

**DEFENSE DEPARTMENT ADVISORY COMMITTEE ON WOMEN IN THE
SERVICES (DACOWITS) MEETING MINUTES
January 29, 30 and 31, 2008**

DACOWITS held a meeting January 29, 30, and 31, 2008 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.

29 Jan 2008

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.

At 8:45 a.m. the Committee began voting on the draft recommendations. The members first addressed pre-deployment healthcare for female Service members. The members made minor changes to broaden the scopes of definitions and make the recommendations more inclusive. Additionally, to provide the Services more flexibility the word, "feasible" was included in recommendation iii. The recommendations in the pre-deployment healthcare section were accepted by all members.

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

The members accepted all the recommendations for the section addressing Women's Healthcare During Deployment. These recommendations included more gender specific training for healthcare providers, gender specific equipment in theater and sexual assault response capability being available at Level II facilities.

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

At 1:15 p.m. the Committee reconvened to vote on the recommendations for post deployment healthcare. Recommendations included priority for appointments post deployment, setting up women specific wellness experiences post deployment and using more civilian resources that address women's needs. All recommendations were voted on and accepted.

The last section in the recommendations addressed the Reserve Component. The members made recommendations to address better advertising of the Reserve Component healthcare options and surveys to assess utilization of these options.

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

The Committee began work on the Spouse Employment Opportunities chapter. In regard to the characteristics of spouse employment, they approved several

recommendations concerning childcare, geographic stability and in-home businesses constraints imposed by privatized housing initiatives.

There were no presenters for the 4:30 p.m. Public Forum.

The Committee continued to vote on the recommendations for the Spouse Employment Opportunities chapter. The Committee approved recommendations that addressed outreach to employers, higher utilization of Military OneSource and higher utilization of online resources.

To address spouses' education and training needs the Committee approved recommendations to increase cooperation between DoD and the States on solving a variety of cross-state education inconsistencies, increase e-learning opportunities for spouses, and provide training for the spouses of wounded warriors. The Committee was divided in regards to providing spouses unemployment compensation upon relocation. They approved the recommendation with a 5 to 4 vote.

The Committee completed voting on all recommendations for the 2007 Report and adjourned for the day at 6:45 p.m.

30 January 2008

Dr. Mary Nelson, Chairperson DACOWITS, opened the meeting at 1:00 p.m. The Chair discussed the issues the Committee would be accomplishing the rest of the meeting.

The Committee worked on their briefing to Dr Chu, Under Secretary of Defense for Personnel and Readiness, which they will present at 5:00 p.m.

At 1:30 CDR Laurie Mosier presented a briefing on women in the Coast Guard(CG). The Coast Guard has 12.2% women, a slow but steady increase over the years. The largest growth is in the officer corps of which half come from the Coast Guard Academy. Every job within the CG is open to women with the exception of a few deep water vessels. They are working on modifying the berthing areas to hold approximately 4 persons per area rather than 12. When this modification is complete these vessels will then be open to women.

At 2:15 Dr. Rachel Lipari, Defense Manpower Data Center (DMDC), presented the results of the 2006 Survey of Reserve Spouses, conducted from November 2005 - June 2006. DMDC received a 39% response rate; demographics were primarily women, non-Hispanic white, with children and at least a high school degree. Findings indicated that deployments seem to make reserve duties more real to children and consequently the responses in reference to children's changes during deployment are now taking on statistical significance. Additionally, stability and communication were the most

important factors for helping children cope with deployment. 59% responded they were very satisfied with Reserve Component service.

At 3:30 the Committee received a briefing from Kelly Sand of DMDC on the Active Duty Spouse survey. This survey was administered to 36,000 Active Duty spouses, had a 36% response rate, and similar demographics to the Reserve Survey. 57% stated they were satisfied with their spouse's work life balance. The percentage of respondents who said loneliness was an issue was lower than in the Reserve survey.

At 4:30 the Committee took a break and cleaned up the room for the panel discussion at 4:45. The following panel received the briefing for the 2007 Report and discussed with the Committee topics that would be helpful to the Services for the 2008 Report.

Dr David S.C. Chu, Under Secretary of Defense Personnel and Readiness
Ronald A. Winter, Deputy Assistant Secretary of the Air Force for Force
Management Integration

John Winkler, Principal Deputy ASD (RA)

Dr Lynda Davis ASN, Military Personnel Policy (MPP)

Carr, William J. DUSD for MPP

RDML Dan Neptun Director of Personnel Management CG

Dr. Gary N. Matteson Program Director for Quality, Graduate Medical
Education and Medical Professional Recruiting and Retention Incentives
McGinn, Gail DUSD (Plans)

Dr. Irene Trowell-Harris, Director of VA Center for Women Veterans (ex-
Officio to DACOWITS)

Darlene Sullivan Representative from ASA-MRA

Dr. Nelson explained that there exist some great advantages to conducting focus groups and stated that the Committee is looking to the panel for input on what they may contribute to the needs of the Services.

Mr. Bill Carr, Under Secretary of Defense for Military Personnel Policy (MPP), stated they are getting the impression that women feel their job options are good. However, their job options need to be stable, changes in policy are disruptive. They need jobs in support of the current operations to aspire to so they develop, use and sustain experiences relevant to their Military Service. He asked that the Committee validate the feed back MPP is receiving.

Mrs. McGinn stated they are interested in the number of women in senior ranks. There are certain career tracks such as a command track, where it is necessary to select the option to compete with your peers in a "Command Selection Board" to command an organization. If you are selected to command and then complete a successful command, you are more competitive to be promoted to the senior ranks. Why are women not opting into these career tracks?

The Honorable Mr. Winkler stated the Air Force is interested in family support for the Reserves. He stated we know something about what families need in terms of support but it always seems to be in the context of a one-time only activation. We don't have a good handle on whether needs change the second or third deployment.

Other guests issues were wounded warriors' support and on and off ramps for Service members.

AT 5:30 Dr Chu joined the group for the briefing of the 2007 Report. The briefing to Dr. Chu was similar to the recommendations voted on 29 January and captured earlier in the minutes. Dr. Chu expressed an interest in the recommendations addressing privacy issues for women, access to follow up appointments for women and women's level of integration into the camaraderie of predominantly male environments. In regard to the recommendations on Spouse's Employment Opportunities he asked about the conflict between military housing policies on in-home businesses and privatized housing policies on in-home businesses.

To assist the Committee in the 2008 topic selection, Dr. Chu stated he was interested in the Committee looking at the declining propensity of young women to join the military.

Committee adjourned for the day at 6:15 p.m. They proceeded to a social event where they bid farewell to two departing members, Col Vance Shaw and Senator J.P.Duniphan.

31 January 2008

Dr. Mary Nelson, Chairperson DACOWITS, opened the meeting at 8:30 a.m.

The Committee discussed the topics for the 2008 Report contained in the PowerPoint document at TAB I of the meeting book. Additionally, the Committee had a lengthy discussion that covered the following topics;

- Recruiting
- Declining Propensity of Women to Join the Military
- Operational Pregnancy Rates
- Women's Assignment Policies
- Family Support to the Guard and Reserve
- Educational Opportunities for School Age Children
- Women's Divorce Rates
- Custody Considerations During Deployment
- Wounded Warrior Support
- On/Off Ramps for Service Members
- Mental Health of Returning OIF/OEF Service Members

Women's Success Strategies

The Committee voted to do the 2008 Report on Educational Opportunities for School Age Children and Success Strategies for Female Service Members. The Committee spent the rest of the afternoon working with the Contractor, ICF International, on protocol questions for each topic. The Committee concluded its business at 4:45.



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

All Committee Members Present Jan 29, 2008

Dr. Mary Nelson
Mrs. Denise Balzano
Diana Denman (departed at noon)
Mrs. Duniphan
Mr. Shaw
Col Torres
Mrs Santiago
Mrs Lassus
Mrs O'Flaherty

All Members Present Jan 30, 2008

Dr. Mary Nelson
Mrs. Denise Balzano
Diana Denman
Mrs. Duniphan
Mr. Shaw

Col Torres
Mrs Santiago
Mrs O'Flaherty
Mrs Lassus

All Members Present Jan 31, 2008

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

Enclosure Two
Sign in sheets