



## DACOWITS: Articles of Interest 26 June 2015

### WELLNESS

#### [New TRICARE Lactation Program to Be Featured on Facebook Today](#)

(22 Jun) DoD News, By Defense Media Activity

Cost shares and copays are waived for TRICARE's new program, which will provide coverage for a manual or standard electric breast pump, related pump supplies and up to six one- to two-hour lactation counseling sessions.

#### [As Sailors Await New Physical Fitness Rules, Debate Over 'Tape-In' Standards Smolders](#)

(22 Jun) Stars and Stripes, By Steven Beardsley

Last year, some 5,000 sailors failed the Navy's physical fitness assessment, the majority because they couldn't "tape-in," or meet body weight standards calculated by measuring around a sailor's neck and waist.

#### [Sailor Not Guilty Of Distributing Nude Videos, Judge Finds](#)

(23 June) Associated Press

A military judge on Tuesday found a submarine sailor not guilty of distributing videos of female officers undressing for the shower, making him the first cleared of wrongdoing in the case.

#### [Three face court-martial for gang-rape of fellow airman](#)

(24 Jun) Air Force Times, By Phillip Swarts

Three Airmen First Class will face a court-martial on charges that they raped a fellow airman, the Judge Advocate General's office announced.

### ASSIGNMENTS

[Flag Officer Assignment.](#) The Secretary of the Navy Ray Mabus and Chief of Naval Operations Adm. Jonathan W. Greenert announced today the following assignment: Rear Adm. Valerie K. Huegel will be assigned as director, Central Command Deployable Distribution Operations Center, Camp Arifjan, Kuwait. Huegel is currently serving as commander, Navy Expeditionary Logistics Support Group, Williamsburg, Virginia.

#### [3rd try: 3 women to restart Ranger School Sunday](#)

(19 Jun) Army Times, By Michelle Tan

The women were given the opportunity to start Ranger School all over after twice failing to pass the first phase of the school, also known as the Darby Phase.

#### [Army Opens 20,563 Engineering Positions to Women](#)

(19 Jun) Army News Service

Military Occupational Specialty, or MOS, 12B, Combat Engineer is now open to all female enlisted Soldiers of all components, according to Army Directive 2015-27.

#### [Women in combat units: Final decision due](#)

(21 Jun) Military Times, By Andrew Tilghman

The Pentagon's highest-ranking officials are preparing to make final decisions about whether to open all combat jobs to female service members.

#### [First Enlisted Women to Serve on Submarines Announced](#)

(22 Jun) DoD Live, By Rear Admiral Chas Richard

History continues to be made in the submarine force as the first enlisted female Sailors to serve on submarines have been selected. NAVADMIN 142/15 lists the 38 Chiefs and Petty Officers selected to report onboard the Ohio-class guided-missile submarine USS Michigan (SSGN 727) in Bangor, Wash. after completion of requisite training needed to convert into their submarine ratings.

### [First Female Enlisted Sailors To Serve Aboard Submarine USS Michigan Selected](#)

(22 Jun) *U.S. Naval Institute News*, By Megan Eckstein

The 38 women were chosen through a competitive process based on the sailors' performance in their current rating, their desired submarine rating assignment, the needs of *Michigan's* two crews, and the overall needs of the Navy for rating community health, according to the statement, along with "performance evaluations, warfare qualifications, commanding officer endorsements, sea service time, physical readiness testing, and similarity of current rating to desired submarine rating."

### [At Army Ranger School, admiration — and frustration — in assessment of women](#)

(22 Jun) *The Washington Post*, By Dan Lamothe

The heavily scrutinized assessment of women attending Army Ranger School could be nearing its end soon, and it comes with a dichotomy: senior service officials are laudatory of their efforts, while some of the women who washed out question whether they got a fair shake.

### [Official: All 3 women in Ranger School pass PT test](#)

(23 Jun) *Army Times*, By Michelle Tan

The three women who remain in the Army's gender-integrated assessment of Ranger School have passed — for the second time — the grueling physical fitness test that kicks off every cycle of the course.

### [DoD Personnel Official Rips Outdated System](#)

(24 Jun) *Defense News*, By Joe Gould

It's unclear why, but 50 percent of female Army officers leave after their initial commitment, a significant problem, Carson said, when women predominate in higher education.

### [The Military Has A Man Problem](#)

(24 Jun) *Politico*, By Helen Benedict

Of the roughly 300,000 American women who have deployed to the Afghanistan and Iraq wars since 2001, at least 800 have been wounded, and, as of last count, at least 144 have been killed.

### [Pentagon To Improve Retention Of Women, Rank Advancement](#)

(25 Jun) *Washington Times*, By Jacqueline Klimas

In addition to allowing women into combat roles, the Pentagon must make a number of changes in its personnel system to let women reach higher ranks, an issue that has been plaguing the department, a top Defense official said Thursday.

## **EXTRA**

### [National Security Laboratory Selects First Woman as Director](#)

(22 Jun) *Associated Press*

The largest U.S. national security research and development laboratory announced Monday that for the first time a woman has been selected to run its operations.

### [Bill would lift ban on transgender troops](#)

(23 Jun) *The Hill*, By Martin Matishak

Rep. Jackie Speier (D-Calif.) is drafting legislation that would scrap the Defense Department's ban on transgender people in the armed forces.

### [The Advance Guard: What happened to the first women of West Point?](#)

*June Politico Magazine Photo Essay*, By David Burnett

When President Gerald Ford in 1975 opened the nation's military service academies to women, the move came just after the Vietnam War had turned many Americans against the idea of fighting for their country. The oldest of those institutions—West Point—had resisted the change and, in ways big and small, was not ready for the 119 young women who arrived on the New York campus in the summer of 1976—8 percent of their freshman class (compared with 22 percent today). The following year, *American Heritage* magazine sent photographer David Burnett to the academy to capture the cadets on the front lines of this historic experiment. Now, a generation after those women graduated—and amid continued debate over women's role in the military—Burnett paid a visit to five of them to find out where they are now and how they look back on the Army's early attempts at integration.

## **New TRICARE Lactation Program to Be Featured on Facebook Today**

*(22 Jun) DoD News, By Defense Media Activity*

TRICARE's new lactation policy will be highlighted today in a live Facebook town hall to answer beneficiaries' questions at 1 p.m. EST and 10 a.m. PST, TRICARE officials said.

Bobbie Matthews, a health care policy analyst with the Defense Health Agency's medical benefits and reimbursement office will conduct the town hall at

<https://www.facebook.com/TRICARE>.

Cost shares and copays are waived for TRICARE's new program, which will provide coverage for a manual or standard electric breast pump, related pump supplies and up to six one- to two-hour lactation counseling sessions, Matthews said.

### **Program Expected to Be in Place July 1**

The new TRICARE program is expected to be in place by July 1, Matthews said.

The new provision stems from the National Defense Authorization Act of fiscal year 2015, she said, adding that those expenses are also retroactive if they were purchased on or after Dec. 19, 2014, when the act was signed into law.

### **What's Covered**

TRICARE will provide "broad requirements" of a manual or standard electric breast pump, which will be available through

network providers, said Ann Fazzini, DHA team chief for medical benefits and reimbursement office.

"We encourage beneficiaries to monitor [tricare.mil](http://tricare.mil), and once the policy is implemented, they can work with their managed care support contractor in their area," Fazzini said.

TRICARE network providers also will process claims for beneficiaries.

According to the American Academy of Pediatrics, exclusive breastfeeding is recommended for the first six months of a baby's life, with continued nursing for at least the first year as foods are introduced.

"The Centers for Disease Control says breastfeeding is one of the most effective steps a mother can take to protect the health of her baby," Fazzini said.

"TRICARE currently allows lactation counseling by authorized providers as part of good clinical practice," she said. "The provision of six additional lactation sessions is a very generous benefit. We're pleased we got this provision from NDAA for mothers and babies."

<http://www.defense.gov/news/newsarticle.aspx?id=129093&source=GovDelivery>

## **As Sailors Await New Physical Fitness Rules, Debate Over 'Tape-In' Standards Smolders**

*(22 Jun) Stars and Stripes, By Steven Beardsley*

Last year, some 5,000 sailors failed the Navy's physical fitness assessment, the majority because they couldn't "tape-in," or meet body weight standards calculated by measuring around a sailor's neck and waist.

The Navy now wants to lower that number who fail by changing its test, part of a broader retooling of its fitness program that includes making gyms available for longer hours, performing fitness "spot checks" between testing cycles and emphasizing diet and nutrition.

While sailors across the service are likely to feel the effects of each change, it is the fitness test – and in particular its body weight component – that has many of them talking.

Some argue that relaxing the standards will lead to less fit sailors. Others say the body weight calculation, known as the body composition assessment, doesn't reflect the wide range of modern body types.

"A thin sailor doesn't necessarily constitute a healthy sailor, and a sailor that's borderline or slightly out of [body composition] standards isn't necessarily unhealthy," Master Chief Petty Officer of the Navy Michael Stevens told a group of sailors Monday in Yokosuka Naval Base, Japan.

At the center of the debate is a rule that those who fail the body composition portion are automatically flunked for the full fitness assessment – before they even can take the exercise portion. A single failure can have consequences for a sailor's

career; three such failures in a four-year period result in separation from the Navy.

"We're looking to, I think, inject a little more reality into the BCA," said Cmdr. Chris Servello, spokesman for Navy Personnel Command.

The fitness test is required twice a year, and only those who exceed the Navy's maximum weight allowances by height are required to tape-in.

Some sailors say the exercise portion, which is known as the physical readiness test and consists of curl-ups, pushups and a timed 1.5-mile run or similar cardio activity, should be the deciding factor of who passes the overall physical fitness assessment, or PFA. They say failing to meet body composition standards doesn't necessarily mean a sailor is out of shape.

Others say those doing the measuring often get it wrong, by taping too tightly or in the wrong place.

Vice Adm. Bill Moran, the Chief of Naval Personnel, whose office is leading the changes, has suggested in interviews that while the tape measure isn't likely to be changed, he believes the body composition standards may need to be relaxed.

The current rates are 22 percent body fat for men under the age of 40 and 23 percent for those 40 and over. Women under the age of 40 are limited to 33 percent body fat; those at 40 and above can have 34 percent.

Moran's spokesman, Servello, wouldn't talk specific changes, but he said raising the body fat allowances would push more sailors into the physical fitness assessment, where standards could gradually be raised. Even with changes to the composition assessment, failing it would still mean flunking the physical fitness test, Servello said.

"One, we think less folks will actually fail, two we'll have a better idea of where people stand in terms of fitness and three, we could increase those standards."

But not everyone is on board.

A list of proposals put together last year by command fitness leaders – sailors who administer the fitness test – called for even tighter standards, including spot body composition assessment checks throughout the year.

"I think people make a lot of excuses," said Petty Officer 1st Class Brandon Jiles, a command fitness leader at the Naples base. "I think it could be more rigorous, but I would never make that decision for anyone else."

Yet Moran appears to have the support of Navy Secretary Ray Mabus, who in a May speech at the U.S. Naval Academy called for a move away from minimum fitness requirements and toward a more holistic look at health and wellness.

"Our pass/fail system that only, and often inaccurately, assesses one aspect of overall fitness will end," he told midshipmen. "We will instead focus on evaluating health, not shape."

Among the changes he's focused on are ensuring base gyms are available to sailors with non-traditional working hours, and that on-base day care is available for long enough to allow sailors with children to work out before or after work. Mabus has also pushed for fitness spot checks throughout the year and greater recognition for sailors who earn the top scores on the fitness assessment, whether through a special patch or privileges.

The Navy recently began testing expanded gym and day care hours at its base in Bremerton, Wash., while several other U.S. bases are testing expanded gym hours alone. During his Monday visit to Yokosuka, Stevens said the service was also considering a pilot program that would use electronic monitors to track sailor sleep and activity.

The Navy is expected to roll-out its recommendations later this summer, with changes to take effect in January.

<http://www.stripes.com/news/as-sailors-await-new-physical-fitness-rules-debate-over-tape-in-standards-smolders-1.353795>

## **Sailor Not Guilty Of Distributing Nude Videos, Judge Finds**

*(23 June) Associated Press*

A military judge on Tuesday found a submarine sailor not guilty of distributing videos of female officers undressing for the shower, making him the first cleared of wrongdoing in the case.

The ruling came in a general court-martial for Petty Officer 3rd Class Samuel Buchner, the fifth sailor charged in the videotaping scandal aboard the USS Wyoming.

The women who were secretly videotaped were among the first to serve on U.S. submarines. The case has highlighted the Navy's struggles in adding women to its sub force.

Buchner was charged with conspiring to distribute videos using his cellphone and sending the videos to another sailor. His attorney said in an earlier hearing that Buchner didn't know what he was sending.

"Buchner has asserted from the beginning that he did not know what these files were before he transferred them to another sailor," said Lt. Tracy Waller, his attorney, in a statement. "We are extremely pleased that he was exonerated today, and we hope that his withheld promotion will be restored immediately."

Buchner is the first of the sailors to not plead guilty in a case that has sent four others to prison.

Navy prosecutors say the videos were shot by another sailor, Petty Officer 2nd Class Charles Greaves. He was sentenced to two years in prison and a dishonorable discharge after pleading guilty last month.

Three other sailors have also received prison time related to distributing the videos.

Prosecutors accused the men of trading the videos "like Pokemon" cards in exchange for energy drinks and other items.

All three women testified in previous trials, saying the ordeal had ruined or derailed their otherwise promising careers. Buchner's defense attorney did not immediately return a request for comment on the judge's decision.

<http://www.navytimes.com/story/military/crime/2015/06/23/sailor-not-guilty-of-distributing-nude-videos-judge-finds/29158735/>

## **Three face court-martial for gang-rape of fellow airman**

*(24 Jun) Air Force Times, By Phillip Swarts*

Three Airmen First Class will face a court-martial on charges that they raped a fellow airman, the Judge Advocate General's office announced.

Airmen First Class Juron Woods, Darnell Wilson and Thaddeus Alexander are facing charges of sexual assault. According to the charges filed, the three are accused of raping another airman first class while she was intoxicated.

Wilson and Alexander are facing additional charges that they drank alcohol, despite being under 21-years-old at the time. Alexander is also facing charges that he had taken drugs, specifically "Triple C," the nickname for a series of legal cold

and cough remedies that experts say is starting to see an uptick in abuse.

The incident is reported to have occurred May 30 and 31, 2014, near Joint Base San Antonio-Lackland, Texas, where the three were stationed.

Air Force Times could not reach the three individuals or their legal representatives for comment.

A court-martial is set for Nov. 9 for all three men, according to JAG records.

Woods served with 59<sup>th</sup> Medical Diagnostics and Therapeutics Squadron, Wilson with 802<sup>nd</sup> Security Forces Squadron and Alexander with 2<sup>nd</sup> Air Force, Technical Training Operations Center, Detachment 1, according to court records.

<http://www.airforcetimes.com/story/military/crime/2015/06/24/three-men-face-court-martial-for-gang-rape-of-fellow-airman/29208193/>

### **3rd try: 3 women to restart Ranger School Sunday**

*(19 Jun) Army Times, By Michelle Tan*

Three female soldiers will start Ranger School again on Sunday in a third attempt to make it through the grueling two-month course.

The [women](#) were given the opportunity to start Ranger School all over after twice failing to pass the first phase of the school, also known as the Darby Phase.

"They earned it," said Col. David Fivecoat, commander of the Airborne and Ranger Training Brigade, which runs Ranger School. "The overall performance of the three ... was very high. All three were close to making it through the Darby Phase. Let's not forget, they were given a Day One Recycle, which means they get a chance to start all over again, and that includes RAP week. That is a daunting task for anyone, male or female."

The women are part of a one-time, integrated assessment of the storied school. The assessment is part of a wider effort to determine whether and how to open combat arms jobs to women, and it is [a first](#) for Ranger School, which until now has been open only to men.

Nineteen female and 381 male soldiers [started Ranger School](#) on April 20. Eight of them made it through the famously punishing first four days of the Ranger Assessment Phase, commonly known as RAP week.

None of the eight women made it past the Darby Phase on the first try and were recycled, along with 101 of their male classmates, on May 8.

After the second attempt at the Darby Phase, three female and two male students on May 29 were given the option of a Day One Recycle, which is a normal course procedure that's used when students struggle with one aspect of the course and excel at others, said officials at Fort Benning, Georgia.

The two male students declined to recycle, officials said.

The remaining five women returned to their units and were not recycled again. A total of 29 students were dropped from the course for failing to meet the standards of the Darby Phase.

These students did not meet the standard for a number of reasons, including leading patrols, poor peer evaluations, too many negative spot reports, or a combination of all three.

On Sunday, Ranger School officials are "prepared to accept up to 400 students," Fivecoat said.

The three female students, who are all officers, are scheduled to start the course alongside their male counterparts, he said.

Since they were recycled about three weeks ago, the women have stayed at Fort Benning and spent their time training and preparing to retake the course, Fivecoat said.

"The Ranger students, both male and female, have been participating in physical training along with other classes in preparation for the upcoming start of class 08-15," he said. "This is the same training that is executed between every class with all students who recycle here at the Benning Phase of Ranger School."

A Day One Recycle means the women will have to redo RAP week, which includes events such as 49 pushups, 59 sit-ups, a five-mile run in 40 minutes or less, six chin-ups, a 12-mile foot march and a combat water survival test.

The soldiers also have been focusing on patrolling, the most common reason many did not make it through the Darby Phase, Fivecoat said.

"To increase the student's success with patrolling, Ranger recycle students also receive every block of instruction they received previously while in the Darby Phase," he said. "They also are given opportunities to conduct patrolling practical exercises."

During the recycle period, Ranger students typically receive at least five hours of training every day, Fivecoat said.

If the women don't make it through RAP week next week, "they will no longer be allowed to go further in the course," Fivecoat said.

"They will have to meet the same standards that they met before," he said.

Those who make it through RAP week move on to the Darby Phase, which is fifteen days of intensive squad training and operations in a field environment at Fort Benning.

The phase consists of a day for basic airborne refresher and sustained airborne training, as well as a day for an airborne operation for those Ranger students who are airborne qualified (usually about 50 percent of the class); a day for the Darby Queen, an advanced obstacle course; a day of techniques training; two days of cadre assisted patrols; three days of student led patrols; one day of retraining; three days of student

led patrols; and two administrative days where the students are counseled on their performance during the phase.

If the students fail an event at Camp Darby, whether it be patrols, spot reports, peer evaluations or a combination, they will be sent to the academic review board just as they were before, Fivecoat said.

"If they failed for the same reason they did during the last class, they will be dropped from the course," he said.

The overall Ranger School graduation rate between fiscal years 2010 and 2014 was 42 percent, according to the Airborne and Ranger Training Brigade [website](#). About 36 percent of students fail during RAP week.

On average, about 34 percent of Ranger School graduates recycle at least one phase of the school; about 61 percent of recycles are due to patrols, according to the ARTB website.

The assessment allowing women to attend Ranger School initially was meant to be a one-time event. But Army Chief of Staff Gen. Ray Odierno recently said the Army is considering running [additional assessments](#) in the future.

It's too soon to say when another assessment might take place.

"As a professional military organization, we are always planning for contingencies, but there has been no official word on when we will run an additional pilot course," Fivecoat said.

As part of the assessment, women who successfully complete Ranger School will receive a certificate and be awarded the coveted Ranger tab. They will not, however, be assigned to the 75th Ranger Regiment, which is separate from Ranger School.

## **Army Opens 20,563 Engineering Positions to Women**

*(19 Jun) Army News Service*

Military Occupational Specialty, or MOS 12B, Combat Engineer is now open to all female enlisted Soldiers of all components, according to Army Directive 2015-27.

The June 16 directive from Army Secretary John M. McHugh makes available 20,563 additional positions for women and opens the last of the 16 engineer MOSs, which were closed to women. The only positions not open to women in engineering are in certain special operations units.

Female officers were previously assigned as combat engineers "to provide a support network for junior female Soldiers and to offer advice to the unit's male leadership," said McHugh, who signed Army Directive 2014-16, June 17, 2014, making that happen.

Col. Linda Sheimo, chief of the Command Programs and Policy Division at the Directorate of Military Personnel Management, Army G-1, said the decision to open these positions to female Soldiers was made after U.S. Army Training and Doctrine Command completed extensive validation studies.

There are no plans, however, to change the standards at Ranger School, officials have repeatedly said.

"We've set standards for Ranger School for a very long time," Odierno said. "I'm adamant about maintaining that. I do believe it's important we maintain the integrity of the Ranger tab."

So far, the Army has learned some good lessons from this first assessment, Fivecoat said.

This includes proof that women can meet the standards of the National Guard Ranger Training and Assessment Course, a two-week pre-Ranger program that all female candidates had to complete before being allowed to attend Ranger School.

Women also have shown they can meet the standards of RAP week, Fivecoat said.

"The cohort of women outperformed their male counterparts in the physical fitness test and land navigation test," he said. "However, some struggled during the 12-mile foot march event and moving under heavy loads."

Even though no woman has made it past the Darby Phase, "it is clear that a woman possesses the ability to pass Ranger School in the future," Fivecoat said. "During this iteration, however, women failed to pass the Darby Phase due to lack of experience and the ability to command and control dismounted squad patrols."  
<http://www.armytimes.com/story/military/careers/army/2015/06/19/ranger-school-women-third-try/28929569/>

"The Army remains on the cutting edge of determining scientifically-based occupational accessions standards for all military occupational specialties," Sheimo said. "Validating these physical standards enhances our ability to predict an applicant's ability to perform the critical, physically demanding tasks of MOSs."

Women, as well as men, who do not meet the standards, will not be allowed into MOS 12B, or, for that matter, any other MOS, she emphasized. She explained that the standards are, and will remain, fair and transparent.

"The Army's plan is to continue removing barriers to allow the best-qualified Soldiers to serve in any position, where they are capable of performing to standard," Sheimo said. "This is about enhancing force capability and readiness while retaining the trust and confidence of the American people in our Army's ability to defend the nation."

The seven skill identifiers in MOS 12B are:

2C (Javelin Gunnery),  
6B (Reconnaissance and Surveillance Leaders Course),  
B6 (Combat Engineer Heavy Truck),  
D3 (Bradley Fighting Vehicle Operations and Maintenance),  
J3 (Bradley Infantry Fighting Vehicle, or BIFV, System  
Master Gunner),  
K9 (Combat Engineer Mine Detection Dog Handler), and  
S4 (Sapper Leader). This directive applies to all three Army

## **Women in combat units: Final decision due**

*(21 Jun) Military Times, By Andrew Tilghman*

The Pentagon's highest-ranking officials are preparing to make final decisions about whether to open all combat jobs to female service members.

It's been more than two years since then-Defense Secretary Leon Panetta stunned the military community by announcing plans to change the longstanding rule technically excluding women from serving in combat roles — more than 300,000 jobs in all, many of Army and Marine Corps infantry and armor units.

Now deadlines looming later this year will force the military's top brass to either clear a path to eliminate all gender restrictions, or serve up a good reason why not by requesting a formal waiver to the forcewide policy.

"We've really tried to give them the time that they need to finish their studies," said Juliet Beyler, the Pentagon's director of officer and enlisted personnel management, who is overseeing the process.

Any waiver request will land on Defense Secretary Ash Carter's desk and must be "based on a rigorous analysis of the knowledge, skills and abilities required to do the job," Beyler said in an interview.

Service chiefs will have to submit any waiver requests this fall for Carter's review before Jan. 1, when the new policy is due to take effect.

Since the three-year transition began in January 2013, the Army and Marine Corps have begun opening some career fields and billets previously restricted to men. The Army recently opened up combat engineer positions to women, while the Corps has lifted gender restrictions for ground intelligence officers.

In total, about 91,000 previously male-only jobs have been opened to women over the past few years. Across the active and reserve forces, about 240,000 jobs remain closed, mainly in infantry and armor units, defense officials said.

Special Operations Command is mounting its own independent review of the new policy to determine whether some of its jobs will remain closed. The new policy's impact on the Navy and the Air Force will be limited beyond special operations units, which is a decision that SOCOM will primarily address.

components.

Soldiers in MOS 12B are expected to be proficient at a wide-variety of tasks, including demolitions, route and mine clearing, constructing fighting positions, erecting fixed and floating bridges and operating heavy equipment.  
[http://www.army.mil/article/150882/Army\\_opens\\_20\\_563\\_engineer\\_positions\\_to\\_women/](http://www.army.mil/article/150882/Army_opens_20_563_engineer_positions_to_women/)

Meanwhile, the Army and Marine Corps have begun integrating women into their combat arms training programs.

In April, for the first time, the Army allowed 19 women to attend Army Ranger School. Eight completed the first training phase, but instructors did not allow them to advance into the second phase of Ranger training. Instead, those eight women will be able to try again and repeat the first phase.

Army Chief of Staff Gen. Ray Odierno said he expects the Ranger School to hold a few more coed courses later this year.

The Marine Corps recently completed a gender-integrated combat arms training program that let researchers study and compare the abilities of men and women to meet the physical challenges of the career fields. The Corps also has sent 27 female volunteers through its Infantry Officer Course, but none completed it, with most failing the grueling combat endurance test.

Both services say they will continue to evaluate the issue and draw up gender-neutral standards and requirements for each career field. They have made no final decisions about whether to seek an exemption to the new policy and try to keep some jobs, or specific billets, limited to men.

Yet subtle signals have emerged over the past two years to indicate the Army and Marine Corps are taking distinct approaches to the transition, said Ellen Haring, a retired Army colonel who studies the role of women in the military at George Mason University's School for Conflict Analysis and Resolution.

"I think the Army has approached this more as, 'how will we do this,' not 'whether we will do this.' And I think the Marine Corps' approach has been more of an investigation into whether we should do this," Haring said in a recent interview.

The two services could seek different policies. But that would be problematic because infantry jobs in the two branches are very similar. And the Pentagon also faces a lawsuit from former female troops who claim all restrictions for women amount to discrimination and are unconstitutional.

"They are going to be hard-pressed to reach different conclusions," Haring said.

The social and cultural differences between the services and their individual units will play a part in the final decisions, alongside the vast trove of physiological data and hard metrics that both services have compiled during the past two years.

"Certainly service culture plays a big part and that is normal and expected, but it is a consideration among many," Beyler said. "That is exactly why it's so critical that the review and the validation of the standards is so sound, that it is definitively tied to an operational requirement, that it is current, that it's reflective of what is necessary today, and, of course, gender-neutral.

"We needed to give the services time to review and validate those standards looking at it through their unique lens and depending on where they come out we'll see what they say," Beyler said.

Critics say the combat exclusion rule that restricted women from jobs with combat units at the battalion level and below, last revised in 1994, did not reflect the ground-level risks faced by all troops in Iraq and Afghanistan regardless of their designation as a "combat" unit. About 300,000 women served in the two wars and more than 150 were killed.

## **First Enlisted Women to Serve on Submarines Announced**

*(22 Jun) DoD Live, By Rear Admiral Chas Richard*

With the release of NAVADMIN 142/15 "FY16 Enlisted Women in Submarines Selections", the first group of enlisted female Sailors from across the Navy has been chosen to serve in the U.S. Navy's submarine force.

Rear Adm. Charles "Chas" Richard, commander, Submarine Group 10 and Enlisted Women in Submarines Task Force Commander, said the interest to apply was impressive.

"We couldn't be more pleased with the amount of interest shown by enlisted women in wanting the opportunity to serve in the undersea warfare domain. It's an exciting time in the submarine force, as we continue to move forward in shaping the future of our force, drawing from the best pool of talent possible."

A strong response fleetwide was received in the call for enlisted female Sailors applying for conversion into submarine force ratings. Applications from women representing 31 different ratings from shore and sea commands worldwide were received for the initial application period to fill four chief petty officer (E7 paygrade) and 34 rating conversion positions in the paygrades of E6 and below across the two crews of the USS Michigan (SSGN 727). Michigan is one of the Navy's Ohio-class guided-submarines homeported in Bangor, Washington.

Sailors from nearly every community throughout the Navy applied and the selections represented this diverse group of applicants, including junior Sailors who enlisted under the Professional Apprenticeship Career Tracks (PACT) program. The skills and experience they are bringing with them into the submarine force will set the foundation for excelling in their

Critics also said the rule was harming women's career prospects in institutions where most of the senior leaders emerge from combat arms career fields.

Critics of the transition fear that introducing women into the tightly-knit combat world, especially the spec-ops teams that run in small formations, will erode unit performance through a toxic mix of traditional chivalry, gender bias and sexual tension.

Beyler said maintaining high standards for individuals will be the key to addressing those concerns.

"For a unit or an organization to achieve task cohesion, there has to be respect among each of the individuals on the team that each of them can do their job," she said. "If they believe that each member of the team can meet the requirements of doing their job and doing it will then you will have that cohesion.

"What it all boils down to is, at the end of the day, what is needed to do the job? And if somebody can do the job, they will get the respect from their peers that is necessary."  
<http://www.militarytimes.com/story/military/pentagon/2015/06/21/women-in-combat-final-phase/28930521/>

new ratings.

Based on the number of applications, the selection process was competitive and used an objective review and scoring of each application. Selections were made based on the Sailor's performance in their current rating, the Sailor's desired submarine rating assignment, the needs of the ship to fill billets of planned rotations where appropriate, and lastly the needs of the Navy for rating community health, both in the old and new ratings. Applications were scored on performance evaluations, warfare qualifications, commanding officer endorsements, sea service time, physical readiness testing, and similarity of current rating to desired submarine rating.

"There were many exceptional candidates who we were unable to select in this rotation simply because we did not have enough positions open on the first two crews," said Capt. Rod Hutton, deputy commander for the Enlisted Women in Submarines Task Force, "These fully qualified Sailors have been placed on the alternate list and will automatically be considered when we select the next group in continuing to grow opportunities for women to serve in the submarine force. We look forward to reviewing their records again, as well as those of Sailors who want to add their names to the mix this summer and fall."

Each Sailor will be contacted and provided the opportunity to update their application as they continue to excel in their careers today. For example, a Sailor selected as an alternate may have received her best evaluation of her career after submitting her initial application for the first cohort. She will now have the opportunity to add that stellar evaluation to her existing application.



With the Sailors having been identified, they will now undergo the standard submarine medical screening process. After they have cleared medical screening, they will begin the training pipeline with Basic Enlisted Submarine School (BESS) in Groton, Connecticut. Sailors who applied to change ratings will also be provided the technical training through "A" schools and possibly "C" schools to prepare them for their new assignment.

These selections are only the first step in a long-term plan

## **First Female Enlisted Sailors To Serve Aboard Submarine USS Michigan Selected**

(22 Jun) *U.S. Naval Institute News*, By Megan Eckstein

The Navy selected the first 38 enlisted female sailors to serve aboard a submarine, the service announced on Monday. Four chief petty officers and 34 petty officers were selected from a pool of applicants that spanned 31 different ratings both at sea and ashore, according to a Navy statement. "We couldn't be more pleased with the amount of interest shown by enlisted women in wanting the opportunity to serve in the undersea warfare domain," Rear Adm. Charles Richard, commander of Submarine Group 10 and of the Enlisted Women in Submarines Task Force, said in the Navy statement. "It's an exciting time in the submarine force, as we continue to move forward in shaping the future of our force, drawing from the best pool of talent possible."

The women who pass their medical screening will be sent to a tailored training pipeline – to include Basic Enlisted Submarine School in Groton, Conn., and technical training at "A" schools and "C" schools where applicable – before reporting to the Ohio-class guided missile submarine USS *Michigan* (SSGN-727), homeported in Bangor, Wash. The 38 women were chosen through a competitive process based on the sailors' performance in their current rating, their desired submarine rating assignment, the needs of *Michigan's* two crews, and the overall needs of the Navy for rating community health, according to the statement, along with "performance evaluations, warfare qualifications, commanding officer endorsements, sea service time, physical readiness testing, and similarity of current rating to desired submarine rating."

"There were many exceptional candidates who we were unable to select in this rotation simply because we did not have enough positions open on the first two crews," Capt. Rod Hutton, deputy commander for the Enlisted Women in Submarines Task Force, said in the statement. "These fully qualified Sailors have been placed on the alternate list and will

approved by the CNO to integrate the submarine force and provide opportunities for women in the Navy to serve in all types of submarines in support of all missions in the undersea warfare domain. The next window for applications will open in July 2015, and will be announced via a separate NAVADMIN. The second group of enlisted female submarine conversions will be assigned to another Ohio-class guided-missile submarine, USS *Florida* (SSGN 729), homeported in Kings Bay, Georgia.

[http://www.navy.mil/submit/display.asp?story\\_id=87792](http://www.navy.mil/submit/display.asp?story_id=87792)

automatically be considered when we select the next group in continuing to grow opportunities for women to serve in the submarine force. We look forward to reviewing their records again, as well as those of Sailors who want to add their names to the mix this summer and fall."

The next round of applications will open next month. Sailors placed on the alternate list will be able to update their applications, and sailors who did not apply for the first round will be able to submit an application to serve aboard another Ohio-class sub, USS *Florida* (SSGN-729), homeported in Kings Bay, Ga.

[In a blog post](#), Richard acknowledged the historic nature of the selection.

"I first want to thank you for your courage, initiative and interest to apply for the opportunity to join the submarine community," he wrote. To those who were not selected, he said, "I want to encourage you to keep charging hard, as you are all hard-chargers for even considering this new, groundbreaking experience. There will be future iterations of enlisted female submariner selections made, so stay tuned for the announcement of the next application window planned for July of 2015."

The Navy currently has about 50 female officers serving on submarines after the male-only policy was reversed in 2010. The transition was not without challenges, as late last year the Navy discovered that about a dozen male sailors on USS *Wyoming* (SSBN-742) had recorded and viewed video of female officers in the submarine's shower.

The female enlisted sailors will join the *Michigan* crew in 2016, with two to four more crews welcoming female sailors each year through 2021.

<http://news.usni.org/2015/06/22/first-female-enlisted-sailors-to-serve-aboard-submarine-uss-michigan-selected>

## **At Army Ranger School, admiration — and frustration — in assessment of women**

(22 Jun) *The Washington Post*, By Dan Lamothe

The heavily scrutinized assessment of women attending Army Ranger School could be nearing its end soon, and it comes with a dichotomy: senior service officials are laudatory of their efforts, while some of the women who washed out question whether they got a fair shake.

The effort at the legendary school at Fort Benning, Ga., was launched earlier this year on a one-time basis as the Army grapples with which combat jobs it should open to women in the future. The Army included women in the school following a January 2013 directive by senior Pentagon leaders to

research the roles women could undertake and make recommendations by the end of this year.

Any woman who passes the course will make history and be allowed to wear the Army's prestigious Ranger Tab, a decoration that is admired across the military. However, they will not be allowed to join the elite 75th Ranger Regiment, which conducts raids and other Special Operations missions. Three women who failed the first phase of training twice will have one more chance beginning Monday, when the next class begins. They were labeled as "Day 1 recycles," a status

offered by senior leaders that allows them to try again. It is typically awarded to soldiers who excel in some aspects of Ranger School, but struggle in a single key component, said Col. David Fivecoat, the commander of the Army Ranger Training Brigade.

The remaining three women are the last of 19 who attempted the grueling Ranger Course beginning April 20. Sixteen of them passed an initial physical fitness test and eight of them made it through the initial Ranger Assessment Phase, commonly known as “RAP Week.” Historically, 75 percent of students who make it that far eventually graduate Ranger School. But all eight have fallen short twice since, and only three remain.

Sources familiar with the assessment said some of the final eight women were shocked and frustrated when they learned they didn’t pass the next part, the Darby Phase. It is known for its daunting Darby Queen obstacle course, but includes a variety of exercises in which Ranger students take turns planning and leading foot patrols through the wooded hills of Fort Benning. That’s where most, if not all, of the female students were dropped.

Ranger students are graded by both peers and Ranger instructors (RIs). The sources, who spoke on condition of anonymity due to concerns about damaging their careers, said many of the women who made it to the Darby Phase were graded well by their fellow male Ranger students — a process known as peer reviews — but informed at the end that they had failed at least two patrols and wouldn’t be able to continue.

“There’s the sense that no RI really wants to be the first one to pass a woman,” one of the sources said.

Male students who had women in their patrols also failed at an unusually high rate, the sources said. The average Ranger Course typically sees a few dozen soldiers wash out during the Darby Phase, but eight women and 101 men were “recycled” and held back in the class that begin Ranger School on April 20. An additional 35 male soldiers failed to meet the standards in the Darby Phase and were not allowed to try again, Army officials said.

Brig. Gen. James E. Rainey, the commandant of the U.S. Army Infantry School at Fort Benning, disputed that any Ranger instructor maliciously intended to hold female students back.

“The women did worse than men at patrolling,” he said.

“That’s a fact.”

But he said Ranger School officials are looking at whether “subjective grading and objective grading” by the instructors contributed to the failure of women at the school.

“We don’t really have enough data to draw a conclusion on this,” Rainey said. “We have a pretty rigorous and detailed system that we use, and we’re learning a lot along the way.” Ranger instructors grade students during patrols using a system that measures a soldier’s performance as a leader under stress and his or her unit’s ability to complete the mission at hand. It requires instructors to rely in part on their own combat experience to determine whether the Ranger students are ready, Army officials said.

It’s also not uncommon for male students who wash out in Ranger School to feel like they were short-changed in grading, Army officials said.

Women have impressed officials with their tenacity and showed that they could handle the physical rigors of Ranger

School by making it through RAP Week, Rainey said. He attributed their failure to pass the Darby Phase to a lack of experience, and said that with more repetitions in patrolling, women could eventually do so.

Not all men attending Ranger School have a background in combat arms either. In fiscal 2014, 76.5 percent of the students at Ranger School came from infantry, armor and Special Forces units, Fivecoat said. Ranger School officials did not provide a breakdown of which kinds of soldiers have historically performed the best, but said those with a combat arms background succeed at higher rates in part because they have more experience with the skills required.

The assessment at Ranger School was cast as a one-time project, but there are signs already that it will continue. In a meeting with reporters in May, Chief of Staff Gen. Raymond T. Odierno said the Army could run “a couple more cycles” with women.

“We’ll probably run a couple more pilots,” Odierno said, [according to Army Times](#). “It’s been a real success for us, and we’ll see how it goes from there.”

However, the timeline for doing so is unclear. If the Army proceeds, it would likely need to recruit not only additional women to participate, but new female soldiers who serve as “observer-advisers.” Thirty-one were selected this year, offering guidance and suggestions to the male soldiers who run Ranger School on how to make the integration of women as seamless as possible. They are expected to return to their units.

Ranger School officials declined to comment on if or when more female soldiers could be recruited to try the course, saying it is a policy decision that must be made by the Army’s top leaders. Sources familiar with the assessment said that if it continues, new female students won’t likely take on Ranger School again until late this year or in 2016.

School officials continue to take criticism from groups advocating both for and against integrating women more fully into Ranger School and the Army’s combat units.

Ellen Haring, a reserve Army colonel, expressed disbelief that none of the 19 women who originally qualified to try Ranger School has succeeded. She’s a fellow at Women in International Security, a non-partisan organization that has closely studied the integration of women in the military.

Haring said that the longer that Ranger School is left open to women, the more accepted it will be in the ranks and the more likely it is that a woman will graduate. She questioned how men who do not come from a combat arms background can pass Ranger School after attending a preliminary courses at Fort Benning, but no woman has.

“They just have to keep the course open, because this will normalize over time,” Haring said.

But Elaine Donnelly, the president of the Center for Military Readiness, said if they Army characterized the assessment as a one-time event, it should remain so. Donnelly, a frequent critic of integrating women in combat units, said the service is pursuing the effort as an “equal opportunity project,” rather than a careful assessment of whether opening more jobs in combat units will improve the military.

“Where do we get to the point where we say ‘Maybe this really isn’t a good idea after all?’” she said. “When they start making accommodations like that when you said that there wouldn’t be, you start to question the whole process.”

### **Official: All 3 women in Ranger School pass PT test**

*(23 Jun) Army Times, By Michelle Tan*

The three women who remain in the Army's gender-integrated assessment of Ranger School have passed — for the second time — the grueling physical fitness test that kicks off every cycle of the course.

The women, who were offered Day One Recycles, passed the Ranger Physical Assessment on Monday, said Col. William Butler, deputy commandant of the U.S. Army Infantry School.

A total of 364 students, including the three women, started training Monday, said Col. David Fivecoat, commander of the Airborne and Ranger Training Brigade, which runs Ranger School.

The three female and 273 male students met the standards of the Ranger Physical Assessment, Fivecoat said.

The famously punishing first four days of Ranger School are known as the Ranger Assessment Phase, or RAP week.

It includes a physical fitness test consisting of 49 pushups, 59 sit-ups, a 5-mile run in under 40 minutes, and 6 chin-ups; a swim test; a land navigation test; and a 12-mile foot march in under 3 hours.

On average, about 45 percent of Ranger School students will graduate. As many as 60 percent of all Ranger School failures will occur during RAP week.

The three female soldiers are on their third attempt to make it through the two-month course.

The women were given the opportunity to start Ranger School all over after twice failing to pass the first phase of the school, also known as the Darby Phase. They did not have to repeat RAP week the first time they were recycled.

"They earned it," Fivecoat said last week. "The overall performance of the three ... was very high. All three were close to making it through the Darby Phase. Let's not forget, they were given a Day One Recycle, which means they get a chance to start all over again, and that includes RAP week. That is a daunting task for anyone, male or female."

### **DoD Personnel Official Rips Outdated System**

*(24 Jun) Defense News, By Joe Gould*

A senior Pentagon personnel official is spearheading a deep dive to overhaul how the military manages its personnel, as directed by Defense Secretary Ash Carter.

Despite a "revolution" in civilian human resources, the military retains an antiquated personnel system, which Brad

<http://www.washingtonpost.com/news/checkpoint/wp/2015/06/22/at-army-ranger-school-both-admiration-and-frustration-in-assessment-of-women/>

The women are part of a one-time, integrated assessment of the storied school. The assessment is part of a wider effort to determine whether and how to open combat arms jobs to women, and it is a first for Ranger School, which until now has been open only to men.

Nineteen female and 381 male soldiers started Ranger School on April 20. Eight of them made it through RAP week.

None of the eight women made it past the Darby Phase on the first try and were recycled, along with 101 of their male classmates, on May 8.

After the second attempt at the Darby Phase, three female and two male students on May 29 were given the option of a Day One Recycle, which is a normal course procedure that's used when students struggle with one aspect of the course and excel at others, said officials at Fort Benning, Georgia.

The two male students declined to recycle, officials said.

The remaining five women returned to their units and were not recycled again. A total of 29 students were dropped from the course for failing to meet the standards of the Darby Phase.

These students did not meet the standard for a number of reasons, including leading patrols, poor peer evaluations, too many negative spot reports, or a combination of all three.

Ranger School students who make it through RAP week move on to the Darby Phase, which is fifteen days of intensive squad training and operations in a field environment at Fort Benning.

On average, more than 37 percent of Ranger School graduates recycle at least one phase of the school. About two-thirds of those who complete RAP week will eventually pass the Darby phase and move on to the mountain phase, according to data on the Airborne and Ranger Training Brigade website.

<http://www.armytimes.com/story/military/careers/army/2015/06/22/women-ranger-school-pass-pt-test/29120373/>

Carson, acting undersecretary of defense for personnel and readiness, called "a Polaroid in the time of digital cameras, once the cutting edge, but now superseded.

"It is my firm belief that the current personnel system, which has satisfactorily served us for, well, for 75 years now, has

become outdated," Carson said. "What once worked for us has, in the 21st century, become unnecessarily inflexible and inefficient."

Despite 66 human resources computer systems for tracking pay, the military does a poor job of gauging skills required for jobs and finding people who have them. Carson said the networking site LinkedIn is a better way to learn about troops' career aspirations and skills than a standard officer record brief.

Carson, who is also the undersecretary of the Army, was speaking at an Association of the U.S. Army breakfast on Wednesday and cited mostly Army examples of personnel system problems. His remarks highlighted seven "questions," essentially areas he had identified as ripe for reform after Carter charged him with implementing Carter's "Force of the Future" guidance.

Carson said DoD reform efforts must confront an inefficient accessions process, high attrition rates among female officers, attrition among scholarship recipients, the decline in advanced civil schooling among general officers, and an "up or out promotions system" that ejects experienced troops if they do not advance.

"We insist upon your retirement, your exit from military service in your 40s or 50s, a time when most people in the private sector are reaching the very peak of their powers," Carson said.

Carson said it was likely the reforms would involve congressional action. Congress has been involved in a proposed overhaul of the military retirement system and Carter is expected to make a recommendation later this summer – and Carson said pay and benefits have to be part of the discussion about personnel systems reform.

In general, Carson was concerned with the high churn throughout the military and suggested that the military's

system of frequent moves, which presses experienced people out of service, needs to be changed.

"We have to allow people to stay in duty stations longer than they do today," he said.

The military's need for knowledgeable workers is hindered two-fold: by high attrition rates among female officers and the Army's decentralized authority for human resources and education, spread across several commands. It's unclear why, but 50 percent of female Army officers leave after their initial commitment, a significant problem, Carson said, when women predominate in higher education.

Compared with an average tenure among Fortune 500 chief executives of seven years, Carson said, the Army chief of staff typically gets four years in office. Army senior staff, he said, serve half the time of their corporate analogues.

"In most of the Army staff offices, most of the staff turns over every single year," he said. "In three years the whole organization is a new one."

Carson, who must report to Carter by Aug. 19, said the process is already in motion. An upcoming war game will be the first to involve personnel officials, and the Army is conducting a review of its accessions processes, as well as an initiative promoting advanced civil schooling.

"Even those who might be critical of some of the things I've said today would say we wouldn't do the same system we have today if we were inventing the U.S. military all over again," Carson said. "There is a revolution going on in human resources today, and we are not taking part in it."

<http://www.defensenews.com/story/defense/policy-budget/2015/06/24/brad-carson-personnel-systems-reform-outdated-ash-carter-attrition-retirement-human-resources/29208959/>

## **The Military Has A Man Problem**

*(24 Jun) Politico, By Helen Benedict*

Army Specialist Laura Naylor, a Wisconsin native, spent a year in Baghdad with the 32nd Military Police Company in 2003 and 2004. During that time, she – like all of the more than quarter-million women deployed to Iraq and Afghanistan – was officially banned from ground combat. That technicality didn't slow down Naylor when an IED hit her convoy and it began to take fire from a nearby building. "We had to search this house nearby, thinking they were the ones doing the shooting, and I was the lead person the whole way. I had a flashlight in one hand, a pistol in the other, and I'd kick the door open with my foot, look both ways, give the all clear, go to the next room, do the same thing," she recounted to me a few years later. "We were interchangeable with the infantry." A friend in her unit, Specialist Caryle Garcia, was wounded when a roadside bomb went off beside her Humvee. Garcia was her team's gunner, her body exposed from the chest up above the Humvee's roof. Their close friend, 20-year-old Specialist Michelle Witmer, became the first National Guardswoman ever killed in action after being shot during another ambush. Witmer's death was a grim marker in a steady march that has seen one woman after another achieve milestones in military service since the Sept. 11, 2001, attacks that would have been unimaginable just a generation ago. During the Vietnam War, female soldiers were not even allowed to carry guns.

In early 2013, outgoing Defense Secretary Leon Panetta, with the backing of the Joint Chiefs of Staff, finally lifted the ban on women serving in ground combat, belatedly admitting they had already been doing so. "Women have shown great courage and sacrifice on and off the battlefield," he said, "and proven their ability to serve in an expanding number of roles." President Barack Obama heralded the move, which remains politically controversial on Capitol Hill, saying, "Valor knows no gender." Since Panetta's decree, the debate has centered on whether, now that women can serve in previously all-male combat units, they have the ability to actually do it. The Marine Corps, Army and Special Forces have all been busily, and publicly, putting women to the test, running them through training courses and assessments, and announcing gravely how many have passed or failed.

Yet to many female soldiers and the men who have witnessed their competence in battle over the past 13-plus years, this debate seems like closing the barn door after the horse has bolted – ignoring that the distinction between "rear echelon" and "front line" in these wars is obsolete. Of the roughly 300,000 American women who have deployed to the Afghanistan and Iraq wars since 2001, at least 800 have been wounded, and, as of last count, at least 144 have been killed. Two women have earned Silver Stars, the military's third-highest award.

For generations now, the debate over women in combat has put the onus on women to prove they can handle the infantry and other traditionally all-male units. Yet today's wars have made it clear that the military's problem lies not with its women, their ability or their courage. The military's problem, instead, is with some of its men – and a deeply ingrained macho culture that denigrates, insults and abuses women. In eight years of covering women at war, I have noticed a pattern in attitudes toward women in the military: The men who have served with women are more than satisfied with their work, while the men who are most resistant to serving alongside women have never done it.

“Oh, it's too rough for women,” such men tend to say. Others complain, “Women would ruin our camaraderie,” or, “We'd be competing for women instead of looking out for ourselves.” As retired Gen. Gordon R. Sullivan, a former Army chief of staff, wrote, lifting the combat ban against women would be “confusing” and “detrimental to units.”

These attitudes reveal deeply patriarchal, condescending and creaky stereotypes about women, as if they are capable of being nothing more than soft, sexy objects of romance – or sexual prey.

Some of the very same types of prejudiced objections were once raised against black and gay men entering the military, even though they had demonstrated their military prowess long before they were openly welcomed into the ranks. As former chairman of the Joint Chiefs Gen. John Shalikashvili wrote in 2007, many within the military were originally concerned that “letting people who were openly gay serve would lower morale, harm recruitment and undermine unit cohesion.”

And yet, even after President Harry Truman forced the racial integration of the military in 1948 and even after the fall of “don't ask, don't tell” in 2011, the military is still standing. And nobody questions any longer whether black or gay people can serve as well as straight white men.

Canada, Denmark and Norway have allowed women to serve in combat since the 1980s. Canadian commanders found no “negative effect on operational performance or team cohesion,” according to one report; neither did military leaders in Norway. Israel, which added women to combat units years ago, has found that they “exhibit superior skills” in discipline, shooting and weapons use.

Today's debate about women would be less antediluvian if, instead of questioning whether women can do the job they've already been doing for years, it focused on why so many men in all-male companies still don't want to work with women. To what sort of all-male camaraderie are they clinging, and why?

In some ways, it may seem hard to blame the men who feel this way. Military training inculcates these attitudes deep into their souls. Drill instructors dress down recruits by taunting them with suggestions that their girlfriends and wives are being unfaithful. Military cadences and songs can be astonishingly misogynist. One example from the Naval Academy: “Who can take a chainsaw / Cut the bitch in two / Fuck the bottom half / And give the upper half to you ...” Long after racist language was banned from training, drill instructors regularly insult male recruits by calling them “ladies,” “pussies,” “girls” and worse. As an Iraq veteran wrote about his time in Marine boot camp in 2008, “The Drill Instructor's nightly homiletic speeches, full of an unabashed

hatred of women, were part of the second phase of boot camp: the process of rebuilding recruits into Marines.”

In other words, stoking men's hatred and suspicion of women is a way of firing up those men to kill.

One of the most common objections put forth by men who don't want to work with women is that they would be so concerned with protecting the women in their units that it would risk the mission. That is, they would be too chivalrous to be good soldiers.

But as more data on the military's rampant sexual harassment and abuse come out, this chivalry argument becomes harder to believe. Given that half the women deployed to Iraq and Afghanistan reported being sexually harassed, and one in four reported being sexually assaulted, according to a Department of Veterans Affairs study, evidence of this gallantry is, to say the least, scant. Former Army Sgt. Rebekah Havrilla, who says she was raped while serving in Afghanistan, testified before the Senate Armed Services Committee: “I had no faith in my chain of command as my first sergeant previously had sexual harassment accusations against him and the unit climate was extremely sexist and hostile in nature towards women.”

If the military wants to get serious about inviting female soldiers to play ever-larger roles in war, it will have to find ways to change the attitude of so many of its own soldiers, sailors, airmen and Marines.

Stories from recent years about the depths of the military's misogyny are legendary. In 2013, the head of the Air Force's sexual assault prevention office at the Pentagon, Jeffrey Krusinski, was himself arrested and charged with sexual battery by police in Arlington, Va., after allegedly accosting a woman in a parking lot. (He was later acquitted by a jury.) An Army sergeant at Fort Hood who worked as a sexual abuse educator was investigated for running a prostitution ring. The married Army general in charge of Fort Jackson, who oversaw training for many Army recruits, was suspended after allegedly physically attacking his girlfriend.

If these are examples of the people in charge of ensuring respectful treatment of women, is it any surprise that new recruits see women as less than equals? Not long after Krusinski's arrest, West Point's rugby team was disbanded after lewd emails about fellow female cadets surfaced that the school said suggested “a culture of disrespect towards women.”

Until the military recognizes women as equal human beings, how can it recognize them as equal soldiers? As Colleen Bushnell, who was sexually assaulted while in the Air Force and now helps lead the advocacy group Protect Our Defenders, has said, “This is a predator problem, not a female problem.”

Military culture may well be the last bastion of male protectionism in modern society, so it is no surprise that its arguments against admitting women fully are the same as those used whenever women first enter a previously all-male field – whether that is firefighting, policing, politics, sports or voting. Indeed, many of the objections macho military types make to women today mirror those their grandfathers and great-grandfathers made when women were trying to enter public life.

Yet there's precious little evidence that all-male cultures produce anything better than co-ed cultures, just as there is no evidence at all that the presence of women as voters, golfers,

politicians, police officers, firefighters – or presidents – ruins anything other than male privilege.

War has changed. It is simply unfeasible to keep women off the front lines. “We’re getting blown up right alongside the guys,” as one female soldier who served in Iraq told me. “We’re in combat! So there’s no reason to keep us segregated anymore.”

Admitting that the military’s problem with female soldiers is actually a man’s problem, however, will necessitate stronger military and political leadership than we have yet seen. It will require a wholesale shift in how the military builds respect

## **Pentagon To Improve Retention Of Women, Rank Advancement**

*(25 Jun) Washington Times, By Jacqueline Klimas*

In addition to allowing women into combat roles, the Pentagon must make a number of changes in its personnel system to let women reach higher ranks, an issue that has been plaguing the department, a top Defense official said Thursday. Brad Carson, the acting undersecretary of defense for personnel and readiness, said the military needs to reform its recruitment and retention system to make it more flexible for both service members and their spouses to pursue family and career opportunities throughout their time in uniform. And while the outdated personnel system hurts all members of the military, it especially puts women at a disadvantage, he said. “It’s a system that is inflexible, inefficient and inequitable and women are a population who, if not singularly disadvantaged, find themselves disproportionately so,” Mr. Carson said during an event at the Truman National Security Project. Mr. Carson said the military needs more women to serve as general officers, the “people who set policy and vision for their services.” The Marine Corps, for example, has a single female general officer, he said.

One way to do that is to open up combat billets to women, an initiative currently underway across all military branches. Services are currently wrapping up their evaluations of the job requirements for combat positions like special operations and infantry. The Office of the Secretary of Defense will begin its review of the services’ recommendations — including any exceptions — at the end of September and announce the final decision on which combat jobs will remain closed, if any, in January 2016.

“We will get to a world, very soon I hope, where every job is open to the person who can do it,” Mr. Carson said. Mr. Carson also said he is confident the services will be able to easily open any positions they deem appropriate, as officials are sending out surveys, trying to find best practices and looking for roadblocks to ensure a smooth transition. But even once a decision is made on combat positions later this year, Mr. Carson urged military advocates to realize there is more to be done to create a military that is welcoming and supportive to all troops, including women. “I hope you don’t lose focus on what the real conflict is, because the system today is not as it should be,” he said. “The

among its troops. And it means teaching the men who don’t want to work with women that they must either respect their female comrades or leave. As Australia’s Army chief, David Morrison, put it to his troops in 2013, “Female soldiers and officers have proven themselves worthy of the best traditions of the Australian army ... If that does not suit you, then get out ... There is no place for you amongst this band of brothers and sisters.”

American military leaders, take note.

<http://www.politico.com/magazine/story/2015/06/women-in-combat-119118.html#.VY1-RTYw-Wk>

system must be made better for all people, but women especially.”

The military as a whole has about 200,000 women among its 1.3 million active-duty service members.

Opening combat positions to women alone will not open the door for women to rise to leadership positions. Mr. Carson pointed to the Coast Guard, which has opened all of its positions to women since 1978 — including those that go on hostage-rescue missions similar to special operations units in other branches such as the Navy SEALs.

Despite being open to women for more than three decades, the Coast Guard still has few female leaders today and no women in its special operations unit.

To fix this, Mr. Carson said the department needs to update its personnel system, including giving people the opportunity to come into career fields like cyber midcareer without starting at an entry-level rank, providing better services like childcare for troops and giving members of the military — and their spouses — more flexibility in their career path.

One option he talked about was a LinkedIn-type tool that would allow troops to match with an assignment that worked well for their life. Mr. Carson said he spoke with one service member who recently separated who was asked to move to South Korea, but wanted to stay in the D.C. area while his wife finished up medical school.

Giving troops more input into their career would give those who want to move overseas more options to do so and those who want to stay put a chance to do that, enabling the military to be more likely to retain both, Mr. Carson said.

While the military has broad problems with recruitment and retention, Mr. Carson said the problems especially effect women and, because of the lack of data, the services can’t say why. Just 17 percent of Army officers are women and their rate of attrition is twice that of their male counterparts, he said. “The system is one that is seemingly not bringing women in and for whatever reasons keeping them in and allowing them to promote,” he said. “The truth is we have nothing more than cocktail speculation because we don’t keep track.”

<http://www.washingtontimes.com/news/2015/jun/25/pentagon-to-improve-female-retention-rank-advancem/#ixzz3e9FReyM1>

## **National Security Laboratory Selects First Woman as Director**

*(22 Jun) Associated Press*

The largest U.S. national security research and development laboratory announced Monday that for the first time a woman has been selected to run its operations.

Jill Hruby will take over next month as president and director of Sandia National Laboratories, one of the most high-profile

positions in U.S. science with responsibilities that cover nuclear weapons, energy and environmental technology. "I embrace the opportunity to maintain the U.S. nuclear deterrent and lead Sandia in solving the difficult security challenges we face as a nation," Hruby said. Her appointment also makes her the first woman to lead any of the nation's three national security labs, Sandia, Los Alamos and Lawrence Livermore. She said she's proud to hold the distinction, "but mostly I'm proud to represent the people and work of this great lab." Hruby, of Ann Arbor, Michigan, most recently served as a vice president overseeing Sandia's efforts in nuclear, biological and chemical security.

## **Bill would lift ban on transgender troops**

*(23 Jun) The Hill, By Martin Matishak*

Rep. Jackie Speier (D-Calif.) is drafting legislation that would scrap the Defense Department's ban on transgender people in the armed forces.

"The current ban has hurt our troops and damaged our national defense for too long," Speier, a member of the House Armed Services Committee, wrote earlier this month in a "Dear Colleague" letter aimed at garnering co-sponsors to her bill.

"Many in uniform endure tremendous challenges and setbacks — emotional, financial and professional — because they are forced to serve in silence," she added.

Speier said members "have the opportunity to follow through on our promise to support our troops, no matter their gender identity. Now is the time to allow our transgender troops to serve openly and honestly."

A spokesman for Speier's office said she could introduce the legislation next month.

She replaces Paul Hommert, who announced his retirement recently after serving since 2010. Sandia Corp. board of directors Chairman Rick Ambrose announced the move, saying Hruby has "the right combination of technical expertise and strategic vision to lead Sandia into the future." Ambrose also serves as executive vice president of Lockheed Martin Space Systems. The laboratory is a wholly owned subsidiary of Lockheed Martin Corp. and a contractor for the U.S. Department of Energy's National Nuclear Security Administration. Hruby is a graduate of Purdue University in Indiana. <http://abcnews.go.com/Technology/wireStory/national-security-laboratory-selects-woman-director-31946547>

Earlier this month the Pentagon revamped its military equal opportunity policy to protect lesbian, gay, bisexual and transgender service members from discrimination and harassment.

"Recognizing that our openness to diversity is one of the things that have allowed us to be the best in the world, we must ensure that everyone who's able and willing to serve has the full and equal opportunity to do so," Defense Secretary Ashton Carter said during DOD's Pride Month Ceremony.

In March, Carter indicated that he is open to the idea of openly transgender people serving in the military. His comments were quickly endorsed by the White House. <http://thehill.com/policy/defense/245835-dem-lawmaker-plots-bill-to-eliminate-dod-transgender-ban>