

**DEFENSE DEPARTMENT ADVISORY COMMITTEE ON WOMEN IN THE
SERVICES (DACOWITS) MEETING MINUTES
December 9-10, 2004**

DACOWITS held a meeting December 9-10, 2004 at the Embassy Suites Hotel, Crystal City National Airport, 1300 Jefferson Davis Highway, Arlington, Va. Members and public attendees are listed in enclosures (1) and (2) respectively. Materials used to support the Committee during the meeting are listed in enclosure (3). The main purpose of the meeting was to vote on the findings and recommendations for the 2004 DACOWITS report.

9 December 2004

On Thursday, **9 December 2004**, LtGen Carol Mutter, USMC, Retired, Chair, DACOWITS opened the meeting at 10:30 a.m. with the discussion of the agenda, and the intent of the December business meeting. LtGen Mutter introduced former DACOWITS member Mr. Bob Kaufman, Esq.

LtGen Mutter opened the discussion with a review of the briefing book and where various products could be found. The proposed cover of the report was discussed and held for a later time. LtGen Mutter then brought the Committee to discuss the introduction of the report, provided by Ms O'Neill and Mrs. Silberman. Various changes were made to the introduction and then the Committee moved into the voting process on findings and recommendations for the 2004 report. The voting on the final findings and recommendations began with sexual assault recommendation, -- training section. This is where the Committee left off voting in the November session. The Committee made changes to the wording of the findings and recommendations presented by the members. All changes were voted on and approved. Breaks were taken as needed.

The Committee recessed for lunch at 11:45.

The Committee continued the voting process after lunch. The Committee made various changes to findings and their wording. They also made changes to the wording of the recommendations. All changes were approved and voted on. Breaks were taken as needed. The members completed the voting process through the recommendations for deployment, administrative and financial section.

Public Forum was opened at 4:30 p.m. and no statements were made or received. The meeting adjourned at 4:45 p.m.

10 December 2004.

On Friday, **10 December, 2004**, LtGen Carol Mutter, USMC, Retired, Chair, DACOWITS opened the meeting at 8:30 a.m. LtGen Mutter and the Committee immediately began voting on the remaining findings and recommendations in the deployment and retention sections. The Committee began with the health and hygiene section in deployment. The Committee completed voting on all the findings and recommendations by 11:00. The final vote on the approved recommendations for the 2004 report can be found in enclosure (3).

The Committee recessed for ten minutes. Upon their return they readdressed the issue of the cover, and decided to keep the current 2004 Report cover. The members asked that some adjustment to the images be made.

Briefer: Col Denise Dailey
Military Director DACOWITS
Brief: [Next Years Recommended Topics](#)

At 11:30AM the Committee began discussion on next year's topics. Col Dailey briefed an overhead presentation that listed the recommendations made by the Service points of contact for topics for next year. There was some discussion of newspaper articles that explored the role of women in the Army's new combat brigades. Also discussed was a change being made to allow wounded and disabled Service members to continue to serve if certain requirements are met. Dr. Davis suggested that if these adjustments could be accommodated then she thought she would recommend to Mr. Abell, Principle Deputy for Personnel and Readiness, the Committee's afternoon guest, that policies could be developed to adjust to the needs of female Service members, parents and families. One recommendation was the Committee only go to Army National Guard and Reserve units. The other Reserve Components are not experiencing the same level of utilization and are not going to provide the same type of information. The members discussed the work life balance issues that had come forward in the previous two years of work. There was some concern expressed that the Committee look at new ground and not be repetitive of the previous years efforts. Other topics mentioned by the members included; effects of separation on children, women's roles in the Global War on Terrorism (GWOT), career planning and mentoring, and transformation. Also discussed was sexual assault, young pregnancies and any preventative best practices. The Committee decided to not go to the academies this year as another committee is looking at these institutions. The members also discussed looking at DoD schools and Post Traumatic Stress Disorder (PTSD).

LtGen Mutter recessed the committee for lunch at 1200PM.

The Committee discussed the locations for installation visits next year following lunch. The requirement was for the Committee to go places and talk to people who have children and who have experienced separation and deployment. The Committee looked over Reserve units that have recently redeployed. The Committee also discussed the use of the VTC as a way to talk to members in Iraq. The Committee agreed to forward work life balance to Dr. Chu and Mr. Abell as a topic for next year. They also wanted to include the issues of Guard and Reserves and the effect of separation on children.

At 2:00 the Dr. Chu, Under Secretary of Defense for Personnel and Readiness and Mr. Abell, Principal Deputy for Personnel and Readiness, arrived to be briefed on the Committee's approved findings and recommendations. Dr. Chu identified that he would have to leave early. The first section to report their findings and recommendations was the deployment subcommittee and Mrs. Rowell addressed Dr. Chu and Mr. Abell.

In briefing the recommendation that discusses preparedness and predictability, Dr. Chu asked if the 30 days notice is sufficient time to get benefit transition accomplished for the Guard and Reserves. The Committee made a commitment to address that question in the 2005 report.

In the childcare section Dr. Chu and Mr. Abell stated the Services were not very interested in investing more money in the childcare system, and urged the Committee to recommend and investigate alternative ways to leverage the private sector and be more innovative. Dr. Chu stated the Department is not going to be supportive of recommendations concerning non-deployable single parents and dual military couples. He would like the Committee to look at what we can do to help dual military couples, and maybe address how the family care plan policy can be used to better advantage or Family Support Centers.

In the reunion and readjustment recommendations Dr. Chu stated that adequate time off is the current policy for the Guard and Reserve. The Guard and Reserve are required to ensure that authorized leaves are given to Service members. He also noted that mental health screening upon return is a statutory requirement and that there might be a compliance issue. Dr. Chu mentioned that members might not want to get help immediately. LtGen Mutter noted the work of the VA on PTSD and the consistent attendance of Dr. Trowell-Harris from the Veterans Administration (VA) who assists the Committee in understanding the work of the VA in addressing mental health issues.

The Committee then discussed the sexual assault findings and recommendations. Dr. Chu noted the Committee's emphasis on a consistent definition for sexual assault that works for training, Uniform Code of Military Justice (UCMJ) prosecution and data gathering. He also stated the recommendation on training Service members in separate sexual assault gender training groups was new and useful advice. Dr. Chu departed.

Mr. Abell continued the Committee discussion with the retention findings and recommendations. In regard to legislation on the work life balance issues the Department asked for demo projects to look at policy issues and try to see what policies will work. He noted that the Coast Guard programs do not readily transfer to the Armed Forces because of the different Congressional committees providing oversight and because the Coast Guard belongs to another agency. In a discussion of the Montgomery GI Bill (MGIB), he noted that open season for the MGIB is not really effective. It has a 90% take rate at induction. The MGIB transferability, on the other hand, has been in various stages of work as a legislative initiative and as a pilot program for several years and Mr. Abell believes it is a powerful incentive.

This completed the presentation of the findings and recommendations of the 2004 Report. The Committee asked to discuss with Mr. Abell the work of the Committee for next year.

LtGen Mutter described the main topics that were coming out of the last two years of work as centering around work life balance. He agreed with the areas LtGen Mutter discussed and stated he wanted the Committee to find their own methodology for addressing these issues. Mr. Abell stated the force and fleet needs to see the Committee. He asked that our work always tie back to retention and recruiting. Mr. Abell discussed the pilot programs that had been submitted to Congress. These pilot programs were designed to allow the Department flexibility in assessing the best personnel policies when it comes to solving recruiting, retention and career path issues. Dr. Davis and LtGen Mutter asked him about the initiatives for the severely wounded. He stated that the initiatives for the severely wounded are designed to ensure their sacrifice is not overlooked. He offered that the Department is not offsetting the readiness of the force but looking for alternative ways severely wounded Service members can contribute. It was asked if this concept could be applied to women Service members with their high departure rate and to parents and families who are also struggling to meet the demands of high work tempo and multiple deployments. Mr. Abell stated we should not generalize the programs for the severely wounded to other groups.

In response to women in combat roles questions asked by the members, Mr. Abell stated that the Army's proposal to restructure its forces is consistent with the Department policy and the statutes on combat exclusion. Mr. Abell stated the Department does not have a problem with the Army's efforts. Ms. O'Neill asked if there was anything he wanted the Committee to work on that was being addressed by the Department and was relevant to the Committee's charter. Mr. Abell responded that he thought that the difference between the intention survey data and the actual retention statistics uncovered by the Committee is interesting and thinks it needs further investigation. He endorsed the Committee's efforts to address work life balance. He said that not only did he want information on solutions but also information to help him better understand how people weigh these issues and how work life balance tips the scales for Service members.

Mr. Abell complimented the Committee on its work and the work of the Service and staff points of contact. Mr. Abell departed at 3:15.

The Committee recessed for 15-minutes.

The Committee returned and voted to change the recommendation on mental health screening. The Committee voted to change the wording from should screen to will enforce the mandatory screening requirements. Voted and approved.

LtGen Mutter reviewed the report going over the introduction, executive summary, appendices and corrections to the chapters. It was decided that Mrs. Mary Nelson would review the final report as a whole before going to print. LtGen Mutter then addressed the topics and organization for next year.

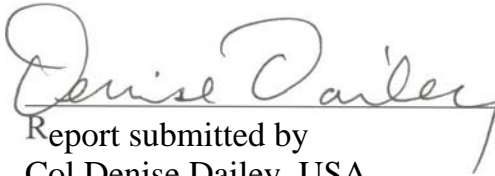
LtGen Mutter led the discussion to create the framework for next year. The Committee agreed that they wanted to work on work life balance. Mrs. Rowell recommended they look at the effects on children and the National Guard and Reserves with an overarching theme of recruiting and retention. LtGen Mutter emphasized that the Committee needs to look at the who, what and why in determining the overarching topics. What -- is work life balance. The Committee decided that the who would be the Reserves, active duty and families. The Committee discussed the unique issues of the National Guard and Reserves, to include, employment and the unique nature of the deployment commitments. The Committee spent significant time on discussing the issues that would be addressed in a specific Guard and Reserve section. The Committee asked for recruiting and employer information on the Reserves. It was also determined that in work life balance there was also career opportunities and career development to be addressed. The specific "why" of these sections was to be address in the context of recruiting and retention. The Committee had significant discussion on how to break out the work life balance issue and decided to work on a specific family section, a specific career section and then a section on issues unique to the Guard and Reserve. LtGen Mutter said that she would send out a paper that would capture all the information discussed in this session to firm up the topics for next year.

The Committee discussed the number of installations that they would be visiting. Members pointed out their abilities to participate in the various installation locations.

They discussed the possibility of using the VTC to communicate with the more difficult areas like Iraq.

Members then determined the next meeting date to be the 2nd, 3rd and 4th of February 2005.

The meeting adjourned at 4:15 p.m.



Report submitted by
Col Denise Dailey, USA
Military Director, DACOWITS



Report certified by
LtGen Carol Mutter, USMC (Ret)
FY 2004 DACOWITS Chair

Attachments:
As stated

DACOWITS MEMBERS' ATTENDANCE AT December 9-10, 2004 MEETING

Committee Members Present December 9, 2004

Mrs. Margaret Hoffmann
LtGen Carol Mutter, USMC, Retired
Ms Katherine O'Neill
Ms. Margaret Robson
Ms. Virginia Rowell
Col Vance Shaw, USAFR, Retired
Ms. Rosalie (Ricky) Silberman
Sen. J. P. Duniphan
COL Darryl Ladd Pattillo, USAR, Retired

Committee Members Not Present December 9, 2004

Ms Bonnie Fuller Ford
Mrs. Mary Nelson

Committee Members Present December 10, 2004

Mrs. Margaret Hoffmann
Dr. Lynda Davis
Ms Katherine O'Neill
LtGen Carol Mutter, USMC, Retired
Ms. Margaret Robson
Col Vance Shaw, USAFR, Retired
Ms. Rosalie (Ricky) Silberman
Sen. J. P. Duniphan
Mrs. Virginia Rowell
COL Darryl Ladd Pattillo, USAR, Retired

Committee Members Not Present December 10, 2004

Ms Bonnie Fuller Ford
Mary Nelson

Enclosure (1)

Committee Support Materials

Draft 18 Nov Sexual Assault Findings and Recommendations

[Draft 11 Nov Retention Findings and Recommendations](#)

[Draft 11 Nov Deployment Findings and Recommendations](#)

[Draft Executive Summary](#)

[Draft Introduction](#)

[Final Vote 10 Dec Recommendations](#)

Enclosure (3)