

DACOWITS RFIs for June 2016

Gender Integration	
1	The Committee requests a written response and briefing from the Force Resiliency Office on the newly developed integration implementation oversight plan for the continued full and effective integration of women into previously closed combat positions that are now opened per the SECDEF's announcement on December 3, 2015.
2	The Committee requests a written response and briefing* from the Military Services and SOCOM on the implementation plans and timelines for continued full and effective integration of women into previously closed combat positions that are now opened per the SECDEF's announcement on December 3, 2015. Request you include in your response what is being done to encourage women to laterally move into these newly opened combat billets (e.g. strategic communications plan)?
3	<p>On Jan 1, 2016, the Secretary of the Navy sent a memo to the Marine Corps Commandant requesting a detailed plan for integrating genders in the branch's entry-level recruit training, to include the specific steps that the Marine Corps will take to fully integrate.</p> <p>Recently the Secretary of Navy indicated that the recruit training integration would be done incrementally. The Committee requests a written response and briefing which includes details on the plan and timeline to incrementally integrate enlisted recruit training. If the Marine Corps does not intend to fully integrate recruit training, the Committee requests that the rationale and supporting research be provided.</p>
4	<p>The Committee requests a briefing* from the Military Services to address the following questions:</p> <ol style="list-style-type: none"> a. What marketing strategies are the Services using to increase the accessions of women? b. Have the Services altered their marketing strategies to recruit women into the newly opened positions and units? If so, how?
5	<p>The Committee requests a briefing* from the Military Services on the strategic communication plans and messaging following the announcement on December 3, 2015.</p> <ol style="list-style-type: none"> a. Where is information located for those interested in applying to these newly opened positions? b. What information is being communicated in regards to gender-neutral standards? Where can Service members find this information?
6	The Committee requests a written response from the Marine Corps on how they are tracking the 100+ women who previously graduated from the infantry training battalion? If not already, when will they be awarded the MOS? And when will they be assigned to infantry units?
7	The Committee requests a written response from the Navy on the progress of the integration of women into the submarine community (officer and enlisted). Please include statistics on numbers of women assigned, required training completed, and how many critical positions/key billets have been filled (e.g., department head).

* Panel Style Format

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Sexual Harassment

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The Committee requests the **Office of Diversity Management and Equal Opportunity** provide a **written response** to follow-up questions from the [March 2016](#) briefing:

- a. When the Integrated Process Team (IPT) report will be complete?
- b. When will the recommendations be forwarded to the Undersecretary of Defense for Personnel and Readiness?
- c. When will the report be available to the public?

DoD SAPRO Retaliation Strategy

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The Committee requests the **DoD SAPRO** provide a **briefing** on the DoD SAPRO Retaliation Strategy.

Talent Management

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In the 2015 Annual Report to the Secretary of Defense, the Committee recommended that the Military Services devote sufficient resources to target and increase the recruitment of women into the officer and enlisted ranks, to include resources specifically devoted to increasing the recruitment of women and number of female recruiters. The Committee requests a **written response** from the **Military Services** updating information that was provided in [Sept. 2014](#), [Dec. 2014](#), and [March 2015](#), addressing the following questions:

- a. What are the Services' new recruiting initiatives (within the last 12 months) to recruit women?
- b. What is the percentage of women assigned to recruiting billets? Please include the data for officers and enlisted, trended over the last five years.

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The Committee requests the **Air Force** provide a **written response** to follow-up questions from the [December 2015](#) briefing:

- a. How is the Air Force progressing on its single parent policy change to date?
 - i. What are the lessons learned?
 - ii. What will the Air Force modify going forward?
- b. What does the prior entry counseling address?
- c. What documentation is required of the single parent recruit to demonstrate suitability to receive a waiver?

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The Committee requests the **Army, Navy, and Marine Corps** provide a **written response** to a follow-up question from the [December 2015](#) briefing:

- Are you considering implementing a policy to allow single parents to join, equivalent to that of the Air Force's policy? For example, Air Force policy allows single parent applicants to join with up to three dependents (both male and female) with a waiver.

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Chaplains Corps	
13	<p>The Committee requests the Army and Navy Chaplain Corps provide a written response to follow-up questions from the March 2016 briefing:</p> <ol style="list-style-type: none">What are all of the endorsing agencies for the Chaplain Corps?Which ones specifically endorse women?Of the agencies that endorse women, which have women currently serving as female chaplains? <p><i>Note: The Air Force provided a similar chart containing the above information during the March 2016 meeting.</i></p>
2015 Recommendations	
14	<p>During the June 2015 quarterly business meeting, the DOD Health Affairs Office advised the Committee that a policy regarding the proper use and distribution of the computer generated OB MultiID Discharge Summary would be issued to eliminate the release of this protected information. The Committee requests a copy of this policy or a written response on the status and timeline for implementing this policy.</p>
15	<p>DACOWITS is concerned that the Marine Corps is the only Service that differentiates between women's and men's temporary medical conditions by requiring/documenting pregnancies and postpartum convalescent periods on Marine's fitness reports. The Committee requests a written response from the Marine Corps on the intention and timeline to change the Marine Corps Performance Evaluation System and if not, the rationale for singling out pregnancy as the only medical condition which is required to be documented.</p>