DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES

2014 Recommendations & Continuing Concerns

Assignments Working Group

Accessions of Enlisted Women

- **<u>Recommendation 1</u>:** All Services should systematically increase the accessions of women into the enlisted ranks.

Accessions of Enlisted Women

- **<u>Recommendation 2</u>:** All Services should devote resources to increase the recruitment of enlisted women.

Accessions of Enlisted Women

- **<u>Recommendation 3</u>:** All Services should have targets to increase the representation of enlisted servicewomen. These targets should be benchmarked against the pool of eligible female recruits. Furthermore, these targets should not be constrained by past or current representation of women in the Armed Services, nor estimates of the propensity of women to enlist.

Full Integration into Closed Positions

- **<u>Recommendation 1</u>:** The DoD should ensure the Services open all closed units and positions to servicewomen as expeditiously as possible, but not later than January 1, 2016.

Full Integration into Closed Positions

- **<u>Recommendation 2</u>:** Women qualified in occupational specialties should immediately be eligible for assignment to any military unit, to include previously excluded units.

Full Integration into Closed Positions

- **<u>Recommendation 3</u>:** 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.

Full Integration into Closed Positions

- **<u>Recommendation 4</u>:** Marine Corps servicewomen should be given the same opportunities as their male counterparts to train for and be assigned to any unit or position for which they qualify. Furthermore, the Marine Corps should discontinue their ITB/IOC experiments and allow qualified servicewomen that volunteer and that complete the courses to be awarded the MOS and assigned to infantry units.

Full Integration into Closed Positions

- **<u>Recommendation 5</u>:** The Army should permanently open its Ranger School to female volunteers. Servicewomen should be given the same opportunities as their male counterparts to train for and be assigned to any unit or position for which they qualify.

Full Integration into Closed Positions

- **<u>Recommendation 6</u>:** DoD should encourage collaboration between the Marine Corps and Army on product development, testing, and procurement, in order to facilitate prompt distribution of properly fitted individual combat equipment for servicewomen.

Full Integration into Closed Positions

Continuing Concern:

- **Marine Corps Experimental Task Force, currently known as Ground Combat Element Integrated Task Force (GCEITF)**

Career Mentoring/Progression

- **<u>Recommendation</u>:** All Services should support innovative programs to provide mentoring opportunities for military women of all ranks/rates.

Career Mentoring/Progression

Continuing Concern:

- **Career Progression of Women**

Wellness Working Group

SH/SA Prevention & Response

- **<u>Recommendation 1</u>:** DoD should require the Services to publicize reports of sexual assault and their dispositions in a simple format accessible to a wide military audience, to be used in required training and other venues.

SH/SA Prevention & Response

- **<u>Recommendation 2</u>:** DoD should require the Services to direct local commanders to publicize this same information, including information on reports and dispositions, at their specific installations.

SH/SA Prevention & Response

- **<u>Recommendation 3</u>:** Sexual assault case disposition information to be publicized should include the number of reports and type of disciplinary actions taken as a result of sexual assault investigations. Reasons should be provided for cases in which no disciplinary action is taken.

SH/SA Prevention & Response

Continuing Concerns:

- **Tracking of Members Who Have Committed Sex-Related Offenses**
- **Military Justice Reform**
- **Combined SH/SA Programs**

Reproductive Health Care

Continuing Concern:

- **Family Planning, Contraceptive Care, and General Reproductive Health Care**

DACOWITS