

# DACOWITS RFIs for September 2017

## GENDER INTEGRATION

DACOWITS has been closely monitoring the Services' efforts to develop and implement plans to fully integrate women into all previously closed units and positions. Specifically, DACOWITS continues to be interested in progress made to integrate women into previously closed schools and previously closed positions.

1

The Committee requests a **written response** from the **Army and Marine Corps** on the progress that has been made to integrate combat skills schools:

**Army:** When was recruit/entry level training first gender integrated and why? What have been the positive and negative effects on warrior ethos, current gender integration efforts, and on occupational standards? What have been the lessons learned from gender integration of the Infantry Officer Basic Course?

**Marine Corps:** Since recruit training has not fully integrated, what have been the positive and negative effects on warrior ethos, current gender integration efforts, and on occupational standards? What have been the lessons learned from gender integration efforts of the Marine Corps Infantry Officers Course?

2

The Committee requests a **briefing** from the **Military Services\*** on their policies, programs, and messaging to integrate women into previously closed positions. Specifically we would like details on the Army's "Leader First" program and similar programs within the other Military Services, which have implemented a "women in leadership first" policy towards integration efforts (i.e., women being placed in officer and/or NCO leadership positions prior to junior officers and/or junior enlisted women being integrated into a unit). Include the following: policy intent; execution; saturation points; cases in which women leaders leap frogged over similarly and/or more qualified men; the messaging of these policies at the Service level, Brigade, and Battalion level; and the intended and actual outcomes of these policies.

## GENDER INTEGRATED BOXING

DACOWITS is studying boxing programs at the Military Service Academies. The Committee is interested in learning more about how injuries occur.

3

The Committee requests a **written response** from the **Military Service Academies** on injury rates among cadets and midshipmen. Specifically, the Committee is interested in the number of training days (e.g., academic and/or physical training) that are lost due to injury. In the last five years, how many training days were lost, and how many light duty days were issued, per year due to injuries (not illness) sustained during the following:

- Off-duty liberty;
- Participation in the boxing program;
- Participation in training;
- Participation in D1 sports; and
- Participation in all other sports (i.e., club, intramural).

Additionally, of all boxing injuries, what percentage were from concussive events?

Are there any other major sources of injury that caused a loss in training/instructional days?

# DACOWITS RFIs for September 2017

## PHYSIOLOGICAL GENDER DIFFERENCES – TESTS, STANDARDS, and PHYSICAL TRAINING

DACOWITS recognizes the work the Services are accomplishing to develop the knowledge of science based gender differences in human anatomy and physiology in the process of integrating women into previously closed positions/occupations. Public Law and SecDef directives require operationally relevant gender neutral physical fitness tests and standards for physically demanding military occupations from recruiting through basic and advanced training to operational units. These tests and standards influence physical training behavior. Research studies show that women who undergo muscular strength and cardiorespiratory endurance training can increase their performance on combat-related tasks. Research also indicates that traditional military physical training of the mass unit-level style cannot produce the same performance gains as more customized programs tailored for specific MOS requirements.

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

- A descriptive layout of each of the operationally relevant gender neutral physical fitness tests and standards the Services have established for physically demanding military occupations at each of the following levels: recruit/accession, basic training, advanced training, and operational units. Please describe the physical fitness category/component or physical task tested and the linkage and progression at each level. For example, a test of muscular endurance, pull-ups, and the required repetitions at each level.
- The stage of development the Services are in (planning / research and development / field trials / implementation / draft policy-Congressionally mandated adaptation period / full implementation with official policy in place) with regard to the Services regarding the tests and standards at each level?
- How the Services are integrating the new tests and standards into policy and how are they are communicating these changes to their personnel at all levels and to potential recruits?
- With respect to the influence tests and standards have on physical training behavior, how the Services are developing physical training at each of the levels: recruit/accession, basic training, advanced training, and operational units, for physically demanding military occupations.
- For physically demanding military occupations, what specific training procedures and techniques are the Services employing that account for anatomical and physiological gender differences in the above training programs to aid women in the accomplishment of arduous operationally relevant physical tasks? For example, do physical training programs include a specific training technique for women designed to close the gender gap on overhead lift (muscular strength)?

4

On March 14, 2017, the Commandant of the Marine Corps provided testimony to the Senate Armed Services Committee that he would evaluate the full integration of recruit training. Of note, the Marine Corps remains the only Service branch to not fully integrate men and women in recruit training. As soon as this decision has been made and is releasable to the public, the Committee requests a **briefing** from the **Marine Corps** that addresses the criteria upon which the decision was based and any resulting implementation plan.

5

# DACOWITS RFIs for September 2017

## PROPENSITY TO SERVE

Based on briefings the Committee has received from the Joint Advertising Market Research & Studies Office, more women are eligible to join the military as compared to their male peers; however, women are less inclined to join the military. Additionally, the number of women choosing to fill newly opened positions has been small.

6

To cultivate a pool of women with the physical capabilities and cognitive skillsets necessary for military occupations, the Military Services must engage potential female recruits earlier in life. The Committee acknowledges that formal recruiting of minors is prohibited, but that informal community outreach/engagement programs, events, and activities for minors do exist. Two examples include: West Point's Center for Leadership and Diversity in Science, Technology, Engineering, and Mathematics (CLD STEM), and the Army's Performance Triad (P3) initiative. The Committee requests a **briefing** from the **Military Services\*** on specific community outreach/engagement programs, events, and activities programs being used to generate Military Service interest among women under the age of 17, including but not limited to the following:

- Geographic location where these programs, events, and activities are conducted.
- Frequency at which these programs, events, and activities are conducted.
- How do these programs, events, and activities encourage the influencers of young women (e.g., parents, coaches, pastors, teachers, local executive leadership) to become ambassadors for the Military Services.

## WOMEN'S RETENTION

The Committee believes that the Military Services are losing women disproportionately to men at various career points. There has been concern expressed by senior leaders that as the Military Services work to attract more women that this attrition will result in a disproportionate impact to mission readiness if left unresolved.

7

The Committee requests a **written response** from the **Military Services** on the status of their use of the Career Intermission Program (CIP), to include the following:

- Overview of the Services' current CIP policy and how long it has been effective.
  - Final approval authority for applications.
  - Process for overseeing/managing participants while they are in the program (e.g., monthly mustering, personnel issues, etc.).
- Number of participants each fiscal year, by rank and occupational specialty; cumulative number of participants since the Service began offering the program.
- Gender ratio of approved applicants and corresponding justification for their CIP requests.
- Gender ratio of disapproved applicants and corresponding justification for their CIP requests, as well as justification for disapproval.
- Current number of participants currently in the program; the number of participants scheduled to enter the program; and the number of participants scheduled to return to active duty.
- Attrition data for CIP participants and for those who applied but were disapproved.
- Lessons learned (e.g., issues with pay/benefits/GI Bill funding; issuance of ID cards; etc.).
- Success stories (e.g., promotion/advancements after returning to program; conversion from enlisted to officer; etc.).

# DACOWITS RFIs for September 2017

## PREGNANCY AND PARENTHOOD

Continuing its work from 2015 and 2016, DACOWITS is examining issues and concerns surrounding pregnancy, the postpartum period, and parenthood.

8

DACOWITS continues to closely follow the implementation of leave new policies for parents (e.g., maternity leave, parental leave). The Committee requests a **written response** from the **Military Services** describing how current leave policies (e.g., maternity leave, parental leave, adoptive leave, etc.) are being used, and how units are affected when a parent takes leave, if at all. The response should include the following details:

- What is the average amount of leave taken by active members since the current policies were implemented? Please provide average leave amounts for enlisted women, enlisted men, female officers, and male officers.
- How are units (the smallest unit of an individual's assignment) affected when an individual takes leave? Please share any details the Committee should know about the impact of current leave policies on units.

## THE IMPACTS OF SOCIAL MEDIA AND ONLINE SEXUAL HARASSMENT ON SERVICE MEMBERS

In 2015, DACOWITS began a new line of study, the impact of social media on Service members. The study was prompted by the Committee's 2014 installation visits and from concerns surrounding social media use and online bullying and harassment.

9

The Committee requests a **written response** from the **Military Services** on the status of five [2015 DACOWITS](#)' recommendations:

- The Services should revise their definition of sexual harassment and any regulations pertaining to the use of social media to clarify that conduct or speech that takes place wholly online can itself constitute sexual harassment.
- The Services should revise and implement sexual harassment training that addresses online harassment, anonymity, and the consequences of online behavior both on- and off-duty.
- The Service Secretaries and Joint Chiefs of Staff should communicate a united, passionate, and powerful message to the Armed Forces that sexual harassment and sexual assault are not part of our military culture.
- The Service Chiefs should send verbal and written communications to Service members emphasizing that sexual harassment and sexual assault are unacceptable and will not be tolerated. The message should embrace aggressive accountability of sexual harassment and sexual assault offenders, and those who were knowledgeable of the attacks and did nothing.
- The Services should provide the same attention to preventing and responding to sexual harassment as they do to preventing and responding to sexual assault.