



# Defense Advisory Committee on Women in the Services

## Articles of Interest

1 June 2020



### RECRUITMENT & RETENTION

- [Military recruiting takes a digital turn during the pandemic](#)**  
*(14 May) Stars & Stripes, By Corey Dickstein*  
Staff Sgt. Riley Krebsbach still makes the same recruiting pitch to sell young Americans on the U.S. Army despite the current coronavirus outbreak, but his delivery is drastically different.
- [Navy fires national chief recruiter](#)**  
*(15 May) Navy Times, By Geoff Ziezulewicz*  
The Navy's top enlisted recruiter was fired Wednesday "due to loss of confidence in his judgement," officials said Friday.
- [Army deploys videogames to reach recruits amid pandemic](#)**  
*(17 May) Wall Street Journal, By Ben Kesling*  
Dedicated esports team uses tournaments as safe way to connect with prospective soldiers during coronavirus
- [Your marriage matters; can women have a successful military career and a family?](#)**  
*(17 May) Hidden Barriers, By Jessica Ruttenber*  
Active duty members in a dual-military marriage face unique challenges balancing their careers with family. Unfortunately, dual-military marriage is predominantly a "female issue." In 2018, of the 671,591 married active-duty members in the Department of Defense (DoD), 12.9% were in dual-military marriages. Only 7.6% of men serving made up that dual-mil statistic. Almost half (44%) of active duty married women were dual-military.
- [Thousands defer plans to leave the military during crisis](#)**  
*(18 May) The Associated Press, By Lolita C. Baldor*  
Across the military, uncertainty about future jobs or college opportunities is driving more service members to re-enlist or at least postpone their scheduled departures.
- [Navy 'cautiously optimistic' it will reach recruiting goals this year, despite COVID-19 challenges](#)**  
*(18 May) Navy Times, By Diana Stancy Cornell*  
The Navy is still shooting to reach its recruiting goals this year — despite a three-week pause this spring in sending recruits to the Recruit Training Command at Naval Station Great Lakes in Illinois due to the COVID-19 pandemic.
- [Women nearly 30% more likely to leave the military than men, new report finds](#)**  
*(19 May) Military.com, By Patricia Kime*  
More women are joining the U.S. military but the individual services must do more to continue the trend and ensure they stay in uniform, according to the Government Accountability Office.
- [COVID-19 is probably going to put a dent in military manpower](#)**  
*(19 May) Military Times, By Meghann Myers*  
The Defense Department is bracing for a manning gap this year, the Pentagon's top personnel official told reporters Thursday, after the COVID-19 pandemic forced the services to slow their intake of new troops. While almost all recruiting shops have moved online and continued to bring in new prospective troops, social distancing measures at military entrance processing stations and reception units have throttled the number of new trainees coming in.
- [With training reopened, Army shipping recruits to basic even faster than before](#)**  
*(19 May) Military.com, By Matthew Cox*  
After a rocky start, U.S. Army basic training officials now say they have significantly reduced the backlog of trainees waiting to move safely through the training pipeline despite pandemic conditions.



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10. **[The military needs a real plan to recruit and retain women, report finds](#)**  
(20 May) *Military Times*, By Meghann Myers  
Less than 17 percent of the active duty military is made up of women, according to a Government Accountability Office report released Tuesday, an increase of about 1 percent since 2004.
11. **[No more ‘kneecap to kneecap’ talks: Coronavirus hinders military recruiting](#)**  
(20 May) *New York Times*, By Jennifer Steinhauer  
There is no substitute for face-to-face conversations when trying to get Americans to sign up to be service members. Boot camp outbreaks slow the pipeline, too.
12. **[Women are making up more of the military, but are more likely to leave early, new report says](#)**  
(20 May) *Stars and Stripes*, By Corey Dickstein  
Women are making up an increasing proportion of the U.S. armed forces, but female troops are 28% more likely than men to leave the military early, the Government Accountability Office found.
13. **[Army retention rises as economy slumps, but recruiting hasn’t seen a boom yet](#)**  
(20 May) *Army Times*, By Kyle Rempfer  
The U.S. unemployment rate rose above 14 percent in April, the highest since the Great Depression. And though economic downturns typically boost Army recruitment numbers, the service hasn’t seen a major uptick yet.
14. **[The ban on COVID-19 survivors joining up has lifted, but some cases could still be denied](#)**  
(21 May) *Military Times*, By Meghann Myers  
The Pentagon has rescinded a policy released earlier this month that prevented recruits who had contracted COVID-19 from enlisting or earning a military commission, the Defense Department’s top manpower official told reporters Thursday.
15. **[The Army is planning a mass recruiting drive this summer](#)**  
(22 May) *Army Times*, By Kyle Rempfer  
The general helming Army Recruiting Command is preparing a massive virtual hiring event this summer after the Army’s 245th birthday on June 14. Like the other military branches, the ground service is fighting the anticipated dent to manpower after the coronavirus shuttered recruiting stations across the country this spring.
16. **[Coronavirus will undercut Navy recruitment](#)**  
(26 May) *RealClear Defense*, By Michael Rubin  
No one joins the military for an easy life, but Navy life is about to get far harder compared to other services.
17. **[Face of Defense: Sibling-Soldiers](#)**  
(1 Jun) *Feature stories from around the Defense Department*, By Defense.gov  
For the Fiore siblings, family ties bolster their shared commitment to duty and service.

## EMPLOYMENT & INTEGRATION

18. **[Women Warriors: The ongoing story of integrating and diversifying the American Armed Forces](#)**  
(May 2020) *Brookings*, By Lori Robinson and Michael E. O’Hanlon  
How have the experiences, representation, and recognition of women in the military transformed, a century after the ratification of the 19th Amendment to the U.S. Constitution?



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19. **[‘Survivor’ Host Jeff Probst Admits He Had a Gender Bias in Early Seasons: ‘I’m Very Much Aware of It Now’](#)**  
(14 May) *US Weekly*, By Nicholas Hautman  
Living and learning. Jeff Probst admitted during the Survivor: Winners at War finale that he now realizes he had a gender bias in early seasons of the CBS reality show. A Marine Corps veteran, 37, added, “I know that women can do anything that a man can do, especially in Survivor...I think everyone needs to respect women because they’re all our mothers and they’re our daughters, and that’s what we’ve got to sit back and realize.”
20. **[The lack of women in cybersecurity leaves the online world at greater risk](#)**  
(15 May) *Fifth Domain*, By Nir Kshetri  
Women are highly underrepresented in the field of cybersecurity. In 2017, women’s share in the U.S. cybersecurity field was 14 percent, compared to 48 percent in the general workforce.
21. **[In ‘She-Ra And The Princesses Of Power,’ True Strength Is In Being Yourself](#)**  
(15 May) *NPR*, By Victoria Whitley-Berry  
Showrunner Noelle Stevenson has always been a fan of science fiction and fantasy. But there was a problem with her favorite childhood stories...“I never quite saw myself reflected in them,” Stevenson says, “certainly not at the heart of the story.” There weren’t a lot of women. She also gathered an all-female writing staff to update this team of powerful women.
22. **[Navy looks to pro sports to boost performance of EOD techs and divers](#)**  
(18 May) *Military.com*, By Hope Hedge Seck  
The Navy is adding new cognitive enhancement techniques and eyeing performance-tracking systems akin to those used in pro sports for two job communities requiring high degrees of strength and precision.
23. **[Setting up the Space Force for success](#)**  
(18 May) *Forbes*, By Dave Deptula  
The birth date of the U.S. Space Force—Dec. 20, 2019—is a date that will go down in history as the start of a new era in American military power.
24. **[Here’s what the Space Force is telling airmen about the new service](#)**  
(19 May) *Air Force Magazine*, By Rachel S. Cohen  
As the Space Force stands up, there’s one constituency it has to get on board with its plans: Airmen.
25. **[Air Force removes initial height requirement for officer aviators](#)**  
(21 May) *Air Education and Training Command Public Affairs*, By Dan Hawkins  
“We’re really focused on identifying and eliminating barriers to serve in the Air Force,” said Gwendolyn DeFilippi, assistant deputy chief of staff for manpower, personnel and services. DeFilippi, who chairs the Department of the Air Force Barrier Analysis Working Group, explained, “This is a huge win, especially for women and minorities of smaller stature who previously may have assumed they weren’t qualified to join our team.”
26. **[In bid for more female pilots, Air Force removes height requirement](#)**  
(22 May) *Air Force Times*, By Stephen Losey  
The Air Force has removed the initial height requirements for officers who wish to become aviators, which it feared was discouraging women from even applying to become pilots.



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27. [\*\*Air Force Removes Height Requirement for Pilot Applicants\*\*](#)

(22 May) *Air Force Magazine*, By Brian W. Everstine

The Air Force removed the minimum height requirement for applicants who want to fly as it looks to increase the diversity of those entering USAF cockpits. “This is a huge win, especially for women and minorities of smaller stature who previously may have assumed they weren’t qualified to join our team.”

28. [\*\*Coronavirus forces Air Force to cancel PT testing until October — or later\*\*](#)

(22 May) *Air Force Times*, By Stephen Losey

The Air Force has extended its coronavirus-driven suspension of fitness assessment testing until the beginning of October, at the earliest. In a release, the Air Force said the extension of the PT test suspension — which originally was to resume in June — is necessary to ensure airmen’s safety while the pandemic is ongoing.

29. [\*\*African-Americans are highly visible in the military, but almost invisible at the top\*\*](#)

(25 May) *New York Times*, By Helene Cooper

Seventy-five years after integration, the military’s upper echelons remain the domain of white men. “The Marine Corps actually has given this a great deal of thought because we have struggled,” said Gen. Kenneth F. McKenzie Jr., the Marine who is head of United States Central Command. “We’ve struggled to do it with minorities. We’ve struggled to do it with women. It is a continuing problem for us.”

30. [\*\*African-Americans Are Highly Visible in the Military, but Almost Invisible at the Top\*\*](#)

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31. [\*\*Space Force starts teaching courses to give space professionals 'warfighting mindsets'\*\*](#)

(26 May) *UPI*, By Christen McCurdy

The U.S. Space Force has started teaching a new series of courses to give new space professionals "warfighting mindsets they will carry with them throughout their entire careers."

32. [\*\*Sergeant Major of the Army explains how a socially distanced ACFT will work\*\*](#)

(27 May) *Military.com*, By Matthew Cox

The U.S. Army's top enlisted soldier said recently that the novel coronavirus pandemic will be only a temporary hurdle to the service transitioning to the new Army Combat Fitness Test.

33. [\*\*Watch the Space Force’s new stargazing recruiting ad\*\*](#)

(28 May) *Air Force Times*, By Stephen Losey

The Space Force just dropped a new recruiting ad — one designed to stoke the sci-fi dreams of people thinking about joining the nascent service. With a female narrator, and primary focus on women doing space-oriented jobs, the ad seems to be aimed at encouraging women to consider a career in the Space Force.

34. [\*\*A gender-neutral ‘Wild Blue Yonder’: Air Force finishes changing official song\*\*](#)

(29 May) *Air Force Times*, By Stephen Losey

The Air Force is rolling out the final tweaks to its official song to remove the last references to just men, and make it more inclusive of the women in the service.



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### WELL-BEING & TREATMENT

35. [Coronavirus delays new child care priority system, but good news for Coast Guard military families](#)

(27 May) *Military Times*, By Karen Jowers

Coast Guard active duty families will get the same priority for Defense Department child care as other military families, under a recent policy change directed by Defense Secretary Mark Esper. Esper has also delayed the implementation of the new child care priority system to Sept. 1, originally scheduled for June 1, citing “challenges our families and child care programs are facing as a result of the COVID-19 pandemic.”

### SERVICEWOMEN IN THE NEWS

36. [Local Army Reserve nurse serving on the frontlines in New York City](#)

(13 May) *CNYCentral*, By Brandon Roth

Patricia Goodyear has been a nurse at Upstate Medical Center for the past 12 years. Goodyear is also a nurse in the Army Reserve, and when the call came in March to deploy to New York City, she traded in one uniform for another and headed down to help.

37. [2nd Intel BN Marine Recognized for Fundraising During Covid-19 Outbreak](#)

(14 May) *II MEF Information Group*, By Cpl. Stephen Campbell

The leadership of 2nd Intelligence Battalion, II Marine Expeditionary Force Information Group, recognized U.S. Marine Corps Lance Cpl. Zeelie Scruggs with a Navy and Marine Corps Achievement Medal. She earned this honor for her volunteer service to the local community during the Coronavirus pandemic from March to April 2020.

38. [Howard Grad Makes Air Force Thunderbird History](#)

(15 May) *NBC 4 Washington* <Video>

When the U.S. Air Force Thunderbirds saluted essential workers in the D.C. area, a trailblazing woman flew in formation. News4’s Eun Yang caught up with Capt. Remoshay Nelson.

39. ['Desire to serve our country': Mother recalls fallen daughter's love for the military](#)

(17 May) *ABC7*, By John Gonzalez

Army Specialist Toccara Green was only 23 years old when she was killed. She was ambushed on August 14th, 2005 during convoy operations in Asad, Iraq, and buried with full military honors at Arlington National Cemetery on August 26th, 2005.

40. [Navy relieves USS Philippine Sea skipper less than two weeks after massive fuel spill](#)

(18 May) *Stars and Stripes*, By Joseph Ditzler

The commander of a guided-missile cruiser that dumped 4,000 gallons of diesel fuel into a Virginia river on May 7 was relieved of duty “due to a loss of confidence in her ability to command,” according to news accounts and a Navy statement. Capt. Erica Hoffmann, a New York native and Naval Academy graduate, had commanded the USS Philippine Sea since April 2019.

41. [General Officer Assignments](#)

(21 May) *Immediate Release*

The chief of staff of the Army announces the following officer assignments.

- Brig. Gen. Heidi J. Hoyle, commandant, U.S. Army Ordnance School, U.S. Army Sustainment Center of Excellence, Fort Lee, Virginia, to commanding general, Military Surface Deployment and Distribution Command, Scott Air Force Base, Illinois.
- Brig. Gen. Michelle A. Schmidt, deputy commanding general (Support), 10th Mountain Division (Light), Fort Drum, New York, to deputy chief of staff, intelligence, Resolute Support Mission, NATO; and director, J-2, U.S. Forces-Afghanistan, Operation Freedom’s Sentinel, Afghanistan.



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42. [Flag Officer Assignments](#)  
(22 May) *Immediate Release*  
The Navy secretary and chief of naval operations announced flag officer assignments:
- Capt. Susan Bryer Joyner, selected for promotion to rear admiral (lower half), will be assigned as Navy Cyber Security Division director, Office of the Chief of Naval Operations, Washington, D.C. Bryer Joyner is currently serving as Cyber Security Division chief, N2N6, Office of the Chief of Naval Operations, Washington, D.C.
  - Capt. Cynthia A. Kuehner, selected for promotion to rear admiral (lower half), will be assigned as commander, Navy Medical Forces Support Command, Fort Sam Houston, Texas. Kuehner is currently serving as head, Commander's Action Group, Bureau of Medicine and Surgery, Falls Church, Virginia.
  - Capt. Elizabeth S. Okano, selected for promotion to rear admiral (lower half), will be assigned as program executive officer for integrated warfare systems, Washington, D.C. Okano is currently serving as executive assistant to the assistant secretary of the navy (research, development and acquisition), Washington, D.C.
43. [She's doing well!' Esper discusses young sailor who took down Corpus Christi gunman](#)  
(22 May) *Military.com, By Gina Harkins*  
Defense Secretary Mark Esper said that, when the gunman tried to get through the gate, he was stopped by a young sailor. The sailor, whose identity has not been released, suffered minor injuries and was released from the hospital Thursday. "She's doing well, I understand," he told the "Today" show on Friday.
44. [Family of missing Fort Hood soldier pleads for help after one month with no answers](#)  
(22 May) *Stars and Stripes, By Rose L. Thayer*  
Pfc. Vanessa Guillen was last seen on April 22 in the parking lot of the Regimental Engineer Squadron Headquarters for the 3rd Cavalry Regiment at Fort Hood.
45. [New Army lieutenant from Virginia represents military at White House graduation ceremony](#)  
(23 May) *Stars and Stripes, By Rose L. Thayer*  
As a newly commissioned second lieutenant in the Army, Lauren Shappell's first assignment attracted a call of support from a four-star general. Her mission: to represent the military at a White House commencement ceremony Friday afternoon that included only 20 class of 2020 students from across the country.
46. [13 Women In The Coast Guard Talk About What It's Like To Be A Lifesaver](#)  
(28 May) *Buzz Feed, By the U.S. Coast Guard*  
"Don't try to be one of the boys, be one of the team."

## WOMEN VETERANS

47. [WASPs in WWII: Women Pilots Built Legacy in North Carolina](#)  
(17 May) *Star-News, By Hunter Ingram*  
History often remembers war as a man's duty to his country. What too often gets lost in the thick of history, however, are the contributions of women to the war effort, be it as nurses, textile workers and architects of stability at home when the world is thrown into chaos.
48. [VA employee empowers her women Veteran peers](#)  
(19 May) *Official Blog of the U.S. Department of Veterans Affairs*  
VA's Center for Women Veterans is advancing a cultural transformation throughout VA and aims to serve as a portal – monitoring and coordinating VA's benefit services, outreach and programs – for women Veterans. One advocate is Ashley Gorbulja-Maldonado, a VBA employee and Army National Guard Veteran, who empowers other women Veterans with her mantra, "I can, I will... watch me."



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49. [Women veterans advocates worry coronavirus crisis will overshadow other needed fixes](#)  
(19 May) *Military Times*, By Leo Shane III  
Women veterans advocates worry another victim of the coronavirus pandemic could be progress in addressing gender-discrimination problems within the Department of Veterans Affairs.
50. [A campaign milestone: 'I was drugged and raped,' heard in a candidate's ad](#)  
*New York Times*, By Lisa Lerer and Giovanni Russonello  
"It was 2004," says Claire Russo, 40, a former combat veteran running for Congress in Virginia. "I was attending the Marine Corps Ball when I was drugged and raped by a superior."
51. [Female Gulf War combat veterans have persistent symptoms more than 25 years later](#)  
(26 May) *Medical College of Georgia at Augusta University News Release*  
More than a quarter century after the Gulf War, female veterans who saw combat have nearly a twofold risk of reporting more than 20 total medical symptoms, like cognition and respiratory troubles, than their fellow female veterans who were not deployed, investigators report.
52. [98-year-old veteran is honored for her service as a nurse in World War II](#)  
(29 May) *MLive.com*, By Jada Fisher  
Aldean Mason, a 98-year-old veteran who served as a nurse in World War II, was honored for her service Friday morning.
53. [Martha McSally didn't want to be a fighter pilot -- until she was told no](#)  
(29 May) *Military.com*, By Oriana Pawlyk  
Despite her frequent criticism of the F-35 Joint Strike Fighter, Sen. Martha McSally doesn't actually hate the aircraft.
54. [The Air Force investigated Martha McSally for seeking advice after sexual assaults](#)  
(30 May) *Military.com*, By Oriana Pawlyk  
While serving in the U.S. Air Force, Martha McSally experienced multiple incidents of sexual abuse and assault. But when she sought advice about how to talk publicly about experiences she'd had with the abusive culture of the Air Force, the service decided to look into her behavior instead of that of the alleged offenders.