

# **DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES**

## **Quarterly Meeting Minutes**

**27-28 September 2012**

The Defense Advisory Committee on Women in the Services (DACOWITS) held a full committee meeting on September 27<sup>th</sup> and 28<sup>th</sup>, 2012. The meeting was held at the Sheraton Suites, Old Town, 801 N. St. Asaph Street, Alexandria, VA, 22314.

**September 27, 2012**

### **Opening Comments**

The Designated Federal Officer and DACOWITS Military Director, COL Betty Yarbrough, opened the meeting and introduced Ms. Holly Hemphill, DACOWITS Chair. Ms. Hemphill welcomed COL Yarbrough as the new DACOWITS Military Director and made introductory remarks.

At Ms. Hemphill's request, all meeting attendees introduced themselves. The meeting agenda is located in Tab A.<sup>1</sup>

COL Yarbrough announced that certain of the Committee's Requests for Information (RFIs) were not able to be presented at this meeting. For the Assignments Working Group, the United States Marine Corps (USMC) was not able to brief on involuntary assignments to infantry and related physical standards. In addition, the USMC was not able to brief on positions closed to women for reasons of physical standards. The USMC requested to postpone these briefings until they had made their report to USMC leadership and DoD in connection with their ongoing review of women's assignments. The USMC offered to present these briefings at the December meeting. In addition, Army was unable to provide the Committee with updated information on the efforts to develop and validate gender neutral physical standards at this time. The Army has offered to present this information at the December meeting.

For the Wellness Working Group, MG (Ret) Gale Pollock was not able to attend the meeting, and would therefore not be briefing the Committee on the legislative proposal for expanded reproductive health care coverage for military women. This briefing was postponed to the December meeting. In addition, the United States Air Force (USAF) was unable to brief on the status of the Lackland sexual assault cases. USAF representatives stated they were not prepared to talk about their investigation or results of their ongoing study but will be prepared to provide this information in the new year (2013).

Prior to introducing the first briefer, BG (Ret) Maureen LeBoeuf disclosed that she had been asked to sit on a panel for the Army Training and Doctrine Command (TRADOC) to review requirements of the 2020 Soldier, including gender neutral physical standards. She reported that

---

<sup>1</sup> All Tabs referenced in this document refer to materials enclosed in the binder entitled *DACOWITS Business Meeting 27-28 September 2012*, which was distributed to the Committee and is posted on the DACOWITS website.

counsel for both DACOWITS and TRADOC had determined this would not pose a conflict of interest. The panel is currently being organized and has not yet held a meeting.

### **Service Retention Programs (USA, USN, USAF, USMC, USCG)**

*MG Marcia M. Anderson, US Army; LT Elizabeth Huntoon, US Navy; Col Jon Aytes, USMC; CDR Tanya Schneider, US Coast Guard*

In its 2012 report, the Military Leadership Diversity Commission (MLDC) found that women Service members are less likely than men to stay in the military and are less likely than men to view the military as a career. MLDC recommended that DACOWITS further investigate this topic to explain why the retention gap exists and to examine the effects of retention programs, specifically sabbatical and other Service-specific approaches. The Committee, in 2012, sought to learn more about the retention gap and how to address it. To assist in this, the Committee asked each Service to present a short briefing on plans and programs to retain highly qualified women.

#### **Army (MG Marcia Anderson)**

MG Marcia Anderson began with an overview of women in the Army. Women currently comprise 13.5% of the Army, including 7% of officers, 9% of warrant officers, and 13% of the enlisted force (see Tab B1). Women's entry rates have been steady since 2008, with the primary reasons for joining including the opportunity for job training and work opportunities. MG Anderson reported that female soldiers stay in the Service for tuition assistance, medical support, pay equity, family programs, and the married couples program that provides support for dual military spouses, similar to the reasons given by men.

The Army is reviewing retention rates and working on solutions to retain the best qualified soldiers across the board. The Army is revamping its marketing campaign and looking at Career Management Fields/Branches to ensure they are conducive to women's advancement. The Army is also working on advertising, assignment opportunities, expanding access to military occupational specialties (MOSs), and physical requirements. TRADOC is assessing physical standards as part of the 2020 Soldier review.

Army women have higher attrition rates than men beginning in basic training forward. The Army is investigating the effect of injuries, such as stress fractures, on attrition of women.

#### **Navy (LT Elizabeth Huntoon)**

LT Elizabeth Huntoon provided an overview of women in the Navy as of June 2012. Women comprise 17% of the total force, including 16% of officers and 17% of enlisted members in the Active Component (see Tab B2). The percentage of women in the Navy over the last 20 years has remained relatively consistent over time.

The Navy has found that the top three reasons women report leaving the Service are "red tape" to do the job, time away from home and impact on family. These are the same reasons cited by men, though in a slightly different order.

LT Huntoon reviewed some of the Navy's on- and off-ramp programs with particular emphasis on the Career Intermission Pilot Program, which allows Service members to take up to three years off, with a two-to-one payback in service time. The program currently offers 20 slots for officers and 20 slots for enlisted members per year, though the slots have never all been used in a given year. Sailors take advantage of the program for various reasons, such as flexibility for

education, care of a family member, and world travel. LT Huntoon provided members of the Committee with pamphlets on the program. The program has been in existence for three years and around 20 Service members use the program annually. LT Huntoon indicated that the Navy has not received results on whether this program has had an impact on retention, but they do know from the annual Pregnancy and Parenthood survey that the existence of the Career Intermission Pilot Program has had a positive impact for both men and women. The Pregnancy and Parenthood survey is the Navy's largest and longest running survey, including men and women in active components. The Navy fields upwards of 20,000 surveys with significant response rates, and is able to extrapolate the survey findings to the Navy as a whole. The objective of the survey is to assess the experiences of pregnant women and mothers. The survey also assesses family intentions, thereby including both parents and non-parents. Notably, the survey found that Service members would not necessarily utilize the Career Intermission Pilot program, but felt it was a gesture showing Navy values work-life balance and that, alone, had a positive impact.

#### United States Marine Corps (Col Jon Aytes)

Col Jon Aytes briefed the Committee on the Marine Corps' efforts to retain women. According to a Marine Corps FY 2012 officer satisfaction survey and a FY 2011 enlisted retention survey, women and men gave roughly the same reasons for staying in and leaving the Marine Corps. Women and men officers both cite job satisfaction, pay and allowances, and opportunity for promotion and advancement as the top factors influencing them to stay, and cite family, the desire to start a second career, and civilian job opportunities as top factors influencing them to leave. Women and men enlisted members both cite Marine Corps pride, the opportunity to lead and train Marines, and the ability to choose a duty station as top factors influencing them to stay, and cite number of hours worked and civilian job opportunities as top factors influencing them to leave. Col Aytes stated that the female accession goal for the enlisted-to-officer commissioning program increased from FY 2010 to FY 2012, to encourage more enlisted women to become officers and potentially make the Marine Corps a career. In addition, the Marine Corps offers Service members the opportunity to transfer from active duty to Selected Reserve to retain qualified personnel and currently offers financial incentives for doing so, which may influence women to stay in the Marines. The Marine Corps is also considering implementing a Career Intermission Pilot Program like the Navy's, for use in occupations where retention is a challenge. Col Aytes said that professional organizations, such as the Women Marines Association, also promote retention, career development and mentorship.

#### Coast Guard (CDR Tanya Schneider)

CDR Tanya Schneider briefed the Committee on the Coast Guard's efforts to retain women. The Coast Guard has a variety of retention programs, which focus on three populations: women, parents and the entire Coast Guard population. Retention programs with a women-specific focus include various affinity groups and regional and local mentoring groups and symposiums. The Coast Guard also has a full-time Women's Afloat Coordinator whose job is to ensure women receive the same opportunity as men to serve on ships. Retention programs with a parental focus include the Care for Newborn Children (CNC) program, which allows men and women to separate from service for up to 24 months to care for a child less than 12-months old. The Service member is completely separated from the Coast Guard while in the program, but retains the option of returning to active duty at any time during the two-year period. Additionally, the Coast Guard has provisions for breastfeeding and recovery from pregnancy while on active duty,

including allowing time for women to pass the physical fitness test (PFT) after giving birth. The Coast Guard has leave policies that allow women to take up to 30 days, and men to take up to 10 days, of leave following the birth of a child. The Coast Guard also has nine child development centers (CDCs) and provides child care subsidies to Service members with family incomes below \$100,000. Retention programs that serve all Coast Guard members include the Temporary Separation Policy. This policy is similar to the CNC program but is available to individuals without children as well. It can be used to temporarily separate from service for any reason, generally up to two years, and Service members frequently use it to attend school or work in the private sector.

US Air Force (BG Gina Grosso)

Brig Gen Gina Grosso reviewed the Air Force's efforts to retain women. She stated that the Air Force has several retention programs in place that serve both women and men, such as Special Duty Assignment Pay and the Selective Reenlistment Bonus for enlisted personnel, and the Critical Skills Retention Bonus for both enlisted personnel and officers. The Air Force has also commissioned two studies to better examine its retention and attrition rates. The first is a women's retention study that is being done as part of RAND's Project Air Force, which is designed to gain a better understanding of the retention differences between women and men. This study should be completed in 2013. The second study is a Career Decisions Survey, which is attempting to identify factors that influence members' decisions to stay in or leave the Air Force. The Air Force hopes to use both studies to develop more targeted retention policies.

The following are points from the question-and-comment period following the presentations:

- Committee members expressed interest in the USCG's numerous retention programs with emphasis on the program for care of newborn children. A Committee member inquired as to whether any of the other Services currently have similar programs. The Army, Navy, USMC, and USAF stated they did not. However, some Services do offer operational deferment programs for deployment and other operational requirements (e.g., physical fitness tests, etc.). Services reported their current deployment deferment timeframes for childbirth range from six months (USAF, USMC, USCG) to twelve months (USN).
- There was a discussion as to whether there was guidance from DoD on retention or an effort to share lessons learned across Services. None of the Service representatives were aware of any ways to exchange information. The USCG representative added that Services informally call each other to review retention issues. In fact, Service representatives stated they learned new information from the other Service briefings at this meeting.
- The Committee acknowledged that the National Guard has done work in this area as well and invited representatives to comment at the meeting and to make a written submission as well. A National Guard representative stated that the Guard falls under the Services and goes by their policies. Regarding retention of women, she stated that the Guard has work to do and mentioned a new plan that is underway for FY 2013-2016. She said the NGB is meeting with directors from the Army and Air Guard to get their participation since they will be the ones to actually execute the retention program.



## **Recap of Committee Members' Trip to Canada**

*BG (Ret) Maureen LeBoeuf, DACOWITS member*

BG (Ret) Maureen LeBoeuf, the Committee Vice Chair, reported to the full Committee in September 2012 on a visit by a Committee delegation to Canada on September 12-13, 2012, to learn more about the integration of women into the CF. Committee members received briefings on CF assignment policy and conducted three informal meetings with members of the CF, male and female, enlisted and officer, 10-12 members per group. BG LeBoeuf stated that women in the CF are deployed in ground combat roles and have achieved high officer ranks in the combat arms. Women currently comprise 13% of the CF, and of that number, about 4% are in the combat arms. In contrast to the early period of women's integration, attrition rates for women have leveled off and are now about the same for men and women in the CF. Women in the CF who met with Committee members said that women are well-integrated. Nearly everyone, regardless of rank and pay grade, emphasized that support from leadership in both doctrine and action is key to successful integration and many emphasized the importance of having physical standards applicable to everyone to ensure men and women are able to serve successfully in all positions.

The CF also briefed the DACOWITS delegation on the CF's development of gender-neutral physical standards. The current physical standards have been validated as job-related; they were developed by researchers observing what Service members actually do, including by using GPS devices to track distances marched and weighing packs used in combat operations. The standards are also revalidated and updated periodically. For example, in the Land Forces Physical Test (the standard for ground combat positions), the fireman's carry of a weighted dummy (simulating a rescue) is being replaced by a drag task because rescues are ordinarily effected by dragging the subject – not lifting the subject to a shoulder position and carrying him or her – to a safe location.

## **Strategic Direction on Sexual Assault and Response Update**

*Col Mary Reinwald, USMC, Deputy Director of Victim Assistance and Prevention*

As a follow up to Maj Gen Hertog's briefing, the Committee posed written questions on the April/May 2012 sexual assault prevention and response initiatives to DoD and requested a briefing from a knowledgeable official on the answers to these questions. The Committee saw the initiatives, if implemented effectively, as a step forward, but had concerns that some of the provisions' effectiveness might be limited. In response to this request, Col Mary Reinwald provided a general overview of the initiatives. She responded as follows when asked about the Committee's specific written questions:

Regarding the timeline for implementing the initiatives and the individual or other authority specifically charged with their implementation, Col Reinwald stated that the responsibility for implementing the initiatives rests with each of the Services, and she does not know their timelines. She added that SAPRO will monitor these efforts.

Regarding why the change in initial disposition authority applies only to certain sexual assault offenses contained in Article 120 and Article 125 of the Uniform Code of Military Justice (UCMJ), and specifically why the offenses of "aggravated sexual contact" and "abusive sexual contact" in Article 120 were omitted, Col Reinwald said the General Counsel's office could perhaps provide an answer.

Regarding whether an individual could report an allegation of sexual assault directly to an officer at the O6 level or higher or must report through her or his more immediate commander, Col Reinwald confirmed that the report must be made through the lower-level commander.

Regarding whether the results of the command climate surveys that the initiatives require be done within 120 days of assuming command (and annually as appropriate) would be seen by anyone other than the commander, Col Reinwald said that it is up to the Services to decide how to implement this provision. There is no requirement by DoD that command climate surveys be provided to anyone up the chain of command.

Col Reinwald suggested that the Committee ask the individual Services for answers to other questions about the initiatives.

### **Australian Defence Force Update**

*Lieutenant Colonel Gwenda Caspersonn, The Australian Defence Force (ADF)*

LTCOL Gwenda Caspersonn of the ADF briefed the Committee on ground combat integration efforts, physical standards development and the results of a study by the Australian Human Rights Commission on the treatment of women in the ADF. LTCOL Caspersonn stated that the ADF plans to open all positions, including direct combat positions, to women starting in 2013, with a three-year transition period ending in January 2016. As part of a separate Physical Employment Standards (PES) Project, the ADF is developing gender-neutral occupational standards that are also scheduled for implementation in 2013.

The impetus for the PES project was to reduce the high injury rates among men and women in the military. The PES Project's aims were to determine the tasks necessary to perform occupational duties and develop training to prepare service members for those tasks. Key to the Project's success has been that it is led by a team of scientists from the Defence Science and Technology Organisation (DSTO), who developed an objective and scientifically valid approach. Instead of relying on existing ADF standards as the basis for developing the new standards, DSTO, with ADF's assistance, is going into the field and observing tasks that members in these positions are actually performing on a regular basis. Having determined how to measure the key human performance capacities of aerobic and anaerobic power, muscular strength, and muscular endurance, DSTO is linking these capacities to the demands of each job. The new standards will include both a set of baseline standards for all members of the military and a set of higher, specific standards for different occupational groups, such as specialties within the combat arms. The ADF does not expect men or women to be able to meet all of the new standards immediately. Instead, the force will "train up" to meet the standards.

LTCOL Caspersonn reported on another development – the completion of a review by the Australian Human Rights Commission on the treatment of women in the ADF. This review was done at the request of the ADF and includes 21 recommendations for improvements in the treatment of women centered on increasing the numbers of women in the ADF, providing greater flexibility in jobs, and preventing gender-based harassment and violence. The ADF grants 52 weeks of maternity leave for women who are pregnant or have given birth (up to 14 weeks paid), and 66 weeks of parental leave to ADF members with newborn or adopted children (2 weeks paid). The ADF also offers flexible work arrangements to ADF members, such as flexible work schedules and telecommuting; these arrangements are available on a position-by-position basis, and some positions are not eligible for them. The Australian Human Rights Commission has recommended, among other things, that the ADF allow even greater flexibility for ADF

members to address work-family commitments, such as the ability to work part time and take career breaks.

### **Body Armor Demonstration**

*MAJ Joel Dillon, US Army, Assistant Product Manager, Soldier Protective Equipment*

MAJ Joel Dillon briefed the Committee on the Army's development of a female version of the improved outer tactical vest (IOTV), noting at the outset that the Army is also working on a women's Army Combat Uniform (ACU) and a female variant of the pelvic protection male Soldiers are issued. The previous IOTVs caused several problems for women, including bruising on the hips and areas of the chest. The vests often created added weight on women's shoulders and poor protection around the bust area. Women reported the vests significantly hindered their ability to perform their duties.

MAJ Dillon asserted that the sizing for the new IOTV will accommodate approximately 90% of women Soldiers with no sacrifice in ballistic protection. The vest has been designed specifically for the anatomy of a woman Soldier and has several improvements, including shorter torso length, expanded chest room, the ability to be cinched completely at the waist so weight is distributed across the torso instead of the shoulders, yoke and collar assembly designed to provide for a hair bun, narrower shoulders for better placement of the rifle butt, cummerbund adjustability to allow for better cinching and more intuitive adjustments, darting for better form fit, an improved quick-release system that accommodates quicker reassembly in combat situations, and front ballistic plates that can be moved to accommodate different bust sizes.

Designing the vest has taken three years and involved several rounds of fit studies. At the time of the briefing, women were being fitted for the new vests and were scheduled to have them for deployment to Afghanistan in October 2012. Once the final design is approved, the Army will be producing around 3,000 vests, with the goal of outfitting one or two combat brigades in 2013.

In response to a question about parallel efforts in the other Services, MAJ Dillon stated that he has been in communication with other Services to share this technology. The Air Force will receive the new vests. The Marine Corps will receive the specifications for the new vest. MAJ Dillon acknowledged that this has been a long process because a number of fit tests were necessary to ensure that modifications to the design did not result in reduced ballistic protection.

### **Public Comment Period**

Mr. Chris Spears, on behalf of Mr. James DuPont, Chairman of the Veteran's Committee of UNITE HERE

Mr. Chris Spears addressed the Committee on behalf of Mr. James DuPont, Chairman of the Veteran's Committee of UNITE HERE. Mr. Spears provided written materials and read a statement from Mr. DuPont. The fundamental concern of the Veteran's Committee is the USMC's sponsorship of the Ultimate Fighting Championship (UFC). The UFC is a promoter of cage fighting events all over the world. These events are typically held weekly and are televised. There is regular joking by UFC fighters about rape and sexual assault, including several videos publically available on YouTube. Mr. DuPont encouraged DACOWITS to recommend the USMC sever ties with the UFC as being inconsistent with the values of the USMC. The Committee agreed to take this issue under advisement.

Ms. Edna Everett, Veteran of the U.S. Army

Ms. Edna Everett, a veteran of the US Army, also criticized USMC's promotion of UFC and encouraged DACOWITS to recommend the USMC sever ties with the UFC as being inconsistent with the values of the Marine Corps.

Ms. Jenny McClendon, Advocacy Board Member of Protect Our Defenders

Ms. McClendon addressed the problem of sexual assault in the military. The U.S. Army is eliminating professional civilian counselors and replacing them with active duty personnel. Ms. McClendon stated that this is a military side job and she has been told by survivors that they do not feel comfortable with military counselors. Ms. McClendon asked the Committee to read and support H.R. 3435: the STOP (Sexual Assault Training Oversight and Prevention) Act which is currently in House Committee and is sponsored by Representative Jackie Speier. Ms. McClendon encouraged the Committee to provide recommendations to protect survivors. The Committee agreed to take this under advisement.

LtGen (Ret) Carol Mutter

LtGen (Ret) Carol Mutter spoke on expanding reproductive health care coverage for military women. Under current law, if a military woman becomes pregnant as the result of rape or incest, she does not have access to abortion coverage, while other federal health insurance beneficiaries are covered for abortion care in case of rape or incest. This policy impacts readiness, morale, and also affects female family members. Corrective legislation has been proposed in the Shaheen Amendment to the National Defense Authorization Act for FY 2013, which is pending before Congress. LtGen (Ret) Mutter stated she would like to see the Shaheen Amendment enacted into law. LtGen (Ret) Mutter hopes DACOWITS will support expanding health care coverage for abortion in the cases of rape and incest. The Committee agreed to consider this matter at their December meeting.

Dr. Irene Trowell-Harris, Director, Center for Women Veterans, Department of Veteran's Affairs

Dr. Trowell-Harris reported that in July 2011 there was a national training summit of female veterans. The Secretary of Veteran's Affairs announced a task force on Women Veteran's Issues, on which she sits. The task force has been working for about six months. There are four priority themes: 1) Capacity and Coordination of Services, 2) Environment of Care and Expertise, 3) Employment and Training, 4) Data Collection and Evaluation of Services. Dr. Trowell-Harris explained that the purpose of task force is to identify gaps in these areas and develop an action plan.

**September 28, 2012**

Ms. Holly Hemphill, DACOWITS Chair, opened the public meeting. The Committee discussed and voted on its 2012 recommendations. MG (Ret) Gale Pollock was not able to attend the September business meeting and was not counted as a voting member of the Committee. The Honorable Deborah James voted via telephone.



## **DACOWITS' 2012 Recommendations Presentation and Voting**

### **ASSIGNMENTS:**

BG (Ret) Maureen LeBeouf presented the recommendations drafted by the Assignments Working Group. Committee members then discussed and voted on the recommendations as follows:

1. **Recommendation:** DoD should eliminate the 1994 ground combat exclusion policy and direct the Services to eliminate their respective assignment rules, thereby ending the gender-based restrictions on military assignments. Concurrently, DoD and the Services should open all related career fields, specialties, schooling and training opportunities that have been closed to women as a result of the DoD ground combat exclusion policy and Service assignment policies.

**Voting:** The Committee voted to adopt this recommendation unanimously (10 votes in support).

2. **Recommendation:** Because of concerns about the on-going process for developing valid physical standards, DACOWITS believes it important to re-emphasize that any physical standards should be validated to accurately predict performance of actual regular and recurring duties of a military job and applied equitably to measure individual capabilities. Women, as a class, should not be restricted from military assignments because to do so would exclude available, capable personnel based on gender and not on requirements of the job, at a sacrifice to military readiness.

**Voting:** The Committee voted to adopt this recommendation unanimously (10 votes in support).

3. **Recommendation:** The Committee recommends all Services continue to develop and implement innovative strategies for successful retention of highly qualified women and men.

**Voting:** The Committee voted to adopt this recommendation unanimously (10 votes in support).

4. **Continuing Concern:**

- How are the Services going about downsizing so as not to lose the diversity and talent that make and keep our forces strong?<sup>2</sup>

**Voting:** The Committee voted to adopt this continuing concern unanimously (10 votes in support).

### **WELLNESS:**

COL (Ret) Margarethe Cammermeyer introduced recommendations drafted by the Wellness Working Group. Recommendations were divided into two primary topic areas: sexual assault, and the health of deployed women. Ms. Nancy Duff Campbell presented the recommendations addressing sexual assault. Committee members then discussed and voted on the recommendations as follows:

---

<sup>2</sup> The Committee originally included this item as a recommendation but decided, after discussion, to move it to a continuing concern by a unanimous vote.

1. **Recommendation:** The Secretary of Defense should assign responsibility for the DoD initiatives to combat sexual assault announced in April and May 2012 to an official with sufficient authority to oversee and evaluate the implementation of the initiatives by both DoD and the Services.

**Voting:** The Committee voted to adopt this recommendation unanimously (10 votes in support).

2. **Recommendation:** DoD should include measures of sexual assault and sexual harassment in command climate assessments, and the results of command climate assessments should be provided both to the relevant individual commander and to the next higher level of command.

**Voting:** The Committee voted to adopt this recommendation unanimously (10 votes in support).

3. **Recommendation:** Effectiveness in combating sexual assault and sexual harassment should be a part of individual performance evaluations of all Service members.

**Discussion and Amendment:** The Committee discussed the benefits of including the measure on performance evaluations of all Service members, as opposed to the originally proposed recommendation of including the measure on evaluations of leadership only. The decision was made to recommend the inclusion of a measure on the effectiveness of combatting sexual assault and sexual harassment for the performance evaluations of all Service members. This was based on a belief that it is part of the core values of all Service members and its inclusion will ensure heightened awareness of this issue among military members.

**Voting:** The Committee voted to adopt this recommendation unanimously (10 votes in support).

4. **Continuing Concerns:**

- Why is the DoD change in disposition authority that took effect in June 2012 only applicable to certain sexual offenses in Article 120 and 125 of the UCMJ?
- How effective are the April and May 2012 DoD initiatives in preventing sexual assault and sexual harassment?
- Are there systemic problems in military training programs that increase the likelihood of sexual assaults and harassment, and if so, how to address them?

**Voting:** The Committee voted to adopt these continuing concerns unanimously (10 votes in support).

COL (Ret) Cammermeyer presented the recommendations addressing the health of deployed women. Committee members discussed and voted on the recommendations as follows:

1. **Recommendation:** DoD should establish a means for oversight, collection and dissemination of research, lessons learned and best practices for the health of women.

**Voting:** The Committee voted to adopt this recommendation unanimously (10 votes in support).

2. **Recommendation:** The pre-deployment health assessment for women should provide information on effective urogenital hygiene practices, use of female urinary devices, symptoms and treatment of vaginitis and urinary tract infections, options for birth control

and menstrual cycle control, and ways to manage stress. This information should also be part of continuing health education for deployed women.

**Voting:** The Committee voted to adopt this recommendation unanimously (10 votes in support).

3. **Recommendation:** All health care providers should be trained to diagnose and treat women's health issues in a deployed setting in a competent and professional manner, respecting the privacy of the women treated.

**Discussion:** Committee members discussed the necessity of using the term "health care providers," as opposed to the originally proposed term "health care staff" because only providers are trained to diagnose and treat medical conditions. The decision was made to amend this wording. There was also a discussion surrounding the originally proposed inclusion to develop a series of clinical practice guidelines to address common health care issues for women. Following discussion, the recommendation was amended to remove this reference, as the practice guidelines are already in existence.

**Voting:** The Committee voted to adopt this recommendation unanimously (10 votes in support).

4. **Recommendation:** Inventory and availability of equipment and supplies for women's health should be assured in deployed environments, including birth control, emergency contraception, medications for vaginitis and urinary tract infections, tampons and sanitary napkins, and female urinary devices.

**Voting:** The Committee voted to adopt this recommendation unanimously (10 votes in support).

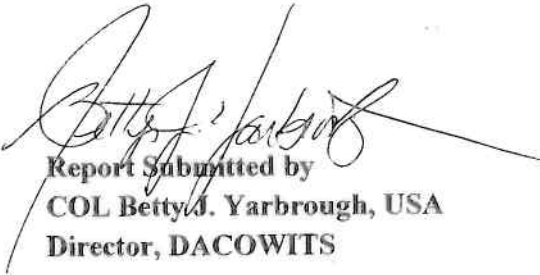
5. **Recommendation:** The Services should provide properly designed and fitted individual combat equipment to women on an expedited basis. The Services should continue to collaborate on product development, testing, and procurement to facilitate availability and prompt distribution of appropriate individual combat equipment.

**Voting:** The Committee voted to adopt this recommendation unanimously (10 votes in support).

#### **Final Remarks**

Final remarks were made by Committee Chair Ms. Holly Hemphill and Designated Federal Officer COL Betty Yarbrough. Ms. Hemphill stated the tentative dates for the next DACOWITS business meeting are December 11-12, 2012.

**Meeting was adjourned.**

  
**Report Submitted by**  
**COL Betty J. Yarbrough, USA**  
**Director, DACOWITS**

  
**Report Certified by**  
**Ms. Holly Hemphill**  
**DACOWITS Chair**

**DACOWITS MEMBERS IN ATTENDANCE**

Ms. Holly Hemphill

BG (Ret) Maureen LeBoeuf

Ms. Nancy Duff Campbell

The Honorable Deborah James (via teleconference)

COL (Ret) Margarethe Cammermeyer

BG (Ret) Julia Cleckley

SgtMaj John L. Estrada, USMC Retired

FLTCM (Ret) Jacqueline DiRosa

LtGen (Ret) Frances Wilson

RADM (Ret) Elizabeth Morris