, to include the following:
- a. Provide total number of women by aviation platform. Provide whole numbers, percent of total community, and breakdown by rank.
  - b. What is the percentage of women in aviation by rank/MOS (i.e., maintenance, flight equipment, intelligence, supply, etc.)?
  - c. What barriers have you identified that may hinder women’s ascension into aviation specialties (e.g., equipment, anthropomorphic measures, etc.)?
  - d. What barriers have you identified that may limit women’s promotion potential once in the aviation specialties (i.e., berthing limitations, facilities, deployment time, etc.)?
  - e. What initiatives (current or planned) are being pursued to increase women in the aviation community?

\* Panel Style Format

R&R = Recruitment & Retention Subcommittee

E&I = Employment & Integration Subcommittee

WB&T = Well-Being & Treatment Subcommittee

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<b>5B</b>	<p>The Committee requests a <b>briefing</b> from the <b>Military Services*</b> addressing women in the space community, to include the following:</p> <ol style="list-style-type: none"> <li>a. Explain how members of your Service become astronauts or part of the space program (to include support positions).</li> <li>b. Provide total number of women by astronaut designation. Provide whole numbers, percent of total community, and breakdown by rank.</li> <li>c. What is the percentage of women in space support fields by rank/MOS (i.e., maintenance, flight equipment, intelligence, supply, etc.)?</li> <li>d. What barriers have you identified that may hinder women's ascension into space specialties (e.g., equipment, anthropomorphic measures, etc.)?</li> <li>e. What barriers have you identified that may limit women's promotion potential once in space specialties (i.e., berthing limitations, facilities, deployment time, etc.)?</li> <li>f. What initiatives (current or planned) are being pursued to increase women in the space community?</li> </ol>
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	<h2 style="margin: 0;">GENDER INTEGRATION IMPLEMENTATION PLANS <span style="float: right;">(E&amp;I)</span></h2> <p style="margin: 0;">Since 1951, one of DACOWITS' principle concerns has been the integration of women into the Armed Forces. In December of 2015, the SecDef approved the opening of all previously closed units, occupational specialties, positions, and training to women. The Military Services' integration implementation plans were subsequently approved in 2016.</p>
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<b>6</b>	<p style="color: red; font-weight: bold; margin: 0;">REQUEST RESCINDED</p> <p style="margin: 0;"><del>In December 2018, the Committee received a briefing from the Military Services on gender representation among instructors and trainers. The Committee commends the attention paid to ensuring gender representation among the instructor pipeline. As a follow up, the Committee requests a <b>written response</b> from the <b>Military Services</b> addressing the following (broken down by rank/gender/specialty or school):</del></p> <ol style="list-style-type: none"> <li><del>a. What is the promotion rate for Service members eligible for promotion that are serving as instructors at an MOS producing school outside their primary MOS?</del></li> <li><del>b. What is the promotion rate for Service members eligible for promotion that are serving as instructors at an MOS producing school in their primary MOS?</del></li> <li><del>e. What is the promotion rate for Service members eligible for promotion that are serving as instructors with a specialty designation (i.e., drill instructor)?</del></li> <li><del>d. What is the promotion rate for Service members eligible for promotion that are serving as instructors at a non MOS producing school?</del></li> </ol>
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<b>7</b>	<p>The Committee requests a <b>briefing</b> from the <b>Army, Navy, Marine Corps and Air Force*</b> on how the Services are progressing through the timelines outlined in their gender integration implementation plans? Please include the following:</p> <ol style="list-style-type: none"> <li>a. Accomplishments and/or setbacks to date (i.e., expected to achieve but have not yet).</li> <li>b. Plan for the next 18 months to implement any remaining components of the integration plan. How is this plan being released, promoted, and available for review among leadership, personnel, and the public?</li> <li>c. Has your Service discovered any limitations that may stall your proposed timeline for full integration (e.g., berthing considerations, combat gear and/or equipment, etc.)?</li> <li>d. Since combat positions were opened, how many women have been accessed into the training pipeline? Of those accessed, how many have completed training?</li> <li>e. Provide historical attrition rates, by gender, from January 2013 to November 2019 of candidates/students in Service branch schools, programs, or specialty courses integrated since December 2015.</li> </ol>
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## ARMY COMBAT FITNESS TEST (ACFT)

(E&I)

In October 2018, master fitness trainers began field testing the Army Combat Fitness Test (ACFT). In early 2019, select Army units took two 'not-for-record' ACFTs. By October 2020, the new age- and gender-neutral ACFT is slated to replace the nearly 40-year-old Army Physical Fitness Test and become the official test of record. The Committee is interested in learning more about how this test will impact servicewomen's careers in the Army.

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The Committee requests a **briefing** from the **Army** on the following:

- a. What is the physiological science on which the ACFT is based?
- b. What is the basis for the scoring criteria?
- c. What data is being collected during this pilot? And how will it be used?
- d. Other than testing physical fitness, what are the other uses of the ACFT (i.e., promotion, selection, schools, etc.)?
- e. What efforts has the Army taken to address potential disadvantages to women given the physiological gender differences between men and women?

## EFFECT OF GROOMING STANDARDS ON WOMEN'S HEALTH

(WB&T)

Military grooming standards ensure Service members are able to meet their occupational demands and maintain a professional appearance. However, sometimes these standards can unmask or exacerbate various skin conditions. According to the American Academy of Dermatology, *traction alopecia* is hair loss that is caused by repeat pulling on the hair due to tight hairstyles. Servicewomen can develop this condition if they wear their hair in a tight ponytail, bun, or braids, especially in combination with the use of chemicals or heat. Servicewomen have expressed to DACOWITS that specific grooming standards are causing them non-reversible hair loss. The Committee is concerned about the potential unintended consequences and impact of grooming standards on women's long term health.

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The Committee requests a **written response** from each of the **Military Services** to provide the following:

- a. Provide policies, regulations, and other directive sources that describe grooming standards for servicewomen. Include specifics that may be required for certain military specialties or working conditions, as well as any variances or allowances for racial or ethnic groups.
- b. Detail any reported or anecdotal information/data related to adverse health impacts of grooming standards, to include general standard or occupationally specific standards. Additionally, annotate which office collects such data and where is it reported.
- c. Describe any health impacts noted or reported which may be specific to different ethnic or racial groups (e.g., chemical hair treatments and/or hazardous products servicewomen may utilize to comply with grooming standards).
- d. Detail any studies that have been conducted related to health impacts on servicewomen associated with grooming standards.
- e. Detail any grooming standard waivers that are provided to Service members for diagnosed medical conditions.

# DACOWITS' RFIs for December 2019

## PRIMARY CAREGIVER LEAVE & CAREGIVER SABBATICAL

(WB&T)

The Committee continues to be interested in the enhancement of parental leave policies to help encourage workforce recruitment and retention of Service members by making military benefits more competitive with private sector benefits.

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The Committee requests a **written response** from each of the **Military Services (to include the Reserves and National Guard)** to provide the following:

- a. What is the current length of maternity/primary caregiver leave authorized for Service members following a birth or adoption?
- b. Provide details on any analysis conducted on how the length of this leave impacts retention. Detail any current or ongoing studies to assess whether this leave is having a positive impact on retaining servicewomen.
- c. Provide details on any analysis that considers whether extending the leave beyond the current length could lead to the increased retention of servicewomen.
- d. Address the benefits and/or potential risks to your Service if extended time off was offered to primary caregivers beyond the current authorized parental leave (i.e., sabbatical with corresponding service obligation).