



Defense Advisory Committee on Women in the Services

Articles of Interest

December 2023



Recruitment & Retention

1. [Veterans won't help the recruiting crisis until our issues are addressed](#)
(1 Dec) Task & Purpose, By Jenna Carlton
Veterans aren't going to put lipstick on a pig.
 2. [Brown: Young People Consider Military Service if They Know Enough About It](#)
(3 Dec) DoD News, By C. Todd Lopez
Getting young people to choose a career in the military will require more people talking about what opportunities there are in the service, said the chairman of the Joint Chiefs of Staff.
 3. [Army warns recruiting efforts could take a hit if Congress doesn't pass Ukraine and Israel funding](#)
(4 Dec) Military.com, By
If Congress does not approve extra funding to cover the bulked-up U.S. troop presence in Europe and the Middle East, the Army could have to dip into funding meant for recruitment to cover costs of the deployments, a top service official warned this weekend.
 4. [Political fights aren't discouraging recruits, military recruiters say](#)
(6 Dec) Military Times, By Leo Shane III
Military recruiting officials on Wednesday dismissed concerns that perceptions of an increasingly politicized military are undermining their pitches to young Americans, saying instead that unfamiliarity with military life poses a bigger barrier to efforts in boosting enlistments.
 5. [Chiefs Discuss Military Recruiting Challenges at Committee Hearing](#)
(7 Dec) DoD News, By Jim Garamone
The military's recruiting chiefs said they are making progress in meeting recruiting goals for fiscal 2024 even in the face of what one called "one of the toughest recruiting landscapes I've seen in over 33 years of service."
 6. [Navy fires head of recruiting for Los Angeles area](#)
(8 Dec) Navy Times, By Geoff Ziezulewicz
The Navy has relieved the commanding officer of Navy Talent Acquisition Group Pacific, roughly six months after he took command, the service said in a brief statement Friday.
 7. [Air Force to start tracking why some recruits back out before joining up](#)
(8 Dec) Air & Space Forces Magazine, By David Roza
Starting in January, the Air Force Recruiting Service will track why applicants leave the accessions process before signing the dotted line.
- [JROTC Instructors: This Is My Why](#)
(8 Dec) Army News, By Air University Public Affairs <video>
JROTC Instructors share their experiences and reasons for being JROTC Instructors.
8. [Camouflage Not Required: DOD Helps Students Plan for Civilian, Military Careers](#)
(11 Dec) DoD News, By Joseph Clark
The Defense Department is partnering with educators and guidance counselors at one of New York City's largest high schools to help students plan for their future, regardless of whether that path leads to a career in the military or as a civilian.



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9. [US military to screen all new recruits for heart conditions under must-pass annual defense bill](#)
(11 Dec) Military.com, By Patricia Kime
Beginning next year, the U.S. military is expected to screen all potential recruits for cardiac anomalies under a new program designed to reduce deaths at boot camp and beyond.
10. [DOD Addresses Recruiting Shortfall Challenges](#)
(13 Dec) DoD News, By David Vergun
The Defense Department's acting undersecretary for personnel and readiness and senior manpower officials today testified about shortfalls in Army, Navy and Air Force recruiting in the fiscal year that ended in September at a hearing of the House Armed Services Military Personnel Subcommittee.
11. [Army wants less 'siloed' job ladders and a flexible job 'jungle gym'](#)
(13 Dec) Army Times, By Davis Winkie
Following feedback from prospective soldiers, the Army is working to make its career progression models more flexible and allow more lateral options, the service's top personnel policy official told Congress on Wednesday.
12. [Republicans blame 'woke' policies for recruiting sag; military claims it's more complicated than that](#)
(13 Dec) Stars & Stripes, By Corey Dickstein
The top challenge facing U.S. military recruiting efforts is a lack of awareness about the armed forces among U.S. youth and not "woke" policies, top Pentagon personnel officials told House lawmakers Wednesday.
13. [Why doesn't Gen Z want to be all it can be?](#)
(13 Dec) Wall Street Journal, By Mike Gallagher and Kevin Wallsten
Young Americans' are skeptical of the military. That's a reason to worry about national security.
14. [Amid recruiting woes, active duty end strength to drop again in 2024](#)
(14 Dec) Military Times, By Leo Shane III
The smallest U.S. military force in more than 80 years is about to get even smaller.
15. [Air Force 'cautiously optimistic' it will meet 2024 recruiting goals](#)
(14 Dec) Air & Space Forces Magazine, By Chris Gordon
The Department of the Air Force is targeting a larger group of Americans as it tries to improve its recruiting, the DAF's top civilian in charge of personnel said Dec. 13—and the Air Force thinks it may be on track to meet its target next year.
16. [It was hectic, it was terrifying, but it was really fun: Middle schoolers on Tybee training with US Coast Guard](#)
(14 Dec) WJCL, By Lydia Blackstone
Junior Guards founded to teach kids discipline and courage while showing them what the Coast Guard offers.
17. [Oregon National Guard's Youth ChalleNGe program graduates over 140 cadets at Redmond ceremony](#)
(14 Dec) KTVZ, By Staff
The Oregon Youth ChalleNGe Program graduated over 150 cadets from their 22-week program at the Deschutes County Fair & Expo Center in Redmond on Wednesday.



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18. [**Black women’s group defends affirmative action at military academies**](#)
(14 Dec) Military Times, By Irene Loewenson
An advocacy organization for Black women in the military has voiced support for service academies’ affirmative action policies, which federal lawsuits have called discriminatory and have sought to end.
19. [**Most Americans would discourage young people from joining military as enlisted service members, report says**](#)
(14 Dec) Military.com, By Drew F. Lawrence
Most Americans would discourage a young person close to them from enlisting in the military, but a wide majority would encourage them to join as an officer, according to a new Rand Corp. study published this week.
20. [**Biden admin's military recruiting and retention crisis a self-inflicted wound. Here's how to reverse course**](#)
(14 Dec) Fox News, By Chad Robichaux
Our government leadership is largely to blame for recruiting crisis and their attempted solutions almost laughable.
21. [**Navy rolls out new financial incentives for some recruiters**](#)
(15 Dec) Navy Times, By Diana Stancy Correll
The Navy is offering hundreds of dollars each month in extra incentive pay to recruiters after the service missed its recruitment goals for active duty enlisted sailors by more than 7,450 accessions in fiscal year 2023.
22. [**Most Americans respect vets but would not recommend enlisting**](#)
(15 Dec) Military Times, By Leo Shane III
The new survey from RAND suggests that positive views of veterans are enough to boost military recruitment.
23. [**Ideology, not lack of funds, is behind our military’s recruiting crisis**](#)
(15 Dec) The Hill, By Eddie Gallagher and Dena Cruden
America’s military is in crisis, and it’s not one caused by the threat of a foreign adversary. Rather, the crisis we refer to is completely self-made and cannot be fixed by force. It is the fact that fewer and fewer young Americans are willing to sign up and join.
24. [**One way to ease the military recruiting crisis: Send DoD data to nation’s high schools**](#)
(17 Dec) Defense Opinion, By Jim Cowen
Schools and communities lack the data from the armed forces to demonstrate to their students that upon graduation they are well prepared to succeed in the military. If they could point to cold, hard statistics that students from their school are flourishing in the military, then recruitment might be more successful over time, because the military would be viewed as a viable post-high school career path.
25. [**Military focusing on JROTC programs as chances to paint picture of service to Gen Z dwindle**](#)
(19 Dec) Military.com, By Steve Beynon
The Pentagon has generally struggled to fill the ranks in most of its services, a slump that is a complicated amalgamation of issues.
26. [**Gen Z Army recruits complain about power struggles, physical demands in new TikTok trend**](#)
(19 Dec) TND, By Ray Lewis
Young U.S. Army soldiers are voicing their frustrations over serving conditions in a new TikTok trend.



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27. [After Tough Year, Military Recruiting Is Looking Up](#)
(22 Dec) DoD News, By Jim Garamone
It's no secret that 2023 was a tough year for military recruiting, but that situation is looking up, said Air Force Maj. Gen. Pat Ryder during news conference yesterday.
 28. [Army recruiting reform rolling along into 2024](#)
(22 Dec) Army Times, By Davis Winkie
The Army is trying to overhaul recruiting, but it won't happen overnight.

Employment & Integration

29. [Air Force announces not one, but two bonus programs to retain aviators in 2024](#)
(1 Dec) Air & Space Forces Magazine, By John A. Tirpak
The Air Force is renaming its traditional aviation bonus program in 2024 and continuing a new, experimental second program, ordered by Congress, aimed at getting aviators to extend their commitment sooner and for longer.
30. [Women, Peace and Security 2023 Workshop \(eBook\)](#)
(2023) Inter-American Defense College Publications, By Dr. Vanessa Brown
Drawing from the outcomes of this workshop, including this volume and the establishment of a formal collaborative network on institutionalizing and operationalizing Women, Peace and Security in the Western Hemisphere, it is with distinct pleasure that we offer research, insights, lived experiences, best practices and ways forward for the integration of gender perspectives to facilitate peace and security as well as the meaningful inclusion of women in defense and security decision-making processes in Latin America, the Caribbean, Canada, and the United States of America.
31. [Congress tells Army to set higher fitness standards for combat arms soldiers](#)
(7 Dec) Military.com, By Steve Beynon
Congress is set to direct the Army to boost fitness standards for most combat-arms jobs through a compromise defense policy bill unveiled Wednesday.
32. [Air Force again dangles \\$600,000 in bonuses to keep pilots in uniform](#)
(8 Dec) Air Force Times, By Rachel S. Cohen
Air Force pilots and others in rated fields who opt to stay in uniform can earn up to \$600,000 over 12 years under the latest round of retention bonuses announced Nov. 30.
33. [Bill seeks to raise fitness standards for Army close combat forces](#)
(11 Dec) Army Times, By Todd South
Under recently released language in the congressional defense authorization bill, soldiers in the close combat force will face higher minimum fitness standards on the Army Combat Fitness test than their non-close combat counterparts.
34. [How repealing combat ship exclusion laws led Franchetti to become CNO](#)
(11 Dec) Navy Times, By Diana Stancy Correll
Franchetti made history last month when she became the Navy's 33rd chief of naval operations, the first woman ever to serve as the Navy's top officer and the first to serve on the Joint Chiefs of Staff. But she said that likely wouldn't have happened if Congress didn't lift that exclusion three decades ago — a change that served as



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the spark for greater gender equality into the fleet.

35. [What is the Army tape test, and how do you pass it?](#)
(12 Dec) Task & Purpose, By Joshua Skovlund
Soldiers who hit the weights a little too hard, or maybe over-indulged during the holidays leading to a bit of weight gain, can find themselves failing the U.S. Army's height and weight standards.
36. [Army must "increase" fitness standards, but can use gender-specific scores](#)
(14 Dec) Task & Purpose, By Patty Nieberg
The Army said it's going to meet the new requirement with "analytically driven standards." Congress did not require that scores be gender-neutral.
37. [New NDAA directs 'higher minimum standards' in ACFT for combat soldiers](#)
(18 Dec) Stars & Stripes, By Corey Dickstein
The Army must raise its combat fitness testing standards for its most-demanding, frontline fighting jobs, Congress directed in legislation passed by both chambers last week.
38. [Marine Corps to even out gender balance at boot camps](#)
(26 Dec) Marine Corps Times, By Irene Loewenson
The Marine Corps' West Coast boot camp is on track to have a gender distribution equal to that at the East Coast boot camp by fall 2024.
39. [San Diego vs Parris Island: Who has the toughest Marine boot camp?](#)
(26 Dec) Task & Purpose, By Patty Nieberg
The final event at both bases is the Crucible – a last 54-hour field event filled with exhaustion, hunger, and physical stamina challenges.

Well-Being & Treatment

40. [Short changed: Military comes with unique risks for domestic violence, can silence survivors](#)
(30 Nov) The War Horse, By Anne Marshall-Chalmers and Sonner Kehrt
A War Horse review of military women's noncombat deaths since 9/11 found at least 30 instances in which domestic violence ended in death. Military life can both add to the risk of domestic violence and make victims more hesitant to report it because the military differs from a civilian job in that service members sleep, eat, and deploy with their coworkers, raising the stakes for those thinking about reporting domestic abuse.
41. [Survivors of domestic violence accuse military of "purposeful" cover-up](#)
(5 Dec) CBS News, By Norah O'donnell, Jessica Kegu, and Clare Hymes
When the Air Force reopened its investigation into Leah Olszewski's domestic violence case two years ago, they reviewed evidence most would consider damning — bodycam footage of her bruises after she called 911, an audio recording of her ex-partner threatening to knock her teeth out and accounts from four other victims who had experienced similar abuse. But the deadline to file charges came and went, and the military did not pursue the case. As a result, the four women — Olszewski, an inactive Reserve Major with the Army, former Air Force Master Sergeant Erica Johnson, and civilians Emily Brearley and Liz Knight — have filed legal action under the Federal Tort Claims Act, accusing the military of "a purposeful public relations cover up."



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42. [Sexual assaults in Canadian military have risen significantly -data](#)
(5 Dec) Reuters, By Staff
Sexual assaults in the Canadian military rose significantly in 2022 compared to 2018, Statistics Canada said on Tuesday in the latest indication sex crimes are a fast-growing problem.
 43. [Coast Guard service members don't feel safe, new review says](#)
(6 Dec) The Associated Press, By Susan Haigh
U.S. Coast Guard officials are promising reforms after an internal review found a “permissive environment” for sexual assault and harassment in the service.
 44. [Defense bill drops disputed abortion provisions in final compromise](#)
(7 Dec) Military Times, By Leo Shane III
The annual defense authorization bill contains a 5.2% pay raise for troops and a host of other policy renewals needed for military operations.
 45. [Air Force major convicted of manslaughter blames wife for fight that led to her death](#)
(10 Dec) CBS News, By Peter Van Sant
Andreen McDonald, described as a "rising star," and Andre McDonald, a major in the U.S. Air Force, were a San Antonio power couple who ran a successful business that funded a lavish lifestyle.
 46. [Four women to testify at Senate hearing about sexual harassment and assault at Coast Guard Academy](#)
(12 Dec) CNN, By Blake Ellis and Melanie Hicken
Four women who attended the US Coast Guard Academy, including a current cadet, are expected to appear at a congressional hearing Tuesday and testify that the agency’s leaders failed to protect them from sexual harassment and assault.
 47. [Today's Episode: Coast Guard Academy sexual assaults threaten national security, lawmakers say](#)
(12 Dec) Early Bird Brief, By Staff
Coast Guard whistleblowers testified before Senators about the sexual assault report that shook the service earlier this summer.
 48. [Lawmakers: Coast Guard academy sex assaults threaten national security](#)
(12 Dec) Military Times, By Zamone Perez
Reports of a Coast Guard sexual assault cover up that came to light in June threatens national security, lawmakers and whistleblowers said during a Senate Homeland Security and Governmental Affairs Committee inquiry into the issue on Tuesday.
 49. [More postpartum recovery time yields better PT scores, study says](#)
(18 Dec) Air Force Times, By Sarah Sicard
Good news for new moms: A recent study found that airmen who wait 12 months before taking their first physical fitness test after giving birth score higher than those who test at six months postpartum.
 50. [Air Force general to face court-martial for sex assault, other crimes](#)
(19 Dec) Air Force Times, By Rachel S. Cohen
Maj. Gen. Phillip Stewart, the Air Force’s former pilot training boss, will face court-martial for an alleged sexual assault and multiple other crimes under military law, the service confirmed Tuesday. The defense lawyer also said he believes Robinson is trying to protect the female officer.



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51. [Many military families to get a break on child care fees in 2024](#)
(20 Dec) Military Times, By Karen Jowers
At a time when numerous costs are increasing, many military families will see decreases in their child care expenses in 2024.
 52. [Sexual Assault Now Tried Outside Military Chain of Command](#)
(28 Dec) DoD News, By Defense.gov
Beginning today, the decision to prosecute sexual assault and several other serious crimes has moved from an accused service member's chain of command to new Offices of Special Trial Counsel, which have general or flag officer leaders who report directly to the secretaries of the military departments.
 53. [Sexual assault prosecutions officially out of the chain of command](#)
(28 Dec) Military Times, By Meghann Myers
Military commanders are no longer in charge of deciding whether to prosecute a dozen major crimes, including sexual assault and domestic violence, as each of the services officially opened their offices of special trial counsel on Thursday.
 54. [New military child care benefit to kick in starting January 1](#)
(28 Dec) Military Times, By Karen Jowers
Open season is over, but many troops with a qualifying life event may still be able to sign up for the new benefit.

Servicewomen in the News

55. [Meet the Army's first female active duty sniper](#)
(4 Dec) Army Times, By
Though her childhood nickname was "Sniper," there was no guarantee that's what Army Sgt. Maciel Hay would become.
56. [Face of Defense: The Cuban Chief's Recipe for Leadership](#)
(6 Dec) DoD News, By Navy Petty Officer 1st Class William Spears
Speaking in a thick Cuban accent with a confidence suitable to her rank, Navy Chief Petty Officer Ana Marrerosuarez, from Miami, says that after a decade of serving in the Navy, she has the "recipe" for success as a leader.
57. [Two Navy Rugby Grads Earn Prestigious Scholarships](#)
(14 Dec) Goff Rugby Report, By Alex Goff
Abigail (AJ) Ward has received a Rhodes Scholarship, while Charlotte d'Halluin has received a Marshall Scholarship.
58. [General Officer Announcements](#)
(15 Dec) Immediate Release
Secretary of Defense Lloyd J. Austin III announced today that the president has made the following nominations:
 - Air Force Col. Erica R. Austin for appointment to the grade of brigadier general. Austin is currently serving as the mobilization assistant to the director of Operations and International Law, Judge Advocate General's Corps, Department of the Air Force, Pentagon, Washington, D.C.
 - Air Force Col. Amanda S. Birch for appointment to the grade of brigadier general. Birch is currently



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serving as the mobilization assistant to the Air Force director of Civil Engineers, Deputy Chief of Staff for Logistics, Engineering and Force Protection, Headquarters, U.S. Air Force, Pentagon, Washington, D.C.

- Air Force Col. Erika A. Foster for appointment to the grade of brigadier general. Foster is currently serving as the mobilization assistant to the director of Logistics, Engineering and Force Protection, Headquarters, Air Combat Command, Joint Base Langley-Eustis, Virginia.
- Air Force Col. Janette L. Thode for appointment to the grade of brigadier general. Thode is currently serving as the mobilization assistant to the director of Plans, Programs and Requirements, Headquarters, Air Education and Training Command, Joint Base San Antonio - Randolph, Texas.

59. [Governor appoints first woman in state's history to lead Maine National Guard](#)

(15 Dec) WABI, By News Desk

Governor Mills announced today that Major General Douglas Farnham, Maine's Adjutant General and Commissioner of the Department of Defense, Veterans and Emergency Management, will retire after nearly 40 years. Mills also announced she's nominating retired U.S. Army Brigadier General Diane Dunn to succeed Farnham as Adjutant General & Commissioner.

60. [Flag Officer Assignments](#)

(18 Dec) Immediate Release

The secretary of the Navy and chief of naval operations announced the following assignments:

- Rear Adm. (lower half) Amy N. Bauernschmidt is assigned as deputy commander, Seventh Fleet, Yokosuka, Japan.
- Rear Adm. (lower half) Julie M. Treanor is assigned as deputy chief of staff for Fleet Ordnance and Supply/Fleet Supply Officer, N41, U.S. Fleet Forces Command, Norfolk, Virginia.
- Rear Adm. (lower half) Dianna Wolfson is assigned as fleet maintenance officer, U.S. Fleet Forces Command, Norfolk, Virginia.

61. [What will Franchetti mean for the fleet?](#)

(28 Dec) Navy Times, By Geoff Ziezulewicz

Adm. Lisa Franchetti was confirmed in November as the Navy's next chief of naval operations following a monthslong congressional blockade that kept the service's first female leader from taking the top job.

Women Veterans

62. [Nearly half of female vets in VA homeless programs have experienced sexual trauma in the military](#)

(6 Dec) Stars & Stripes, By Linda F. Hersey

Nearly 45% of female veterans in homeless programs offered by the Department of Veterans Affairs in fiscal 2023 had documented histories of sexual trauma in the military.

63. [DoD Announces New Reserve Forces Policy Board Chair](#)

(11 Dec) DoD Immediate Release

The Secretary of Defense appointed Honorable Col. Lisa Disbrow (Ret.) as Chair of the Reserve Forces Policy Board (RFPB) today. As mandated by Congress, it serves as an independent adviser to provide advice and recommendations directly to the Secretary of Defense on strategies, policies, and practices designed to improve and enhance the capabilities, efficiency, and effectiveness of the reserve components.