

DACOWITS RFIs for December 2015

ASSIGNMENTS	
A1	<p>DACOWITS continues to be interested in the propensity, recruitment and talent management of women joining the Armed Forces.</p> <p>➤ The Committee requests a briefing from each of the Services on the following:</p> <ul style="list-style-type: none"> ▪ What policy regulates recruit applicants' enlistment in regards to joining the military with dependent children? ▪ Does this policy make exceptions based on the gender of the applicant? <p style="padding-left: 40px;">Example: Male applicants with dependent children may seek a waiver to join the military, whereas female applicants may not seek a waiver. [Exception: Female applicants with dependent children can legally sign over full custody in order to join the military. Servicewomen may not regain custody of their dependent children for the duration of their first enlistment; or risk discharge under the pretext of fraudulent enlistment.]</p> <ul style="list-style-type: none"> ▪ When did the current policy go into effect? ▪ What is the methodology behind this current policy? ▪ How does this policy impact your Service's ability to attract and recruit highly qualified female applicants?
A2	<p>DACOWITS continues to be interested in the policies which directly impact the retention of servicewomen in the Armed Forces.</p> <p>➤ The Committee requests a briefing from each of the Services on the following:</p> <ul style="list-style-type: none"> ▪ What is your Services' co-location policy? ▪ Who may utilize this policy? ▪ Are there any restrictions on who may apply for co-location (e.g., first term enlistments)? ▪ Does this policy cross Service branches (e.g., Army/Air Force, Navy/Marine, etc.)? If so, what is the process that successfully facilitates the implementation of this policy for these dual-military couples? ▪ How many dual-military couples are there in your Service? Of those, what is the ratio of servicemen as compared to servicewomen? ▪ Are there any plans to expand your Services' co-location policy to include: <ol style="list-style-type: none"> 1) Divorced dual military parents, who share joint custody of a dependent child(ren); and/or 2) Dual military parents (who were never legally married), who share joint custody of a dependent child(ren).
A3	<p>DACOWITS continues to be interested in the career progression of women.</p> <p>➤ The Committee requests a written response from the Office of the Chief of Chaplains on the following:</p> <ul style="list-style-type: none"> ▪ Who has oversight of Chaplain accessions and promotions? ▪ How many chaplains, by rank, are men/women? ▪ For the last five years, what was the promotion rate, by rank, of female chaplains (percentage) as compared to male chaplains (percentage)? ▪ What is the promotion rate of chaplains who are endorsed by agencies that accept women versus those who do not endorse women? ▪ How is diversity effectively balanced among the Chaplain Corps, in comparison to the population they serve within the military?

DACOWITS RFIs for December 2015

WELLNESS *Repeat Request	
W1	<p>FY 14 legislation supported by FY 15 legislation required the Department of Defense to report on the role of the Office of Diversity Management and Equal Opportunity (ODMEO) in sexual harassment cases, due to Congress on June 1, 2015. The law specified the following four tasks:</p> <ul style="list-style-type: none"> ✓ Determine if ODMEO should evaluate/address sexual harassment cases ✓ Evaluate working relationship between ODMEO and DoD SAPRO ✓ Identify ODMEO resource and personnel gaps, if any ✓ Identify of ODMEO capacity to track sexual harassment cases currently <p>➤ The Committee requests a <u>briefing</u>* on the results of this review from the <u>ODMEO</u>.</p>
W2	<p>The Committee remains concerned about retaliation that can occur after a Service member comes forward to report a sexual assault.</p> <p>➤ The Committee requests a <u>briefing</u> from the <u>DoD SAPRO</u> on the following:</p> <ul style="list-style-type: none"> ▪ What actions have been taken as a result of the study findings that were completed in 2014? ▪ Specifically, what steps are being taken to eliminate potential command leadership or peer retaliation/reprisal of Service members?
W3	<p>DACOWITS continues to be interested in the policies which directly impact the retention and promotion ability of servicewomen in the Armed Forces.</p> <p>➤ The Committee requests a <u>briefing</u> from each of the <u>Services</u> on the following:</p> <ul style="list-style-type: none"> ▪ What is your Services' current height/weight policy? ▪ What is the methodology used to create the current policy? ▪ When was the last time this policy was updated? ▪ Has your Service ever completed an anthropometric study? If so, was the study utilized to update the height/weight standards? ▪ If a Service member exceeds their height/weight allocation, what method is used to determine their body fat (BF)? ▪ Does the method to determine BF defer between genders? If so, what is the scientific validation which constitutes this difference? ▪ Of the Service members who are discharged for height/weight/BF failures, what is the breakdown in men compared to women? ▪ Of the servicewomen who were processed out for height/weight/BF failures, how many received failures that were within 12 months postpartum?
W4	<p>The Committee is concerned about the transition training, medical care, and mental health support women receive while serving in the Armed Forces.</p> <p>➤ The Committee requests a literature review in the form of a <u>written response</u> from <u>Insight</u> on any research related to:</p> <ul style="list-style-type: none"> ▪ Female active/reserve/veteran homelessness statistics (as compared to male active/reserve/veterans and civilian women); ▪ Suicide rate of female active/reserve/veterans (as compared to male active/reserve/veterans and civilian women); ▪ Unemployment rate of female reservists/veterans (as compared to male reservists/veterans and civilian women); and ▪ Post-Traumatic Stress Disorder (PTSD) rate among female active/reserve/veterans (as compared to male active/reserve/veterans), and any correlation to an increase in PTSD due to military sexual trauma (MST).

DACOWITS RFIs for December 2015

GENERAL	
G1	<p>DACOWITS is interested in perspectives on matters and policies relating to the recruitment and retention, treatment, employment, integration, and well-being of highly qualified professional women in the Armed Forces.</p> <ul style="list-style-type: none">➤ The Committee requests a written response from the OSD (P&R) and each of the Services on the following:<ul style="list-style-type: none">▪ Are there any specific topic areas or issues your organization or Service branch would like for the Committee to research in 2016?
G2	<p>DACOWITS continues to be interested in the propensity, recruitment, and talent management of women joining the Armed Forces.</p> <ul style="list-style-type: none">➤ The Committee requests a briefing from Insight on the following:<ul style="list-style-type: none">▪ Comparison between the different generations serving within today's military (e.g., Baby Boomers and Generation X) and the new generation that's joining the Armed Forces (e.g., Millennials)<ul style="list-style-type: none">- (e.g., mindsets, views on family, job expectations, work ethic and habits, promotion/talent management, values, priorities, etc.)