

**DEFENSE DEPARTMENT ADVISORY COMMITTEE ON WOMEN IN THE
SERVICES (DACOWITS) MEETING MINUTES
August 22-23, 2006**

DACOWITS held a meeting August 22nd and 23rd 2006, 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.

22 August 2006

Dr. Mary Nelson, Chairperson DACOWITS, opened the meeting at 8:30 a.m. The Chair discussed general administrative issues. Col Dailey provided introductions of the points of contact and the contractor supporting the Committee. The three new members introduced themselves.

The Committee then moved into discussion of the topics for 2006 and 2007. Members discussed at length the opportunity to pick a topic and the time line needed to produce a report. Mrs. Balzano made a recommendation to do a report in 16 months for 2007 instead of a report in four months for 2006. The Committee discussed this with input from the Designated Federal Official (DFO) Col Denise Dailey. The DFO stated it would be a detriment to the Committee not to produce an annual report.

Mrs. Denmen expressed an interest in the situation of deploying families and the stress on families. Mrs. White expressed an interest in special operations families. Mrs. Hoffmann recommended that all members ensure they read the previous reports by the Committee.

Dr. Nelson led the Committee in a discussion of the process of the report. The Committee made some recommendations on getting research from other Committees and how they do business. The Committee had some discussion on the availability of doctors and nurses in the Services. The Committee also expressed some interest in schools that military family members attend. The topics and the timeline for producing a report in 2006 were discussed. Site locations and installations visits were discussed.

Dr. Nelson continued the discussion by moving to the topic recommended by the Department of Defense which is, Female Lawyers, Clergy and Doctors in the military and their promotion to General Officer and the other two topics recommended by the DoD which included continued work on deployment and women's retention. The Chair also discussed the topics recommended by the members. These topics included pregnancy and special operations families. The Chair also discussed the difference between requests for information and requests for data on specific report topics. She urged members to think carefully about meaningful topics for the report and suggested the Committee request only data that relates to the topic of the report.

The Committee recessed between 10:00 a.m. and 10:15 a.m.

The Committee continued the discussion about what is the best use of time in the next four months if they decide to do a report in 2006. Mrs. Balzano asked about the recruiting and promotion rates for Doctors, Lawyers and Clergy. Some of this information was briefly addressed. Col Dailey stated that the Committee would receive a briefing Wednesday on the specifics. Mrs. Denman questioned if the topic of Doctors, Lawyers and Clergy, is the best use of the Committee's time. Dr. Nelson stated it certainly wasn't the most burning topic, but discussed why it was an important topic.

At 10:30 the Committee received required training on Ethics, presented by the Office of the General Counsel.

At 11:15 Mr. Dominguez, Principal Deputy, Office of the Secretary of Defense for Personnel and Readiness presented the DACOWITS pins to the three new members, the Honorable Diana Denman, Mrs. Denise Balzano and Mrs. Margaret White, welcoming them to the Committee.

Mr. Dominguez then addressed the Committee, discussing how the Committee can contribute to the goals and objectives of the Department of Defense. He addressed the uniqueness of the all volunteer force. He highlighted the particularly difficult nature of the long term engagement of the all volunteer force. He noted these are factors that make our management of service members and families a challenge.

He stated that the Committee is uniquely positioned in two places.

1. The Committee can support the President's journey in managing full results. How does DoD account for the money and programs? What are the results of these programs? Are the policies for careers, families, retention, etc., working? What are they delivering and what do we want to focus on as a core business, keeping in mind, we are a deployable force.
2. Also who is looking out to the horizon? Who is looking forward? Who is looking at the horizon to assist the department in long term change? Who identifies the decade long issues? Help us look at not the urgent issues, which we get a lot of help with from Congress and the press, but help us get to the important, not urgent issues.

He added when looking at the Lawyers, Clergy and Doctors we can look at deep cultural issues; not urgent issues, but important issues. We know in these fields there is no intuitive relationship between gender and success. We can eliminate the discriminator of the profession of arms as a limit to their success because it is not their core business. Women should have done better or at least as well as civilian industry. If they have, that tells us something. If they have not that also tells us something about our military culture.

Mr. Dominguez stated that he would like the Committee to consider these issues and conduct focus groups. He suggested focus groups provide leading indicators and the Committee may uncover important new topics for inclusion in ongoing DoD surveys. Mr. Dominguez then opened the floor to discussion.

Mrs. Balzano asked for an example of questions that can be included in surveys that have been helpful in the past. Mr. Dominguez stated that sexual assault policy was built around the questions that revealed many assaulted women did not report their assaults. These issues were revealed in focus groups. Dr. Nelson also added that several questions recommended by DACOWITS had been included in the recent Status of Forces Survey. Other questions were solicited from the Committee and Mrs. Hoffmann asked about recruiting. Mr. Dominguez stated that the economy is doing well and it makes it a challenge, but we have been doing quite well this year. He stated we are having some difficulties in recruiting minorities. He also noted our influencers are expressing concerns about recommending the Armed Forces to their youth. He said the media is a challenge, especially how it represents the difficult issues of sexual assault and the war on terrorism. When asked about retention he discussed it in the context of retention and motherhood for female Service members. Due to the laws governing officer management, he stated we have off ramps for careers, people leaving the military, but no on ramps for people wanting to come back to the military. How do service members process the decision to stay or leave at approximately 5 years in service? They must balance families with future promotions, jobs and the geographic mobility needed to stay competitive? He stated we need women in the senior ranks, so we need them to stay past the 5 year mark to 20 years and beyond. We need to ensure we offer enough opportunity for them to stay throughout this cycle. Dr. Trowell-Harris mentioned that informal mentoring may not be happening for women. Mr. Dominguez stated he hoped that the DACOWITS report will reveal methods that can address women's concerns. Dr. Nelson recommended moving the discussion to lunch.

The Committee broke for lunch at 12:15 p.m. and returned at 1:30 p.m.

At 1:15 the Committee was addressed by Dr. Curt Kilroy, Military Personnel Policy, who discussed with the Committee the recruiting demographics and numbers for the Department of Defense and the Military Services. See enclosure for briefing material.

At 2:15 Mrs. Aggie Byers, Office of the Deputy Under Secretary of Defense Military Community and Family Policy (MCFP) briefed the Committee. See enclosure for briefing material.

The Committee conducted a break at 3:15 p.m. and returned at 3:30 p.m.

At 3:30 Mr. William Gleason, Office of the Deputy Under Secretary of Defense Military Community and Family Policy provided a briefing to the Committee on the Department of Defense Weight Control Program. See enclosure for briefing material.

Upon completion of its last briefing, the Committee continued its discussion of topics, the processes and the installation visits required to produce a report for 2006. Generally, the Committee agreed to look at the topic of Lawyers, Clergy and Doctors and their promotion opportunities for the 2006 topic.

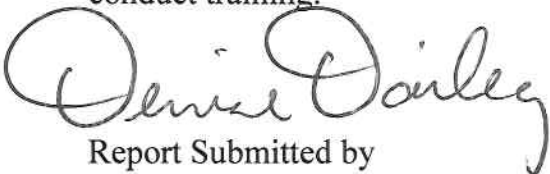
At 4:30 the committee listened to the public forum presentation by two members of the public on the Former Spouses Protection Act. See enclosure three for public forum materials.

23 August 2006

Dr. Nelson, Chairperson DACOWITS, opened the meeting at 10:00. Caliber Associates/ICF reviewed the recruiting, promotion, and retention data of men and women serving in the fields of Lawyers, Clergy and Doctors for the Military Services.

The Committee reviewed the data. They wanted the representation of the data in the next iteration to be inclusive of the total picture. For example, how large is the Clergy, Lawyers and Doctors in each service? The committee asked such questions as "What are the total numbers in these fields in relation to the overall numbers of men and women in Military Service?" The Committee also asked about the impact of recruiting Catholic priests for the military. How does that impact the percentage of women in the military clergy?

The Committee broke for lunch at 12:00 p.m. to 1:00 p.m. They then adjourned to conduct training.



Report Submitted by
COL Denise Dailey, USA
Military Director, DACOWITS



Report Certified by
Dr. Mary Nelson
FY2006 DACOWITS Chair

Attachments as Stated

Enclosure One

DACOWITS MEMBERS' ATTENDANCE AT August 22 2006 MEETING
Committee Members Present August 22, 2006
Dr. Mary Nelson

**DACOWITS MEMBERS' ATTENDANCE AT August 22 66, Meeting Communities
Members Present August 22, 2006.**

Dr. Mary Nelson
Mrs. Margret Hoffmann
Honorable Diana Denman
Mrs. Denise Balzano
Mrs. Margaret White

Members Not present August 22, 2006

Committee Members Present August 23, 2006

Dr. Mary Nelson
Mrs. Margaret Hoffmann
Honorable Diana Denman
Mrs. Denise Balzano
Mrs. Margaret White

Not Present August 23, 2006

Enclosure Two

Sign in sheets

Enclosure Three

Briefings

Public Forum items