



Defense Advisory Committee on Women in the Services Articles of Interest for the Week of 6 November 2015

RECRUITMENT & RETENTION

1. [Commentary: Investing in military human capital](#)

(3 Nov) *Military Times*, By Daniel Ginsberg and Ray Conley

...women voluntarily leave the service at a much higher rate than men.

2. [Free graduate school for Navy's top junior officers](#)

(3 Nov) *Navy Times*, By Meghann Myers

The first round of selectees for the new Fleet Scholars Education Program will be notified in the coming weeks, according to officials, with an offer to earn a Navy-funded master's degree in-residence as part of a permanent change-of-station move.

EMPLOYMENT & INTEGRATION

[General Officer Assignment](#). The chief of staff, Air Force announces the assignment of the following general officer:

Maj. Gen. Sandra E. Finan, special assistant to the assistant chief of staff, strategic deterrence and nuclear integration, Headquarters U.S. Air Force, Pentagon, Washington, District of Columbia, to deputy chief information officer for command, control, communications, and computers (C4) and information infrastructure capabilities, Department of Defense Chief Information Officer, Pentagon, Washington, District of Columbia.

[Flag Officer Assignment](#). The Secretary of the Navy Ray Mabus and Chief of Naval Operations Adm. John M. Richardson announced today the following assignments:

Capt. Anne M. Swap, selected for promotion to rear admiral (lower half), will be assigned as director, Medical Resources, Plans, and Policy Division, N0931, Office of the Chief of Naval Operations; and chief of the Dental Corps, Washington, District of Columbia. Swap is currently serving as commanding officer, Naval Hospital, Okinawa, Japan.

3. [Military judge hearing testimony about female Guantanamo guards](#)

(30 Oct) *Associated Press*, By David Dishneau

A military judge is taking testimony about the restricted use of female guards at Guantanamo Bay amid discrimination complaints and high-level outrage.

4. [Drawdown could threaten force diversity, report says](#)

(31 Oct) *Military Times*, By Andrew Tilghman

Shrinking the size of the military could make it far less diverse than it is today by inadvertently targeting more women and minorities for separation, according to a new report.

5. [JBLM transgender soldier endures wait for Army reforms](#)

(1 Nov) *The (Tacoma, Wash.) News Tribune via AP*, By Adam Ashton

As she came to realize her true gender as a woman, Jennifer Peace knew she needed to have two difficult conversations.

6. [The Dangerous Non-Evolution of the Military \(Gender Integration\)](#)

(1 Nov) *#LIKEAWOMAN Blog*, By LtCol Kate Germano and LtCol Jeannette Haynie

Jeff Bezos, founder of Amazon and owner of the Washington Post, once said, "What's dangerous is not to evolve." The Department of Defense should remember that the concept of "evolve or die" applies to the Services even more than it does to entrepreneurs, since the stakes are higher.

7. [You Can Be Too Skinny To Fly the F-35](#)

(3 Nov) Popular Mechanics, By Eric Tegler

Maj. Kelly Jeter is the only female F-35 pilot that remains on flight status.

8. [First official integrated Ranger School underway, Army won't talk about the women](#)

(4 Nov) Army Times, Michelle Tan

The first official integrated Ranger School class kicked off Monday — but the Army is refusing to say how many female soldiers are participating.

WELL-BEING & TREATMENT

9. [Air Force Academy cadet convicted of sexual assault, will be expelled](#)

(30 Oct) Air Force Times, By Jeff Schogol

An Air Force Academy cadet faces the possibility of spending the rest of his life in prison after a civilian jury convicted him of a felony sex offense, according to the Boulder County District Attorney's Office in Colorado. The cadet will also be expelled from the academy.

10. [An Open Letter to Sexual Assault Survivors in the Air Force](#)

(30 Oct) The Huffington Post, By Ryan Guilds

With little outside fanfare, an Air Force court martial concluded this week in a long-running rape case that initially garnered national attention two years ago when the Air Force General in charge was criticized for failing to order the case to trial.

11. [New direction in sailor fitness: Job-specific PRT](#)

(1 Nov) Navy Times, By Meghann Myers

Chief of Naval Personnel Vice Adm. Bill Moran has hinted this year at forthcoming changes to the athletic portion of the physical fitness assessment, and Stevens took a sailor's question about the future of PRT curl-ups as an opportunity to provide more details on upcoming changes. Specifically, he floated the idea of a job-related PT test, something sailors have suggested for years — and that other military services have adopted or are considering.

12. [Coast Guardsman to be court-martialed for allegations of sexual assault](#)

(4 Nov) The Virginian-Pilot, By Katherine Hafner

A 27-year-old Coast Guardsman in Chesapeake will be court-martialed in March amid allegations of sexual assaults, communicating a threat and making false official statements.

13. [Lawmakers seek to strengthen DoD child abuse reporting](#)

(4 Nov) Military Times, By Karen Jowers

The military needs to do more to immediately report suspected cases of child abuse to civilian authorities, according to two lawmakers who introduced legislation in the House on Tuesday.

WOMEN VETERANS

14. [Marine vet facing amputation completes trek across Britain](#)

(4 Nov) Marine Corps Times, By Matthew L. Schehl

Veteran Marine Sgt. Kirstie Ennis just walked across Britain in tribute to her fallen comrades — with some help from Prince Harry along the way.

1. [Commentary: Investing in military human capital](#)

(3 Nov) Military Times, By Daniel Ginsberg and Ray Conley

The recent heated debate over military pay and retirement has taken up so much oxygen that other challenges related to the morale, motivation and support of the nation's troops and their families have gone by the wayside. Defense Secretary Ash Carter has now launched the Pentagon into a new review of the military's personnel system: the series of policies, rules and practices that govern how the armed forces attract and retain people. This is the kind of jolt the Pentagon needs if it is going to address serious issues impacting its most precious resource. Fundamental change in these systems faces substantial barriers, and real reform will require years of careful engagement beyond the initial inside-the-building task forces and committees, including the oversight and engagement of

Congress.

The secretary's new effort will focus initially on policies to assign, evaluate and promote service members. Not a bad starting point, but to truly address systematic challenges, the aperture of the review will need to be widened to include how the various military services might size, structure and support key missions. Top of this list should be some of the new high-technology mission sets like remotely piloted aircraft and cybersecurity forces. Doing so will require an ability to retain the millennials who comprise a growing percentage of the ranks. Fluent in social media, hyper-connected, incredibly astute, these people desire more flexibility and opportunity than they are being offered in the military. In a world where you can pay bills or connect with a long-lost friend in an instant online, this generation also has little patience for red-tape, glacially slow information systems, and antiquated ways of doing business.

Department leaders seeking to capture and keep these men and women in the service can certainly feel trapped by a promotion system that prizes the cookie-cutter over the peculiar, penalizing anyone whose career progress is outside of the usual. People who took time away to earn a Ph.D., for example, have a hard time continuing upward, while women voluntarily leave the service at a much higher rate than men. There is a nagging sense that the diversity of background and perspective that would help meet the challenges of the day fails to flow into the military from the current system.

The services are having a challenging time holding together the ranks on some of the smaller, high-demand technologically intensive areas like cyber, nuclear deterrence, remotely piloted aircraft and fighter pilots. Here all of the armed services, but particularly the Air Force, struggle to break away from a repeating cycle of morale and retention issues that stem from relentless demand and high-pressure 24/7 operations. Bonuses, bump-ups in training, and organizational modifications can stanch the outflow of people and boost spirits for a short while, but the challenges often return — sometimes far more acutely — as attention turns toward the next crisis du jour.

These personnel challenges in particular communities promise to occur only more frequently as the military shrinks and increases its reliance on high-end technologies, all while maintaining the breakneck operational pace of deployments and training. The department has been lucky that these issues have arisen in sequential fashion. The system would be dangerously overloaded if these issues had arisen simultaneously.

The problem with the current personnel system goes well beyond talent management. A legacy of the Cold War with some elements arising out of the Civil War and the industrial age, the current approach relies on a massive support overhead designed to generate a massive force. Myriad headquarters, training facilities and personnel have the sole purpose of supporting the force, not carrying out line missions.

There is a high-degree of weariness within the Pentagon over yearly overhead reviews, and there is some sense that there is not much more that can be done without risking mission success. This view is reasonable under the current system. Still, a change in the military personnel system could open up whole new realms for restructure and reduction, which could alleviate stress on the force and permit reinvestment into readiness and modernization. Changing the way you do business requires changing what you need to support that business.

Perhaps most demoralizing for the younger men and women in the military are the myriad outmoded and highly dated systems. The current system has served the nation well, but it comes at great cost, and upgrades of such quotidian items as personnel management software systems have repeatedly lost out to readiness or weapons modernization.

The Pentagon faces a hydra-headed challenge in seeking to support personal growth and development while maintaining relentless operations with unsustainable overhead and antiquated systems. The solution is the broad-scale modernization of human capital management across the department. There is a need to move from a personnel system that works like a blunt instrument and focuses on filling large career areas, to one that uses leading-edge policies and systems to work as a kind of scalpel, focused and targeted on managing individuals and the most pressed career areas. This effort would be the equivalent of moving to a new generation weapons acquisition system, and will require a similar kind of active attention.

Some of the hallmarks of the old system will need to change. As an example, moving people less and keeping them at the current rank longer could bring some stability to the frenetic pace of a military career.

Part of the solution is about going back to basics in human capital management, like making sure the force mix is correct and that the right people are in the right jobs. Assigning some of the high-demand missions to the National Guard and reserves, who can stay in their units and maintain their career focus, would make a great deal of sense. The military also should continue to rely on federal

civilian employees and contractors, who can often carry out some tasks more cost-effectively than their uniformed counterparts.

Because the system is codified in law, Congress has a leading role to play in this effort. Through a series of hearings, discussions and floor debates, Congress could explore these challenges in great depth and seek out reform ideas that might have far-reaching effects for tens of thousands of men and women. Congress also must make the spending decisions through the appropriations process, determining, for example, how much money should be devoted to replacing outdated software and IT systems.

The Pentagon has the focus of this reform effort dead-on: setting up the men and women of the U.S. military for success. The U.S. military was once seen as the gold standard for human resources management, getting the nation's best and holding on to those amazing men and women, all while providing the support their families deserve. It is time for the department to recapture that excellence.

Daniel Ginsberg is a former assistant secretary of the Air Force for manpower and reserve affairs and a member of the adjunct staff at the nonprofit, nonpartisan Rand Corp. Ray Conley is a senior management scientist at Rand.

<http://www.militarytimes.com/story/opinion/2015/11/03/commentary-investing-military-human-capital/75083840/>

2. Free graduate school for Navy's top junior officers

(3 Nov) Navy Times, By Meghann Myers

If you're a star lieutenant, brace yourself. You might be getting tapped for free graduate school soon.

The first round of selectees for the new Fleet Scholars Education Program will be notified in the coming weeks, according to officials, with an offer to earn a Navy-funded master's degree in-residence as part of a permanent change-of-station move.

The program allows up to 30 lieutenants to attend graduate school for up to two years, in exchange for adding three years to their service obligations as part of Navy Secretary Ray Mabus' push to keep the best officers.

Unlike several of the Navy's other opportunities to further training and education, you don't apply for this one.

Instead, community managers at Navy Personnel Command identify their best lieutenants and send a list to each type commander — aviation, surface, submarines, special warfare, expeditionary and information dominance — to hand-pick their selectees.

"Most of our processes like these, members go before a board to be selected," said Fred Drummond, Navy education strategy and policy branch head for the chief of naval personnel. "In this case, these are the communities themselves looking at their top talent."

Each community is responsible for their own selection criteria.

"Our biggest direction — this comes from CNP — is that the selection process for each community has to be fair, equitable and defensible," he said in an Oct. 19 phone interview.

The program is aimed at O-3s, he added, but the guidelines allow lieutenant-selects or top-notch lieutenant commanders to take advantage.

It's a talent management initiative, Drummond said, so it's aimed at a stage where junior officers consider leaving to pursue other opportunities, including a graduate degree.

There are seven spots open each for the aviation, surface and sub communities, plus four for special warfare, three for Naval Expeditionary Combat Command and six for Information Dominance Forces Command.

The numbers were decided by size of community, except for IDFC.

"It's those folks that this is specifically targeted at," Drummond said, which is why it has more billets than the other smaller type commands.

However, type commanders do not have to offer all of their spots to their top performers, and if someone declines their selection, they

don't have to be replaced.

"There are a lot of opportunities for each community, but if in their mind they don't have enough viable candidates — or they have enough viable candidates but there other reasons preclude them taking this opportunity — then no, they don't have to take them," Drummond said.

It's not available to those who have already completed Navy-funded graduate degrees, but that doesn't include funding through the GI Bill, tuition assistance or Navy College Program for Afloat College Education.

Getting picked

Notifications are behind schedule, Drummond said, but he could not give a definite timeline.

Those who get the call in the coming weeks and want to take the opportunity should apply to at least three graduate programs of their choosing, according to [NAVADMIN 254/15 message](#) released Thursday.

The Navy will reimburse selectees for up to three application and transcript fees. The service will also cover the entire cost of the two-year program and moving expenses, if necessary.

That could mean up to \$125,000 for a married officer living off campus while attending Stanford University's business school, according to their financial aid office.

However, those who take the offer but haven't done any legwork yet could be in a bind.

For instance, the fall 2016 admissions deadline to the Harvard University Kennedy School of Management is Dec. 1. On the other hand, many of San Diego State University's graduate programs accept applications until April.

However, for a lieutenant who hadn't been contemplating graduate school, it's only a few months to research programs, take admissions tests, write essays and gather letters of recommendation.

"We would have preferred to give people time enough to be selected and then apply for graduate programs," Drummond said.

For those that take the offer, the program will cover admission for the winter 2017 term as well.

Drummond acknowledged it could still be tricky to turn the process around on short notice, but said that the type commanders can be flexible.

"We understand the time constraint as we implement this program," he said. "We have the latitude in there, depending on what each individual circumstance might end up being."

FSEP only covers two-year degrees, though, so officers are not able to earn doctorates or some professional degrees like law or medical school. The service offers separate programs for those looking to become judge advocates or join Navy medicine.

<http://www.navytimes.com/story/military/benefits/education/2015/10/31/free-graduate-school-navys-top-junior-officers/74752866/>

3. Military judge hearing testimony about female Guantanamo guards

(30 Oct) Associated Press, By David Dishneau

A military judge is taking testimony about the restricted use of female guards at Guantanamo Bay amid discrimination complaints and high-level outrage.

Army Col. James Pohl scheduled testimony Friday from several current or former camp commanders as defense witnesses. Defense lawyers want Pohl to make permanent his interim order barring female guards from transporting their clients. The detainees say their Muslim faith prohibits physical contact with women other than wives or relatives.

Since Pohl made the ruling in January, at least two female guards have filed equal opportunity complaints. On Tuesday, Defense

Secretary Ash Carter called the order "outrageous" during a Senate committee hearing.

The detainees are the five men accused of planning or aiding the Sept. 11 terrorist attack. Their pretrial hearing is at the naval base in Cuba.

<http://www.stripes.com/news/americas/military-judge-hearing-testimony-about-female-guantanamo-guards-1.375938>

4. Drawdown could threaten force diversity, report says

(31 Oct) Military Times, By Andrew Tilghman

Shrinking the size of the military could make it far less diverse than it is today by inadvertently targeting more women and minorities for separation, according to a new report.

The Pentagon-sponsored report from the Rand Corp. think tank warns that poor planning has the potential to make the military whiter and more homogenous.

“Without any consideration of demographic diversity during a drawdown, DoD runs the risk of inadvertently undermining diversity goals, including the goal of having a military force that reflects the nation it serves,” the report said.

Researchers acknowledged that the 1990s drawdown did not significantly affect the force’s diversity, but they said Pentagon officials nevertheless should consider how targeted drawdown efforts may disproportionately affect females and minorities.

“During major drawdown periods, the services must balance reducing the budget, ensuring fair treatment for current service members and retaining people with the right skills,” said Maria Lytell, lead author of the study and a senior behavioral scientist at Rand. “One aspect that hasn’t been factored in much during past drawdowns is retaining a demographically diverse workforce.”

The report said that because white men make up a disproportionately large portion of the tactical operations force, end-strength reduction efforts targeting nontactical occupational specialties “could have adverse impact on women and blacks, and, to some extent, Hispanics,” the report said.

In a similar vein, tightening up accession policy standards such as fitness scores and test scores could have the same adverse effect on female and minority recruits, the report said.

Specifically, it said, “Accession cuts focused on [the Armed Forces Qualification Test] could adversely affect women, black, and Hispanic groups.”

The report said targeting older service members with longer years of service or time in grade would negatively affect black troops, while cuts among troops with shorter service would negatively impact women.

Laws prohibit direct consideration of demographic factors in many personnel decisions, but the Rand report does suggest some pre-emptive measures to avoid an unexpected impact.

Researchers recommend that Pentagon personnel policy officials should require the services to conduct an “impact analysis” before settling on a final decision about what force reduction tactics they will use.

Those analysis documents then should be reviewed by the Defense Department’s Office of Diversity Management and Equal Opportunity, the report said.

The budget battles on Capitol Hill make the size of the future force uncertain. The Army and the Marine Corps in particular are expected to shrink over the next several years.

The Army has tentative plans to drop its end strength from 510,000 soldiers to possibly as few as 420,000 by fiscal 2019, creating the smallest Army since before World War II. The Marine Corps also plans significant reductions.

<http://www.militarytimes.com/story/military/pentagon/2015/10/31/drawdown-could-threaten-force-diversity-report-says/74759848/>

5. JBLM transgender soldier endures wait for Army reforms

(1 Nov) *The (Tacoma, Wash.) News Tribune via AP, By Adam Ashton*

As she came to realize her true gender as a woman, Jennifer Peace knew she needed to have two difficult conversations.

The first would be with her wife, Deborah.

The second would be with the Army.

Until then, she was known as a male intelligence officer with a bright future who'd just returned from a second combat deployment.

Almost three years later, Capt. Peace is happier than ever with her wife and three children.

But she's still waiting to find out what the Army has in store for her.

"It's excruciating," said Peace, 30, a Spanaway resident who works as an intelligence officer at Joint Base Lewis-McChord.

She's a soldier not-so-patiently waiting for a new Pentagon policy she's almost certain will repeal the Defense Department's ban on transgender military service members.

Defense Secretary Ash Carter has signaled the policy change repeatedly in the last year. He convened a working group tasked with figuring out how to integrate transgender troops into ground-level units.

So far, Carter has made clear that the Defense Department won't discharge transgender military service members. Kicking someone out of the Armed Forces for that reason now requires approval from an assistant secretary of defense.

But until Carter's group finishes its assignment, the Army has no guidelines on how to process and promote transgender soldiers who until March faced a summary discharge because of who they are.

"There's a collective holding your breath," said Sue Fulton, a former Army officer who is president of a transgender military advocacy group called SPARTA.

"There is joy in knowing that change is coming and that you'll be able to live as your authentic self and continue to serve honorably," Fulton said, "but at the same time that isn't happening today, that's a few months down the road."

For now, Peace and other service members are left in a sort of limbo.

Although she's spent more than \$50,000 on her transformation, legally changed her name and been known to her commanders as a woman for nearly a year, her peers are still under formal orders to refer to her as a man.

Peace last week began a new assignment at JBLM's 7th Infantry Division, where she expects to serve for about a year. She worries that a future commander weighing candidates for an intelligence officer will choose someone else when he reads a personnel packet that shows her name is Jennifer but features a photo of her in a male uniform.

Her biggest fear, she says, is being introduced to a new commander as a transgender soldier — not as a highly qualified, capable intelligence officer.

Peace is speaking out in the hope of helping people understand transgender men and women. Earlier this year, she was bothered when she saw letters to the editor in local newspapers disparaging the military's effort to allow its transgender personnel to serve openly.

Now she's one of a handful of active-duty troops around the country who've publicly identified themselves as transgender. She believes she owes it to the Army to help it learn how to incorporate transgender people who want to serve their country.

"We're losing qualified soldiers because of this," she said.

About 15,000 transgender people serve in the active-duty military and its reserves, according to a 2014 study by the Williams Institute at UCLA. That report found that transgender men and women join the military at higher rates than the general population.

Secretary Carter acknowledged they've been serving in war while keeping their identities a secret.

"At a time when our troops have learned from experience that the most important qualification for service members should be whether they're able and willing to do their job, our officers and enlisted personnel are faced with certain rules that tell them the opposite," Carter said when he created the Defense Department working group in July

The transgender reforms are coming relatively quickly after the repeal of the Pentagon's "don't ask, don't tell" policy, which barred gay troops from serving openly in the military from 1993 until 2011.

Transgender advocates are looking back to that historic milestone for a sense of how a new policy affecting them might be adopted. It took the Pentagon nine months after the official repeal of "don't ask, don't tell" to set policies in place that would enforce it.

"I'm confident (the members of the transgender working group) are keeping military readiness first and foremost, and I'm confident that the result will make the Armed Forces stronger," Fulton said.

'Always knew something was wrong'

Like many young people, Peace found her way to the Army with a dream to make something of herself. She said she was just shy of homeless growing up in Houston. She didn't fit in and dropped out of high school.

At 19, she enlisted in the Army and married her wife, Deborah. Back then, she was a man, albeit uncomfortable in her own skin.

"I always knew something was wrong, but I didn't know what it was," Peace said.

Her Army career took off; she was highly regarded first as an enlisted soldier and later as an officer analyzing battlefield intelligence. She graduated at or near the top of every military intelligence training course she took.

"Capt. Peace is the best military intelligence officer I have served with in over 18 years of service," read one of her officer evaluations from 2013.

Even so, her feelings of not belonging persisted, peaking during her 2012 deployment to Afghanistan. It was her second tour in a war zone, having served in Iraq four years earlier.

She felt out of place in shared quarters for men. She'd work out, shave, restyle her haircuts and do "everything I could to change my body."

Back home, Peace felt her depression linger long after the deployment and her reunion with Deborah.

Peace remembered feeling emotionally flat, as if she couldn't connect with Deborah and their two sons. Both spouses say they fought "horribly."

Although uncomfortable with her body as a man, Peace hadn't considered the possibility that she could be transgender until then. She sought out information in online communities, and something clicked for her.

"I immediately identified with everything," she said. "I knew who I was."

That meant she'd have to tell Deborah.

Peace's transformation to a woman would change her wife's identity almost as much as her own. It meant Deborah would have to learn to think of herself as a lesbian to keep their family together.

Initially, Deborah shot down Peace's attempts to bring up her desire to become a woman. They'd been married nine years, and Peace had never shown curiosity about being transgender before. In fact, Deborah at that time was pregnant with the couple's third child, a

daughter.

"I was very angry at first," Deborah said.

But Peace persisted, telling her wife that "it's just this feeling of wrongness, and when you put a word on it, it only becomes worse."

'You have to move forward'

Gradually, Deborah listened and learned.

Over months, she confronted fears that Peace would leave her. She came to feel she was mourning the death of her husband so she could move forward with her wife.

"I cried for a good solid month, and I was depressed, and I mourned my spouse," Deborah said.

Jennifer "was always there, I just didn't know she was there," Deborah said. "She is the same person. She's happier. That's the thing. It was something I had to go through."

Once Deborah embraced the family's new identity, she began nudging Peace to follow through with her transformation.

"I told her 'you have to move forward or I'm not going to do this,' " Deborah said.

That meant reaching out to other transgender military service members in SPARTA, beginning hormone replacement therapy and undergoing several small surgeries that would accentuate her appearance as a woman.

It also required Peace to tell her extended family. Her mother did not take the news well, although they've begun to repair their relationship. She characterized Deborah's family as supportive.

They told their two boys, now ages 7 and 9, that their father would become a woman, and they did it in "a very direct way."

"We just told them, 'This is who I am,' " Peace said.

"The kids were great once we said we both still love them," she said.

At home, they said they discovered a richer family life that had eluded them earlier in their marriage.

"I'm a better parent," Peace said. "When my two boys were young, I didn't spend time with them. It was a general malaise. I didn't have the feelings and emotions I have now. There is no way I could ever imagine being that person again."

Her work at Joint Base Lewis-McChord would be a different story.

Army orders tests, evaluations

Peace began transitioning into a woman in January 2014, but was able to maintain a separate male identity in her Stryker brigade until she participated in a military exercise in Malaysia eight months later.

There, soldiers in close quarters noticed that she'd begun wearing a bra.

She took a medical leave after the Pacific exercise so she could make time for a facial surgery. While she recovered, she received a Facebook message from another soldier telling her that her command knew about her change.

It was a supportive message, but one that conveyed to Peace that the Army had learned of her transformation from someone other than her.

"I felt like that was something for me to tell," Peace said.

The news prompted a series of meetings with senior officers and enlisted soldiers in Peace's unit at the time, the 1st Battalion, 17th Infantry Regiment of the 2nd Brigade, 2nd Infantry Division.

The meetings led to Peace being compelled to take psychiatric tests and medical evaluations. She felt commanders tried to be supportive early on, but later they issued orders instructing her peers to continue referring to her as a man.

That order, though hurtful to transgender soldiers, reflects the Army's current policy and likely will not change until the Pentagon issues new guidelines.

"The current policy on the service of transgender individuals has not changed," JBLM's I Corps headquarters said in response to questions from The News Tribune. "Current Army policy is that the Army will only recognize soldiers by the gender they held when they entered the Army."

For Peace, living under that policy is a stark contrast to her life at home. The family has removed any obvious reference to her as a man — no wedding pictures, no certificates for Army commendations, and no photographs showing her with her children in their toddler years.

They also declined to share any photos of Peace as a man with The News Tribune. The newspaper learned her previous first name from her Army service records, but agreed not to publish it (along with the names of their children).

"It's just not me anymore," Peace said.

'Potential is unlimited'

Reaching out to other transgender military service members, Peace found they faced a wide variety of responses when commanders learned of their identities.

Some received blessings from leaders affirming their changes; others were kept in positions leading dual lives. That variance won't change until Secretary Carter's working group releases its finding and sets a path for new policies.

The military has said "we're not going to discharge trans people, but we haven't said what we're going to do with you," Peace said.

Despite the stress, she continues to excel at work.

"Capt. Peace's work performance was always exceptional, always a good soldier," said an officer who supervised Peace in the Stryker brigade. He spoke on condition that he not be named because he did not want to get ahead of official Army policy.

Capt. Luke Sanderson, an intelligence officer who serves with Peace in the division headquarters, was also complimentary.

"She's very professional. She knows the doctrine. She knows how things are supposed to happen, and she knows how to make them happen," said Sanderson, 27.

As far as Sanderson knows, Peace is the first transgender soldier he's met in his five years of military service. He said he hasn't seen soldiers treat her unfairly or discriminate against her.

Sanderson said the Army has some learning to do as it carries out the expected policy change.

"One of the problems is a lack of education," he said. "People just don't know what problems and stresses occur when someone is going through the process of transition. If something's new and scary, people alienate or make fun of it and be afraid of it."

Peace received her last performance evaluation from her battalion commander in April, five months after her unit officially learned of her identity as a transgender woman. It ranked her as one of the battalion's top captains and urged her promotion.

"Capt. Peace's potential is unlimited. Promote to major and send to (an academy for majors) now," the evaluation reads.

She's not looking back.

"I really believe this is my Army as much as anyone else's. I deserve to be here, to serve in the organization and make it better. This is something I'm not willing to quit because things are hard."

<http://www.armytimes.com/story/military/pentagon/2015/11/01/jblm-transgender-soldier-endures-wait-for-army-reforms/74997360/>

6. The Dangerous Non-Evolution of the Military (Gender Integration)

(1 Nov) #LIKEAWOMAN Blog, By LtCol Kate Germano and LtCol Jeannette Haynie

Jeff Bezos, founder of Amazon and owner of the Washington Post, once said, "What's dangerous is not to evolve." The Department of Defense should remember that the concept of "evolve or die" applies to the Services even more than it does to entrepreneurs, since the stakes are higher. The heavy use of "dog whistle" politics in a [recent Small Wars Journal op-ed by someone identified only as "Anonymous"](#) highlights how severely current senior leaders miss this critical point. The Services, especially the Marine Corps, need to recognize ending gender bias in the leadership and in the ranks while simultaneously leveling the playing field for all is an evolutionary requirement. To our leaders, we say: take a look around you at America. Can't you see it? Change is coming, whether you like it or not. Lead, follow, or get out of the way. Continue to evolve.

Yet, strikingly, few of our present leaders seem to see this change approaching, and even fewer attempt to lead. And therein lies the danger. Regardless of Secretary Carter's imminent decision on combat arms integration, it is always dangerous for insiders to view their organization as flawless and beyond the need for improvement. Doing so risks smugness, complacency, and eventual defeat. And yet, that is precisely what is happening in the Services, especially the Marine Corps, right now.

For months conversations have focused on the "should they or should they not" question of women in the infantry, with advocates on both sides exercising rhetoric and exaggeration while swaying few. Much of the commentary has been relegated to the physiological aspects of the debate, while the social aspects get largely overlooked. The aforementioned SWJ article brings it right back into the mix, but does so while painting any who advocate for cultural or social change within the military as "outsiders" with mysterious networking abilities. Specifically, "Anonymous" asserts that these "outsiders" are using military integration as a soap box to drive a broader cultural change. Put plainly, "Anonymous" infers that our culture does not need to be changed. Stating that the sexual assault problems in the military (and wider America) have attracted outside attention from those who want to transform society at its core, he uses dog whistle politics to signal to readers that only military insiders know what is best for the Services. And yet, many in the services do believe change is necessary. Instead of understanding that there are opposing views within the military, the author signals that those who advocate for integration are ignorant and deceitful "outsiders". "Anonymous" argues that this is a power struggle for the core of what it means to be American. In doing so, he or she completely misunderstands two things: one, why outside groups—specifically Congress and the civilian leadership of the military—feel compelled to step in to enforce changes; and two, the criticality of evolutionary change.

So how has the DoD embraced evolution in the face of greater American societal change in the past? What's the track record?

Overall, DoD was ahead of the country on racial integration in the 1950s, but each of the Services did not demonstrate the same degree of commitment to the change. And the hue and cry over ending DADT and countless "the sky will fall" comments about how the change would impact cohesion are a potential indication of the current leadership's ability to lead from the front on new social changes. The Marine Corps in particular has consistently been on the wrong side of history when it comes to bringing about cultural change from within whether in terms of desegregation, working with homosexuals, or the equal treatment of women. Unfortunately, senior leader reticence to embrace change as a necessary part of evolution then trickles down to the youngest private, leaving thousands of Marines without the backing of their own leadership. Without supervision from the highest levels of DoD "forcing" racial integration and DADT evolution, we would still be running "experiments" on the abilities and impacts of African-American and homosexual Marines and denying them opportunities as a result.

The truth is, yes, we need outside micromanagement right now, because the Marine Corps is unwilling to acknowledge that any evolution in how it deals with gender is necessary. Why change if you perceive your culture as perfect? Make no mistake, though, gender bias in the Marine Corps is alive and well and female Marines have felt it for decades. Bias toward women impacts how male Marines perceive and treat women because of the double standards employed by the "leaders" in charge of us all. The double standards and lowered expectations for performance create friction, harm cohesion, and destroy trust between Marines. We are a Service adrift in need of a steer and a strong leader to step up, embrace change, and drive our evolution.

Let's use the "Anonymous" point about sexual assault as an example of what happens when we fail to recognize trouble and foster change on our own. Why were new sexual assault policies foisted upon DoD by "mysterious outsiders"? According to Anonymous, "Hyping sexual assault statistics, making women fearful of men, and building a system that finds men guilty until proven innocent are simply means to the greater end of 'cutting male advantage.'" Yet these policy changes were forced on us because the military historically refused to acknowledge that it might need reform. Organizationally, the majority has consistently demonstrated that they believe our culture is so superior that we never need to change, an appalling demonstration of hubris. Did we really think that if we ignored behavioral issues, no one holding the purse strings in Congress would force us to change? We clearly drank our own Kool Aid.

Ironically, sexual assault and existing gender bias combine to teach Marines that women are always victims in need of protection while men are brainless predators waiting to attack. We enable a victim mentality among women by failing to teach them how to mature, make good decisions, and be accountable, and we enable a predator (and adolescent) mentality among men by expecting them to be unable to separate their genitalia from any task at hand.

This method of indoctrination has so diluted the bonds of trust between female and male Marines at every rank that it has crushed our culture and deeply damaged the Marine Corps. Men question why they are always viewed as perpetrators and grow afraid of having to lead women and women question why they are perpetually viewed as victims and view all men as possible threats. Men suspect all women of having less ability, while women suspect all men of misogyny. We fail to teach that factors such as alcohol consumption and a lack of respect- for self and others- play critical roles in sexual assault and then equip Marines to better handle these threats. Instead, we have blindly instituted a train wreck of a system that allows accountability to fall by the wayside and institutes a mind-numbing set of gender-based roles and double standards for Marines—Marines!—to abide by. Because we did not fix our issues internally by holding servicemen – and women- accountable for high standards and performance, Congress and the civilian leadership got involved. And that is what happens when an organization fails to evolve.

Lieutenant Colonel Kate Germano has served for over 19 years on active duty in the United States Marine Corps. A combat veteran, she has participated in numerous operational and humanitarian assistance and disaster relief deployments and has been assigned to numerous challenging positions, including a year as the Marine Aide to the Secretary of the Navy. She was selected for command twice, most recently as the commanding officer of the Marine Corps' only all-female unit, the 4th Recruit Training Battalion.

Lieutenant Colonel Jeannette Haynie is pursuing her PhD in political science at The George Washington University focusing on gender, conflict, and terrorism. She is a cobra pilot by trade, a combat veteran, and has served in multiple overseas deployments.

The opinions expressed here are those of the authors and do not necessarily represent those of the USMC, DOD or any other entity.

<https://likeawomanblog.wordpress.com/2015/10/30/the-dangerous-non-evolution-of-the-military-regarding-gender-integration/>

7. You Can Be Too Skinny To Fly the F-35

(3 Nov) Popular Mechanics, By Eric Tegler

When it comes to flying America's newest fighter aircraft, waifs need not apply. However, it's not because the Pentagon only oversized, muscle-pound pilots in the F-35. A combination of ejection seat and helmet issues have forced the Air Force to prohibit pilots who weigh less than 136 pounds from flying the F-35 until some new design solutions can be implemented.

So far the restriction, [announced in October](#), is more just another weird hiccup for the F-35 program than it is a major inconvenience. It has displaced one F-35 pilot so far, who has been re-assigned to another aircraft type, according to USAF spokesman, Maj. Kelly Jeter. Interestingly, the weight threshold snagged a male pilot. The only female F-35 pilot remains on flight status.

What's the problem? The sequence and physics of pilot ejection have yielded several problems in the F-35. The first phase of an ejection, called the catapult, is when the seat gets blasted out of the airplane by accelerating up vertical seat rails. As the pilot rises with the seat, his or her neck is compressed.

Tests in August revealed that pilots risked injury associated with neck compression resulting from the heavier, display-loaded helmets specific to the F-35. That helmet, built by Rockwell Collins and Elbit Systems of America, has endured repeated technical problems related to its built-in display. More importantly, in this case, is that it's relatively heavy (5.1 lbs). According to F-35 Program Executive Officer Lt. Gen. Christopher C. Bogdan (who testified before the House Armed Services Committee late last month), testing revealed that the neck stresses for lightweight pilots exceeded what is considered safe if the helmets weigh more than 4.8 pounds. The F-35 Program Office has contracted with Rockwell Collins to build a Generation III "Light" helmet that will be at least

six ounces lighter than the current version. It will be ready in about a year.

Curiously though, Gen. Bogdan says it was not the helmet alone that gave rise to the pilot weight restriction. In fact, the pilot who has since been affected by the new rule actually flew, "because we hand-built him a helmet that weighed 4.7 pounds." The problem ultimately responsible for the flight restriction, Bogdan says, stems from the design of the F-35's Martin-Baker ejection seat that is supposed to accommodate pilots between 135 and 245 pounds.

During the phase of the ejection when the parachute on the back of the seat comes out (called "opening-shock") the pilot's head snaps forward and is also buffeted by the wind. Testing demonstrated the opening-shock to be too strong for lightweight pilots, "causing the neck-loads to be above what we would consider safe," the general explained.

The forthcoming solution from Martin-Baker and the Program is to delay the parachute's deployment by a fraction of a second. The pause allows the seat to decelerate enough that the force isn't as severe when the parachute pops. New seats will be configured with a switch that lightweight pilots will flip before taking off, signaling a delay in chute deployment. Martin-Baker is reportedly also mounting a head support panel between the parachute risers that will protect the pilot's head from buffeting during parachute opening.

With these fixes implemented by summer 2017, the military will be able to remove these weight restrictions. The probability of injury during ejection from an F-35 will be 23 percent, on par with the risk in current front line fighters. However, the general's assertion contradicts a [recent Air Force statement](#) acknowledging an "elevated level of risk" for pilots between 136 and 165 pounds. The statement also noted that risk of critical injury during an ejection is higher for the F-35 seat than older fighter-ejection seats.

As always, the safest course is not to have to eject from a moving airplane at all, but especially if you're built like Kate Moss.

<http://www.popularmechanics.com/military/a18049/f-35-pilot-weight-restriction/>

8. First official integrated Ranger School underway, Army won't talk about the women

(4 Nov) Army Times, Michelle Tan

The first official integrated Ranger School class kicked off Monday — but the Army is refusing to say how many female soldiers are participating.

"We're ready to train whoever shows up here and whoever meets the standards," said Col. David Fivecoat, commander of the Airborne and Ranger Training Brigade. "It doesn't matter to us who shows up here. If they can meet the standards, we're ready to train them and put them through Ranger School."

As many as 417 soldiers started the course; 300 remained after the first day's grueling Ranger Physical Assessment. Despite repeated requests, officials at Ranger School declined to provide gender statistics. The service has faced a [high level of scrutiny](#) from soldiers, service leaders and members of Congress since deciding to allow women to attend the school and earn the Ranger Tab.

"We need to move forward from this and execute what the Army has asked us to do — train Rangers," said Robert Purtiman, a spokesman for the Maneuver Center of Excellence at Fort Benning, Georgia.

The Army previously released the number of women in Ranger School because the Army was conducting a gender-integrated assessment, Purtiman said. He added that the Army does not release by-gender numbers for students attending airborne school or the basic officer leadership course.

"Now the assessment is over, it is an integrated course," Purtiman said. "We're not making any delineation between male or female students. They're soldiers."

The Army's gender-integrated assessment of Ranger School kicked off in April, with 19 female soldiers starting the grueling course.

Three women graduated — [Capt. Kristen Griest](#), [1st Lt. Shaye Haver](#) and [Maj. Lisa Jaster](#) — and earned the coveted black and gold Ranger tab. The other 16 were, at different points, dropped from the course.

Critics of the Army's decision to open Ranger School to women — a school that until this year had only been open to men — have repeatedly bashed the effort online and in social media. Many have said the Army was relaxing its standards for the school or giving

the female candidates an advantage by allowing them [multiple attempts](#) at the school's three phases.

Army officials have long insisted that the standards have not been changed in any way.

The Army in [September announced](#) that Ranger School is now open to all qualified soldiers, regardless of gender.

A decision is still pending on whether the Army will open its infantry, armor and special operations ranks to women. Senior Army leaders have submitted their recommendation to the Defense Department; a decision isn't expected until the end of the year.

The Army has already opened its combat engineer and field artillery military occupational specialties to women.

Ranger School is the Army's premier combat leadership course, teaching students how to overcome fatigue, hunger and stress to lead soldiers in small-unit combat operations. It is separate from the 75th Ranger Regiment.

Soldiers who have earned Ranger Tabs, male or female, are not automatically part of the regiment, which has its own requirements and assessment process.

The Airborne and Ranger Training Brigade runs 11 Ranger School classes a year, and "it's been business as usual," Fivecoat said.

"We're ready to train whoever shows up," he said.

The brigade also is still looking for qualified female captains and sergeants first class interested in serving as [observer/advisors at Ranger School](#).

Soldiers selected for the positions will serve alongside the Ranger instructors, but they will not grade students. Instead, they will be extra eyes and ears and a sounding board for the all-male Ranger instructor cadre.

Successful applicants will be assigned to the Airborne and Ranger Training Brigade for two years beginning Jan. 1.

An initial call-out for applicants allowed the ARTB to fill about half of the nine positions it needs, Fivecoat said.

"We're still looking for a few more, so if anyone is interested in helping out, please send your packet as soon as possible," he said.

For the integrated Ranger class currently underway, the ARTB was able to extend some of the observer/advisers who were originally selected for the gender-integrated assessment, Fivecoat said.

Here's what the ARTB is looking for:

- ARTB is authorized to select four captains and five sergeants first class to serve as non-grading cadre.
- Selected soldiers will serve from Jan. 1, 2016, through Dec. 31, 2018. They will receive permanent change of station orders for Fort Benning, Georgia.
- Female officer applicants must be captains in year groups 2007-2009. Applicants must have completed the required time in a key development position accordance with Army PAM 600-3, which governs commissioned officer professional development and career management.

War-zone experience is preferred. Applicants also must have met the standard for the Army Physical Fitness Excellence Badge during their last three rating periods, and they cannot have a physically limiting profile.

- Female noncommissioned officer applicants must be sergeants first class. They must have at least two years time in grade and have completed time in a key position required for promotion to master sergeant.

War-zone and drill sergeant experience are preferred. They must have received an "excellence" block check for physical fitness and military bearing on their last three NCO evaluation reports and have met the standard for the Army Physical Fitness Excellence Badge

during their last three rating periods. Applicants cannot have a physically limiting profile.

Applicants must submit their completed packets to the ARTB personnel section as soon as possible. Packets should be scanned as one PDF file and contain these documents:

- Officer or enlisted record brief with Department of the Army photo.
- Last three officer or NCO evaluation reports.
- Most recent Army Physical Fitness Test scorecard and supporting body fat content worksheet, if applicable.
- Letter of intent addressed to Fivecoat expressing the applicant's reasons for seeking the assignment.
- Letters of recommendation from the applicant's current rater and senior rater. Additional letters of recommendation may be included.

Applicants will be screened by ARTB and Human Resources Command.

<http://www.armytimes.com/story/military/careers/army/2015/11/03/first-official-integrated-ranger-school-underway-army-wont-talk-women/75115630/>

9. Air Force Academy cadet convicted of sexual assault, will be expelled

(30 Oct) Air Force Times, By Jeff Schogol

An Air Force Academy cadet faces the possibility of spending the rest of his life in prison after a civilian jury convicted him of a felony sex offense, according to the Boulder County District Attorney's Office in Colorado. The cadet will also be expelled from the academy.

Cadet 1st Class Daniel Ryerson was accused of sexually assaulting a female cadet on Nov. 1, 2014, when both checked into a Boulder hotel and attended several parties, according to court records. The alleged victim told law enforcement officers that she woke up the following morning in the hotel room and believed she had been raped. Ryerson denied any wrongdoing, but DNA evidence linked him to the alleged crime.

On Wednesday evening, Ryerson was found guilty of sexual assault on a victim who was incapable of consenting to sex, but he was acquitted of charges of kidnapping and sexually assaulting a physically helpless victim, said Catherine Olguin, a spokesman for the district attorney's office.

There is no mandatory sentence for Ryerson's conviction, Olguin told Air Force Times on Thursday. The court has the option of sentencing Ryerson to probation or to a prison term ranging anywhere from several years to the rest of his life, she said.

Ryerson is currently free pending a pre-sentence investigation and psycho sexual evaluation, after which prosecutors will determine which sentence to recommend for him, Olguin said. Ryerson's sentencing hearing is slated for Jan. 12, she said.

John Pineau, Ryerson's attorney, declined to comment and said his client would not make a statement for this story.

Following Ryerson's conviction, the Air Force Academy is in the process of expelling him, said Meade Warthen, an academy spokesman.

"Disenrollment proceedings for Cadet Ryerson will be initiated as required by DoD and Air Force regulations when an individual is convicted of sexual assault," Warthen said in an email to Air Force Times. "The Academy will continue to closely monitor the case and cooperate with Boulder authorities concerning the sentencing case and the remaining charges."

"Cadet Ryerson is no longer physically at the Academy; however, the Academy will continue to provide support to him until he is officially dis-enrolled. The Academy will continue to provide care and support to the victim. The Academy is committed to fostering a culture where each person gives and receives dignity and respect."

<http://www.airforcetimes.com/story/military/crime/2015/10/30/air-force-academy-cadet-convicted-sexual-assault-expelled/74827278/>

10. An Open Letter to Sexual Assault Survivors in the Air Force

(30 Oct) *The Huffington Post*, By Ryan Guilds

With little outside fanfare, an Air Force court martial concluded this week in a [long-running rape case](#) that initially garnered national attention two years ago when the Air Force General in charge was criticized for failing to order the case to trial. As I sat next to the victim to help her make sense of the jury's verdict, I considered all that I had witnessed during the course of this case. In many important ways the criminal process (though not necessarily the result) was indicative of the experience military sexual assault survivors can expect when they make the incredibly brave and personal decision to report their rape and move forward with a military court martial. If you find yourself confronting that horrible choice, I offer what I learned from my representation of the victim in this case and from my collective experience as a victim's legal counsel in both civilian and military proceedings:

The Air Force has some talented committed lawyers that work hard. There is no doubt the Air Force has talented prosecutors who work hard and care about justice. On weekends, late nights, and long court days the prosecutors in this case demonstrated a strong desire to do their very best to obtain a conviction and the requisite skill to try and make that happen. It is important to note, however, that Air Force defense lawyers are often equally committed and experienced. There is no guarantee you will get an experienced or dedicated Air Force prosecutor in your case, but they do exist.

The military justice system is defendant friendly. In what might be surprising for outside observers, the military justice system provides infinitely greater protections and access to information for criminal defendants than the civilian justice system. From the disclosure of privileged medical and therapy records to rules potentially requiring the victim submit to a defense counsel interview (results with no parallel in civilian courts) this skewing in defendants' favor make the protections of a victim's dignity and privacy more difficult to achieve.

Be prepared to talk about your rape over, and over, and over. The victim in this case explained in detail the circumstances of her rape at least eight times to investigators, prosecutors, and defense counsel and then again ultimately at trial. Despite these repeated disclosures of the horrible details of her assault, the trial court ordered a third defense interview before trial. When she resisted, the victim was threatened with a delay and formal examination on the record if she did not comply. And even after she submitted to the interview, she was questioned at trial about her desire to limit defense counsel's questioning. Recent changes in the military rules make it likely that future victims will have to testify less often than the victim in this case. But make no mistake: you will have to share the circumstances of your assault several times to strangers prior to and at trial.

Your therapy records will be under constant threat of disclosure, but thanks to recent changes in the law they may not be turned over. Until recently, the psychotherapy records of rape victims were routinely turned over to military judges and defendants despite the incredibly personal and privileged nature of these materials. Indeed, the military judge in this case ordered production and reviewed two years' worth of the victim's therapy records. Not satisfied, defense counsel continued to seek additional records, including a request to order production of all therapy records generated up until the time of trial (three years after the assault). As a result of defense counsel's efforts, the victim was forced to testify regarding her medical records in the presence of a defense-retained psychiatric expert who then used her answers and demeanor as a basis for attempting to breach her medical privilege. Ultimately, the court refused additional production of medical materials after five reviews of her prior records did not contain anything relevant to the defense. Bottom line, your therapy records may be protected from disclosure but there is no guarantee.

Your sexual history will be explored, even if it is not admitted at trial. Military court rules limit the admissibility at trial of certain so called sexual propensity evidence. For example, defense counsel is generally prohibited from offering evidence of what a victim was wearing or the number of sexual encounters a victim has had over her lifetime to argue that the victim consented or was asking for it. Defense counsel routinely seeks this information and investigators frequently attempt to uncover it. Victim's legal counsel can help you limit the admission of this type of evidence. But even if this information is not admitted at trial you will likely be required to talk about it with the judge before trial.

The Air Force has not won the battle against enemies in their midst. The Air Force in recent years has provided extensive training regarding sexual assault in the military. That training and recent comments by senior Air Force commanders recognizes the presence of sexual predators in the Air Force. But preventing and punishing sexual assault goes beyond simply recognizing the undeniable presence of sexually violent predators in the armed forces. It goes to a culture. To a belief system. And to a justice system that should adequately address and consider the rights of the victim as part of the criminal process. It is therefore gravely concerning that the members (the word for the senior enlisted and officers that make up a jury in a military trial) sought to ask the victim's fiancé if the victim had ever cheated on him. Indeed, a senior officer asked two different questions on the issue. Nor is it encouraging that the senior member of the jury asked to review the victim's performance evaluations and ribbons. These questions were ultimately not asked because even defense counsel agreed they were not relevant to any issue in a rape case. But the fact that senior enlisted and Air

Force officers thought it was not just appropriate but necessary to inquire about the victim's pre-martial relationship with an individual not involved in the rape does not bode well for the environment of empathy and aggressive intolerance of sexual assault the Air Force is trying to promote.

The result does not define you. A rape victim's decision to come forward and participate in the criminal justice process is an incredibly personal one. Many victims are simply unable to feel safe or secure enough to report. But regardless of whether a victim moves forward with the criminal process, it is important to remember that no process defines a victim or their experience: A guilty verdict does not make the pain and anger of the assault completely go away. And an acquittal does not mean the victim was lying. Those who are able to come forward, however, are beacons of hope and an inspiration to those around them. Certainly that was the case with my client, who had countless opportunities to give up but never did because, as she told me, she believed it was important to do what she could to help other sexual assault survivors.

Ryan Guilds is a private civilian attorney at Arnold & Porter, LLP, Board Chair of Network for Victim Recovery of DC, and a member of the Advisory Board and participant in Protect Our Defenders Pro Bono Referral Network.

http://www.huffingtonpost.com/ryan-guilds/air-force-sexual-assault_b_8431854.html

11. New direction in sailor fitness: Job-specific PRT

(1 Nov) Navy Times, By Meghann Myers

You know the drill: sit-ups, pushups and a 1.5-mile run. It's a hassle, it's stressful, it's an exertion that has nothing to do with being a sailor, sailors have griped for decades.

Well, you may soon get your wish.

Navy fitness bosses are eyeing radical changes to the three-part Physical Readiness Test that sailors love to hate, officials say, and they can expect to see changes sooner rather than later.

"We're not talking about years from now," Master Chief Petty Officer of the Navy (AW/NAC) Mike Stevens told sailors at an Oct. 13 all-hands call. "We're talking about this happening pretty soon."

Chief of Naval Personnel Vice Adm. Bill Moran has hinted this year at forthcoming changes to the athletic portion of the physical fitness assessment, and Stevens took a sailor's question about the future of PRT curl-ups as an opportunity to provide more details on upcoming changes. Specifically, he floated the idea of a job-related PT test, something sailors have suggested for years — and that other military services have adopted or are considering.

"So we do pushups, curl-ups and run, but does that tell you that you can put on firefighting gear and go down into a space and carry somebody out of it?" he asked. "Does that test tell you that you can do that? And the answer is no."

A working group at the Physical Readiness Program in Millington, Tennessee, is brainstorming ideas, a Navy official confirmed, from new PRT events and a job-specific test, to a hybrid that would measure strength and cardiovascular health, as well as skills needed for working around ships, aircraft and other Navy environments.

They're looking at other professional fitness tests that might have some fleet relevance, such as the stair climbs in firefighting training. Fitness experts are recommending new exercises like the standing jump and the kneeling powerball throw as part of a job-related fitness test, which could replace the traditional PRT or be administered annually, much like the Marine Corps' combat fitness test.

The Army is also developing tests that measure fitness for combat.

The working group is still gathering and developing ideas and officials said they haven't developed a proposal that they're ready to discuss.

"We're looking at a variety of options, but no decisions have yet been made," confirmed Lt. Cmdr. Nate Christensen, Moran's spokesman.

Going operational

Stevens made clear that the Navy is seriously eyeing an operational fitness test, to test sailors on physical challenges they might encounter at work.

"So maybe sometime in the future, our PRT is more connected to our actual jobs, and what we do," Stevens said. "So if you have different readiness tests depending on what you do in the Navy, or what you're supposed to do."

Fitness experts have been assessing other tests that could better measure the kinds of skills and energy that sailors need for common skills, such as fire-fighting or carrying heavy objects.

Cmdr. David Peterson has worked with Navy experts to study improvements to the Navy's twice-annual PRT. He has developed a five event test: A 40-yard dash, standing long jump, kneeling powerball toss, 300-yard shuttle run and a 50-yard loaded carry.

These events go beyond basic strength and endurance to measure a sailor's ability to sprint, jump and change directions quickly, all important for combat as well as avoiding injuries in general.

"One of the best predictors of overall endurance is muscular strength. It is a very vital component of fitness. We find people who are stronger fare better in job-related scenarios," he said. "The two tests that I'm proposing ... by definition they measure power. Power correlates to muscular strength."

For example, a long jump measures basic muscular strength, while a loaded carry simulates a firefighting or lifesaving drill.

These tests would, of course, require new standard equipment and training for the command fitness leaders who administer them.

"If you bring implements in — beyond what we have right now, which is a stop watch — are you going to have to carry the thing?" Brian Schilling, a physiologist who has advised Navy fitness, said. "And you're going to need thousands of them throughout the whole fleet."

Training for the CFLs and the test-taking sailors could be solved with boot camp fitness training and CFL familiarization.

In general, there are two directions the changes could take. Officials could adjust the twice annual PRT to include the powerball toss, a loaded carry and the 1.5-mile run, for instance. Or they could stick with the existing PRT and then create a wholly new operational fitness test.

Suppose an operational fitness test is picked. It could become the fall cycle test, while the spring cycle would be the normal PRT, a set-up similar to that used by the Marine Corps.

The end of situps

Fitness experts have also been working on ways to improve the PRT, which is designed to measure heart and lung function and core and upper body strength. Critics have repeatedly said that poor form on the curl-ups and push-ups will hurt your back and that there are better exercises.

"They're not really a measure of strength, they're just another measure of muscular endurance," said Schilling, who is a University of Memphis health studies professor, in an Oct. 21 phone interview.

Fitness experts have published studies suggesting improved events, including: the single-leg plank, the single-leg wall squat, cadence pushups, leg/hip dynamometer, standing long jump and pro-agility test, as well as a 300-yard shuttle run, 2-kilometer row and 5-kilometer bike ride as cardio alternatives to the 1.5-mile run.

Schilling said these exercises were recommended because they were harder to cheat on (like pushups on a cadence), less likely to cause injury or mimicked a shipboard activity.

Peterson, a designated Navy aerospace physiologist with a Ph.D. in sport management, published a study in July that explores both a

streamlined PRT and an operational fitness test.

He suggested changes to the standard PRT: A waist measurement, a plank and a 1.-5 mile run. That would be the end of push-ups and sit-ups, effectively.

"The Navy obviously would like to have some type of strength for muscular endurance assessment as well, and I think the plank is much more operationally relevant than the push-ups and curl-ups," Peterson said, referring to the exercise's engagement of every major muscle group. To do it, a sailor must keep their body straight between their toes and their forearms, which rest on the ground. This exercise can be held for minutes without risk of injury.

The run is a good measure of muscular endurance, making events like pushups redundant, some experts say.

"Are doing the additional tests really telling us any additional information?" Schilling said. "If you just based it on the run, you'd probably get the same number of passes and failures."

The Navy has adopted the waist measurement as its new tape test, with a 39-inch max for men and 35.5 inches for women, as outlined in a NAVADMIN released in August.

Despite being the least popular part of the PRT, the run also serves an important purpose: it is still the best way to test a person's maximal oxygen usage and biomechanical efficiency, signs of overall health.

In fact, Peterson said he believes the service has gotten too lenient about allowing sailors to do alternate cardio, like the swim, bike or elliptical. Unless they have a medical waiver, he said, all sailors should be required to run their PRT.

"None of the other services, the Air Force included, allow members to treat the PRT like Burger King, where they can pick what they want to do for their cardio," he said.

The other challenge is setting up each stationary bike and elliptical in a way to measure calories burned equally across different brands and models and to factor in the amount of wear and tear on each machine. For this reason, Peterson suggested a rowing machine since it's easier to standardize from machine to machine and person to person.

The Navy has spent \$750,000 validating 33 different elliptical machines and seven different bike models, he said, to make sure that they fit into the PRT's calculation for calorie burn that would equal the 1.5-mile run. He knows, he added, because it was part of his job at Millington.

"That's like you taking an English test and me trying to guess what you would score on a math test," he said.

He said a much better test would be Concept2 brand rowing machine, all of which have a 2-kilometer mode that clocks your results on the screen as soon as you finish.

Peterson's study also argues that the current PRT favors thin sailors.

"In addition to showing a poor correlation between the ability to accomplish physically demanding and occupationally relevant tasks, research also shows that the events in most military physical fitness tests (i.e., sit-ups, pushups, distance runs) impose a body mass bias against heavier service members," he wrote.

In light of new BCA standards, which are more forgiving to bodybuilders and other more stocky sailors, a new fitness test could even the playing field.

Sister-service inspiration

The Navy is considering a hybrid test that would measure cardiovascular health and operational strength, endurance and agility, an official told Navy Times. They can look to the Marines and Army for ideas.

"You probably don't have to look much further than what the Marine Corps did," Schilling said, with its once-a-year combat fitness

test.

Implemented in 2009, the CFT includes three events for men and women: An 880-yard run, an ammunition lift and a maneuver under fire exercise.

Marines also take a general physical fitness test once year, in the other cycle. That's a good model for the Navy, Peterson said.

"The reason why this would be beneficial is it forces people to be more comprehensive and robust in their training program," he said. "For first six months they do the PFT, next six months they do the CFT."

Though the Navy is working to spread a year-round fitness culture, for many it doesn't take a lot of practice to get into the so-called "Three Mile Club."

"A lot of sailors can do nothing all year and do very well on the PRT. They can gut out enough push-ups and curl-ups without having to train," he said. "You couldn't take that approach if the Navy had a more comprehensive program."

The Army, after scrapping a proposed combat fitness test in 2012, started a new study that includes research on ways to test physical combat effectiveness.

"Soldier 2020," as the study is called, has held pilot tests with both men and women to test possible events for another test, including 6-foot wall climbs in full gear and removing the barrel of an armored vehicle's 25 mm gun.

The Millington working group is also considering some events firefighters use in their own fitness tests, as many of the Navy's most high-pressure situations include damage control and personnel recovery.

For example, firefighter fitness tests often include a stair climb, equipment carry and hauling a 165-lb. dummy to safety.

Though there's an emphasis on jobs-related tests, an official said, they won't be as specific as down to each rating.

"I believe that sometime in the future, we're going to see the physical readiness portion of it change also, but we want to make sure that we don't move so fast that we're making mistakes that we've got to make and undo," Stevens said in the all-hands call.

But until then, he added, "sit-ups are going to be around for a little while."

<http://www.navytimes.com/story/military/2015/11/01/cnp-prt-pfa-physical-fitness-assessment-navy/73918258/>

12. Coast Guardsman to be court-martialed for allegations of sexual assault

(4 Nov) The Virginian-Pilot, By Katherine Hafner

A 27-year-old Coast Guardsman in Chesapeake will be court-martialed in March amid allegations of sexual assaults, communicating a threat and making false official statements.

Petty Officer 3rd Class Jerry W. Clift was the subject of an eight-month investigation by the Coast Guard Investigative Service, according to a news release.

Clift is assigned to the Maritime Security Response Team in Chesapeake.

His court-martial will take place in Norfolk on March 14.

<http://hamptonroads.com/2015/11/coast-guardsman-be-court-martialed-allegations-sexual-assault>

13. Lawmakers seek to strengthen DoD child abuse reporting

(4 Nov) Military Times, By Karen Jowers

The military needs to do more to immediately report suspected cases of child abuse to civilian authorities, according to two lawmakers who introduced legislation in the House on Tuesday.

Rep. Tulsi Gabbard, D-Hawaii, cited the case of 5-year-old Talia Williams, who in 2005 was beaten to death by her father while

he was stationed in Hawaii. It was later revealed that multiple federal employees, including military police and workers at Talia's on-base child care facility failed to report suspected signs of abuse, Gabbard said. She introduced the bill, named Talia's Law, along with Rep. Mark Takai, D-Hawaii.

"This is a problem that demands better protection for our children in military families who are being abused, and better support for military families facing the stresses of war, multiple deployments and economic hardship," Gabbard said in a speech on the House floor. Her bill, she said, would close the gap between "mandated reporters" of child abuse and neglect, and the installations' Family Advocacy Programs. Family advocacy is responsible for identifying and reporting abuse, and providing services for victims and families associated with child abuse and neglect, and domestic abuse.

In addition to reporting these incidents to their installation point of contact, such as family advocacy, these mandated reporters would have to report them to their local civilian child protective services agency. Mandated reporters of child abuse are generally those who come in contact with children, such as child care workers, teachers, physicians, psychologists, social workers and others.

"I've introduced Talia's Law today to require military officials to immediately report suspected cases of abuse to state child protective services," Gabbard said. "We owe it to our service members, their families and thousands of children like Talia to disrupt the status quo and stop another decade of preventable child abuse."

According to DoD statistics, in the decade from 2005 to 2014, there were 54,702 victims in cases that met the criteria for child abuse and neglect.

"It is DoD policy not to comment on pending legislation," said DoD spokesman Air Force Maj. Ben Sakrisson. "However, DoD is currently required by law to report all allegations of child abuse and neglect to state/local Child Protective Services."

According to Defense Department regulations, which are based in law, military family advocacy personnel and military law enforcement must reciprocally provide each other all reports of child abuse involving military personnel or their family members. And within 24 hours, family advocacy must communicate these reports of child abuse to the appropriate civilian child protective services agency for investigation. The military services also have policies for installations to follow to ensure the safety of the child victim of abuse and other children in the household.

While DoD is required to notify local child protective services officials about all reports involving child abuse and neglect, whether they are on or off the installation, civilian child protective services do not have that same requirement to notify DoD officials of incidents that are reported to them.

DoD has recommended that either federal or state legislation be introduced requiring states' child protective services officials to notify DoD of all allegations of child abuse and neglect.

In the meantime, DoD has undertaken a significant initiative to recommend to states that they establish legislation requiring the reciprocal sharing of information from each state child protective services agency to the service branch's family advocacy officials for incidents involving active-duty military families.

<http://www.militarytimes.com/story/military/crime/2015/11/04/lawmakers-seek-strengthen-dod-child-abuse-reporting/75163846/>

14. Marine vet facing amputation completes trek across Britain

(4 Nov) Marine Corps Times, By Matthew L. Schehl

Veteran Marine Sgt. Kirstie Ennis just walked across Britain in tribute to her fallen comrades — with some help from Prince Harry along the way.

Ennis completed the 1,000-mile, 72-day trek at Buckingham Palace on Saturday. She completed the journey with [Walking with the Wounded](#), a UK-based charity dedicated to assisting injured veterans, along with fellow Marine veteran Andrew Bement, two British Royal Marines and a couple British army veterans.

Ennis, who delayed amputation of her left leg below the knee in order to complete the trek, embraced Prince Harry when she reached the royal palace, and bequeathed him the last of 25 dog tags she had made in memory of her fallen Marine Corps comrades, according

to [People magazine](#).

Ennis told Marine Corps Times she undertook the charity walk both to honor her fallen Marine brothers and sisters as well as to continue to support veterans – on both sides of the Atlantic.

"As allies, we're family, we shed blood together, we served toe-to-heel together," she said. "Just like these guys would have our back when we were in combat, I wanted to have their six on the homefront."

After being told less than three years ago that she'd never walk again following a helicopter crash in Afghanistan, Ennis said that it was a struggle to stay physically and mentally engaged during the months-long journey.

"You bite the bullet and you grit your teeth and you keep going," she said.

On June 23, 2012, a CH-53E Super Stallion Ennis was aboard went down during a combat resupply run to Forward Operating Base Now Zad, Afghanistan. All eight people aboard survived, but the crash left Ennis with a shattered jaw, broken leg bones, burns, cervical and lumbar spine damage, traumatic brain injury and a hearing impairment.

After 38 reconstructive surgeries and years of speech and cognitive therapy, the 24-year-old U.S. Paralympic Team [snowboarder](#) hoofed it across Scotland, Wales and England. The former airframe mechanic was forced to medically retire from the Corps in May 2014.

"Naturally, like all Marines, if you told me no, I can't do something, I'm going to do it," Ennis said.

Finding purpose

With her military career at an end, Ennis said she struggled to reorient herself.

The first year of recovery was terrible, she said. Physically, she was progressing well, but mentally and emotionally she "had a lot to work through."

"I'm one of the lucky ones, I made it home," she said. "I have my buddies that never made it home, and that's when you realize they gave the ultimate sacrifice, and one thing we can do in this lifetime is to honor them."

Ennis made this her mission and channeled her drive into competitive sports.

She took three gold medals in swimming for the Marine Corps Wounded Warrior Regiment at the 2013 Warrior Games. She has completed triathlons and an Ironman competition. She learned to snowboard and competed in a boardercross competition with [Disabled Sports USA](#).

"At the end of the day, I still wanted to be involved with a part of my military family, to feel like I was contributing to helping protect and serve my military brothers and sisters," she said.

When the [Bob Woodruff Foundation](#), which had helped provide Ennis with an Intrepid Dynamic Exoskeletal Orthosis leg brace, approached her at a dinner banquet and pitched the idea of participating in the walk, Ennis didn't miss a beat.

She saw the project as an amazing opportunity to honor the fallen of both countries who had given their lives for complete strangers, she said.

"When I found out about it, it absolutely meant the world to me because I could do it," she said. "At the same time, I wanted to be able to gain the confidence of doing something that everybody told me I couldn't do."

Once she was committed to the project, the Bob Woodruff Foundation sent her to London in June to link up with her [teammates](#) for the expedition, each of whom are also coping with wounds sustained in the line of duty.

Remembering the fallen

The team began their trek Aug. 22 in the Scottish highlands and zigzagged across the island at approximately 20 miles per day.

About every 40 miles, Ennis stopped to hang one of 25 dog tags she made for each of her Marine Corps comrades either killed in action or lost to suicide after deployment. At each spot, she also left behind a poem concluding "rest easy, brother; we'll take it from here."

"The significance for me is that someone comes along and picks up that dog tag that has my buddy's name ... it gives [them] an insight into his life, so his legacy carries on."

One such dog tag bears the name of her friend and colleague Cpl. Joey Logan, who was killed in action in a separate helicopter crash six months before her own.

About six weeks into the team's walk, Prince Harry caught up with the crew at Craven Arms, a small town about 10 miles east of the Welsh border. Harry, an Apache helicopter pilot with the British Army Air Corps, has deployed to Afghanistan and is a champion of veterans issues.

"I just looked at him and said, 'Would you be interested in being part of this?' and he said he'd be absolutely honored," Ennis said.

They walked together, then placed Logan's dog tag atop a war memorial outside of Stokesay Castle and said a few quiet words in memorial to the fallen Marine.

"[Prince Harry] wanted the families to know that their sons' sacrifices haven't gone unnoticed," she said. "He helped me honor [Logan], celebrate my brother's life."

Ennis and her teammates will now travel to New York in time to celebrate the Marine Corps birthday and speak at the Bob Woodruff Foundation's ninth annual [Stand Up for Heroes](#) fundraising gala along with Bruce Springsteen, Seth Meyers and Jon Stewart.

She has one more surgery to go, and then aims to get back to snowboarding with the U.S. Paralympic Team, with which she's currently ranked fifth internationally in women's boardercross, a competitive team snowboard sport..

"That's the main goal: 2018 South Korea," she said.

<http://www.marinecorpstimes.com/story/military/2015/11/03/marine-vet-facing-amputation-completes-trek-across-england/74067884/>