

**6 DEFENSE DEPARTMENT ADVISORY COMMITTEE ON WOMEN IN THE SERVICES
(DACOWITS) MEETING MINUTES
December 5-6, 2005**

DACOWITS held a meeting December 5-6, 2005, at the DoubleTree Hotel, Crystal City, National Airport, 300 Army-Navy Drive, Arlington, Virginia. Members and public present during the meeting are at enclosures one and two. Materials used during the meeting are at enclosure three.

5 December 2005

LtGen Carol Mutter, USMC, retired, Chairperson DACOWITS, opened the meeting at 8:30 a.m. The Chair discussed general administrative issues to include the need to finish voting on the findings and recommendations, the need to brief Dr. David S. C. Chu, Under Secretary of Defense for Personnel and Readiness at 5:30 p.m., and she listed the guests at the evening social. Additional discussions included approval of the cover page of the 2005 Report and voting guidelines.

The Committee then moved into voting on the recommendations for the National Guard and Reserve chapter of the 2005 Report. See enclosure three for the draft the Committee used to formulate the final findings and recommendations for the National Guard and Reserve chapter. Dr. Davis led the discussion of this chapter of the report. During this time period the Committee addressed findings and recommendations concerning the rebalancing and restructuring of the Reserve Component to enhance predictability of the deployment schedule. Additionally, the Committee discussed the impact of transformation on the Reserve Component (RC) and how to phrase a recommendation to evaluate its impact on the RC.

The Committee recessed between 9:30 a.m. and 9:55 a.m.

Upon return the Committee addressed findings and recommendations concerning the advantages and disadvantages of military commitments on the RC and perceptions in the RC about pay and benefits. The Committee addressed ensuring that the programs available to the RC commanders were widely disseminated and that leadership is trained to identify and address stress in RC families, especially those that are geographically dispersed and do not have easy access to assistance services. In pay and benefits the recommendations were to ensure accurate information was provided to all families. The Members completed the National Guard and Reserve Chapter findings and recommendations. All finalize findings and recommendations were voted on and approved. The members then moved on to the findings and recommendations for Chapter V. LtGen Mutter stated the purpose of Chapter V and its recommendations is to follow up and readdress to the Services previous recommendations the Committee feels were not adequately addressed. Prior to lunch the Committee addresses the underutilization of Military OneSource. They voted on and approved the recommendation. The

Committee also decided the Military OneSource recommendation was better placed in the Family Chapter's recommendations for the Report. The Committee then voted on a recommendation to ensure that all programs were reviewed with benchmarks that have meaningful standards.

The Committee broke for lunch at 12:00 p.m. and returned at 1:00 p.m.

The Committee continued the voting process after lunch. The Committee addressed the remaining recommendations in Chapter V covering, communications with families, greater use of surveys to assist family members, and Officer retention. The Committee made various changes to findings and their wording. They also made changes to the wording of the recommendations. All changes were voted on and approved.

The Committee conducted a break at 2:30 p.m. and returned at 2:45 p.m.

Upon their return the Committee addressed child care and youth services, pregnancy issues and sexual assault. The Committee made various changes to findings and their wording. They also made changes to the wording of the recommendations. All changes were voted on and approved. All findings and recommendations for the 2005 Report were completed. See Enclosure three for the final voting tally of recommendations.

The Committee conducted a break at 4:30 to 4:45 p.m., upon return they listened to the public forum presentation by the National Military Family Association on the Former Spouses Protection Act. See enclosure three for public forum materials.

The Committee remained assembled to receive Dr. Chu who arrived at 5:30 p.m. In the interim the Committee discussed projects the next Committee could adopt for next years report. These topics included recruiting and career opportunities for women. Other topics included looking at the severely wounded and disabled center, visiting the academies, and more emphasis on the Guard and Reserve. The Points of Contact addressed topics they thought would serve the Committee well and included more emphasis on women, the National Call to Service, women's health, and how do we make use of technology to resolving these issues.

Dr. Chu arrived at 5:30 p.m. LtGen Mutter explained the organization and intent of the 2005 Report. Mrs. Hoffmann led the briefing to Dr Chu discussing the Career Opportunities and work life balance recommendations. She noted that many of the focus group participants stated that deployment influenced their decision to leave the military. Also, that almost all the family focus group said deployment was the reason they wanted their military family members to leave the military.

Mrs. Hoffmann briefed the body fat taping standards and Service member's perception this process was unfair. Dr Chu asked questions to ensure he understood the issue was inconsistencies in taping.

Relocation was the primary non-deployment reason to leave the military. The promotion and evaluation

system was the second non-deployment reason to leave the military and also perceived by Service members as an unfair system. Dr. Chu asked what the Service members thought was unfair about the system and did it apply across the board or just to women. The Committee responded this was noted mostly in the junior enlisted focus groups and more in women's groups than men.

Mrs. Silberman discussed the impact of transformation on Service members. She noted that Service members were suspicious of transformation, the plans to change career structures and privatization. Women in particular were concerned that these changes would affect their careers. Dr. Chu noted that the DoD had not focused on this issue to the extent we can. He said that he had seen estimates that indicated that privatization may change and impact women's careers but that he did not think that was going to happen. He said there is not a master plan that indicates the gains and losses of a career field so people can judge where to adjust as a career move. He also stated privatization is being tracked. He said we need to identify the areas of new opportunities that people need to stride toward.

The next topic was work life balance and family well being. Mrs. Rowell led this discussion of family issues. She noted a high rate of satisfaction with family programs. However, she highlighted a lack of knowledge of many resources available to family members. In the most recent SOF survey, 70% of those surveyed said they did not know about Military OneSource. She highlighted that there may be an over reliance on volunteer staff, resulting in shortfalls of information being passed to families. The Committee encouraged a greater integration of family volunteers, Chain of Command and paid staff. Additionally, she briefed that in order to ensure this integration occurred that bullet comments on the management of the family programs in a unit be included in the Officer Efficiency Reports (OERs). She followed on with the information about children. Service members in the most recent SOF survey agreed with statements that deployment affected their children in a negative way. Sixty-one percent stated that it negatively affects their children in school. Also, she noted there is a lack of research material on young children. The other finding was that positive media coverage was not available. Dr. Chu stated that taking the State Governors to Iraq was a good way to achieve creditable press with hometown papers. He noted the bipartisan nature of the delegation, and said he welcomed suggestions to improve the good news that is disseminated. Mrs. Rowell continued to the recommendation that the Service members not be deployed more than six months. She also discussed the recommendation that dual military couples with minor children not be deployed together. Dr. Chu said that is a two-edged sword, it is meritorious as an idea, but expressed concerns that it contributes to the class ceiling perceptions. If the child care is the responsibility of women, then the woman is perceived as less available for service.

Dr Chu stated that calling for more research and analysis is helpful, but what are the antidotes? On the research end he asked we couple it with what are the remedies, which things are high payoff, what are the best antidotes. He noted the force is there to be deployed and we must deal with the consequences. He asked we identify the high payoffs practices. Assistance with what and why one practice is more effective is helpful. Mrs. Silberman stated that she thought that high payoff for keeping women in the military is giving them the choices they need to balance their families with their careers. It was noted it was not just women looking for these options, but men also.

Dr. Davis discussed the RC Chapter of the report. She looked at the impact of the military commitment on RC personnel's civilian employment and education. She highlighted that it was interruptions to the

post secondary education that caught the attention of the Committee. The recommendation is to extend USSERA type protection to RC students. Additionally, she highlighted the lack of information on education opportunities and recommended greater promotion of these programs. The military school quota system was also addressed and the perception that the RC get too few slots. Two options were listed by Dr Davis to achieve military education goals, through correspondence and or abbreviated mobile courses. The Reserve members noted that the mobilization resulted in a high level of stress which was also noted in the family groups. She stated the Committee supports the 1 in six mobilization schedule, to lower the stress levels and promote predictability. She advocated taking advantage of the current partnerships with civilian agencies to address children's needs and better use of surveys to address needs of special populations. She stated the Family Support Centers, run by the National Guard Bureau, need more advertisement. Dr. Chu commented it is not about making Service members aware, but making it stick. Dr. Davis went on to discuss the need for full time paid support for the RC and using that resource to extend support beyond the nuclear family to include parents of single members and other legal custodians. Dr. Davis noted that Service members serving from adjoining states in reserve units do not get the information they need during pre deployment briefings if the briefers are not informed on cross state issues. The RC Chapter recommendations also encourage better measures of effectiveness and metrics for success for the family support programs. Dr. Davis noted that RC members and family members' focus groups revealed perceptions that pay and benefits are not comparable to civilian and military pay and benefits. Dr. Chu asked questions about these perceptions. He noted they are exactly the same. Dr. Davis stated it had to do with delays in receiving benefits. The Committee has recommended that a complete lay down of benefits be provided to the families.

LtGen Mutter continued by addressing the recommendations in Chapter V.

She stressed the need for greater degrees of fidelity in measuring policy implementation and support programs. She emphasized communicating these programs, advertising these programs, and incentivizing participation. LtGen Mutter then addressed women officer's attrition and the Committee's recommendations on this topic. Dr. Chu did note that women officer's attrition is still an issue and acknowledge that the Services do not address this issue. LtGen Mutter also addressed child care and youth services and the funding for these programs. Lt Gen Mutter finished Chapter V with the recommendations on pregnancy and sexual assault. Dr. Chu asked the Committee to point out the areas where the policy gap is particularly egregious. Where are the services gap and the priority in particular? LtGen Mutter noted those gaps were pointed out to the Services in the original recommendations. He stated he is concerned about the lack of knowledge about the Military OneSource. The 6% that use Military OneSource is alright, but it's the 70% that don't know about it, that is problematic. He talked about the 2004 voting process as an example where there was significant increase in knowledge about voting over 2000. He indicated this might be a model for getting out the information on support programs and policies. Dr. Chu expressed his gratefulness for the Committee and its work. He noted this is a sophisticated discussion and he appreciated the consistency the Committee brought to the issues.

The Committee adjourned at 6:30 p.m. to farewell the members whose terms had ended.

6 December 2005

LtGen Carol Mutter, USMC retired, Chairperson DACOWITS, opened the meeting at 8:30 a.m. The Committee passed out the Executive Summary of the report. The Committee decided they would work on it next later in the session after they have had a chance to read the document. Senator Duniphan made the recommendation that all members get subscription to the Service Times newspapers as a way to familiarized themselves with the Services. The Handbook was posted to the screen to assist the Members in making recommendations for improving future operations of the Committee. The Handbook responsibilities signature page was displayed to show Members what future Members will be informed of before they commit to a term on the Committee. The Committee made various changes to the DACOWITS Handbook.

The Committee conducted a break from 10:00 a.m. to 10:15 a.m.

The Committee then addressed the Executive Summary. The Committee made various changes to the Executive summary.

The Committee broke for lunch at 12:00 p.m. to 1:00 p.m.

The Committee returned to work on the Executive Summary. They completed their effort and adjourned at 2:00 p.m.

Daily signature

Mutter signature

Attachments as Stated

Enclosure One

DACOWITS MEMBERS' ATTENDANCE AT Dec 5-6, 2005 MEETING

Committee Members Present Dec 5, 2005

Dr. Lynda Davis

Mrs. Margaret Hoffmann

LtGen Carol Mutter, USMC, Retired

Ms. Kate O'Neill
Mrs. Margaret Robson
Mrs. Virginia Rowell
Col Vance Shaw, USAFR, Retired
Sen. J.P. Duniphan
Ambassador Ellen Sauerbrey

Members Not present Dec 5, 2005

Dr. Mary Nelson
Bonnie Ford

Committee Members Present Dec 6, 2005

Dr. Lynda Davis
Mrs. Margaret Hoffmann
LtGen Carol Mutter, USMC, Retired
Ms. Kate O'Neill
Mrs. Margaret Robson
Mrs. Virginia Rowell
Col Vance Shaw, USAFR, Retired
Sen. J.P. Duniphan
Ambassador Ellen Sauerbrey
Mrs. Ricky Silberman

Not Present Dec 6, 2005

Dr Mary Nelson
Bonnie Ford

Enclosure Two

Sign in sheets

Enclosure Three

[Public Forum items from NMFA](#)

[Former Spouse Benefits- NMFA](#)

Voting Record at Close of Business 6 Dec .doc

[National Guard Reserve chapter](#)