

**DEFENSE DEPARTMENT ADVISORY COMMITTEE ON WOMEN IN THE
SERVICES (DACOWITS) MEETING MINUTES
March 25, 2008**

DACOWITS held a meeting March 25th 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.

25 March 2008

Dr Mary Nelson, Chairperson DACOWITS, opened the meeting at 8:30 a.m. The Chair discussed the issues the Committee would be accomplishing during the meeting.

At 8:45 a.m. Col Denise Dailey, the Military Director for DACOWITS, briefed Recruiting, Retention, and Promotion Status of Active Duty and Reserve Women in the Armed Forces. The data included all DOD Active Military and Reserve Component personnel, but does not yet include the Coast Guard.

For Active Duty across all grades and all years, the loss rate for women is 11% and for men it is 8%. When broken down to look at the individual branches, the Army and Navy have similar numbers to the overall DOD numbers. The Marine loss rate for women is slightly lower than the other branches. The Air Force loss rates are different because of the policy change in the Air Force in which they sought to reduce the force by 30,000 members. Air Force members were incentivized to leave the Service and this mostly happened at the O2 and O3 grades.

In the Reserve Component men and women separate at the same rate.

Col Dailey recommended the Committee look at norms, benchmarks, and averages to determine what the ideal numbers or rates would be for the overall loss of females in the Services. She recommended the Committee find ways to set benchmarks for DOD to measure themselves against.

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

AT 10:00 Mr. Charles Feldmayer, National Military Impacted Schools Association (MISA) briefed the Committee on impact aid for school districts. In the late 80s, Congress passed the Impact Education bill where funds go through the Department of Education (DOE) to school districts that are impacted due to Federal decisions, such as military bases, Indian reservations, etc. The problem has been a lack of equality with the funding across the school districts that would provide a continuum of support for military children's education. MISA advocates for these funding issues to be non-partisan. The only focus should be the military child and their education. Mr. Feldmayer briefed the

Committee on a number of issues to include the impact of BRAC, low performing school districts and the impact of privatization of military housing on local school districts.

At 11:00 Mrs. Taffy Corrigan, Director, Educational Partnerships' Directorate, DoDEA, Office of the Assistant Secretary of Defense for Military, Community and Family Policy, Office of the Under Secretary of Defense for Personnel and Readiness briefed the Committee on the legislation that established the Directorate and the DOD initiatives to address quality education outside the gates of military installations. Programs the Directorate offer and/or are planning include online courses for students and parents, professional development for teachers and administrators, and providing funding to local programs that provide scholarships and grants. The Directorate is developing partnerships to help implement these opportunities. They are working closely with school districts, parents and advocacy groups to ensure the investments made are what school districts and military children need.

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

At 1:15 p.m. Candace Wheeler, Deputy Director, Government Relations National Military Family Association (NMFA) briefed the Committee on their efforts to assist military children who are not educated in DOD schools. NMFA discussed its out reach efforts; how it partners with educational organizations and DOD Advisory Groups; how it advocates for military family policy; testifies before Congress; and connects with families at the state level. Programs she described included the Zero to Three Program which stresses the importance of the preschool years and the Johns Hopkins University Military Child Initiative which identifies concerns of military families and unique situations military children experience. These programs are designed for educators, but parents and community leaders can use them as well.

The Committee broke from 1:45 p.m. to 2:00 p.m.

At 1:45 Dee Steel talked about the Military Child Education Coalition (MCEC). MCEC works to help military children through professional development for educators, student programs, parent programs and technology solutions. An example of technology solutions is www.schoolquest.org. This is a website where parents can go online into participating schools districts and see what sort of programs, courses, and extracurricular activities the schools offer.

From 2:30 to 4:30 the Committee reviewed the questions they would be asking the individuals at the installations during their visits.

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

The Committee completed its activities adjourned for the day at 4:45 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
All Committee Members Present March 25, 2008**

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

Enclosure Two
Sign in sheets