

## DACOWITS' 2016 Recommendations

#	Recommendation:
1	The Secretary of Defense should require the Military Services to include training on mentorship as an essential part of leadership training, including discussion of the role and the meaning of mentorship, and of the mentoring of women by both women and men. The Committee does not recommend formal, mandatory mentorship programs.
2	The Secretary of Defense should require each of the Military Services to adopt a policy regarding accession of single custodial parents into the military to allow such accessions when facts, circumstances, and occupational requirements would allow, and when the Military Services would benefit.
3	The Secretary of Defense should examine the unchanged percentage of women since 2006 in the Chaplain Corps.
4	The Secretary of Defense should establish clear oversight of the Services' Chaplain Corps and set guidelines for increasing the diversity of the Chaplain Corps in alignment with the Force of the Future.
5	The Secretary of Defense should require detailed information from the Marine Corps that will delineate its comprehensive plan to fully integrate women into all military occupational specialties.
6	The Secretary of Defense should require the Marine Corps and the Army to collaborate on Infantry training to share best practices on gender integration.
7	The Secretary of Defense should direct each of the Services to create a consolidated pregnancy and parenthood instruction to provide an all-inclusive, thorough resource for both Service members and their commands.
8	The Secretary of Defense should have the Office of General Counsel review the Marine Corps Performance Evaluation System (PES), which currently differentiates between women's and men's temporary medical conditions by annotating pregnancy on the PES form.
9	The Secretary of Defense should issue a policy regarding the proper use and distribution of the computer-generated OB MultiIDii discharge summaries and make every effort to restrict the release of Protected Health Information (PHI).
10	The Secretary of Defense should require a complete review and update of the 2002 DoD Physical Fitness and Body Fat Programs Procedures (DoDI 1308.3) with the recent opening of more than 200,000 positions to servicewomen.
11	The Secretary of Defense should consider Service-wide adoption of the Air Force methodology and medical research data regarding body fat determined via abdominal circumference measurement to eliminate gender variance.
12	The Secretary of Defense should require that strategic wording and imaging across all communication platforms positively shape perceptions regarding the ability of servicewomen to perform to the highest standards of combat readiness.
13	The Secretary of Defense should aggressively educate the public and military personnel on the differences between occupational standards and physical fitness standards.
14	The Secretary of Defense should review and enhance the content of current transition assistance programs to better meet the unique needs of transitioning servicewomen.