



Defense Advisory Committee on Women in the Services Articles of Interest 4 January 2019

RECRUITMENT & RETENTION

- [This battalion commander tried to withhold holiday time off for recruiters who didn't make quotas](#)**
(14 Dec) Army Times, Meghann Myers
Army Recruiting Command is undermanned and tasked with filling a large gap of recruits after missing last year's goal. Though the service is trying to fill those recruiter slots and coming up with new marketing to get young Americans in the door, there have been a handful of drastic measures floated this year, and the most recent one came from Army Recruiting Mid-Atlantic.
- [Bigger re-up bonuses for top sailors — what you need to know now!](#)**
(19 Dec) Navy Times, By Mark D. Faram
The Navy is testing a plan that doubles re-up bonuses for some eligible sailors who perform well and stay out of trouble. Sailors already can qualify for payouts under the Navy's Selective Reenlistment Bonus program but these kickers tack on more money than they would've received. And if this fledgling campaign is successful, officials will consider spreading it out to other ratings across the fleet.
- [From Dual Military Couple to Military Spouse Life](#)**
(20 Dec) Military Families, By Amanda Huffman
Life is all about making tough choices, and oftentimes a plan looks better on paper, especially when trying to make decisions as a dual military couple. I had intended to serve in the Air Force for 20 years, so when the decision came to leave that career after just six it was hard. It felt like I was walking away from my dream—or maybe even quitting. I wanted to continue serving alongside my husband, but making life work as a dual military couple just wasn't working for us.
- [New in 2019: The Army's got a big end strength gap to fill this year](#)**
(31 Dec) Army Times, By Meghann Myers
Senior Army leadership has known for years that recruiting new soldiers has only been getting tougher, but even so, they set an ambitious goal of 80,000 new soldiers for fiscal year 2018.
- [Coast Guard Academy: Government shutdown could hurt cadets](#)**
(31 Dec) Associated Press, By Pat Eaton-Robb
The U.S. Coast Guard Academy's ability to serve cadets returning from winter break will be affected by the forced furlough of administrative staff and other nonessential civilians as part of the partial government shutdown, the school said Monday. About 160 of the New London academy's 260 government-funded nonessential employees have been furloughed, with students set to return Jan. 6.
- [The Army, in need of recruits, turns focus to liberal-leaning cities](#)**
(2 Jan) New York Times, By Dave Phillipps
Army recruiters in Seattle can earn a Friday off for each new soldier they enlist. But in a city with a thriving tech industry and a long history of antiwar protests, the recruiters haven't gotten many long weekends.

7. [As teens born after 9/11 reach military age, recruiters face new challenges](#)
(2 Jan) *Military.com*, By Hope Hedge Seck
Nearly every recruiter who spoke with Military.com spoke of the challenges that ubiquitous technology poses and the way prospects rely less on their recruiters and more on the internet to compare their options and check facts. These youth also are in high demand: A booming economy and near-record-low unemployment mean the military branches are struggling to make recruitment quotas and attract prospective recruits away from other opportunities in the private sector.

EMPLOYMENT & INTEGRATION

8. [Construction company rolls out first inclusive 'at work' signs](#)
(8 Dec) *New York Post*, By Dean Balsamini
A Manhattan construction company has rolled out gender-neutral "Men and Women at Work" signs — believed to be the first of their kind.
9. [Lynda Carter, TV's Wonder Woman, loves a heartwarming video from Navy Exchange](#)
(12 Dec) *Navy Times*, By Mark D. Faram
A recent Navy Exchange Service Command video about a deployed mother attracted the admiration of a long-time superhero after it went viral. The clip, shared on Facebook, tells a heartwarming yarn of a father and son waiting at home for the mother, a Navy sailor, to return from an overseas deployment.
10. [Smithsonian names woman to top post at American History Museum](#)
(13 Dec) *The Washington Post*, By Peggy McGlone
The chief executive of the California Historical Society has been named the new director of the Smithsonian's National Museum of American History. Anthea M. Hartig becomes the first woman to be permanent director of the museum, one of the most popular Smithsonian attractions.
11. [The complications of getting back in shape after a pregnancy](#)
(16 Dec) *The Washington Post*, By Amanda Loudin
When Amanda Clark returned to her Cross Fit gym two months after an unplanned Caesarean section, she knew she would have an uphill climb to get back to her pre-pregnancy fitness level. What the 36-year-old mom of two didn't know, however, was that her challenges would include pelvic floor dysfunction and a severe separation of the abdominal muscles, or diastasis recti, during the pregnancy that failed to heal on its own. Her story is not unusual.
12. [First female enlisted soldier graduates from Sapper school](#)
(17 Dec) *Military.com*, By Matthew Cox
The Army announced Friday that the service's first female enlisted soldier has graduated from the physically challenging Sapper Leader Course
13. [First enlisted woman earns her Sapper tab](#)
(19 Dec) *Army Times*, By Meghann Myers
The Sapper Leader Course has graduated its first female enlisted soldier, according to an Army release, more than three years after the 12B combat engineer military occupational specialty opened to women.
14. [New female dress blue coat brings Marines closer to an identical, equal standard](#)
(19 Dec) *Marine Corps Times*, By Female Marine Sergeant in Iwakuni, Japan
A resounding complaint across the vast majority of the Marine Corps is about equality or the lack thereof. The physical, grooming and uniform regulations are different when comparing Marines. The smaller we bridge the gap between the - differences in female and male Marines, the closer we get to an identical standard: a Marine Corps standard. In order to move in that direction, we must little by little move toward uniformity in all aspects.
15. [Chief ranger sues National Park Service alleging sex discrimination, retaliation](#)
(21 Dec) *The Washington Post*, By Tom Jackman
A chief ranger for the National Park Service in Philadelphia, thought to be the highest-ranking female law enforcement official in the department, sued the Park Service in federal court Friday, alleging sexual discrimination in its treatment of her and retaliation against her when she complained that less-qualified men were being promoted over her. The suit is the latest accusation of mistreatment of women in the Park Service, which congressional critics have said fostered a culture of sexual harassment.

16. [**This is how NFL experience helped shape the Corps' CFT and is building combat athletes**](#)
(26 Dec) Marine Corps Times, By Shawn Snow
The Marine Corps team in charge of shaping the Corps' fitness is chocked full of talent, with experience and access to the latest sports medicine science and technology. And it's helping the Marines mold a force of combat athletes.
17. [**Millennial women are working more. But they're still doing most of the housework**](#)
(26 Dec) CNN Business, By Julia Carpenter
Younger women are working longer hours and earning more than ever before. But they're still carrying more of the burden at home. While millennial households are more likely to adopt egalitarian views about gender, reporting they want to split household duties and income equally, research shows those promises often collapse under the weight of long-held gender stereotypes.
18. [**Does the Army need an alternative for its new fitness test?**](#)
(27 Dec) Army Times, By Meghann Myers
The forthcoming Army Combat Fitness Test requires a good deal more space and equipment than its predecessor, which will make it a lot harder to conduct a fitness test at a small combat outpost on a mountainside in, for instance, Afghanistan.
19. [**New in 2019: The Army's basic infantry training is about to get longer, and it could be a sign of broader changes to come**](#)
(2 Jan) Army Times, By Meghann Myers
Army basic training got a major face lift in 2018. Early in the year, Fort Jackson, South Carolina's basic training program of instruction was updated to encourage more fitness and discipline in new soldiers, while infantry one-station unit training at Fort Benning, Georgia, was extended from 14 to 22 weeks.
20. [**New in 2019: The Corps' fitness tests are getting harder for everyone — time to get in shape**](#)
(2 Jan) Marine Corps Times, By Shawn Snow
Here's what Marines can expect on the PFT and CFT starting in 2019. The changes make the tests a little harder for everyone. The rest time between CFT events is being reduced from five minutes to three, female Marines will have to do an increased number of pullups on the PFT, and now there's a minimum score of 150 to pass both tests.
21. [**'Is this what equality looks like?! Mom's viral post on imbalance of parental workload**](#)
(2 Jan) ABC News, By Genevieve Shaw Brown
It's 2019 and while women have more choices than ever -- which is great -- they also have more responsibility than ever. That's especially true of moms who are trying to do everything and be everything for everyone in their lives.
22. [**New in 2019: You'll see more of the new female Marine dress blue coat**](#)
(3 Jan) Marine Corps Times, By Shawn Snow
Some unprecedented moments happened at the recruit depot aboard Parris Island, South Carolina, in 2018.

WELL-BEING & TREATMENT

23. [**NCDOC Opens Renovated Nursing Mother's Suite**](#)
(7 Dec) Naval Information Forces, By Robert Fluegel
Navy Cyber Defense Operations Command (NCDOC), Commanding Officer, Capt. Julia Slattery celebrated the opening of the newly renovated Nursing Mother's suite. The new Nursing Mother's suite offers comfortable and private spaces to pump for breastfeeding moms. It can accommodate up to four moms at one time with a washroom, a refrigerator to store their breast milk, and sanitizing equipment all in one location.
24. [**U.S. Special Operations Command Issues Ethics Guidance After 'Inexcusable and Reprehensible Violations'**](#)
(12 Dec) Newsweek, By James Laporta
The U.S. Army officer at the helm of U.S. Special Operations Command is calling for change inside the special operations community amid a wave of severe criminal allegations and an erosion of trust by its members, according to an email obtained by *Newsweek*. The email follows a series of high-profile scandals involving members of the special operations community over the past few months, to include sexual assault.

25. [Army Secretary orders changes to policy after Minnesota soldier's sexual assault, suicide](#)
(13 Dec) *ABC News*
The Secretary of the U.S. Army has directed staff to update policies regarding the treatment of victims of sexual assault who request to be transferred off-base, according to a letter sent to members of Congress from Minnesota.
26. [Do military women have higher rates of infertility than civilians?](#)
(14 Dec) *Military Times*, By Karen Jowers
About one in three current and former service women who participated in a recent survey said they've had problems with infertility, according to a newly released report.
27. [Lawmakers meet with Coast Guard over academy complaints](#)
(14 Dec) *The Associated Press*
Members of Connecticut's congressional delegation have met with Coast Guard officials to express their concerns over alleged discrimination and harassment at the Coast Guard Academy.
28. [Meet the Best Buy employee who inspired the company's new child-care benefit](#)
(17 Dec) *The Washington Post*, By Rachel Siegel
Workers at nearly 1,000 U.S. stores, distribution centers and corporate headquarters have access to 10 days of subsidized care each year through a Best Buy partnership with Care.com. The benefit covers up to 10 hours of child care at a day-care center or at an employee's home. For the employee, the only fee is a \$10 a day co-pay.
29. [Female journalists shine a light on the sometimes-deadly process of giving birth](#)
(17 Dec) *ABC News*, By Kaelyn Forde
Pregnancy and birth are often thought of as one of the happiest, most magical, most transformative times in a woman's life. But around the world, and right here in the U.S., it's still a dangerous experience. In the U.S., there are 14 deaths for every 100,000 live births; a rate that has worsened between 1990 and 2015, according to the World Health Organization.
30. [After outcry, Women's Tennis Association changes maternity leave rules](#)
(19 Dec) *People's World*, By Al Neal
Out of 41 industrialized nations, the U.S. is the only one to not mandate any paid leave for new parents, according to data compiled by the Organization of Economic Cooperation and Development. The Women's Tennis Association to approved changes to ensure players are not penalized after returning from pregnancy or an injury causing a long absence. Before this move, female tennis players were punished for taking pregnancy leave.
31. [Attorney: Navy officer accused of rape was engaged in 'bizarre role playing sexual game' with junior officer](#)
(19 Dec) *Navy Times*, By Geoff Ziezulewicz
A Navy commander facing charges for allegedly raping a female subordinate in 2016 was actually "engaged in a bizarre role playing sexual game" with the woman, the officer's attorney said this week.
32. [Violence Against Women Act expires with government shutdown](#)
(22 Dec) *The Washington Post*, By Elise Viebeck
The Violence Against Women Act expired at midnight Friday as the government shut down and temporarily cut off funding for programs that help victims of sexual assault, domestic abuse and stalking. The blow to the landmark 1994 law came after multiple short-term extensions. The act was due to expire on Sept. 30 and on Dec. 7 but received a last-minute reprieve each time. Its programs are funded under the Justice Department, which is affected by the shutdown.
33. [Man who set nurse on fire at Fort Leavenworth hospital loses appeal](#)
(22 Dec) *The Kansas City Star*, By Tony Rizzo
A federal appeals court has rejected the appeal of a former hospital worker at Fort Leavenworth who tried to kill his boss by setting her on fire. A federal court jury had found Clifford Currie guilty of assault with intent to commit murder for the 2016 incident that left his supervisor, First Lt. Katie Blanchard, severely burned.
34. [The military is preparing to host a conference to discuss sexual assault on college campuses](#)
(27 Dec) *Military Times*, By Meghann Myers
Both the military and higher education have struggled with high numbers of sexual assault within their institutions. This spring, they will combine forces as the secretaries of the Army, Navy and Air Force put on a summit on campus sexual assault, inviting leaders and subject matter experts from both government and higher learning. It will be held in April at the Naval Academy.

35. [Army unit in Europe rescinds unusually specific order banning sex and cuddling](#)
(27 Dec) *Stars & Stripes*, By Martin Egnash
Christmas came late for some Army troops on rotation to Europe when officials canceled an order that for nine days banned various sexual acts, including cuddling, for a unit's soldiers in the rotational barracks at the Grafenwoehr Training Area.
36. ['A Pumping Conspiracy': Why Workers Smuggled Breast Pumps Into Prison](#)
(31 Dec) *The New York Times*, By Natalie Kitroeff
That situation, where producing breast milk at work is unfeasible, is common among American employers — even though failing to provide hourly workers with break time and a private place to pump is often a violation of federal law. The United States has one of the lowest breast-feeding rates of any industrialized nation. One reason is that, unlike every other developed country, the government doesn't guarantee paid maternity leave.
37. [Need to know: These new UCMJ laws start Jan. 1](#)
(31 Dec) *Military.com*, By Amy Bushatz
A series of sweeping reforms and updates to the Uniformed Code of Military Justice (UCMJ) kick in on Jan. 1, 2019, including the addition of some crimes, an expansion of victims' rights. Both stalking and cyberstalking were newly added as crimes under their own articles. Additionally, sexual relations between troops in recruiting or training roles and their recruits or trainees, regardless of consent.
38. [Dads score win as changing tables to be required in public New York bathrooms in 2019](#)
(31 Dec) *ABC News*, By Katie Kindelan
Fathers in New York will have access to changing tables in restrooms thanks to a new law that goes into effect in the new year. The new law changes the state's building code to require new and renovated buildings with public bathrooms to provide "safe and compliant changing tables" in both men's and women's restrooms. The law applies to everything from restaurants and business to movie theaters and state facilities.
39. [Ireland criminalizes emotional abuse with new domestic violence law](#)
(2 Jan) *CNN*, By Kara Fox
Psychological and emotional abuse in intimate relationships is now a crime in Ireland. The Domestic Violence Act 2018 provides new protections for victims of "coercive control," a type of emotional and psychological abuse aimed at stripping a person of their self-worth and agency. Although psychological and emotional abuse -- including controlling behavior, isolation, and threats of violence -- can be more difficult to recognize than physical violence, it can be just as damaging, experts say.
40. [Unique program sends nurses into the homes of new, often nervous, parents](#)
(2 Jan) *CBS This Morning*, By Dr. Tara Narula
The first year of a child's life is crucial to the developing brain, but parental instincts are not always enough to take on the challenges of caring for a newborn. Sometimes, it takes a village to support, listen, and embrace the entire family. Family Connects, is tracking pounds and inches along with the stress levels of parents. Before they leave the hospital, new parents are offered two free home check-ups.

SERVICEWOMEN IN THE NEWS

41. [Del. Army Guard Promotes First Woman to Brigadier General](#)
(3 Dec) *WBOC 16*
The Delaware Army National Guard promoted its first female citizen soldier to the general officer ranks. Brig. Gen. Karen Berry, the Delaware National Guard's director of joint staff, pinned on her new rank in front of family, friends and Delaware National Guard members, marking a significant event in the DNG's 363 years of history.
42. [Leadership Lessons From Major Katie Higgins Cook, The First Female Blue Angels Pilot – Part One](#)
(7 Dec) *Bold Business*, By John r. Miles
In 2015, Major Katie Higgins Cook of the U.S. Marine Corps shattered the glass ceiling and flew high as the first female pilot to perform with the Blue Angels team. The road to becoming a military aviator is one filled with difficult challenges. It takes extraordinary skill and precision to command the skies all while mastering what is also required to be an officer. While completing missions is paramount, a Marine Corps pilot's role as a character model is just as important.

43. [AFSOC leaders speak at women's panel](#)
(14 Dec) *Air Force Special Operations Command Public Affairs*, By Staff Sgt. Lynette Rolan
The Air Commando Association hosted an Air Force Special Operations Command women's panel during a heritage symposium Dec. 7 at Hurlburt Field, Florida. The panel, comprised of top female leaders within AFSOC, focused on women in the fight.
44. [Family of four Marines, one airman share bond of service, blood and love](#)
(19 Dec) *Stars and Stripes*, By James Bolinger
Marine Capt. Sarah Rhodes, 29, is a company commander at Marine Corps Recruit Depot Parris Island, S.C. Rhodes' younger sister, Marine Sgt. Jordan Gilbert, 25, is also in communication strategy and stationed on Okinawa. Rhodes was the first of her siblings to sign on the dotted line, in 2012, and said she joined because of the examples set by her parents. Her mother and biological father were both in the Army, and she grew up around the Marine Corps and participated in the Junior Reserve Officer Training Corps while attending high school on Okinawa.
45. [General Officer Assignments](#)
(21 Dec) *IMMEDIATE RELEASE (No. NR-348-18)*
The chief of staff of the Army announces the following officer assignments:
- Maj. Gen. Jody J. Daniels, U.S. Army Reserve, to commanding general, Troop Program Unit, 88th Readiness Division, Fort McCoy, Wisconsin. She most recently served as deputy chief of staff, U.S. Army Forces Command, Fort Bragg, North Carolina.
 - Brig. Gen. Ellen S. Clark, U.S. Army Reserve, director, Army Reserve Engagement Cell (individual mobilization augmentee)/deputy commanding general, mobilization and reserve affairs, U.S. Army Europe, Germany. She most recently served as director, Army Reserve Engagement Cell (individual mobilization augmentee)/deputy commanding general, U.S. Army South, Fort Sam Houston, Texas.
 - Brig. Gen. Tracy L. Smith, U.S. Army Reserve, to commander, 18th Medical Command (Deployment Support), Fort Shafter, Hawaii. She most recently served as deputy commander for Professional Services, Troop Program Unit, 807th Medical Command (Deployment Support), Saint Charles, Missouri.
 - Brig. Gen. Irene M. Zoppi, U.S. Army Reserve, director, Army Reserve Engagement Cell (individual mobilization augmentee)/deputy commanding general, U.S. Army South, Fort Sam Houston, Texas. She most recently served as deputy commanding general, Troop Program Unit, 200th Military Police Command, Fort Meade, Maryland.
46. [People to Watch: Meet the Iowa National Guard's only female infantry officer](#)
(28 Dec) *Des Moines Register*, By Luke Nozicka
2nd Lt. Trang Jorgensen wanted to be in the military starting when she was 7. A rebellious Vietnamese girl, Jorgensen remembered watching Army advertisements of soldiers jumping out of airplanes and kicking down doors. She wanted to be something cool, but she also wanted to make a difference. So a month after her 17th birthday, she ran into a recruiter and was told she could join the armed forces with a waiver.

WOMEN VETERANS

47. [Female Veterans Quietly Struggle With Sexual Harassment, Suicide](#)
(9 Dec) *VOA News*, By Max Jungreis
A work environment tolerant of sexual assault and harassment is believed to be one of the causes of high suicide rates among female veterans, which soared more than 45 percent between 2001 and 2015, according to data from the U.S. Department of Veteran Affairs (VA). The rate among female veterans is lower than that of male veterans, but not compared to their civilian counterparts. Female veterans are almost twice as likely to kill themselves as civilian women.
48. [Air Force veteran, 79, wins 5K race — her 1,208th one](#)
(16 Dec) *San Antonio Express-News*, By John MacCormack
At age 79, Mary Kaplan has already run a 5K race in every state in the union and has run at least one race in each of the 254 counties in Texas. The retired Air Force nurse has run in more than 1,410 races and won more than 1,200 of them.
49. [UTSA Awarded Grant To Collect Oral Histories From Women In The Military](#)
(26 Dec) *KERA News*, By Carson Frame
The National Endowment for the Humanities has awarded \$100,000 to the University of Texas at San Antonio to collect the oral histories of women in the military.

50. [Anna Mae Hays: The Nurse Who Became America's First Female General](#)

(30 Dec) Politico, By Liza Mundy

Anna Mae Hays, who died at age 97, was a career officer in the U.S. Army Nurse Corps. Her breakthrough ascent to become America's first female general officer—and her championing of gender equality—reminds us that women in traditionally “feminine” occupations have done as much to advance gender equity as those who pushed their way into male domains.

51. [Military women, female veterans are shifting away from GOP](#)

(30 Dec) The Associated Press, By Hope Yen and Jennifer McDermott

Both current and former female service members were more likely to vote in the 2018 midterm elections for Democrats than Republicans, 60 percent to 36 percent, according to the data from VoteCast.