



# DACOWITS

G-1, Army Resiliency Directorate

20-21 March 18



# HEALTHY UNIT CLIMATE



What elements does your Service include in assessing whether or not you have a healthy unit climate?

- ❖ **AR 600-20:** Requires Company Commanders to administer a Command Climate Survey *\*(Company level commanders (or equivalents) will conduct a unit command climate survey within 30 days of assuming command (120 days for ARNG and USAR), again at 6 months, and annually thereafter)*
- ❖ **Sample Survey of Military Personnel (SSMP):** Obtain your experiences and opinions on a wide range of issues identified as important by senior Army leaders *\*(The research findings will be used by Army policymakers to assess Soldier and Family well-being, develop plans, and assess and guide policies)*
- ❖ **Behavioral Health Risk Assessment Data Report (BH-RADR):** This report uses health assessment data to characterize Soldiers who reported post-traumatic stress disorder (PTSD) symptoms, depression symptoms, and hazardous drinking behavior
- ❖ **Army Substance Abuse Program (ASAP):** Conduct random drug testing for both military and Army Civilians in (specific jobs)
- ❖ **Unit Risk Inventory (URI):** Screens for high-risk behavior and attitudes which may compromise unit readiness *\*(The URI is currently being updated from version 2 to version 3)*
- ❖ **Reintegration Unit Risk Inventory (R-URI):** Measures both high risk behaviors; which occurred during deployment and those occurred since returning *\*(Just like the URI, the R-URI survey results are briefed to Commanders. The R-URI results are then used to develop interventions to lessen risky behaviors developed post deployment)*
- ❖ **Post-Deployment Health Reassessment (PDHRA):** Comprehensive health screening which examines for physical and behavioral health concerns associated with deployment



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What policies/procedures are in place to promote: healthy relationships; respect and dignity; and bystander expectations and accountability?

- ❖ **AR 600-20: Army Command Policy:** Prescribes the policies and responsibilities of command, which include the Army Ready and Resilient Campaign (R2C) Plan, military discipline and conduct, the Army Equal Opportunity (EO) Program, and the Army Sexual Harassment/Assault Response and Prevention (SHARP) Program (formerly the Army Sexual Assault Victim Program)
- ❖ **AR 600-85: Army Substance Abuse Program:** Governs the Army Substance Abuse Program. It identifies Army policy on alcohol and other drug abuse, and it identifies assigned responsibilities for implementing the program
- ❖ **Defense Equal Opportunity Management Institute (DEOMI):** A confidential, command-requested organization development survey focusing on issues of organizational effectiveness, equal opportunity (EO), and sexual harassment assault response and prevention (SHARP)
- ❖ **Defense Equal Organizational Climate Survey (DEOCS):** This program is managed and administered by DEOMI
- ❖ **Global Assessment Tool (GAT):** A secure web-based instrument which allows Soldiers to assess their inner strengths in the emotional, social, spiritual and family areas



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How effective are your current policies/procedures; and if none exist, offer your Service's future plan(s) address?

- ❖ **Army Substance Abuse Program:** Currently maintain above 90% successful rate with Soldiers not abusing substances
- ❖ **Army Resiliency Directorate (ARD):** In 2012, HQDA G-1 Army Resiliency Directorate (ARD) began assessing programs within the Health Promotion Risk Reduction (HPRR) Portfolio (currently the Ready and Resilient [R2] Portfolio) to determine effectiveness and efficiencies as well as to advocate for and make decisions regarding effective health promotion and risk reduction programs *\*(ARD built the assessment model for program evaluation and effectiveness process and portfolio management on a public health framework, based on the Centers for Disease Control and Prevention's (CDC) model)* To answer the question of how effective Sexual Harassment/Assault Response & Prevention (SHARP) is in executing current policies and procedures, we must review the information and results provided for a process evaluation during the 2015 R2 Portfolio Capabilities Assessment (PCA)
- ❖ While the current R2 Evaluation Process is under revision, it is projected to begin again in FY19, with SMART Goals and Objectives collected in FY18 to formulate key performance indicators. HQDA G-1 will continue to provide results of these integral assessments as defined by Government Performance Results Act, Modernization Act 2010 to inform the Army's programmatic and strategic approach to promoting readiness and resilience in the Army.
- ❖ **Sexual Harassment/Assault Response and Prevention (SHARP):** Army SHARP Academy (ASA) trains and educates the Sexual Assault Response Coordinators (SARCs), Victim Advocates (VAs), SHARP Trainers, and Program Managers, and is responsible for Army wide SHARP leader development, education and training *\*(SHARP education and training portfolio consists of the Army's annual SHARP training, the SHARP Foundation Course, the SARC/VA Career Course, the SHARP Trainer Course, all Professional Military Education (PME), SHARP curriculum content for functional specific training)*



# HEALTHY UNIT CLIMATE



Explain how women in your Service are encouraged or trained to respond to inappropriate behavior, language, or a perceived hostile environment.

- ❖ **Army Substance Abuse Program:** All military and DoD Civilian employees are encouraged or trained on the effects of abusing illicit substances, misusing prescription medications and abusing alcohol
- ❖ **ENGAGE SKILL:** The objective of Engage is to teach Soldiers to identify alerts, understand they have a duty and obligation to act, and practice a plan to engage in professional confrontation. Engage builds on the education that Soldiers receive about how to recognize and respond to observed behavior or actions that are not consistent with Army standards or Army values. The Engage skill is the enabler to achieving bystander intervention

## As an Individual Skill

Soldiers routinely engage Soldiers in one-on-one communication

Research shows peer to peer engagement is the most effective form of intervention

Routinely practice personal/professional confrontations

Research shows that skills must be regularly and consistently practiced to achieve behavioral change

Recognize the personal duty and obligation to:

*Be aware*

*Be responsible (also recognize the personal responsibility to ask for and accept help)*

*Have a plan (and routinely practice the plan)*

## As an Institutional Skill

Shift the Army training focus from Intervention to Prevention to address the primary issue in order to prevent escalation

Soldiers develop a culture of trust, engagement and responsibility in leading

Recognize the personal duty and obligation to:

*Foster Leader and Soldier connections*

*Encourage Soldier-to-Soldier engagement*

*Enhance social network (one-on-one)*