



Defense Advisory Committee on Women in the Services Articles of Interest 30 November 2018

RECRUITMENT & RETENTION

- [The Army needs to attract Gen Z's best and brightest, so it's working on its sales pitch](#)**
(14 Nov) Army Times, By Meghann Myers
When the Army announced that it had under-performed on its 2018 recruiting goal, officials cited a handful of factors. The economy is booming, the pool of legally and medically eligible young Americans is shrinking and, in general, a smaller and smaller percentage of Americans are interested in serving. So the trick, going forward, will be convincing those millions of young people that joining the Army is just as good an option as going straight to college, learning a trade or joining the workforce.
- [The Army is extending recruiters' orders by two months ... to ask them if they want an extension](#)**
(16 Nov) Army Times, By Meghann Myers
The Army is offering \$1,500 a month for current recruiters to tack an extra year onto their tours, in a scramble to get the recruiting force manned at 100 percent for the new year, according to a public affairs email leak.
- [Army Fell 20,000 Below Recruiting Goals](#)**
(20 Nov) AUSA
Final end-of-the-fiscal year statistics show the Army fell more than 20,000 recruits short of its recruiting goals in fiscal 2018. A review is underway of Army recruiting and marketing programs. Some early steps have included increasing the number of recruiters, improving recruiting stations and putting more focus on trying to attract new recruits through social media.
- [Calling all gamers and gym rats: How would you like to compete on an Army team?](#)**
(20 Nov) Army Times, By Meghann Myers
The Army is ready and willing to break out from its traditional, "industrial" approach to recruiting.
- [Short on personnel, Army recruiters try poaching Navy officer candidates on Reddit](#)**
(20 Nov) USNI News, By Ben Werner
The Navy, Marine Corps and Air Force all hit their Fiscal Year 2018 recruiting targets, but the Army missed its goal by more than a regiment's worth of troops – 6,528 active duty soldiers– according to a recently released Department of Defense report. With a shortfall looming, at least one Army recruiter took to the Navy-themed Reddit page, r/navy, in an apparent attempt to woo Navy personnel.
- [The Army's greatest recruiting tool is in its opportunity](#)**
(20 Nov) Army Times, By Capt. Heath A. Bergmann
This past September, the Army announced that despite issuing nearly 7,600 waivers for medical, behavioral or legal issues, the service missed its fiscal year 2018 recruiting target by about 6,500 enlistments.
- [Army's New Recruiting Push Will Feature Super-Fit Soldier Team](#)**
(21 Nov) Military.com, By Matthew Cox
U.S. Army Recruiting Command announced recently it is looking for extremely fit soldiers to serve on a new fitness team aimed at attracting young Americans who are in the best shape to join the service.

8. [Sentence reduced for Marine recruiter who sent thousands of explicit messages to four high school students](#)
(26 Nov) *Marine Corps Times*, By Shawn Snow
A Marine recruiter who originally was sentenced to 12 years in prison for sexual misconduct and sending thousands of illicit sexual messages to four female high school students has had his sentence further reduced to four years' confinement.
9. [Women or 'womxn'? Students adopt inclusive language](#)
(27 Nov) *CNN*, By Jack Guy
In the latest example of the growing use of inclusive language, designed to avoid excluding particular groups of people, some university groups in the United Kingdom have started using the term "womxn" rather than "women" in official communications.
10. [A strip tease: Army tells recruiters to stay away from erotic dance clubs](#)
(27 Nov) *Army Times*, By J.D. Simkins
The once sacred bond between service member and strip club is being put to the test following a disheartening memo issued by Army Recruiting Command prohibiting visits by the service's recruiting force.
11. [Soldiers can now earn free journeyman certificates for doing their everyday jobs](#)
(29 Nov) *Army Times*, By Meghann Myers
The Army's push to facilitate credentialing that soldiers can use once they transition off of active duty has taken another step forward, with the offer of a journeyman apprenticeship that can be completed with the training and job description you already have.

EMPLOYMENT & INTEGRATION

12. [First company graduates in new dress blue uniform for female Marines](#)
(16 Nov) *Marine Corps Times*, By Shawn Snow
The female Marines of November Company, 4th Recruit Training Battalion, became the first company to graduate sporting the new female dress blue uniform that features the mandarin collar.
13. [Virginia Could Be The State To Give Women Equal Rights Nationwide](#)
(18 Nov) *National Public Radio*, By Whitney Evans
Nearly 50 years ago, Congress passed the Equal Rights Amendment, barring sex discrimination. But 38 states had to ratify it before it could take effect. Earlier this year, Illinois became state No. 37, and a bipartisan group of lawmakers is campaigning to make Virginia the final, historic vote.
14. [Don't cut corners on lighter, stronger protective gear for troops](#)
(18 Nov) *Military Times*, By Jim Cooper
Combat gear must now be stronger and more durable than ever, to protect troops from threats without hindering their mobility or adding an excessive — and potentially dangerous — amount of weight to troops' loads.
15. [Fort Leonard Wood's first female commander wants women to know what's possible when serving in the military](#)
(19 Nov) *St. Louis Post-Dispatch*, By Jesse Bogan
The hallway leading to the commander's office is adorned with 40 framed pictures, arranged like a long arrow pointing forward, of the men in uniform who have led this sprawling post in the Ozarks.
16. [Opinion: Let Women Be Warriors](#)
(22 Nov) *The New York Times*, By Teresa Fazio (former Marine)
It's time to stop questioning whether women should be in combat units.
17. [Changes are coming for the Pentagon's 'tape test' and body composition policies](#)
(23 Nov) *Military Times*, By Tara Copp
The Pentagon expects to have a decision on changes to the dreaded "tape test" by next summer, potentially overhauling one of the main ways it evaluates service members' fitness and body composition.

18. [Must See Tech: Body Armor With 3-D Printing](#)
(23 Nov) *DoD Know Your Military*
In the future, troops will be better protected in combat by stronger and lighter body armor due to the innovative work being done at the Army Research Laboratory. Engineers there are using nature as the inspiration for breakthroughs in additive manufacturing.
19. [Not your daddy's boot camp — why Great Lakes got tougher](#)
(24 Nov) *Navy Times*, By Mark D. Faram
Over the past 14 months, Navy leaders have made recruit training tougher. Senior leaders told Navy Times that they've revamped more than 60 percent of the eight-week curriculum to return the enlisted rite of passage to the gritty fundamentals of physical fitness, standing watch and waging war at sea: fighting fires, damage control and force protection. On the sixth day of boot camp, all recruits must meet the "forming standard" for physical fitness.
20. [Female Marines don new dress coat designed to mirror male uniform](#)
(26 Nov) *Military.com*, By Matthew Cox
Female Marines have begun wearing a new dress blue uniform coat designed to look like the male version.
21. [A Study of West Point Shows How Women Help Each Other Advance](#)
(26 Nov) *Harvard Business Review*, By Nick Huntington-Klein and Elaina Rose
Over the last several decades, women have made tremendous gains in many professions. But progress has lagged in other fields. What is holding women back? What can be done to help more women enter and achieve parity in these predominantly male fields?
22. [Next Navy force structure assessment unlikely to alter plan for 355-ship fleet](#)
(28 Nov) *USNI News*, By Ben Werner
The Navy's next in-depth look at force structure, due sometime in 2019, is unlikely to alter plans for building a 355-ship fleet, according to the service's top leaders.
23. [What the Air Force's changes to basic military training really mean](#)
(28 Nov) *Military.com*, By Oriana Pawlyk
The first groups to experience the Air Force's new, expanded Basic Military Training curriculum say the changes pushed learning outside the classroom, forcing recruits into a greater focus on leadership, collaboration and fitness.
24. [Shortchanged: Women earn less than half of men's income](#)
(28 Nov) *CBS News*, By Aimee Picchi
The gender pay gap -- the difference in earnings for women workers compared with their male colleagues -- may be far worse than believed. A new analysis concludes that women earn 49 cents compared with every \$1 men earn.

WELL-BEING & TREATMENT

25. [From a slow take off to high flying](#)
(14 Nov) *Marine Corps News*, By Lance Cpl. Levi Guerra, 3rd Marine Aircraft Wing
When people meet Capt. Kelsey Casey, they don't initially think the petite, young woman with an energetic personality is a pilot in the U.S. Marine Corps, but once she starts talking, her charisma becomes apparent, and it's understandable why she's the only female AV-8B Harrier pilot in the Marine Corps.
26. [Top military court orders new investigation into SEAL's sexual assault case](#)
(15 Nov) *Navy Times*, By Peter Rathmell
A Navy SEAL who was convicted of sexual assault several years ago may be innocent after all, the nation's top military court ruled. Rear Adm. Patrick J. Lorge's May 5 affidavit alleged that then-Judge Advocate General of the Navy Vice Adm. Nanette DeRenzi and then-Rear Adm. James Crawford III reminded him of the importance of taking a hard stance against sexual assault while he was making his decision.
27. [Suicide rates highest among American men in construction, women in creative fields: Report](#)
(17 Nov) *ABC News*, By Anthony Rivas
With suicide rates rising across the country, a new report from the Centers for Disease Control and Prevention (CDC) finds that certain occupations are associated with a higher risk of suicide. Suicide rates were highest among women who worked in arts,

design, entertainment, sports and media. Suicide rates rose the sharpest among women working in food preparation and service-related occupations.

28. [Okinawa-based Marine faces multiple sexual-assault charges in April incident](#)

(21 Nov) *Stars & Stripes*, By Matthew M. Burke

A member of the Okinawa-based III Marine Expeditionary Force must answer to multiple charges in the April sexual assault of a female Marine who was reportedly too intoxicated to consent.

29. [Confronting depression, anxiety, Navy moms with new babies get help in Norfolk](#)

(25 Nov) *The Virginian-Pilot*, By Katherine Hafner

The intimate setting is a postpartum support group for military mothers. It's one of many local support groups to which the nonprofit Postpartum Support Virginia connects women struggling with postpartum depression and other perinatal mood and anxiety disorders. The organization, which also recently launched a Maternal Mental Health Coalition in the area, aims to change the conversation around postpartum depression.

30. [About 137 women killed by someone they knew every day in 2017: UN report](#)

(26 Nov) *ABC News*, By Justin Doom

More than half of the approximately 87,000 women killed in 2017 died at the hands of intimate partners or family members, according to a report released by the United Nations. The study was released to coincide with the International Day for the Elimination of Violence against Women. Women in Africa and the Americas are most at risk of being killed by those they know, the data show. For the full report click [here](#).

SERVICEWOMEN IN THE NEWS

31. [Local soldier becomes first infantry-qualified woman in state's National Guard](#)

(29 Oct) *WCSC Live 5*, By Lisa Weismann

A local soldier is making history as the first infantry-qualified female in the South Carolina Army National Guard. Staff Sergeant Rachele Dutton graduated from an infantry training course at Camp Robinson, Arkansas.

32. [Quartermaster Corps names first woman to chief warrant officer post](#)

(7 Nov) *Army News*, By T. Anthony Bell

Chief Warrant Officer 5 Maria G. Martinez is the first woman to hold the title of Chief Warrant Officer of the Quartermaster Corps. "Now, our female Soldiers who come to advanced individual training can not only look to the command sergeant major of the 23rd Quartermaster Brigade (CSM Lisa Haney) for inspiration and motivation, they can also look to the chief warrant officer of the QM Corps," Brig. Gen. Douglas M. McBride said. "What an inspiration for those young Soldiers."

33. [Two Air Force Academy cadets win Rhodes Scholarships](#)

(21 Nov) *The Gazette*, By Debbie Kelley

Two of the 32 winners of the 2019 Rhodes Scholarship are cadets at the U.S. Air Force Academy. Cadet 1st Class Madison Tung is double majoring in mathematics and humanities. She also is pursuing a minor in Chinese.

34. [I breast pumped while running an Ironman race and was floored by the responses online](#)

(27 Nov) *ABC News*

Air Force Staff Sgt. Jaime Sloan gave birth to her second child, Carter, in March. Just a few months later, in October, Sloan completed the Ironman 70.3 in Tempe, Arizona. The triathlon includes a 1.2-mile swim, 56-mile bike race and a 13.1-mile run.

35. [Life After Loss: A Gold Star Story](#)

(28 Nov) *DoD Know Your Military*, By Marine Corps Sgt. David Staten

"You see the uniforms at the door and you already know," said Army Lt. Col. Rebecca Eggers. "You know what it is and I don't think there's really anything that kind of prepares you for how to deal with it." Army Capt. Daniel Eggers, husband to Rebecca and father to their two sons, lost his life due to an improvised explosive device attack on the vehicle he was in. On that day, Eggers joined the ranks of over a million other Gold Star families who have lost a loved one in conflict.

36. [General Officer Announcements](#)

(29 Nov) *IMMEDIATE RELEASE* (No. NR-334-18)

Secretary of Defense James N. Mattis announced that the president has made the following nominations:

- Air Force Col. Jennifer L. Grant has been nominated for appointment to the rank of brigadier general. Grant is currently serving as the commander, 50th Space Wing, Air Force Space Command, Schriever Air Force Base, Colorado.
- Air Force Col. Caroline M. Miller has been nominated for appointment to the rank of brigadier general. Miller is currently serving as the chief, Senate Liaison Division, Office of the Legislative Liaison, Office of the Secretary of the Air Force, Pentagon, Washington, District of Columbia.
- Air Force Col. Rebecca J. Sonkiss has been nominated for appointment to the rank of brigadier general. Sonkiss is currently serving as the commander, 89th Airlift Wing, Air Mobility Command, Joint Base Andrews, Maryland.

WOMEN VETERANS

37. [Navy Medicine's First Female Flight Surgeon Looks Back](#)

(Nov. 2018) *Navy Medicine News*, By Capt. (Ret.) Jane McWilliams Hardman

The following is an excerpt of an oral history with Capt. Jane McWilliams Hardman. In December 1973, then-Lts. McWilliams and Victoria Voge made history as the first female flight surgeons in the Navy. Hardman would go on to serve over 20 years in the Navy as a flight surgeon and aviation pathologist. Although retired in 1993, Hardman would briefly return to service after Sept. 11, 2001 serving as the laboratory director at Naval Hospital Roosevelt Roads, Puerto Rico. In this lightly edited excerpt, Hardman relates her first experiences in the Navy, and becoming a flight surgeon.

38. [Navy Veteran, Lakota Woman Warrior: Danielle DeCoteau](#)

(2 Nov) *All Hands*, By Mass Communication Specialist 2nd Class Anita C. Newman

Danielle DeCoteau, Navy veteran and a member of the Sisseton Wahpeton Oyate Sioux Tribe, is in Denver for the 44th Annual Denver March Powwow. She carries the U.S. flag for the Lakota Women Warriors, a Native American veterans group. The Lakota Women Warriors and two other women's Native American veteran groups make up the United Women's Veterans Association.

39. [Army Women's Museum grand reopening attracts top-ranking leaders, WAC veterans](#)

(8 Nov) *Fort Lee Traveler*, By Amy Perry

A massive crowd of supporters – many of them veterans and top-ranking military leaders – joined the Fort Lee community Nov. 2 to celebrate the grand reopening of the Army Women's Museum exhibit gallery. Bonnell said the museum underwent a \$3 million expansion and renovation to its facility and gallery. The exhibit space more than doubled from 5,000-to-11,000 square feet. The groundbreaking for the expansion was in February 2017 and the ensuing project was "truly a team effort" by Fort Lee and other military and private organizations.

40. [What You Need to Know About Women Veterans In the Workplace](#)

(11 Nov) *Forbes*, By Denise Brodey

On this, the 100th anniversary celebration of Veterans Day, I want you to meet someone I think epitomizes the veteran of the future: Genevieve Chase, 41, of Alexandria, Virginia. Chase founded the non-profit American Women Veterans (AWV).

41. [6 Veterans Who Are Rocking Their Post-Military Careers](#)

(11 Nov) *Forbes*, By MeiMei Fox

Today is Veterans Day, a day of celebrating people who have devoted years of their lives to serving our country. During Jo McCabe's stint in the military, McCabe was an aircraft maintenance officer, overseeing the Navy's northeast region where she managed 1,500 people. McCabe's success and skills in the military carried over to her life as a Mr. Handyman owner.

42. [Portrait exhibit spotlights women in the military from 29 states](#)

(18 Nov) *The Washington Post*, By Tara Bahrapour

A selection of Stacy Pearshall's portraits of female veterans, "Shooter: Combat From Behind the Camera," opened this weekend at the Women in Military Service for America Memorial at Arlington National Cemetery.

43. [Olivia Hooker, Coast Guard veteran and Tulsa Race Massacre survivor, dies at 103](#)

(22 Nov) *The Washington Post*, By Deneen L. Brown

Dr. Hooker was among the first black women to serve in the Coast Guard. During World War II. She enlisted in the Coast Guard in early 1945, three years after Congress passed a law approving the creation of the Coast Guard Women's Reserve to

help fill jobs vacated by men who went abroad to fight in the war. Hooker became one of the first African American women to join the women's reserve, known as SPARs.

44. ['One of a kind': Tuskegee Airman receives Congressional Gold Medal](#)

(24 Nov) *Delaware State News*, By Glenn Rolfe

More than seven years after her death, Artishia Mae Conaway Stephens finally has her Tuskegee Airman wings. Conaway Stephens — who served in the U.S. Army Air Forces and U.S. Air Force from 1945 to 1949 and died at 87 in 2011— posthumously received the Congressional Gold Medal.

45. [WWII combat nurse recounts ravages of war](#)

(24 Nov) *Greeley Tribune*, By Joe Moylan

By the time the Allies invaded Germany near the end of World War II, Lt. Leila Allen Morrison had been in Europe for almost a year, working as a combat nurse on the front lines in shock and pre-op. Despite witnessing how the war had ravaged the hearts, minds and bodies of countless American soldiers, Morrison and her fellow female nurses were blocked at the gate when they arrived at Buchenwald. The soldiers were trying to shield the women from the "deplorable" conditions of the camp. But the lieutenant wasn't about to take no for an answer, especially since there were thousands of people who needed help.

46. [Congress should enhance reproductive health care for women veterans](#)

(26 Nov) *The Hill*, By Kayla Williams

The incoming 116th Congress will contain not only the highest ever number of women, but also a record number of women veterans. As they consider what issues to take on, expanding reproductive health care access for women veterans should be a priority: currently, women veterans do not receive equitable care on multiple fronts. Increasing their coverage goes beyond symbolic moves to change VA's motto by providing tangible benefits.

47. [Report calls on government to track health problems in children of Gulf War, post-9/11 vets](#)

(28 Nov) *Stars and Stripes*, By Nikki Wentling

The VA currently recognizes a link between toxic exposures and birth defects for descendants of Vietnam War veterans. Benefits are also available to children of women who served in Vietnam and suffer from birth defects such as congenital heart disease, a cleft palate and hip dysplasia, among others.

48. [Drunk driving among veterans is up nearly 60 percent since 2014, study finds](#)

(29 Nov) *Military Times*, By J.D. Simkins

Drunk driving and binge drinking among the American veteran population has spiked considerably in recent years, a recent study by the American Addiction Centers found. Binge drinking among female veterans increased nearly 3 percent, double the increase experienced by male veterans.