



Defense Advisory Committee on Women in the Services

Articles of Interest

April 2024



Recruitment & Retention

1. [Navy allows boot camp recruits to use personal cell phones to make calls to family at home](#)
(29 Mar) *Military.com*, By Konstantin Toropin
The Navy said beginning Friday it's allowing boot camp recruits to use their cell phones for family calls after a small test of the new policy rolled out in late November.
2. [Putin signs decree on spring military conscription](#)
(31 Mar) *Reuters*, By Staff
Russian President Vladimir Putin has signed a decree setting out the routine spring conscription campaign, calling up 150,000 citizens for statutory military service, a document posted on the Kremlin's website showed on Sunday.
3. [Maclay senior Kaitlyn Guyer of Tallahassee accepted to three US military academies](#)
(1 Apr) *Tallahassee Democrat*, By Alaijah Brown
Kaitlyn Guyer, 18, loves serving her community. Since middle school, she's expressed a desire to serve her country as well.
4. [New materials launched for Every Sailor is a Recruiter program](#)
(2 Apr) *Military Times*, By Diana Stancy
The Navy is providing new resources to all Navy commands as part of its Every Sailor is a Recruiter initiative, months after the service missed its recruitment goals for the first time ever, and as it joins the other services in attempting to dig out of an historic recruiting crisis.
5. ['Total Army' career fair in Texas aims to recruit soldiers and civilians](#)
(5 Apr) *Task & Purpose*, By Patty Nieberg
The Army employs around 240,000 civilians on average but due to "record breaking" retirements, there are around 500 open civilian jobs.
6. [Army expanding pre-basic training prep courses to bring in more soldiers and curb recruiting crisis](#)
(9 Apr) *Military.com*, By Steve Beynon
The Army is again dramatically expanding its pre-basic training courses that were created to get young Americans into compliance with the service's enlistment standards, as those courses are becoming key to curtailing the ongoing recruiting slump.
7. [Air, Space forces on track to hit fiscal year recruiting goals, top recruiter says](#)
(9 Apr) *Stars & Stripes*, By Seth Robson
The Air Force should hit its recruiting targets this year after falling short in fiscal 2023, according to the general charged with filling the ranks.
8. [Air Force expects to pin first warrant officers in January 2025](#)
(9 Apr) *Air & Space Forces Magazine*, By David Roza
Within the next nine months, the Air Force expects to have warrant officers in its ranks for the first time since the 1980s.



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9. [Army ‘feeling a lot better’ with recruiting this year, Wormuth says](#)
(10 Apr) Stars & Stripes, By Corey Dickstein
Army Secretary Christine Wormuth told House lawmakers on Wednesday that her service is “feeling a lot better” about recruiting this year after missing its goal for new soldiers for two consecutive years.
10. [Army enlists United Football League to tackle recruiting](#)
(12 Apr) Military Times, By Jonathan Lehrfeld
The Army announced it is partnering with the United Football League, a budding alternative to the National Football League, as the service looks to score a touchdown on recruitment after fumbling to reach its goals in recent years.
11. [‘Planting a seed:’ Air Force recruiters use live events, new policies to rebound from enlistment slump](#)
(12 Apr) Stars & Stripes, By Rose L. Thayer
A 33-year-old mother pushing a baby stroller stopped Saturday at the Air Force recruiting tent of the Great Texas Air Show to ask about the differences in the military services. What could the Air Force offer her?, she asked.
12. [New recruiting programs put Army, Air Force on track to meet enlistment goals. Navy will fall short](#)
(16 Apr) The Associated Press, By Lolita C. Baldor
After several difficult years, the Army and Air Force say they are on track to meet their recruiting goals this year, reversing previous shortfalls using a swath of new programs and policy changes. But the Navy, while improving, expects once again to fall short.
13. [Army recruiting on pace to hit goal—and break a years-long streak](#)
(16 Apr) Defense One, By Sam Skove
Service secretary says new initiatives have put the 55,000-recruit goal within reach.
14. [Down 2,500 recruits, Coast Guard overhauls talent management](#)
(16 Apr) USNI News, By Heather Mongilio
A comprehensive talent realignment initiative that sought to address personnel shortages in the Coast Guard saved about 1,500 billets, a top personnel officer said.
15. [Navy continues to struggle in recruiting as other services near goal](#)
(17 Apr) Military Times, By Diana Stancy
The Navy acquired less than 70 percent of its recruiting goals for the first half of fiscal year 2024 — lagging behind the other services who met at least 90 percent of their recruiting targets during the same period.
16. [Navy offers some sailors \\$100,000 to reenlist](#)
(23 Apr) Task & Purpose, By Jeff Schogol
The Navy has surpassed its retention goal for this fiscal year so far.
17. [Franchetti: Navy Has a Lot to Offer Young People](#)
(24 Apr) DoD News, By C. Todd Lopez
Recruiters across the military are challenged every day to bring young people into service. But the chief of naval operations said she thinks the Navy has what young people are looking for — if only they knew more about it.



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18. [Losing a foot never held her back — until she tried to join the military](#)
(25 Apr) *New York Times*, By Staff
Amputees who try to join the U.S. armed forces are rejected, no matter how capable they are. Hannah Cvancara wants to change that.
19. [As military style school's embattled principal gets promoted, parents demand accountability](#)
(25 Apr) *Chicago Tribune*, By Sarah Macaraeg and Kate Armanini
Embattled Marine Leadership Academy principal Kristin Novy is resigning from her post as the head of the Logan Square school for 7-12 grade students – to take a city-wide position within Chicago Public Schools. Marine follows a military model and is affiliated with the U.S. Marine Corps Junior Reserve Officer Training Corps program.
20. [Ukraine pushes to get military-age men to come home. Some neighboring countries say they will help](#)
(26 Apr) *The Associated Press*, By Jill Lawless
Ukraine's foreign minister doubled down Friday on the government's move to bolster the pool of fighting forces by cutting off consular services to conscription-age men outside the country, saying it was a question of "justice."
21. [Marine Corps creates billet to keep dual-military families together during stressful moves](#)
(29 Apr) *Military.com*, By Drew F. Lawrence
The Marine Corps is creating a billet aimed at keeping dual-military families -- marriages where both spouses are service members -- together during moves to new duty stations.
22. [Marines create new monitor job to support dual-military couples](#)
(30 Apr) *Marine Corps Times*, By Hope Hodge Seck
If you get orders to Camp Lejeune, North Carolina, but your spouse has orders to Hawaii, there's good news: the Marines' new dual-military monitor may be able to help.

Employment & Integration

23. [Air Force extends enforcement deadline for new body composition test](#)
(9 Apr) *Air Force Times*, By Courtney Mabeus-Brown
Airmen and guardians who exceed the Air Force's new waist-to-height ratio cutoff on annual physical fitness tests now have until at least the fall to comply before they can be punished.
24. [Higher fitness standards will prepare soldiers for real-world problems](#)
(11 Apr) *Military Times*, By Alex Morrow
Despite leg tucks being in training doctrine for over a decade, initial ACFT trials showed that 60% of women and 8% of men failed to complete one repetition. Army data later revealed that seven months into the ACFT implementation these failure rates had dropped to 22% of women and 2% of men. That same data also indicated that soldiers failed the run at an even higher rate, 22% of women and 5% of men, despite the passing standard getting easier compared to the APFT for most demographics.
25. [Women still rare in Germany's military](#)
(13 Apr) *DW News*, By Lisa Hänel
For the first time ever, a woman is commanding a German navy combat unit. But women are still underrepresented in the Bundeswehr.



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26. [Advocates urge Austin to act on active duty obesity ‘epidemic’](#)
(25 Apr) Military Times, By Karen Jowers
The military must take swift, decisive action to address obesity in the ranks, according to a new letter sent to Defense Secretary Lloyd Austin Wednesday by a group of more than 50 individuals and organizations, including 21 retired senior military leaders.
 27. [The New Jersey, first Virginia-class submarine designed with female sailors in mind, delivered to Navy](#)
(25 Apr) Stars & Stripes, By Staff
The Navy has received the New Jersey, its 23rd Virginia-class fast-attack submarine.
 28. [United States Holds Women, Peace, and Security Working Group for XVI Conference of Defense Ministers of the Americas](#)
(26 Apr) DoD Immediate Release
On April 23-24, the United States Department of Defense hosted the Conference of Defense Ministers of the Americas (CDMA) Ad-Hoc Working Group on Women, Peace, and Security (WPS) ahead of the XVI CDMA to be held in Mendoza, Argentina in October 2024. Delegations from defense and security ministries from twenty-four (24) partners from across the Western Hemisphere gathered in Washington, DC to discuss and share perspectives on developing and implementing WPS National Action Plans, expanding the meaningful participation of women in the armed forces and defense sector, and implementing WPS in mission areas including humanitarian assistance and disaster response (HA/DR), maritime operations, and peacekeeping operations (PKO).
 29. [Army says fitness plan cut injuries and drug use, aids mental health](#)
(30 Apr) Army Times, By Todd South
Early data analyzing Army brigades using the service’s new all-encompassing fitness program shows less injuries, behavioral health problems and substance abuse, and quicker return to duty for injured soldiers in brigades with program staff.

Well-Being & Treatment

30. [Navy unveils new culture campaign to show ‘what right looks like’](#)
(29 Mar) Navy Times, By Diana Stancy
The Navy rolled out a new effort this month to reframe Navy culture and provide leaders the right tools to understand their sailors better.
31. [Military sexual trauma cases have been removed from the chain of command — but there’s more work to do](#)
(29 Mar) Task & Purpose, By Jenna Carlton
Asexual assault case of a male Navy sailor offending a female airman was all anyone talked about when I first checked into my A-school training after boot camp. Troops around me gossiped and said the airman was “a whore who had dick remorse” and made false accusations.
32. [It’s time to stop downsizing health care, the Pentagon says. This couple can’t wait](#)
(3 Apr) NPR, By Quil Lawrence
Obstetrics may not spring to mind when people think about military medicine, but troops get to have families. With the Pentagon pushing them off base to find care, the military hospitals lost the patient base they needed to justify keeping specialty clinicians.



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33. [Sen. Ted Cruz says Coast Guard used illegal agreements to silence sexual assault victims](#)
(9 Apr) The Dallas Morning News, By Joseph Morton
U.S. Sen. Ted Cruz, R-Texas, accused the U.S. Coast Guard of illegally prohibiting sexual assault victims from sharing information with Congress about their assaults and investigations.
34. [Army CID adds 355 investigators in years since death of Fort Cavazos soldier forced reforms](#)
(11 Apr) Stars & Stripes, By Rose L. Thayer
The push for the transition came from a 2020 report following the death of Spc. Vanessa Guillen at Fort Cavazos, the central Texas base formerly known as Fort Hood.
35. [Department of Defense Recognizes April 2024 as Annual Sexual Assault Awareness and Prevention Month](#)
(19 Apr) DoD Immediate Release
The Department of Defense (DoD) recognizes April as a call to action for Service members to use their individual and collective strength to advance meaningful change in preventing and responding to sexual violence through this year's enduring theme - "STEP FORWARD. Prevent. Report. Advocate."
36. [New bipartisan bill seeks to tackle national child care shortage with help from the Pentagon](#)
(18 Apr) NBC News, By Kate Santaliz
As the country faces a shrinking supply of child care workers and higher costs of care, a bipartisan duo of senators is taking steps to address the shortage, specifically targeted at helping service members who face unique challenges trying to access reliable child care.
37. [Small fraction of soldiers experiencing sexual harassment filed complaints, Pentagon watchdog finds](#)
(23 Apr) Military.com, By Steve Beynon
After the alleged sexual harassment and gruesome slaying of Spc. Vanessa Guillén in 2020, Army leaders pledged to create a culture that protects the service's junior troops -- particularly women in the ranks. But four years later, it may still be struggling to understand the scope of the problem.
38. [Military women at greater risk of having babies with low birth weight, scientific review finds](#)
(23 Apr) Military.com, By Rebecca Kheel
Women in the military could have a higher risk of giving birth to low-weight babies than their civilian counterparts, according to a scientific review published this week.
39. [Expecting a Child? Here's How TRICARE Covers Maternity Services](#)
(23 Apr) TRICARE Communications, By Staff
Recently learned you're expecting a baby? Congratulations! This is an exciting time for your family. But you may also have questions about how to get care for yourself during and after your pregnancy.
40. [One in five soldiers see sexual harassment, hardly any report it](#)
(26 Apr) Military Times, By Todd South
A Pentagon report on how the Army deals with harassment found that surveys omitted hazing and bullying questions, commanders failed to compare results in order to spot trends and only a handful of soldiers who experienced or witnessed sexual harassment filed complaints.



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41. [The Air Force needs to define toxic leadership, experts say](#)
(29 Apr) Air & Space Forces Magazine, By David Roza
From 2016 to 2019, Brig. Gen. Jeff Hurlbert was in charge of investigating non-criminal misconduct by senior Air Force officials. But he had a problem—he noticed that subordinates often knew their leaders were doing something wrong, but there was no language in Air Force standards to characterize it.
 42. [Retired officer called to court-martial at Fort Belvoir on sexual assault charge previously declined](#)
(30 Apr) Stars & Stripes, By Rose L. Thayer
Lt. Col. Adam Winograd, 47, pleaded not guilty to the charge that he had sex with the major without her consent in Manassas, Va., on Feb. 24, 2022, according to the charge sheet and online court records. The case is unusual not only because of Winograd's retirement status — he retired in December 2022 — but also because the Army had already attempted to charge him in the case.

Servicewomen in the News

43. [General Officer Assignments](#)
(3 Apr) DoD Immediate Release
The Chief of Staff of the Army announces the following officer assignments:
 - Maj. Gen. Kimberly M. Colloton, deputy commanding general for Military and International Operations, U.S. Army Corps of Engineers, Washington, D.C., to deputy chief of engineers, Office of the Chief of Engineers, U.S. Army; and deputy commanding general, U.S. Army Corps of Engineers, Washington, D.C.
 - Maj. Gen. Clair A. Gill, deputy director for Regional Operations and Force Management, J-3, Joint Staff, Washington, D.C., to commanding general, U.S. Army Aviation Center of Excellence and Fort Novosel, Fort Novosel, Alabama.
 - Brig. Gen. Stephanie R. Ahern, director of Concepts, Futures and Concepts Center, U.S. Army Futures Command, Adelphi, Maryland, to commandant, U.S. Army War College, Carlisle Barracks, Pennsylvania.
 - Brig. Gen. Sarah K. Albrycht, commandant, U.S. Army Military Police School, U.S. Army Maneuver Support Center of Excellence, Fort Leonard Wood, Missouri, to provost marshal general, U.S. Army, and commanding general, Army Corrections Command, Washington, D.C.
44. [This Marine colonel went from flying fighter jets to exploring space](#)
(9 Apr) Marine Corps Times, By Irene Loewenson
As a child growing up in Northern California, Marine Col. Nicole Mann would look at the stars and wonder if she could ever explore them herself. But becoming an astronaut never seemed like a serious possibility.
45. [Married Army couple win back-to-back Sapper school awards](#)
(15 Apr) Task & Purpose, By Patty Nieberg
An Army soldier won the top leadership award at Sapper school, then her husband did too. 1st Lts. Rachel and Samuel Kicklighter are combat engineer officers stationed at U.S. Army Garrison Bavaria, in Grafenwöhr, Germany but are assigned to different engineer units.
46. [Petite powerhouse: Kirtland Air Force Base airman is a source of great strength](#)
(24 Apr) Albuquerque Journal, By Nakayla McClelland
Senior Airman Bianca Mendoza, 377th Security Forces Group defender, holds the New Mexico state powerlifting record for her age bracket and is aiming to compete in the nationals.



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47. ['Welcome home'—For years his family waited for his return. Now, he waits for his daughter.](#)
(24 Apr) *The War Horse*, By Ivan F. Ingraham
My wife and I sit in a large auditorium in El Paso, Texas, waiting in anticipation, along with other families, for our daughter's return from deployment. Upbeat music fills the air and the feeling in the assembled crowd is of a group of fans awaiting a rock band to take the stage. This isn't far off. The main characters are our own family members—the balloons, signs, and flowers overt displays of affection marking the safe return of mothers and fathers, husbands and wives, daughters and sons.
48. [From combat medic to Paralympian: What drives Ellie Marks?](#)
(25 Apr) *Defense News Video*
Sgt. 1st Class Elizabeth Marks is our 2024 Soldier of the Year. But that only scratches the surface.
49. [This Marine colonel went from flying fighter jets to exploring space](#)
(25 Apr) *Defense News Video*
As a child growing up in Northern California, Marine Col. Nicole Mann would look at the stars and wonder if she could ever explore them herself.
50. [Marine breaks world record in deadlift competition](#)
(30 Apr) *Task & Purpose*, By Jeff Schogol
A Marine stationed in California recently broke the world deadlifting record in her weight class by hoisting more than 661 pounds. The Marine spoke with Task & Purpose about the record-breaking lift and her approach to training on the condition that she not be identified. A story on the Marine and the record-breaking lift posted on the military's Defense Visual Information Distribution Service was taken down over the weekend after it generated a wave of online harassment.

Women Veterans

51. [Netflix's 'Love Is Blind' will feature a woman military veteran](#)
(9 Apr) *Task & Purpose*, By Patty Nieberg
A woman with military experience will be among the contestants on a coming season of 'Love Is Blind,' the latest of many military members on reality shows.
52. [The angel of Gettysburg buried Union soldiers while 6 months' pregnant](#)
(10 Apr) *Military.com*, By Stephen Ruiz
home, raising three young boys and trying to match their seemingly endless energy, Elizabeth was also dealing with her changing body as she entered the third trimester of her current pregnancy. The war was undoubtedly of concern, but it had never approached her doorstep until Confederates stormed through town on June 26, 1863.
53. [Tuberville bill seeks quarterly abortion data from VA](#)
(16 Apr) *Stars & Stripes*, By Svetlana Shkolnikova
The Department of Veterans Affairs would be required to submit detailed data on abortions performed at its facilities under a bill introduced by Sen. Tommy Tuberville. The legislation is the latest effort by Tuberville, R-Ala., to clamp down on federal support for abortion access.
54. [Expanding VA's fertility treatment coverage to vets without service injuries too costly, secretary says](#)
(16 Apr) *Military.com*, By Rebecca Kheel
Expanding coverage of fertility treatments to veterans whose infertility is not caused by a service-connected injury would lead to "substantial" cost increases for the Department of Veterans Affairs, VA Secretary Denis



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McDonough told lawmakers Tuesday.

55. [**Air Force colonel's family reacts after she's denied burial at Arlington National Cemetery**](#)
(16 Apr) WUSA9, By Simone De Alba and Ruth Morton
Colonel Lunardi, as she was known, was an active-duty officer who served nearly 27 years in the United States Air Force. She was a decorated and well respected leader.
56. [**VA's new IVF policy doesn't cover surrogates or unmarried partners, unlike Tricare**](#)
(23 Apr) Military.com, By Amanda Miller
The Defense Department and Department of Veterans Affairs recently expanded fertility treatment benefits to more people, but the VA's benefit stops short of covering surrogates, which the DoD covers for certain active-duty troops under Tricare.
57. [**'Invisible'—More women veterans are dying of suicide and VA still lacks resources, advocates say**](#)
(25 Apr) The War Horse, By Anne Marshall-Chalmers
When she joined the Navy in 2001, Jennifer Alvarado wanted to excel, to be, in her words, a “stellar sailor.” After boot camp, she worked as a hospital corpsman and pursued extra medical and weapons certification courses to prove her work ethic.

Upcoming Events

- Title:** [**America's All-Volunteer Force - Recognizing its Successes and Charting a Path for the Future**](#)
- Location:** RAND's Washington Office (1200 South Hayes Street, Arlington, VA)
- Date:** Friday, 3 May 2024
- Time:** 7:30am- 5:00pm Pacific
- In-Person:** <https://answer.rand.org/AAVF>
- Remote:** <https://www.zoomgov.com/j/1612424720>
- Q&A:** Submit questions for Q&A session via [Slido](#) (Event Code: AVF50)
- Details:** As the nation marks the 50th anniversary of the end of the draft, and the 75th anniversaries of both gender integration into and desegregation of its Armed Forces, America's All-Volunteer Force (AVF) remains a crucial element in the extraordinary military the United States enjoys. These milestones provide a natural opportunity to reflect on the trajectory and future of the AVF. CNA, IDA, and RAND are proud to partner with the Office of the Under Secretary of Defense for Personnel and Readiness in cohosting a series of future-oriented conversations amongst policymakers, Service and DoD representatives, stakeholders, and researchers. Join us as we explore the policies, postures, and initiatives needed to sustain and enhance a ready, sustainable, and affordable AVF on which the nation can rely for the next 50 years and beyond.
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- Title:** [**27th Annual Memorial Day Program**](#)
- Location:** Women's Military Memorial (Arlington National Cemetery)
- Date:** Monday, 27 May 2024
- Time:** 3-5pm Eastern
- Register:** [Click Here](#)
- Details:** Join us on May 27 for the Military Women's Memorial 27th Annual Memorial Day program. This observance is one of the major Memorial Day events in the National Capital Region. Free and open to



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the public, the event includes formal military honors, remarks from current and former servicewomen from each of the military services, and a keynote address. As in previous years, members of the public are invited to join in the personal tribute segment of the program. Program to be held inside in the Memorial's beautiful gallery.

Title: [National Women Veterans Recognition Day Celebration](#)
Location: Women's Military Memorial (Arlington National Cemetery)
Date: Wednesday, 12 June 2024
Time: 1-5pm Eastern
Register: [Click Here](#)
Details: Women Veterans Recognition Day, June 12, is synonymous with the Military Women's Memorial – the place where our nation comes together to honor and celebrate America's military women on this historic day – the day that, with the stroke of the President's pen, granted women a permanent place and an opportunity for a career in the nation's military. Plan to join fellow servicemembers and honored guests at the Military Women's Memorial to celebrate our military women with the nation.

Title: [2024 Joint Women's Leadership Symposium](#)
Location: Hyatt Regency Crystal City, Arlington, VA
Date: 26-28 June 2024
Time: Various
Register: [Click Here](#)
Details: The Joint Women's Leadership Symposium 2024 is a two and a half day event focused on mentorship, leadership, and inspiring service women. The symposium will create a unique, unparalleled experience by bringing together service women and men from all eight uniformed services and from across the globe. The overarching theme for this year's symposium is "Strength through Service," which encourages attendees to discover themselves as unique leaders, diving into important topics such as fitness, mental health, professional alignment, and balancing of personal life with military service.