



Defense Advisory Committee on Women in the Services

Articles of Interest

November 2023



Recruitment & Retention

1. [Army apologizes for sending soldiers 'last-minute' recruiting orders](#)
(1 Nov) *Army Times*, By Davis Winkie
The Army's top personnel officer apologized and discussed incentives available to new recruiters.
2. [Bring back the draft? A divisive home-front battle will loom over any major war](#)
(3 Nov) *The Hill*, By Myra Adams
Is the U.S. on the cusp of a three-front world war against Russia, Iran, and China? If such a seismic event were to occur, would our nation's 50-year-old all-volunteer force require a boost from — dare I even say it? — a reinstatement of the draft?
3. [Inside the Army's mad dash for recruiters after graduating only half the number needed](#)
(6 Nov) *Military.com*, By
The Army is rushing to push noncommissioned officers into its recruiting school after graduating only half the number of recruiters this year that the classes are capable of producing, according to service data reviewed by Military.com.
4. [Defense Department Report Shows Decline in Armed Forces Population While Percentage of Military Women Rises Slightly](#)
(6 Nov) *DoD Immediate Release*
The Defense Department's newly released 2022 Demographics Profile of the Military Community shows the number of service members dropped 2.7% over the previous year while the percentage of women in the military inched upward.
5. [Hicks Calls on Civilian, Military Leaders to Preserve Success of All-Volunteer Force](#)
(7 Nov) *DoD News*, By Joseph Clark
Maintaining healthy civilian-military relations is critical for recruiting and retaining those who are called to serve in the military, she said. That includes improving societal connections between civilians and service members, even as a smaller military population reduces many Americans' direct connection with friends, neighbors and family members who have served.
6. [Military growing more distant from most Americans, Hicks says](#)
(7 Nov) *Air & Space Forces Magazine*, By John A. Tirpak
After 50 years, the All-Volunteer Force still works and is the right model, Deputy Secretary of Defense Kathleen Hicks said Nov. 7.
7. [Influencers in uniform are boosting recruiting, Pentagon says](#)
(8 Nov) *Defense One*, By Edward Graham
Troops' social-media posts are "wildly popular because I think youth are looking for authenticity," says deputy defense secretary.
8. [Army recruiting reforms go 'back to the future' to fix ongoing crisis](#)
(8 Nov) *Army Times*, By Davis Winkie
When Congress grilled the Army's top personnel officer last year about the recruiting crisis, he said that the service planned to tear its hiring enterprise "down to the studs and see what's out there." But he may not have known that part of the answer would come from recent history.



Defense Advisory Committee on Women in the Services

Articles of Interest

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9. [Marine under investigation after publishing memoir about sexual relationship with young potential recruit](#)
(8 Nov) Military.com, By Drew F. Lawrence
The Marine Corps is investigating an active-duty gunnery sergeant who wrote a self-published "memoir" detailing a relationship with a young potential recruit while he worked in a recruiting office in Texas.
10. [Better housing key to addressing military recruitment struggles, GOP rep says](#)
(15 Nov) The Hill, By Filip Timotija
One of the keys to addressing the ongoing recruiting struggles of the U.S. military is to provide better housing, Rep. Jen Kiggans (R-Va.) argued Wednesday.
11. [Veterans: All hands on deck to remedy dire military recruiting situation](#)
(15 Nov) Washington Times, By Tom Jurkowsky
There is another tool in the toolkit that can help the services meet the recruiting challenge, and that tool should be called upon immediately: the veterans who have served this country in uniform.
12. [In war for talent, Army's new direct commissions an admin 'disaster'](#)
(16 Nov) Army Times, By Davis Winkie
In order to fight tomorrow's wars, the Army is increasingly looking to its past, and a space officer's recent appointment illustrates how far its efforts have come — and how much further they have to go against bureaucratic headwinds.
13. [Amid recruiting woes, Army sent letters to soldiers separated for vaccine refusal](#)
(17 Nov) Task & Purpose, By Patty Nieberg
The Army separated 1,903 active duty soldiers for COVID-19 vaccine refusal. Letters were sent to approximately 1,900.
14. [New bill offers career flexibility to military spouses employed by federal government](#)
(20 Nov) Stars & Stripes, By Rose L. Thayer
Emmalee Gruesen considers herself a "unicorn" among military spouses working for the federal government. She's been able to keep steady employment as a program analyst with the Navy over the last eight years despite four moves with her husband, a naval officer.
15. [A victory for all military spouses in court fight over job license](#)
(20 Nov) Military Times, By Karen Jowers
The lawsuit victory sets a precedent for other military spouses facing problems with job license portability.
16. [NY Army Guard tops in recruiting for third year](#)
(20 Nov) Army News, By Eric Durr
The New York Army National Guard was tops in recruiting and retaining Soldiers for federal fiscal year 2023, outdoing the other 53 state and territorial Army National Guards, according to figures released by the Army National Guard.
17. [Pentagon asks for \\$114M to spend on diversity, equity, inclusion and accessibility in 2024](#)
(21 Nov) Fox News, By Timothy H.J. Nerozzi
Ultimately, recruiting and retaining a force with diverse backgrounds, thought, experience, expertise, and education enhances DoD's global joint warfighter capabilities fundamental to all DoD activities."



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18. [**America's armed forces need a lottery-based draft for men and women**](#)
(26 Nov) The Messenger, By Maj. Gen. (Ret.) Dennis Laich and Col. (Ret.) Lawrence Wilkerson
The U.S. military's all-volunteer force (AVF) model is an abject failure. Last year, the active Army fell 15,000 recruits short of its goal. This year, it was 10,000, and the Army Reserve fell 40% short of its goal. This year, the active Navy fell 7,000 short, and the Navy Reserve was 33% short. Finally, the active Air Force fell 3,000 recruits short, and the Air Force Reserve and Air National Guard each fell 30% short of their goals.
19. [**Military to curtail recruiting and duty station moves if Congress resorts to a yearlong stopgap budget, Joint Chiefs chairman warns**](#)
(30 Nov) Military.com, By Rebecca Kheel
Military personnel funding would have a \$5.8 billion shortfall and no new military construction projects would be able to start if Congress does not pass a regular full-year Pentagon spending bill for this fiscal year, the chairman of the Joint Chiefs of Staff warned in a recent letter to Congress.
20. [**A Marine recruiter's 'grooming' of a reenage recruit led to an investigation. The family says he's still terrorizing them.**](#)
(30 Nov) Military.com, By Drew F. Lawrence
The Marine Corps recruiter showed up at the young recruit's door twice in one hour, according to the police report. On that hot Texas summer day, the woman, just a few months past 18, was not home.
21. [**Half of US would recommend military service to loved ones, report says**](#)
(30 Nov) Military Times, By Meghann Myers
Much has been made of the services' struggles to meet recruiting goals in the last few years, which senior military leaders often blame on a shrinking number of young Americans who meet necessary physical standards, as well as a general drop in overall interest in serving.

Employment & Integration

22. [**Inside the Air Force's newest SOF career: special reconnaissance**](#)
(2 Nov) Air & Space Forces Magazine, By David Roza
In most professions, the path of least resistance is the best, but the opposite is often true for the Air Force's newest special warfare field: special reconnaissance (SR).
23. [**Navy women, sound off: What does the first female CNO mean to you?**](#)
(17 Nov) Navy Times, By Diana Stancy Correll
When Adm. Lisa Franchetti was confirmed as the Navy's 33rd chief of naval operations on Nov. 2, history was made.
24. [**DoD Commends Release of 2023 Women, Peace, and Security Strategy and National Action Plan**](#)
(20 Nov) DoD Immediate Release
On October 31, 2023, the anniversary of UN Security Council Resolution 1325 on Women, Peace, and Security (WPS), the White House released the 2023 U.S. WPS Strategy and National Action Plan. This was the second U.S. Government WPS strategy, reflecting the progress made and lessons learned since the release of the 2019 Strategy on WPS.



Defense Advisory Committee on Women in the Services

Articles of Interest

November 2023



25. [Navy opening more subs to women as new female officers double](#)

(21 Nov) *Navy Times*, By Megan Eckstein

The Navy plans to expand the number of submarine crews that women can serve with, after doubling the number of female officers coming into the community in recent years, but not yet increasing the number of boats with gender-integrated crews.

Well-Being & Treatment

26. [Navy ends postpartum 'wellness' PFA for new Navy moms](#)

(1 Nov) *Military Times*, By Diana Stancy Correll

The Navy is nixing the postpartum “wellness” physical fitness assessment, or PFA, that new mothers in the fleet had been taking in recent years after giving birth. While not passing the wellness PFA did not count as an official PFA failure, the Navy is now cutting the requirement in order to ease the burden on new mothers. No other branch of the military requires a wellness fitness assessment for postpartum service members.

27. [Senate finally confirms Adm. Franchetti as Navy's top officer](#)

(2 Nov) *Navy Times*, By Geoff Ziezulewicz

Lisa Franchetti becomes the first woman to serve as the Navy's chief of naval operations and as a Joint Chiefs of Staff member.

28. [How the Pentagon plans to reverse its 'tragic' sexual assault crisis](#)

(4 Nov) *USA Today*, By Tom Vanden Brook

The Pentagon is deploying the first wave of a new sexual assault prevention force to bases in the U.S., Europe, and Asia where it says troops face the highest risk of the crime.

29. [Pentagon abortion policy at center of Senate fight expected to cost just \\$1 million a year, analysis says](#)

(13 Nov) *Military.com*, By Rebecca Kheel

The Pentagon abortion policy at the center of a bitter political fight that has jammed up hundreds of military promotions is likely to cost less than \$1 million annually, according to a recent analysis published in a medical journal.

30. [Mission and Motherhood: Tools for Leading Pregnant and Postpartum Soldiers](#)

(13 Nov) *From the Green Notebook*, By Katie Walter

I was terrified when I discovered I was pregnant as a young Second Lieutenant in the Armor branch. Among the other stressors of pregnancy and raising a child, I was nervous my Squadron's leaders might view me negatively for being unable to participate in our upcoming training rotation at the National Training Center.

31. [Officers say Air Force's new parental discharge policy is broken](#)

(14 Nov) *Air Force Times*, By Rachel S. Cohen

The Air Force argues its separation policies — which let troops apply to resign before a child is born, or within one year after the baby's birth — are designed to offer families flexibility and can boost recruitment and retention.

32. [Service Members Can Now Sign up for Tax-Free Dependent Care Spending Accounts](#)

(15 Nov) *DoD News*, By C. Todd Lopez

Signing up enables participants to have money from their paychecks diverted to an account that can be used to pay for dependent care services, such as preschool, summer day camp, before- or after-school programs, and child or adult daycare.



Defense Advisory Committee on Women in the Services

Articles of Interest

November 2023



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33. [Tax-free pay, 2-year leave of absence for parents among ideas being floated by House's military quality-of-life panel](#)
(16 Nov) Military.com, By Rebecca Kheel
Tax-exempt pay. Extended leaves of absence for parenthood. Fewer permanent change of station moves.
 34. [Army says deaths of Fort Stewart NCO and family were 'domestic in nature'](#)
(17 Nov) Stars & Stripes, By Corey Dickstein
The deaths of a soldier and her family in their Fort Stewart residence on Wednesday were “domestic in nature,” officials at the Georgia Army post said. Staff Sgt. Meiziaha T. Cooper, her husband Desmond Cooper and their children were found dead after Fort Stewart military police were asked to conduct a well check
 35. [App for 'subletting' child care slots expands to all Air Force bases](#)
(17 Nov) Military Times, By Karen Jowers
A new app that allows military families to “sublet” their child care slots on a short-term basis will be rolled out to all Air Force child development centers by July 2024, officials said.
 36. [Pentagon Finally Issues Policy Allowing Cadets, Midshipmen Who Have Kids to Stay at Service Academies](#)
(20 Nov) Military.com, By Thomas Novelly
The Pentagon has finally published its long-awaited policy allowing cadets and Midshipmen to continue their education at the nation's service academies if they have children while enrolled, instead of having to leave school.
 37. [The Pentagon's new opportunity to boost readiness among female troops](#)
(22 Nov) Military Times, By Katherine Kuzminski
First lady Jill Biden on Nov. 13 announced the launch of the White House Initiative on Women's Health Research to highlight the goal of fundamentally changing the way women's health is approached and funded.
 38. [Woman says she was raped by Military Sealift captain in lawsuit](#)
(29 Nov) Task & Purpose, By Patty Nieberg
A graduate of the U.S. Merchant Marine Academy, says she was working as the civilian 1st Assistant Engineer aboard the USNS Carson City when she was raped by the vessel's captain and that Navy and Military Sealift Command (MSC) officials failed to protect her from sexual assault, according to a complaint filed in New Jersey federal court.
 39. [US Coast Guard leaders long concealed a critical report about racism, hazing and sexual misconduct](#)
(30 Nov) CNN, By Blake Ellis and Melanie Hicken
The 2015 “Culture of Respect” study, a copy of which was obtained by CNN, documented how employees complained of a “boys will be boys” and “I got through it so can you” culture. Many said they feared they would be ostracized and retaliated against for reporting abuse and that those who did come forward often had their complaints dismissed by supervisors.

Servicewomen in the News

40. [“It's About Controlling Women”: Veterans Reject Tommy Tuberville's Antiabortion Crusade](#)
(2 Nov) Vanity Fair, By Abigail Tracy
Tensions are boiling among female veterans (and on Capitol Hill) over the Alabama senator's blockade of almost 400 military officers.



Defense Advisory Committee on Women in the Services

Articles of Interest

November 2023



41. [Statement From Secretary of Defense Lloyd J. Austin III on Senate Passage of Some U.S. Military Nominees](#)
(2 Nov) DoD Immediate Release
I am glad the Senate has today confirmed Adm. Lisa Franchetti as Chief of Naval Operations
42. [Col. Amy Klima takes command of Nevada's largest national guard brigade](#)
(5 Nov) Las Vegas Review-Journal, By David Wilson
Col. Amy Klima became the first woman to command the Nevada Army National Guard's largest brigade on Sunday.
43. [General Officer Announcement](#)
(7 Nov) DoD Immediate Release
Secretary of Defense Lloyd J. Austin III announced today that the president has made the following nomination: Air Force Col. Patti L. Fries for appointment to the grade of brigadier general. Fries is currently serving as the flight surgeon, 155th Medical Group, Nebraska Air National Guard, Lincoln, Nebraska.
44. [They 'broke her': Family files wrongful death claim against Air Force, alleging academy failed to follow sex assault, suicide policies](#)
(8 Nov) Stars & Stripes, By Rose L. Thayer
The family of an Air Force Academy cadet who died by suicide filed two claims against the Air Force. The claims allege the service failed to protect Cailin Foster from sexual assault and failed to treat her mental illness.
45. [Soldier and family found dead at Fort Stewart home](#)
(16 Nov) The Associated Press, By Staff
Military police discovered the bodies of a soldier, her husband and their two children after members of the soldier's unit requested a welfare check, according to the statement from Fort Stewart officials.
46. [Naval Academy midshipman earns Rhodes Scholarship, seeks to use 'career to serve others'](#)
(20 Nov) The Capital, By Dana Munro
Abigail Ward, a Pasadena, Maryland, resident and the United States Naval Academy's most recent Rhodes scholar, first became interested in the power of digital information at the end of high school.
47. [She reported being raped in the Utah National Guard. In the 2 years since, she says, 'they failed me at every turn.'](#)
(20 Nov) The Salt Lake Tribune, By Staff
Corinne Galland reported being raped by a superior officer in the Utah National Guard.
48. [Tuberville blockade keeps first female superintendent from Naval Academy](#)
(24 Nov) Washington Post, By Nick Anderson
President Biden nominated Rear Adm. Yvette M. Davids on April 20 for promotion to vice admiral, and she was slated to take the helm over the summer at the academy in Annapolis.
49. [Senate holds dampen first Army-Navy game for trailblazing superintendent nominee](#)
(29 Nov) Military.com, By Patricia Kime
By this week, Rear Adm. Yvette Davids was expected to be a vice admiral, looking forward to cheering on her alma mater as superintendent of the U.S. Naval Academy -- the first female superintendent in its history -- during the annual Army-Navy football game.



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Articles of Interest

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Women Veterans

50. [Former POW Jessica Lynch shares story of perseverance ahead of Veterans Day](#)
(3 Nov) *The Times, Munster, Ind.*, By Caitlyn Rosen
At just 19 years old, Jessica Lynch was nervous before her deployment to Iraq war but said she felt ready.
51. [Commemorating the 30th Anniversary of the Vietnam Women's Memorial](#)
(7 Nov) *DoD News*, By Katie Lange
Anyone who's ever scanned the list of 58,318 names etched into the Vietnam Veteran's Memorial in Washington, D.C., may have noticed a few that were different from the rest – particularly, the eight names that belong to women. While women weren't allowed to serve in combat back then, plenty volunteered for other roles that still saw them deployed to Vietnam and put in harm's way.
52. [Sexist, chauvinistic and anti-military cops are harassing me, officer claims in suit](#)
(7 Nov) *nj.com*, By Jeff Goldman
A police officer in Aberdeen has sued her department, alleging she has been harassed, passed over for promotions and discriminated against for years because of her military background and gender. Jessica McDougall Marr alleges her superiors and fellow officers have subjected her to “a strong culture of misogyny and anti-military bias” as well as a consistently hostile work environment.
53. [West Hartford veteran and Marine Corps captain helped pave way for female officers](#)
(11 Nov) *West Hartford News*, By Staff
More often than not, Capt. Heidi-Anne Mooney was the first woman to take the path so many others after her now take, serving in the United States Marine Corps from 1994-99.
54. [Nurse who served during World War II celebrates 100th birthday](#)
(20 Nov) *WJAR via CNN Newsource*
A Black woman who served as a nurse during World War II just celebrated her 100th birthday. While celebrating the milestone, Fleming looked over photos from her past. “I’m looking at somebody who was so young who thought she knew everything but knew absolutely nothing,” she said.
55. [How four nuns became the first Native American women to serve in the US military](#)
(28 Nov) *The 19th*, By Mariel Padilla
In an old black and white photograph, four nuns flank a priest at a U.S. military hospital in Havana, Cuba. Their severe expressions speak to the harsh conditions they had faced during the Spanish-American War — from the Fort Berthold Indian Reservation in North Dakota to military camps in Florida, Georgia and eventually Cuba.
56. [Lawmakers press VA for stronger rules against discrimination](#)
(30 Nov) *Military Times*, By Leo Shane III
Medical options for reproductive health care services for women veterans have faced renewed scrutiny from conservative lawmakers in recent budget bills.
57. [Protect the women who protect us: Close military health gaps](#)
(30 Nov) *The Hill*, By Martha Nolan
November is a month when we honor the sacrifices veterans across the country have made to protect our nation. Yet, as November comes to a close, I can’t help but reflect on the immense work that is still needed to comprehensively support the health of our nation’s women veterans.



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Upcoming Event

- Event: [DACOWITS' Quarterly Business Meeting](#)
Date: Tuesday, December 5th
Time: 8am-3pm Eastern
Location: AUSA Conference Center, Arlington, VA
Register: Open to the public; to attend virtually register via osd.pentagon.ousd-p-r.mbx.dacowits@mail.mil
Purpose: The Committee examines specific topics on behalf of the Defense Department. The Committee will gather information from multiple sources, to include briefings and written responses from Defense Department, Service-level military representatives, and subject matter experts.