

DACOWITS' RFIs for June 2019

WOMEN'S RETENTION (R&R)	
<p>The Committee has received briefings from the Department that validate the Military Services are losing women disproportionately to men at various career points. Senior leaders have expressed concern that as the Military Services work to attract more women this attrition will result in a disproportionate impact to mission readiness if left unresolved. In 2017, the Committee recommended that the Secretary of Defense “<i>direct the development and adoption of an exit survey or surveys to assess why the attrition level for women is higher than that for men at various career points.</i>”</p>	
1	<p>The Committee requests a written response from each of the Military Services* on the status of exit surveys:</p> <ol style="list-style-type: none"> a. How is the exit survey structured? Please provide a copy of your Service’s exit survey. b. Does the survey differentiate the reasons why men and women leave the military? c. Does the survey differentiate between career fields? d. Does the survey differentiate between rank/grade and years of service? e. If the survey data is releasable, please provide. If not, when are the findings projected to be released? f. Has any analysis of the survey data been conducted? If so, what are the findings/recommendations?
2	<p>The Committee requests a briefing from the Coast Guard on findings and actions being taken (or planned) as a result of the 2019 Improving Gender Diversity study.</p>
MARINE CORPS RECRUIT TRAINING (E&I)	
<p>The Committee is interested in ensuring that women in the Military Services are integrated into previously closed specialties in a way that ensures military readiness. Given that initial training is fundamental to Service members’ readiness, the Committee believes integrating female recruits to the maximum extent within all training environments will foster a collaborative culture and cohesive unit climate between male and female Service members from initial entry.</p>	
3	<p>The Committee requests a briefing from the Marine Corps on the status of gender integrated training at Marine Corps Recruit Depot Parris Island, to include the analysis, lessons learned, and future plans gleaned from the January 2019 training cycle. RFI deferred to September 2019</p>
WOMEN ON SHIPS (E&I)	
<p>In 2015, the Secretary of the Navy recommended keeping specific positions closed to the assignment of enlisted women on three classes of ships scheduled to be decommissioned: frigates (FFGs), mine countermeasure ships (MCMs), and patrol coastal craft (PCs). The rationale for keeping these classes of ships closed to women was in part due to lack of appropriate berthing spaces and decommissioning schedules. Ship modifications were determined to be an injudicious use of resources. However, in recent years there have been changes to these decommissioning schedules, as well as to the delivery of new gender neutral surface ships and submarine platforms. Therefore, the Committee is concerned about potential impacts to women’s career progression due to a lack of availability for women to serve in sea duty assignments. In March 2019, the Committee received an initial briefing on this topic from the Navy and Coast Guard via RFI 7.</p>	
4	<p>The Committee requests a written response from the Navy on the following:</p> <ol style="list-style-type: none"> a. Please provide the percentage of racks at sea utilization for men and women (both officer and enlisted) for each class of ship.

* Panel Style Format

R&R = Recruitment & Retention Subcommittee

E&I = Employment & Integration Subcommittee

WB&T = Well-Being & Treatment Subcommittee

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CHILDCARE RESOURCES

(WB&T)

Comprehensive childcare has been an ongoing challenge for Service members and has been highlighted as such by DACOWITS for more than 35 years. With the anticipated increase in the number of women joining the Military Services, the Committee anticipates there will be an increase in the demand for childcare resources. In 2017, the Committee recommended that the Secretary of Defense “*expand affordable, quality childcare resources and offer more 24-hour options to Service members to meet increasing demands.*” In [December 2018](#), the Committee received an updated briefing on DoD Childcare Resources.

5

The Committee requests a **briefing** from the **Military Services*** on the following:

- a. Current and new initiatives to expand childcare support to Service members (e.g., 24/7 facilities).
- b. Current and new initiatives to increase awareness of childcare options and resources.
- c. Current or pending policies to enforce Child Development Center (CDC) priorities via revalidation of enrolled children vice those with a higher priority on the waiting list.
- d. Provide the percentage of childcare slots at CDCs filled by children of Service members.
- e. Provide the percentage of childcare slots at CDCs filled by children of DoD civilians.
- f. Provide the percentage of childcare slots at CDCs filled by others.

PREGNANCY/PARENTHOOD POLICIES

(WB&T)

The Committee has received anecdotal evidence that some servicewomen may experience negative career impacts as a result of pregnancy. These potentially negative impacts may affect assignment to or continuation of deployments, command, and other career enhancing tracks. The Committee is interested in better understanding policies, practices, and the impacts of these issues on servicewomen.

6

The Committee requests a **briefing** from each of the **Military Services (to include the Reserves and Guard)*** with information on any policies and practices regarding reassigning servicewomen to different jobs or mandating return from deployment when they become pregnant.

- a. Does written policy require women in some job specialties or those deployed to be reassigned to different duties due to pregnancy?
- b. If such policy is in place, who has the authority to reassign the servicewomen?
- c. Where and how are women reassigned due to pregnancy (e.g., permanent or temporary)?
- d. If such policy exists, is there a waiver process if all pertinent authorities and the servicewoman concur?
- e. At what point in the gestational timeline are women reassigned?
- f. Are these pregnancy-related reassignments tracked by each Service? If so, please provide the statistics from 2014-2018 on how often this has occurred.
- g. Are pregnant servicewomen being assigned to only specific locations/commands within your Service?
- h. Are new assignments aligned in accordance with their career specialty?
- i. Has there been an assessment to examine the career progression of servicewomen who become pregnant while serving?
- j. What initiatives are being undertaken to mitigate potential career impacts based on reassignment due to pregnancy?

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REINTEGRATION PROGRAMS FOR MILITARY MOTHERS

(WB&T)

Military mothers and their children cope with unique issues when a mother deploys. According to *Professional Psychology: Research and Practice*, “Mothers who had deployed reported greater distress than non-deployed mothers (higher scores on measures of PTSD and depression symptoms)...” The impact on these deployed servicewomen and their children is not broadly understood. There are potentially short- and long-term impacts to individual health, readiness, and familial situations that should be better understood and addressed. In [March 2019](#), the Committee received an initial briefing on this topic from the Military Services via RFI 10.

- 7 The Committee requests a **literature review** from the **Research Contractor** to address the following:
- a. What studies exist concerning how to assess the impact of deployments on military mothers?
 - b. Are there existing programs to address their specific needs to mitigate or prevent negative outcomes to military mothers? If so, are these programs effective?
 - c. What literature addresses the challenges unique to deployed and returning servicewomen:
 - i. who are mothers and have non-deployed spouse;
 - ii. who are mothers and have deployed spouse;
 - iii. who are single with children; and
 - iv. who are mothers and are part of the National Guard or Reserve components.

DOMESTIC ABUSE / DOMESTIC VIOLENCE AFFECTING SERVICEWOMEN

(WB&T)

In 1996, the Committee recommended “*that the Assistant Secretary of the Defense for Force Management Policy expand the information currently being collected on spouse abuse to include all violence against military women (including sexual assault).*” Recently, media headlines have spotlighted multiple servicewomen being affected by domestic abuse and domestic violence. The Committee is concerned about the impacts of these incidences on the safety and welfare of servicewomen as well as on operational readiness. In [March 2019](#), the Committee received an initial briefing on this topic from the Military Services via RFI 11.

- 8 The Committee requests a **written response** from each of the **Military Services** on the following:
- a. Provide a copy of the annual report provided to DoD on domestic violence fatality reviews, per DoDI [6400.06](#), “*Domestic Abuse Involving DoD Military and Certain Affiliated Personnel*,” for the past five years.
 - b. Does your Service collect domestic abuse and domestic violence data on current or former intimate partners who have not been married, and do not have children together and with whom the abuser has not or does not share a common domicile (e.g., data on 'dating partners' as provided by the [Air Force](#)). If so, please provide the data from 2014-2018.
 - c. Provide a list of what prevention programs are in place to preclude domestic abuse and domestic violence, to include but not limited to:
 - i. training for potential domestic abuse and domestic violence bystanders;
 - ii. adopting domestic abuse and domestic violence prevention programs from non-military entities like the [Center for Disease Control and Prevention](#); and
 - iii. partnering with other non-military entities on assessing the effectiveness of domestic abuse and domestic violence prevention programs.
 - d. What is being done to encourage servicewomen to report incidents or indicators of domestic abuse and domestic violence?
 - e. What is being done to ensure servicewomen feel safe reporting incidents of domestic abuse and domestic violence?
 - f. What actions are being taken to communicate what resources are available from Family Advocacy, including the domestic abuse victim advocates?

- 9 The Committee requests a **written response** from the **National Guard** on the following:
- a. Based on available data and reporting, what resources are available to servicewomen to help prevent and address domestic abuse and domestic violence?
 - b. What prevention strategies are offered to reduce/prevent incidents of domestic abuse and domestic violence?

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PRIMARY CAREGIVER LEAVE

(WB&T)

The Committee is concerned with the ability of National Guard and Reserve servicewomen to receive creditable military service pay and retirement points during the time they are pregnant and/or on maternity leave. The [National Defense Authorization Act for Fiscal Year 2017](#), Section 521, increased parental leave benefits for active duty members to 12 weeks of total leave in the case of the birth of a child. However, under the current law, National Guard and Reserve servicewomen lose credit for their military service and points towards retirement while they are pregnant and/or on maternity leave and unable to attend unit training (e.g., drill weekend). Anecdotal evidence suggests lack of legislation in this regard impacts women's affiliation with and retention of women in the National Guard and Reserves.

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The Committee requests the **Department of Defense** position on proposed legislation to support National Guard and Reserve servicewomen receiving creditable military service pay and retirement points when impacted by pregnancy or the birth of a child. For example, the proposed Mothers of Military Service (MOMS) Leave Act.