

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

Jan 3-5, 2007

DACOWITS held a meeting January 3-5, 2007, 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.

3 January 2007

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 three days.

The Committee then moved into discussing the Doctor's and Clergy Chapters of DACOWITS 2006 Report. The Chair suggested the Committee only do a report on Lawyers and Clergy. She recommended we do more focus groups next year with Doctors to create a more representative group of Doctors. The Committee asked Caliber what they thought. Dr Lederer said they could take out the responses from student Doctors and build the chapter around the responses from only the currently serving Doctors. The Committee decided to table the issue until the next day.

The Committee then began discussion of the Clergy Chapter of the 2006 Report. The Committee went through the Clergy Chapter by page and made numerous recommendations on writing style, identified any typos, and reviewed material that would be good for recommendations. Additionally, significant effort was made to identify the most salient quotes from the Clergy Chapter and eliminate redundant quotes.

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

The Committee spent the rest of the afternoon working on the Clergy Chapter of the report.

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

4 January 2007

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 Committee addressed the topic tabled the morning before about the low population of Doctors in the Doctor's Chapter. In an effort to ensure all members had a voice in this important decision, Mrs. Denman was called and included in the conversation. The Committee decided to revise the Doctor's chapter as Caliber had

explained. Caliber will use the responses of only the Doctors in the Retention, Flag Rank, and Advancement sections of the Chapter, and combine all responses of Doctors and student Doctors in the Recruiting chapter. Understanding the Doctor's Chapter would change, the Committee still wanted to continue with selecting the best quotes to be included in the revised chapter. Additionally, the Committee reviewed the quantitative numbers and charts since that would be relatively unchanged by the agreed upon revisions.

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

The Committee spent the rest of the afternoon working on the Doctor's Chapter of the report. The Chair also tasked the members to develop findings and recommendations over the evening that covered the Chapters the Committee had finished.

The Committee completed its work at 4:00 p.m. and adjourned.

5 January 2007

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.

In the morning session the Committee continued to work on the Doctor's Chapter of the report and finished about midway through the morning.

The Committee recessed between 9:30 a.m. and 9:45 a.m.

The Committee started to work on Findings and Recommendations for the 2006 Report. The Members broke down into three groups with the Military Points of Contact and crafted findings and recommendation from each of the Chapters.

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

In the afternoon the Committee started to work on Findings and Recommendations for the 2006 Report. They reviewed all the work done over the night and submitted by the working groups. Dr. Nelson had seven findings and recommendations for the Clergy that she submitted to the Committee that she had worked on the previous evening. The Committee started with the Clergy and got 5 recommendations ready for voting. Since Mrs. Denman was not present and there was no proxy for her the Committee decided to wait for the next session to conduct a vote.

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

Committee Members Present Jan 3, 2007

Dr. Mary Nelson
Mrs. Margaret Hoffmann
Mrs. Margaret White
Mrs. Denise Balzano

Members Present Jan 4, 2007

Dr. Mary Nelson
Mrs. Margaret Hoffmann
Mrs. Margaret White
Mrs. Denise Balzano

Members Present Jan 5, 2007

Dr. Mary Nelson
Mrs. Margaret Hoffmann
Mrs. Margaret White
Mrs. Denise Balzano

Members Not Present Jan 3-5, 2007

Honorable Diana Denman

Enclosure Two

Sign in sheets

Enclosure Three