



DEPARTMENT OF THE ARMY  
ASSISTANT SECRETARY OF THE ARMY  
MANPOWER AND RESERVE AFFAIRS  
111 ARMY PENTAGON  
WASHINGTON, DC 20310-0111

SAMR (600A)

1 December 2023

MEMORANDUM FOR Chairman, Defense Advisory Committee on Women in the Services (DACOWITS), ATTN: DACOWITS Members, Washington, DC 20310-0111

SUBJECT: Army Written Responses to DACOWITS's Requests for Information  
December 2023 RFI 4

1. In accordance with DACOWITS and its three subcommittees: (1) Recruitment and Retention (R&R); (2) Employment and Integration (E&I); and (3) Well-Being and Treatment (WB&T), the following Army written responses and briefings are provided:

a. **RFI 4: Impact of Key Influencers on Servicewomen's Career Paths.** The E&I subcommittee requested a written responses from the Army on the following:

(1) Provide information on key influencers and recruitment efforts for female officers currently attending the MSAs and ROTC to pursue careers in special operations forces (SOF) and other previously closed career fields.

**Response:** The United States Army Corps of Cadets (ROTC) and the United States Military Academy at West Point (USMA) remain focused on informing women of Army Officer opportunities to ensure our continued ability to achieve our assigned mission to recruit and develop new second lieutenants for the Army. In support of that, Army has integrated gender considerations in recruiting and marketing efforts to highlight female Cadets and Officers. Additionally, the Army refined its Officer Accessions process with Talent Based Branching and Virtual Branch Outreach to provide individual branches the opportunity to highlight women currently serving in their branches and provided the branches the opportunity to preference Cadets who express an interest in those career fields. Female branch representatives (including SF) participate in ROTC and USMA Branch Orientations during the annual Cadet Summer Training and Branch Week enabling Cadets to meet face-to-face with successful female career-oriented officers.

(2) Provide information on key influencers and mentoring efforts for enlisted women that impact career selection into SOF and other previously closed career fields, such as submarines and artillery forces.

**Response** – Formal and Informal mentoring groups offer a wide variety of influence to enlisted women for service in SOF and combat arms branches. These include relationships with senior female officers, enlisted non-commissioned officers, and civilian leaders; they aim to create a more equitable and inclusive environment dedicated to cultivating the diverse talent pool for continued service in challenging

SAMR (600A)

SUBJECT: Army Written Responses to DACOWITS's Requests for Information  
December 2023

career fields. Mentorship groups have been shown to increase the retention, promotion, and career progression of enlisted woman and continue to provide an inspiration to younger generations of female Soldiers seeking challenging jobs in SOF and combat arms.

2. The POC for this action is COL Caprissa S. Brown-Slade, Army Chief Diversity Officer, Senior Advisor for Diversity and Inclusion (SADI), ASA (M&RA), via email: caprissa.s.brownslade.mil@army.mil or via phone 202.341.1348.

///Original Signed///

AGNES GEREKEN SCHAEFER