

**DEFENSE DEPARTMENT ADVISORY COMMITTEE ON WOMEN IN THE
SERVICES (DACOWITS) MEETING MINUTES
March 27-28, 2007**

DACOWITS held a meeting March 27-28, 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.

27 March 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 first order of business was to welcome Col (USMC Ret.) Felipe (Phil) Torres, a new Member to the Committee. Dr Mary Nelson welcomed him and presented him his DACOWITS pin.

The Committee discussed the 2006 Report's Findings and Recommendations. Caliber/ICF international had recommended some changes to the wording of the recommendations, the Committee wanted to revote the final changes. As this was an unexpected vote, a proxy was needed from the absent Members, Mrs. White and Mrs. Denman. The Members decided to wait until the next day to complete the vote and obtain the needed proxies. The Committee then discussed the 2007 installation visits.

They broke at 9:45 and reconvened at 10:00 to receive their first briefing of the day from the Military Community and Family Policy representative Mrs. Aggie Byers. Mrs. Byers presented to the Committee the current DoD initiatives with industry and the DoD initiatives with the Department of Labor to increase military spouse employment. She highlighted the areas where DoL and DoD can collaborate to a greater degree. Some of these areas included Military Commanders being placed on both the state and local Workforce Investment Boards. Additionally, she discussed the effect the shortage of child care spaces has on military spouses' employment. She considers this a significant issue as deployment related baby booms have taken place in many of the major installations and because of the numerous family relocations to "mega-posts" due to BRAC efforts.

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

At 1:15 a.m. Dr. Nelson Lim, Senior Analysis, Rand Corporation presented the compilations of three RAND studies on spouses' employment to the Committee. Dr. Lim explained the extensive research on spouse employment which covers the 1990 and 2000 Census data and numerous spouse surveys conducted over the last ten years. He noted that the new government personnel management system called the National Security

Personnel System (NSPS) will have a positive influence on spouses being employed in the government.

The Committee broke from 2:15 to 2:30.

At 2:30 Dr. (Maj) Scott Eader, US Central Command Office of the Surgeon General briefed the Committee on the health care provided to service Members in the Central Command theater of operations. Dr. Eader described the general healthcare provided and also identified women specific issues in theater. He discussed the Services control of the supplies that go to the theater and stated that many of the decisions needed to improve the availability of supplies needed to go directly to the Services' Surgeon General offices.

The Committee broke from 3:15 to 3:30.

At 3:30 p.m. US Army Spouse Employment Programs was presented by Ms. Delores F. Johnson, Director, Family Programs, Family and Moral Welfare and Recreation Command. She described the programs the Army has to incentivize industry to hire military spouses. She mentioned that giving companies tax breaks would be helpful in encouraging them to hire spouses. She described the Army Spouse Employment Partnership efforts which include web-based portals and job fairs. She stated the best industry partners were able to provide feedback on how many Army spouses they actually hired. This type of feedback allowed the Army to track quantifiable metrics of success for their spouse employment initiatives.

The Committee completed at 4:30 p.m and adjourned for the day. There were no public forum presentations.

28 March 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 08:35 the 2006 Members engaged in a revote of the reworded recommendations for the 2006 Report.

At 08:45 a.m. US Navy Spousal Employment Programs were presented by Catherine Stokoe, Director of Fleet Family Support Centers. In the Navy, the Family Employment Readiness Program (FERP) is designed to improve the financial stability of Navy families, lessen the economic sacrifices made by Navy spouses and provide spouses with tools to enhance their skills for reaching their employment goals. She described several initiatives the Navy is developing including the Virtual Business Owner, a training management system that serves portable careers. Another initiative was a memorandum of understanding signed with CONCENTRA a leader in occupational healthcare. However, she also noted that due to funding cuts in the FY05 to

FY06 time frames actual opportunities to conduct workshops for spouses decreased by 1,500 and one-on-one counseling for spouses has also declined.

The Committee broke from 9:45 a.m. to 10:00 a.m.

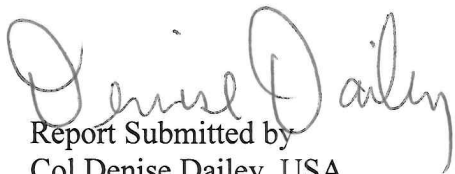
At 10:00 a.m. Gender Differences: What the Data Shows was presented by Col Kenneth Cox, Force Health Protection & Readiness. Col Cox presented to the Committee gender differences in injuries and diseases being catalogued from the theater. The data showed in summary that a higher percent of women were referred for medical care on the deployment health assessments and a higher percent of women were given multiple referrals; however the overall pattern of referrals on the deployment health assessments were similar between men and women.

At 11:00 a.m. the Committee discussed the installation visit to Quantico. The agenda and timelines were discussed along with direction to get to the installation. Additionally, the Members discussed the upcoming visits.

The Committee adjourned its business meeting for lunch from 1200 p.m. to 1:00 p.m.

Following lunch the Committee received training on how to conduct focus groups.

The Committee 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 March 27, 2007
Dr. Mary Nelson
Mrs. Denise Balzano
Diana Denman
Mrs. Duniphan
Mrs. O'Flaherty
Mr. Shaw

Mrs. Santiago
Mrs. Lassus
Col Torres

Members Absent

Mrs. White

Members Present March 28, 2007

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

Members Absent

Mrs White

Enclosure Two

Sign in sheets

Enclosure Three