

DACOWITS' RFIs for March 2018

WOMEN IN OPERATIONAL CAREER FIELDS

Data provided by the Military Services in [March 2017](#) indicated that generally women in operational career fields have higher attrition than their male counterparts. The Committee is interested in the actions being taken to define “operational career fields” important to achieve Service mission requirements and grow future leaders, determining the root cause of this disparity in attrition, and what actions the Services are taking to address the discrepancy.

- 1 The Committee requests a **written response** from the all the **Military Services** on the:
- a. Definition of operational career fields (officer and enlisted) for the Service.
 - b. Comparison of:
 - i. Retention of women in operational specialties vs. overall retention of women?
 - ii. Retention of women in operational specialties vs. retention of women in support-oriented career disciplines?
 - iii. Retention of women in operational specialties vs. retention of men in the same disciplines?
 - iv. Retention of women in support-oriented career disciplines vs. retention of men in the same disciplines?
 - c. What actions is the Service taking to determine root cause and address any disparities?

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.

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

WOMEN IN MILITARY SERVICES FOR AMERICA MEMORIAL FOUNDATION AND EDUCATION CENTER

During the public comment period in December 2017, the Committee received a comment from the [Vice President of Development for the Women in Military Service for America \(WIMSA\) Memorial Foundation and Education Center](#), asking that DACOWITS support and secure funding within the DoD budget, to support the mission of the foundation and ensure an appropriate sponsor is assigned within DoD.

- 3 The Committee requests a **written response** from the **Military Services** on the following:
- a. What financial and/or manpower support do the Department/Services provide to various museums/memorials/education centers.
 - b. Please specify dollar and full time employee (FTE) support by name of museum/memorial/education center and location.
 - c. Please specify how supporting these museums/memorials/education centers contributes to your Department/Service’s mission.

PERSONAL PROTECTIVE EQUIPMENT (PPE)/GEAR FOR WOMEN

DACOWITS continues to review and examine Personal Protective Gear (PPE) available to service women. The Committee believes all the 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.

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

* 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.

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

- a. What elements does your Service include in assessing whether or not you have a healthy unit climate?
- b. What policies/procedures are in place to promote: healthy relationships; respect and dignity; and bystander expectations and accountability?
- c. How effective are your current policies/procedures; and if none exist, offer your Service's future plan(s) to address.
- d. Explain how women in your Service are encouraged or trained to respond to inappropriate behavior, language, or a perceived hostile environment.

SERVICEWOMEN'S REPRODUCTIVE HEALTH

Servicewomen face unique issues associated with reproductive health in both home and deployed environments. The Committee is examining whether support exists in all areas to ensure servicewomen's health issues are addressed.

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The Committee requests a **written response** from the **OSD Health Affairs** to address the following:

- a. Provide details on access to procedures or treatments available to servicewomen, related to the management of menstruation and unplanned pregnancies, particularly in deployed environments, to include (but not limited to):
 - i. Medical support;
 - ii. Time off allocated to obtain the medical procedure;
 - iii. Recovery time allocated (e.g., convalescent leave);
 - iv. Guidance and counseling provided before/after the medical procedure; and
 - v. Any other areas of support/resources provided.
- b. What is the extent of the access and how does OSD Health Affairs ensure servicewomen are educated on availability of these resources?

GENDER INTEGRATION

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.

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The **Marine Corps** has requested to provide a **briefing** on the status of their review of Recruit Training.