

**DEFENSE DEPARTMENT ADVISORY COMMITTEE ON WOMEN IN THE  
SERVICES (DACOWITS) MEETING MINUTES  
December 4-5, 2006**

DACOWITS held a meeting December 4-5, 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.

**4 December 2006**

Dr Mary Nelson, Chairperson DACOWITS, opened the meeting at 8:30 a.m. The Chair discussed the issues the committee would be accomplishing over the next two days.

The Committee then moved into discussing the site visits the members had accomplished since their meeting in August. The Committee members conducted focus groups with women in the clergy, women doctors and women lawyers. DACOWITS members discussed the concerns of Service members who were trying to deconflict family priorities with professions the Service members found rewarding. Most of the women the Committee talked to express the belief there were no institutional barriers for promotion to general officer. The exception was in the clergy field where female clergy found a less accepting environment from peers and felt there were institutional barriers to their advancement.

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

Upon return the Committee addressed the first and second chapter of the DACOWITS 2006 Report. The report organization was discussed and agreed upon to be arranged by retention, promotion to general officer, advancement and then recruiting. The first chapter with the demographic information was agreed upon with few changes. The lawyer's chapter was discussed in detail. It was agreed upon that all the percentages would also need to have numbers so the Committee would know the size of the group. Better analysis of the quantitative numbers was requested. The charts were requested to be the same in the order depicting consistently what Services would come first. Additionally, a request to consistently display the male and female numbers was agreed upon. It was agreed that all changes would be made and would also be applied to the subsequent clergy and doctor chapters.

The Committee took lunch at 12:00 p.m. and returned at 1:15 p.m.

The Committee received a briefing from the Judge Advocate General of the Navy, Rear Admiral Bruce MacDonald. RADM MacDonald explained the differences in the Navy JAG General Officer allocations compared to the number of general officer allocations the other Services were allocated. He explained the Navy has a large civilian corps of lawyers vs the other Services which have more military authorizations. He

emphasized that women have not been on ships for a sufficient enough time for them to have the credentials necessary to be competitive. He noted in the Navy the most demanding billets are operational, sea-going billets which were not open to women judge advocates until summer / fall 1994. On and off ramps and extending time windows in which JAG officers can compete for demanding assignments are Navy initiatives to assist both male and female JAG officers in accomplishing the requirements necessary to be competitive.

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

The Committee spent the rest of the afternoon working on the next section of the lawyer's chapter of the report. The Committee gave instructions to Caliber to include in the next version of the report the information provided by RADM MacDonald.

The Committee completed its work at 4:00 p.m. and adjourned. There were no presentations for the public forum.

## **5 December 2006**

Dr Mary Nelson, Chairperson DACOWITS, opened the meeting at 8:30 a.m. The Chair discussed the issues the Committee would be accomplishing the rest of the meeting. The agenda stated the topics for the day would be the 2007 Report; however the Committee decided to continue work on the remaining sections of the lawyer's chapter of the report. They completed the lawyer's section by 12:00 p.m.

The Committee took lunch at 12:00 p.m. and returned at 1:15 p.m.

At 1:15 p.m. the Committee was addressed by a panel from the Manpower and Reserve Affairs staff of the Army, Air Force and Navy on topics that would be of interest to the Services. The Air Force presenter, Ms Lynne Schneider, Special Assistant to the Deputy Assistant Secretary for Stability Operations talked about Air Force interests. She encouraged the Committee to looking at the total Air Force, Active, Guard and Reserve and address how do we obtain and retain the right mix of skills for the Air Force? Additionally, how do we attract more women into Engineering, Science and Technology? She asked what is the impact of the additional protect and defend skills training for men and women in the Air Force? Also, how do we address the persistent issue of women's complaints of harassment, not being taken seriously and/or their reluctance to report these situations to leadership? This is particularly acute in the school environment.

Dr. Lyda Davis, Navy, Deputy Assistant Secretary for Military Personnel Policy, addressed the Committee. She asked the Committee to consider the impact of the GWOT and how do the following issues impact the recruiting and retention of women and families. What type of impact does military civilian conversion have? What is happening in the high density low demand units? What is the impact on Medical units? What is the impact of continued deployments on units such as Marine Recon? What assistance can

come from alternate career paths and what can we do to increase outreach to minorities and women? Also, what type of support services are we providing to families how are they funded and are they on a stable funding vehicle? Additionally, in regard to the health of the Force; What are the effects of PTSD, TBI on the Active Duty and Reserves? What screening is needed, do we have the right personnel at the Military Treatment Facilities to provide sufficient treatment?


Mrs. Darlene Sullivan, Deputy to the Assistant Secretary for Manpower and Reserve Affairs asked if the Committee could look at continued demand on the Guard and Reserve and assess how families are being served and how they are utilizing the services being provided. Are family care plans effective and what is their usage in the Guard and Reserve? Also, what is the status of sexual assault training and its effectiveness? Have we effectively addressed equal opportunity for soldiers with disabilities who remain in the military? Can we impact diversity awareness at senior levels for General Officers?


The Committee followed these presentations with a discussion and follow up on some of the items presented by the panel. Mrs. Denman was interested in better school systems and child care. She stated these were retention issues. Dr. Davis concurred and stated fixing the schools outside the gate was important. She said child care requires some tough decisions when it comes to funding. She offered the hypothetical difficult decision of, are service members willing to trade off commissaries in order to have less expensive child care options?

Mrs. White asked if single parents present more problems to force management? Dr. Davis and Mrs. Sullivan stated there are processes in place to help both the single service member and the command in the difficult decisions that have to be made by single parents to provide care for their children and perform their mission. When those processes do not work then decisions have to be made about whether the service member can remain in the military.

The panel completed at 2:45 p.m. and the Committee broke until 3:00 p.m.

The Committee wrapped up with administrative information for the last hour of the meeting. The Committee decided on the next meeting dates and adjourned at 4:00 p.m.

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

  
Report Certified by  
Dr. Mary Nelson  
DACOWITS Chair

Attachments as Stated

**Enclosure One**

**DACOWITS MEMBERS' ATTENDANCE AT Dec 4-5, 2006 MEETING**

**Committee Members Present Dec 4, 2006 All members present**

Dr. Mary Nelson

Mrs. Margaret Hoffmann

Honorable Diana Denman

Mrs. Margaret White

Mrs. Denise Balzano

**Members Present Dec 5, 2005 All Members Present**

Dr. Mary Nelson

Mrs. Margaret Hoffmann

Honorable Diana Denman

Mrs. Margaret White

Mrs. Denise Balzano

**Enclosure Two**

Sign in sheets

**Enclosure Three**