

DEFENSE DEPARTMENT ADVISORY COMMITTEE ON WOMEN IN THE SERVICES (DACOWITS) MEETING MINUTES

May 24-25, 2004

DACOWITS held a meeting May 24-25, 2004 at the DoubleTree Hotel, Crystal City National Airport, 300 Army Navy Drive, Arlington, VA. The main purpose of the meeting was to provide Committee members background information on the issues they are reviewing this year. The meeting was open to the public.

On Monday, **May 24, 2004**, LtGen Carol Mutter, USMC, Retired, Chair, DACOWITS opened the meeting at 8:30 a.m. She welcomed all present, including those NCOs requested to attend to assist the Committee in information gathering. Additionally, LtGen Mutter welcomed two new members, Mrs. Ellen Sauerbrey, from Baldwin, Maryland and Mrs. Mary Nelson, from Lafayette, Colorado. Also noted was the attendance of former member Mr. Robert Kaufman. LtGen Mutter also reviewed the agenda, pointed out the requests for information (enclosure 3) from the February meeting and highlighted the analysis of sexual assault data/surveys of the 2004 report provided by Caliber Associates in the request for information section.

A series of speakers then made presentations to the Committee. Each briefer took time to answer members' questions.

- **Briefing:**

[Embedded Media and Military Families](#), presented by Dr. Morten Ender, Department of Behavioral Sciences and Leadership, United States Military Academy.

Briefing Discussion:

Dr. Lynda Davis considered the work preliminary and would like to see more. Dr. Ender stated there is a lot of quantitative work, that their effort was more qualitative in that they focused on understanding the meaning rather than the numbers.

Mrs. Robson wanted to know if family members were told what television stations to watch. Dr. Ender stated that the family readiness groups and rear detachment commanders only recommended viewing habits and how much to watch not specific media channels.

Mrs. Silberman commented on how embedded media amplifies the impact of coverage and Dr. Ender agreed that it intensifies the coverage for families.

Dr. Ender stated the rear detachment commanders needed to do significant "Army 101" briefings for family members. Mrs. Rowell stated the Army has a very good program for teaching basic Army facts called "Army Family Team Building."

The period closed with some discussion of other material that Dr. Ender has generated such as

[Military brats and other global nomads: growing up in organization families.](#) The committee was interested in reviewing it for possible inclusion in the Committee's annual report.

- **Briefing:**

[National Military Family Association \(NMFA\) Study on Families and Deployment](#), Joyce Wessel Raezer, Director Government Relations, NMFA.

Briefing Discussion:

Mrs. Ford asked about preventative measures for mental health concerns particularly for children. Col. Shaw asked about the Reserve and Guard and their children. Mrs. Rowell wanted to know how many children needed mental help assistance. Dr. Davis asked what was being done to avoid the stigma of going to mental health professionals for help.

Col Scott, DACOWITS' POC from Reserve Affairs, explained the ONESOURCE program. He explained that 6 hours of free anonymous counseling is provided to all National Guard, Reserve and Active duty service members and their families.

Committee Topics Discussion:

The Committee then conducted a review of the recent installation visit schedule. Members requested more guidance on the use of coins, the amount of luggage to take, and the use of scribes. Also, noted was a significant difference in installation preparation for their visits between the Services. The Air Force will usually require all local ranking officers attend in-briefs and out-briefs. Mrs. Hoffmann noted that she and Ms Duniphan asked that only the commanding officer attend their out brief and that the other attendees be released. Members agreed it is normally best to not tie up the entire staff. Members talked about different techniques in drawing out participation from service members during focus group discussions of sexual assault. Techniques included being very serious and stressing the importance of the discussion. Col Shaw talked about how he would allow the female members of the Committee to take the lead in the sexual assault sections of the protocols. The Committee agreed to start a protocol-working group. Ms Ford expressed an interest in working on the sexual assault portion of protocols and Ms Aspy and Mrs. Robson express an interesting in working on the protocols in general. The working group would incorporate different methods developed by the members into the new protocols for 2005. Also, an effort to better review the protocols at the practice session done at the beginning of the year at local bases would be helpful.

- **Briefing:**

[Department of Defense Task Force Report on Care for Victims of Sexual Assault](#), Ellen P. Embrey, Deputy Assistant Secretary of Defense, Force Health Protection and Readiness and Task Force Director.

Briefing Discussion:

Ms. Aspy asked what is required in the way of prevention. Ms. Embry stated the study found it would be productive to focus on potential offenders, not so much on prevention behavior; they would accomplish this through better screening of recruited personnel. Productive efforts would be to identify vulnerable populations and provide assistance and education on what are healthy relationships.

Col Shaw noted that it is believed that sexual assault is a woman's problem, but that in reality it needs to be

addressed as everyone's problem. Ms. Embry said that was noticeable at the all male units. There was also a lack of knowledge that 9% of all reported sexual assaults are males on males.

Dr. Davis felt that the DACOWITS annual report could contribute to Finding number 10 : *Junior enlisted personnel prefer training conducted by those with first hand experience* of the DOD report. The DACOWITS focus groups are coming in with good information in this area.

Mrs. Silberman stressed it was important that sexual assault be tied to the readiness issues of the armed forces. Sexual assault undermines authority, cohesion, and unit effectiveness.

The Task Force report was completed April 2004 and can be reference at the DACOWITS Website.

- **Briefing:**

[Armed Forces 2002 Sexual Harassment Survey](#), Rachel Lipari, Social Science Analyst in Program Evaluation Branch of the Survey and Program Evaluation division at the DMDC.

Dr. Irene Trowell-Harris asked if there was any work done on reporting sexual assault where the act of reporting it results in the non-promotion of the person involved. Rachel Lipari, stated this was seen in less than 10% of the responses to the survey.

- **Briefing:**

[Navy Sexual Assault Victim Intervention Program \(SAVI\)](#), presented by Ms Julia Powell, Navy SAVI Program Manager.

Briefing Discussion:

Mrs. Silberman asked how a victim advocate works and how to know if the program is working. Ms. Powell responded that customer surveys done by the Navy had good reviews. She also asked how close to the results of the DOD task force were the Navy's programs, and Ms. Powell thought that the Navy had been a model for some of the DOD recommendations.

- **Briefing:**

[Army Sexual Assault Procedures](#), presented by COL Bill Condron, Office of the Judge Advocate General, United States Army.

The Chair asked Col Condron to provide a copy, once released, of the U.S. Army's Task Force on Sexual Assault Policies report. COL Pattillo wanted to stress that although the full prosecution of accused personnel cannot always be accomplished due to lack of evidence, many times commanders could use an administrative punishment tool called the "Bar to Reenlistment." This action prevents the individual from reenlisting in the Services. Mrs. Hoffman asked how do we protect confidentiality of the victim. Col Condron stated that once the case goes to trail, it is a public event.

- **Briefing:**

[Air Force Sexual Assault Procedures](#), presented by Mrs. Charlene Bradley, Assistant Deputy Secretary, Air Force Manpower and Reserve Affairs.

Briefing Discussion:

Mrs. Ford asked if military statistics are similar to society. Yes, according to Dr. Heather Schumacher-Karane an expert on campus sexual assault.

- **Briefing:**

[Marine Corps Sexual Assault Procedures](#), presented by Major Chris Carlson, Deputy, Military Law Branch, Headquarters USMC.

Briefing Discussion:

Ms. Patane asked if victims would use the Marine Corps' programs or do they want civilian programs. Major Carlson stated that they were being rolled under one umbrella to provide a service to the victim.

LtGen Mutter asked about putting the issue of transparency under the same umbrella. She also mentioned that in the past mentors in violence prevention used to be domestic violence and noted it needs to be changed to address service member on service member. LtGen Mutter also asked how much training victim advocates are getting and was told 40 hours.

Dr. Davis asked about predeployment training and does it address these issues. The answer was yes.

- **Briefing:**

[Coast Guard Rape and Sexual Assault](#), presented by CAPT Ruth Torres, U.S. Public Health Service, Human Resources Directorate, Chief Individual and Family Support Division, Office of the Work-life.

Briefing Discussion:

Ms. Patane asked about the education requirements for the Employee Assistance Program Coordinator (EAPC). CAPT Torres stated the individual must be a licensed mental health provider. She also asked about maintaining privacy since the Coast Guard is such a small community. CAPT Torres said they are looking at that and that they were trying to build into the program better privacy requirements.

Dr. Davis encouraged the peer-to-peer training as a best practice. Also, wanted to know why the Coast Guard uses the term rape in their program titles. CAPT Torres stated it maintains the sense of urgency of the crime.

Mrs. Hoffmann asked for clarification on handling sexual assaults that involve alcohol. The Coast Guard tries to manage the alcohol portion of the event as non-punitive to assist in a safe environment in which to report.

Public Forum was opened at 5:15 PM and no statement were made or received.

The meeting adjourned at 5:30.

On **Tuesday, May 25, 2004**, the Chair opened the meeting at 8:33 a.m. She led Committee time for the first ten minutes covering administrative details.

- **Briefing:**
[Reserve Survey Results](#), presented by COL James L. “Scotty” Scott II, Director,
Individual & Family Support Policy, Office of the Assistant Secretary of Defense for Reserve Affairs

Briefing Discussion:

Ms. Patane noted that non Military card holding guardians of National Guard and Reserve minor children are unfamiliar with base service and are frequently a significant distance from these services.

Mrs. Robson asked about the effect of current deployment tempo on retention and recruiting. That is unknown at this date.

- **Briefing:** [Navy Surface Warfare Officer \(SWO\) Retention](#), presented by CAPT Dan Holloway, PERS-41, Head of Surface Warfare Assignments.

Briefing Discussion:

COL Pattillo asked about the Navy mentor programs for the SWO and asked if they are assigned or selected and the answer was both.

LtGen Mutter asked if mentors changed with location and CAPT Holloway said that they could. She also asked what is the optimal number of Women SWOs to retain from the original year group and CAPT Holloway stated 20%.

Ms. Patane noted that although two-year sabbaticals are an attractive choice, no one in the focus groups she conducted thought they could afford to be gone that long and still remain competitive for promotion.

- **Briefing:**
[Army Pregnancy Policy](#), presented by Ms. Lisa J. Young, Health Educator/Project Leader at the U.S. Army Center for Health Promotion and Preventive Medicine in the Directorate of Health Promotion and Wellness at Aberdeen Proving Ground, MD

Briefing Discussion:

The members asked what training is done on pregnancy. Basic Entry training is conducted.

Mrs. Robson asked if members who become pregnant when deployed are returned to their home station and the answer is yes.

COL Patillo asked if the units receive a replacement and the answer was no.

- **Briefing:**
[Navy Pregnancy Policy](#), presented by LT Sarah Self-Kyler, Office of Women Policy, Headquarters, US Navy.

Briefing Discussion:

LT Self-Kyler talked about the Navy coding and replacement system for pregnant enlisted women assigned to ships. Requisitions are generated to replace the enlisted pregnant women in shipboard positions. Women are placed ashore in positions that are coded as excess status after their 20th week of pregnancy. Members asked what is the total percentage of women that are non-deployable. Lt Self Kyler did not know.

- **Briefing:**

- [Air Force Pregnancy Policy](#), presented by Col Jon R. Pearse, Chief of Policy, Medical Operations Office of the Surgeon General, USAF and Lt Col Leslie Formolo, Headquarters Air Force Personnel Policy

Briefing Discussion:

Mrs. Robson asked when it comes to pregnancy what are the readiness issues for the Air Force. Col Pearse said that pregnancy is not a readiness issues due to its temporary nature. He stated one of the difficult issues the Air Force is addressing is the permanent non-deployable population that has grown from health policies implemented before the Air Force was deploying in large numbers.

- **Briefing:** [Marine Corp Pregnancy Policy](#), presented by Maj Dowling, Headquarters Marine Corps, Manpower and Reserve Affairs

No Discussion

- **Briefing:**

- [Coast Guard Pregnancy Policy](#), presented by Master Chief Yeoman Lori McNaught, Human Resources Directorate, Enlisted Policy

Briefing Discussion:

At the end of the Coast Guard presentation all the service briefers came forward and answered questions from the members.

Mrs. Silberman asked if DOD had a single pregnancy policy. COL Dailey answered and said that DOD considers the management of pregnant personnel a Service prerogative.

Mrs. Robson, asked if single parents were allowed in the military, Col Dailey answered that they were not allowed in the military.

Ms Silberman stated that the public is interested in the pregnancy rates of the military and in the best interest of the military it should be made public. Col Dailey answered that also by saying that all this information is on the DACOWITS Website.

- **Briefing:**

- [OSD Health Affairs Civilian and Military Care Centers](#), presented by CAPT Katherine A. Surman , NC, USN and Ms Patricia Collins, TriCare Management Agency.

Briefing Discussion: None

Committee Topics Discussion:

The Committee took the remainder of the afternoon to discuss some of the findings and trends that came from the installation visit focus groups and they reviewed the analysis of sexual assault data/surveys provided by Caliber for the report. Mrs. Silberman provided her comments on the report and asked that the older references be removed and that the 2004 task force report be used as a primary source. She recommended that the section dealing with "What can be done to reduce assault" be taken out and she thought that the work on definitions was good. Additionally, she thought the portion about the improving the process was important and wanted it to include some of the Service processes also. Mrs. Silberman recommended that the report focus on the reason sexual assault is underreported in the military. She asked that all the information with newspapers as a reference be taken out. She also suggested more focus on the best practices section.

The committee discussed trends that they have seen during the installation visits.

In the Reserve focus groups it is generally agreed that the Reservists are satisfied with their current OPTEMPO. However, service members are saying, "It is not the job I signed up for." or "I'm O.K. with this now, but I have my limits." Some other issues from the Reserves were a lack of opportunities for upward mobility and conflicting dental requirements for deployment and who would pay for that care.

Female service members continue to have concerns about having male corpsmen on ships for female health issues and also social isolation in locations where the cultures are predominately male.

Family stress continues but families are committed. Information flow from deployed members to their families continues to be sporadic. Family members say spouses don't call, but service members' focus groups confirm they have phone cards.

Single service members see command communication with parents as a short fall; Focus is on spouses.

Several members stated that they thought the remaining installation visits should be cancelled. Concerns were we were not getting good information on the effects of deployments on children and the desire that more literature and survey information be included in the report to cover that shortfall. Also, a comment was made that sexual assault information was not meaningful and that the DOD task force had already covered that information. Another comment suggested that our focus group information could provide meaningful perspectives on this topic. It was decided that the remaining four installation visits would continue. However the number of installation visits would be reviewed again next year.

The Committee then discussed the next meeting. The next meeting will be 4-5 October. The Committee will work on the FY04 report. There will be subcommittee meetings prior to that.

Dr. Chu and Mr. Abell arrived to welcome the new members and say good-bye to Ms. Susan Patane. Dr Chu and Mr. Abell expressed their appreciation for Ms Patane's three and a half years of service. Mr. Abell commended her on her loyalty through the difficult transition as the Committee was reorganized in 2002.

Dr. Chu talked about the sexual assault task force and its findings. He also reiterated the 2002 Sexual Harassment DMDC survey that showed significant improvement in service members' perceptions about sexual harassment and sexual assault in the military. He asked the committee to look at three areas and get back with him. These topics were, the policy concerning separation of the alleged assailant from the victim,

use of resources outside the DoD and, confidentiality.



DACOWITS MEMBERS' ATTENDANCE AT FEBRUARY 4-6, 2004 MEETING

Committee Members Present May 24, 2004

Dr. Lynda Davis
Mrs. Margaret Hoffmann
LtGen Carol Mutter, USMC, Retired
Ms. Susan Patane
Ms. Margaret Robson
Ms. Virginia Rowell
Col Vance Shaw, USAFR, Retired
Ms. Rosalie (Ricky) Silberman
Mrs. Catherine Aspy
Sen. J. P. Duniphan
Ms. Bonnie Fuller Ford
COL Darryl Ladd Pattillo, USAR, Retired
Mrs. Mary Nelson
Mrs. Ellen Sauerbrey

Committee Members Present May 25, 2004

Mrs. Margaret Hoffmann
LtGen Carol Mutter, USMC, Retired
Ms. Susan Patane
Ms. Margaret Robson
Ms. Virginia Rowell
Col Vance Shaw, USAFR, Retired
Ms. Rosalie (Ricky) Silberman
Mrs. Catherine Aspy
Sen. J. P. Duniphan

Ms. Bonnie Fuller Ford
COL Darryl Ladd Pattillo, USAR, Retired
Mrs. Mary Nelson
Mrs. Ellen Sauerbrey

Committee Members Not Present May 25, 2004
Dr. Lynda Davis

Committee Requests For Information

[2004 DACOWITS Draft Interim SA Report V3](#)

[AF Reserve Force Shaping](#)

[ANG Incentive Paper 240504](#)

[Army Family Team Building Assessment](#)

[Army Reserve Shaping the Force](#)

[ARNG Incentives Shaping the Force](#)

[ARNG Shaping the Force](#)

[Coast Guard Shaping the Reserve Workforce](#)

[DMDC Single and Dual Military with Children](#)

[Enlisted Attrition](#)

[Enlisted Attrition](#)

[Family Support for Reserve Component soldiers in Extended Deployments](#)

[Marine Corps Climate Assessment](#)

[Marine Okinawa Tour Information](#)

[Navy Reserve Shaping the Force](#)

[Reserve Health Care Changes](#)

[Serving the Home Front:](#)

[An Analysis of Military Family Support From September 11, 2001 to March 31, 2004](#)