

DACOWITS' RFIs for June 2018

MARKETING STRATEGIES

On 18 January, the Department of Defense announced a new initiative titled, “*This Is Your Military*,” which seeks to highlight the work of Service members, dispel myths about military service, and increase awareness among the American people.

- 1♦ The Committee requests a **briefing** from the **OATSD(PA) Community & Public Outreach** on the newly launched “*This Is Your Military*” initiative.

GENDER INTEGRATION IMPLEMENTATION

Following the December 3, 2015, decision by the SecDef to open all previously closed units and positions to women, DACOWITS has been closely monitoring the Services’ efforts to develop, enhance and implement plans to fully integrate women into all occupational specialties, career development and educating the total force.

- 2 The Committee requires a **written response** from the **Army, Marine Corps, Navy and Air Force** to address the following questions:
- What office is responsible for gender integration oversight and accountability and what areas are specifically covered?
 - What policies and regulations are in place to ensure long term integration?
 - What measures/metrics are used?
 - What systems are in place to track compliance, success and deficiencies?
 - What is the timeline for changes?
 - Who is responsible for measurements and gaps?
 - What is the current data on schools preparing Service members to serve in newly opened positions, including graduation occurring from Mar 16 to present?
 - What military schools have not had women accessions, graduation or completion?
 - What are the areas of success, positive trends or unexpected trends?

PERSONAL PROTECTIVE EQUIPMENT (PPE)/GEAR FOR WOMEN

DACOWITS continues to review and examine Personal Protective Gear (PPE) available to servicewomen. The Committee believes all the Military Services have made great strides in improving PPE to fit women. The Committee is interested in learning about the procurement, issuance and timelines for obtaining PPE for women.

- 3♦ The Committee requests a **briefing** from the **Military Services*** to address the following questions:
- What are the processes/practices to evaluate the effectiveness of PPE for women in integrated career specialties?
 - What is the timeline and process to obtain equipment in supply channels or to request alternative equipment?
 - How is equipment procured for unique fits if it is not in normal supply systems?
 - Is the same equipment used in training as for real world missions?
 - Is all combat equipment issued for training? If not, why?
 - What methods are used to leverage new and changing technology to improve PPE for women?

♦ Repeat briefing request due to government closure (inclement weather) on 21 March 2018.

* Panel Style Format

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HEALTHY UNIT CLIMATE

The Department of Defense has made progress in coping with sexual harassment and mistreatment in the Armed Services, but the “#MeToo” movement has shed more light on areas for continued emphasis. The Committee continues its work to address those gap areas.

- 4** The Committee requests a **briefing** from the **Office of Diversity Management and Equal Opportunity (ODMEO)** to address the following:
- a. Information regarding updates to the definitions for gender discrimination and sexual harassment, per the release of [DoDI 1020.03](#) in February 2018.
 - b. Data on incidences of gender discrimination and sexual harassment, to include statistics and trends over the last five years. Provide bar graphs or charts that includes data by Service, and within a Service by officer and enlisted ranks.

- 5** The Committee requests a **written response** from the **Army, Navy, Marine Corps and Air Force** as a follow-up data request to RFI 5. The Coast Guard provided information that the other Military Services did not, however, the panelists acknowledged the data existed for their Services. Reference the slide deck provided by the [Coast Guard for March 2018](#), that included data regarding sexual harassment actions taken (e.g., action or no action); percentage observed of high risk situations (yes or no); and the percentage of actions taken on high risk situations (e.g., took no action or took action).

PHYSICAL STANDARDS UPDATE (HEIGHT/WEIGHT/BODY FAT POLICIES)

The Committee seeks an update on the *2002 DoD Physical Fitness and Body Fat Programs Procedures (DoDI 1308.3)* policy, which has a direct impact on the retention, promotion, and readiness of servicewomen in the Armed Forces. In the Committee's [2016 report](#) they recommend that the SecDef require a complete review and update of the *DoDI 1308.3*, and that the SecDef consider Service-wide adoption of the Air Force methodology and medical research data regarding body fat determined via abdominal circumference measurement to eliminate gender variance.

- 6** The Committee requests a **written response** from the **US Public Health Service (USPHS)** to address the following:
- a. Update on the Task Force that was staffed by DoD to update *DODI 1308.3*, to include:
 - i. Changes to the height/weight/body fat tables.
 - ii. Rationale behind changes, if any were made.
 - b. Assessment of the two 2016 DACOWITS' physical standards recommendations (annotated above).
 - c. What does the policy stipulate regarding pregnancy/postpartum physical fitness evaluations, to include weigh-ins?

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MARINE CORPS PERFORMANCE EVALUATION SYSTEM (PES)

In the Committee's [2015 report](#) we recommended that the Marine Corps revise their PES order to no longer differentiate between women's and men's temporary medical conditions and remove all references to pregnancy/postpartum periods, to ensure fairness and maintain the individual's medical privacy.

In 2016, the Committee requested an update (via [June 2016 RFI 15](#)) expressing their concern regarding the Marine Corps still being the only Service-branch to differentiate between men's and women's temporary medical conditions by documenting pregnancy/postpartum periods on a fitness report. The Committee was provided a [written response](#) from the Marine Corps stating they will continue to differentiate between male and female out of height/weight standards and that a pregnancy/postpartum annotation is required on the PES form.

In the Committee's [2016 report](#) (pages 31-33) we recommended that the SecDef have the Office of General Counsel review the Marine Corps PES, which differentiates between women's and men's temporary medical conditions by annotating pregnancy/postpartum periods on the PES form.

7 The Committee requests a **written response** from the **Department of Defense (DoD)** on the status of the 2016 recommendation and the legality of the Marine Corps PES order, which differentiates between women's and men's temporary medical conditions by annotating pregnancy/postpartum periods on the PES form.

◆ Repeat briefing request due to government closure (inclement weather) on 21 March 2018.

* [Panel Style Format](#)