

**DEFENSE DEPARTMENT ADVISORY COMMITTEE ON WOMEN IN THE  
SERVICES (DACOWITS) MEETING MINUTES  
February 8-9, 2007**

DACOWITS held a meeting February 8-9, 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.

**8 February 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 few days.

The Findings and Recommendations Sub-Committee that conducted three meetings since 5 January 2007 working on crafting findings and recommendations, presented its material to be reviewed by the full Committee. The Committee moved directly into discussing and voting on the findings and recommendations presented by the subcommittee for the Lawyer's, the Doctor's and Clergy Chapters of the DACOWITS 2006 Report.

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

Throughout the rest of the day the Committee discussed, revised and reworded all findings and recommendations. Upon completion of each item the Committee voted on each one.

At 4:00 p.m. the Committee conducted the Public Forum. LtGen (USMC Ret) Carol Mutter made a presentation in the Public Forum to inform the Committee of the situation with widows and widowers of active duty military. She solicited the Committee's support for potential changes in both DoD policy and legislation to better assist these military family Members.

At the completion of the public Forum the Committee reconvened and continued to work on the findings and recommendations for the 2006 Report. The Committee unanimously approved all recommendations except recommendation 3.b.i., one Member voted no expressing the argument that the recommendation does not encourage retention. Recommendation 4.b.i also received one no vote from one Member because the Member believed setting recruiting goals for female clergy created a distinction that was unnecessary.

The Committee completed the voting process for the 2006 Report at 7:15 p.m and adjourned for the day.

**8 February 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. At 08:45 Mr. Michael Dominguez the Principle Deputy for Personnel and Readiness arrived to address the Committee. Mr. Dominguez welcomed the new Members and presented them with the DACOWITS pin. The following new Members were sworn in.

Order of Presentation: Mrs. Kerry Lassus  
Mrs. Paige O'Flaherty  
CSM (Ret) Roberta Santiago

Additionally, two Members were renewed for a fourth year and were welcomed back by Mr. Dominguez, they are Senator J.P. Duniphan and COL ( Ret ) Vance Shaw. Mr. Dominguez also provided a farewell to Mrs. Margaret Hoffmann who had completed her third year, by presenting her with a certificate and gift.

Dr. Nelson then briefed Mr. Dominguez on the findings and recommendations the Committee had voted on and approved. Several assumptions the Committee had been asked to address were discussed with Mr. Dominguez. Mrs. Nelson explained, women in these fields feel a significant amount of job satisfaction and believe they are better off than the female Lawyers, Doctors, and Clergy in the private sector. However, the Committee found that these fields are closely tied to the operational aspects of the respective Services and without operational assignments, women are not competitive.

Upon completion of the discussion of the findings and recommendations, Dr. Nelson asked Mr. Dominguez for guidance on what would be the topics DoD would like the Committee to address for 2007. Mr. Dominguez expressed the desire for the Committee to look at spousal employment. He also asked the Committee to look at doing a longitudinal study of military women and their career choices. When asked about healthcare, he added that if the Committee wanted to look at healthcare he suggested it be in the context of women's healthcare and how their needs could be addressed. Mr. Dominguez concluded his round table discussion with the Committee at 10:30 and departed the area.

The Committee recessed between 10:30 a.m. and 10:55 a.m.

The Committee began a discussion of topics for next year. The Committee was presented with a list of 21 topics that DACOWITS Members and the Department of Defense had expressed an interest in over the last year. The Members were asked by the DFO to constrain the number of topics to two as they only have 9 Members and currently

only two support staff. The Members discussed their opportunities to address these issues at length over the next hour.

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

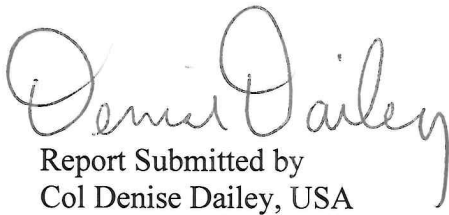
In the afternoon's session the Members narrowed down the topics to Children's Education, Spouse Employment, Families of Special Operations, Career Paths for Women and Health Care for Women in the Theater. With an initial opportunity to vote in a non-binding tally, with each Member getting two votes, the Members identified that they had 3 votes for Children's Education, 4 votes for Spouse Employment, 2 votes for Special Operations Families, 5 votes for Women's Careers Paths, and 2 for Healthcare for Women in the Theater. The Committee then continued its discussion and narrowed down its two topics to Spouse Employment and Women's Health Care in the Theater.

The Committee then broke down into two sub-committees with Dr. Booth and Dr. Lederer, representatives from Caliber/ICF International the Committee's contractor, and determined the intent and purpose of each of these two sections of the report. The Committee Members who will be supporting the Women Health issues in the Theater are Mrs. Lassus, Mrs. Santiago and Mrs. Balzano. The rest of the Members will be addressing the Spouse Employment topic; Mrs. White, Mrs. Denman, Mrs. Duniphan, Mr. Shaw, and Dr. Nelson. In the sub-committee meetings the Members outlined for the Caliber associates questions they would like asked on site visits and research they would like to see on the topic area.

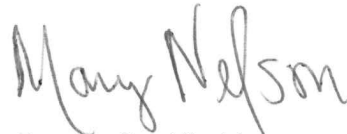
The Committee broke between 2:30 p.m. and 2:45 p.m.

Upon completion of the discussion of topics, the Committee addressed the number of installation visits they wanted to conduct and where. Lists of sites were submitted to the Members for their consideration. The Members were asked by the DFO to constrain the site visits as they only have 9 Members and currently only two support staff. The Chair person expressed her desire to have the Committee visit National Guard and Reserve units as part of their site visits. The Committee decided that in an effort to minimize the number of separate locations needed to be visited that an Army National Guard unit would be visited in conjunction with an Active Duty Army installation visit and an Army Reserve unit would also be visited in conjunction with an Active Duty Army installation. Also, the Marine Corps gave up an Active Duty installation visit and volunteered a Marine Reserve unit for the Committee to visit.

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 February 8, 2007**

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

**No Members Absent**

**Members Present February 9, 2007**

Dr. Mary Nelson  
Mrs. Margaret White  
Mrs. Denise Balzano  
Diana Denman  
Mrs Duniphan,  
Mrs O'Flaherty  
Mr Shaw  
Mrs Santiago  
Mrs Lassus

**No Members Absent**

**Enclosure Two**

Sign in sheets

**Enclosure Three**