

# **DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES (DACOWITS)**

## **Quarterly Meeting Minutes**

**13–14 September 2016**

The Defense Advisory Committee on Women in the Services (DACOWITS) held a quarterly business meeting on September 13 and 14, 2016. The meeting took place at the Hilton Mark Center Hotel, 5000 Seminary Road, Alexandria, VA, 22311.

**13 September 2016**

### **Welcome and Opening Remarks**

COL Aimee Kominiak, DACOWITS Military Director and Designated Federal Officer, opened the September quarterly business meeting by reviewing the Committee's establishment and charter. COL Kominiak then turned the meeting over to Gen (Ret.) Janet Wolfenbarger, DACOWITS Chair.

### **Swearing-In of New Committee Members**

Gen (Ret.) Wolfenbarger introduced Ms. Stephanie Barna, who is performing the duties of the Principal Deputy Under Secretary of Defense for Personnel and Readiness, to preside over the swearing-in of three new Committee members.

Ms. Barna reviewed the history and importance of DACOWITS. The Committee was established by then-Secretary of Defense (SECDEF) George C. Marshall after the Second World War with the belief that the labor pool of women was untapped despite their valuable contributions during the war. This year marks the 65th anniversary of DACOWITS. Ms. Barna highlighted several of the Committee's recent recommendations to the SECDEF, including the recommendation to open all combat positions to women who meet the standards and requirements for the positions. Ms. Barna acknowledged that DoD now has the hard work of integrating women into these roles and giving them opportunities previously not open to them. She reiterated that this will not happen overnight—it will take years of hard work, dedication, and sacrifice. She acknowledged that currently, there are few women in these positions, but she was hopeful that as young women begin to enter roles previously not open to them, it will set the stage for women to become senior leaders in the Services. Women who meet the standards to serve encourage other women to do the same. Ms. Barna stated that DACOWITS would provide feedback and offer course corrections throughout the entire process of integration. She ended her remarks by thanking the Committee members for all of their hard work and congratulating them on a job well done.

Ms. Barna introduced and welcomed the following new DACOWITS members: CSM (Ret.) Michele Jones, FLTCM (Ret.) JoAnn Ortloff, and Ms. Janie Mines. COL Kominiak administered the oath to the new members in accordance with the Federal Advisory Committee Act. CMSgt

(Ret.) Bernise Belcer, DACOWITS Vice Chair, pinned the new members Ms. Barna and Gen (Ret.) Wolfenbarger congratulated them.

### **Introductions and Status of Requests for Information**

COL Kominiak shared additional administrative remarks and turned the meeting over to Gen (Ret.) Wolfenbarger, who asked all Committee members and meeting attendees to introduce themselves and welcomed several new Service representatives.

COL Kominiak then reviewed the status of the Committee's requests for information (RFIs). The Committee received responses to all but one of its RFI requests. A response was not received for RFI 13, which requested a response from the Department of Defense Office of General Counsel regarding permissible/impermissible uses of information about a servicewoman's pregnancy and whether there is relevant DoD guidance on this; representatives from the General Counsel's office indicated they are unable to provide legal review to external federal advisory committees.

### **Panel Discussion: Curriculum Standards for Infantry Officer School (RFI 4)**

The Committee requested briefings from the Army and Marine Corps to clarify the curriculum standards for both Services' Infantry Officer Schools. The Committee specifically requested that the briefings contain information on the curriculum standards, including academics; physical requirements (e.g., tasks, conditions, and standards), field requirements, and occupational standards; and combat readiness differences between the two Services' curricula.

*Mr. David Brinkley, Assistant Deputy Chief of Staff, Army Training and Doctrine Command for the Army*

Mr. Brinkley indicated he has led the Army Training and Doctrine Command (TRADOC) gender integration effort since 2011. He began by presenting information on the number of women in newly opened career fields or slated to attend training for these career fields at the time of the briefing. As of the date of the briefing, one female captain and 28 female lieutenants had joined the Infantry; four of these officers were in the Army National Guard. Enlisted women will not be able to begin Infantry training until February 2017; 11 female officers were in the Infantry Basic Officer Leader Course at the time of the briefing and would report to operational units in the spring of 2017. An additional four non-commissioned officers from the Reserve Component had reclassified into the Infantry. As of September 2016, 93 women had signed contracts to be in the Infantry and were in the delayed entry program. Of those, 44 volunteered for airborne training. Female officers in the Armor career field consisted of 20 lieutenants, three of whom were in the Army National Guard. The enlisted women entering the career fields of Cavalry Scout or Armor Crewmen will report for training in February 2017.

Field Artillery Officer and Engineer Officer positions opened to women in 1978; 91 women joined the Field Artillery Officer specialty and 56 women joined the Engineer Officer specialty after those career fields opened. As of the date of the briefing, women had not started training for the Fire Support Specialist career field, but there were a number of women with contracts for these fields who were scheduled to begin training in November 2016. After opening the Combat Engineer career field, the number of women in that position increased from zero to 38. The occupational specialty for Tank Repairman opened to women in 2012, but there were no women

in the field as of the briefing. For Army Special Operations, two officers and one enlisted woman had been selected to attend the Special Forces Selection and Assessment in March 2017, and two female officers had been accepted to attend the Ranger Assessment and Selection Program (RASP). Mr. Brinkley clarified that there is a difference between completing Ranger School and becoming part of a Ranger Regiment. Soldiers must pass RASP to become part of the Ranger Regiment.

Mr. Brinkley then explained the requirements for the Army's Infantry Basic Officer Leader Course (IBOLC). Performance in the IBOLC is based on a point system; a candidate may earn up to 1000 points. Soldiers must earn at least 700 points to graduate the course. In addition to earning the required number of points, all soldiers must satisfactorily complete nine critical events. For example, the 10-mile march must be completed to pass the course, whereas the 16-mile road march awards points to the soldier but does not have to be completed to graduate. Mr. Brinkley provided the Committee a copy of a memorandum that is sent to every second lieutenant prior to him or her attending Infantry school. The memo lays out the standards for graduation as well as how to become a superlative soldier and what circumstances could result in a candidate's removal from the course.

*Marine Corps: Col Mark Clingan, Commanding Officer, The Basic School*

The Basic School trains newly commissioned and appointed officers on the basic skills necessary to be a Marine Corps officer. Col Clingan stated he has commanded the school since approximately August 2016. The Marine Corps Infantry Officer Course (IOC) is taught at the school. The IOC is the finishing course for ground intelligence officers and Infantry officers. The training spans the full spectrum of the Infantry—from light to helicopter-borne to mechanized Infantry. Graduates of the Basic Officer Course (BOC)—a 6-month training course that is also taught at the school and that all Marine Corps officers attend regardless of their commissioning sources and specialties—are eligible for the IOC. The BOC provides candidates with the basic leadership skills needed to be a platoon commander. Marines receive their officer type designations around month four of the BOC. The IOC is a 13-week, 406-hour course that covers six field exercises. There are performance evaluations for the activities conducted during about 77 of the 406 course hours.

The IOC strives to maintain a balance of the enduring fundamentals of the Infantry with the emerging requirements of advances in technologies and procedures. The requirements for students to graduate the course are visible to and accessible by all students. All students must pass the Combat Endurance Test (CET) on the first day of the IOC. The tasks that must be completed during the CET are based on knowledge from the BOC and the Infantry training readiness manual. The CET is used to judge students' physical readiness for the IOC; if they cannot complete the CET, they are unlikely to pass the IOC. Officers must be able to carry loads of 25–35 pounds during CET tasks. Officers also must meet occupational specialty-specific standards to pass the IOC. For example, they must complete five of six tactical movements at a pace of about 3 miles per hour while carrying an escalating load of 95–150 pounds. For the academic component, they are required to master orders writing and pass three quizzes on Infantry skills. Students must also have satisfactory leadership performance.

## Discussion

CMSgt (Ret) Belcer asked Col Clingan if there is a remediation process for those who do not pass the CET. Col Clingan responded that those who do not pass are sent to a Marines Awaiting Training Platoon for remediation to set them up for success in their second attempts.

VADM (Ret.) Carol Pottenger asked Mr. Brinkley to confirm that occupational specialty standards had not changed in some time for the Army. She also asked if the standards for the Marine Corps had been similarly static. She then asked for clarification on why, after opening previously closed positions to women, the Services had been so heavily criticized for lowering standards if the standards had not changed. Mr. Brinkley reported that the load-carrying equipment, tactics, and procedures have been updated, but the distances for the events have not changed. He stated that the physical requirements are roughly the same as they have been for years. He indicated the Army is moving away from the counterterrorism training it has been doing for the past several years to decisive action training, which focuses more on maneuvers and integration. With respect to the outcry about changing standards, Mr. Brinkley reported it is likely ignorance about what is actually being done. From examining those occupational specialties with the highest number of female leaders, the Army learned the importance of having established standards that are widely available and publicized. He indicated that as people have started to see the standards in play, the number of conversations about lowered standards have decreased.

Col Clingan confirmed the standards for the Marine Corps have remained roughly the same, evolving only slightly over time. The CET was implemented in 1995 and has been tailored in response to operational requirements. Course requirements in place now were last codified in 2010. Changes were implemented at that point because of an operational shift from Iraq back to Afghanistan. The different conditions in Afghanistan required more military movement by foot than was needed in Iraq; in response, changes were made to load requirements for some of the training. Col Clingan also stated he was not sure of the source of the criticism about lowered standards.

Ms. Donna McAleer asked who bore the responsibility of maintaining the required pace (about 3 miles per hour, as discussed earlier) for the road marches held during the IOC. She also asked if the Marine Corps standards are widely published and available to all those entering the IOC. Col Clingan responded that all standards are published in the training manual, and they are widely accessible. Officers carry a 95-pound pack for the first training hike and carry progressively heavier loads for each subsequent hike, finishing with a load of 150 pounds for the last hike. A student sets the pace, but instructors will have students adjust their rate of march if it is too fast or slow. Instructors bring a GPS (global positioning system) along on marches so they can provide such feedback.

Col (Ret) John Boggs asked what percentage of students fail the IOC and whether the rate of failure has remained consistent. Mr. Brinkley stated that for men, the failure rate is 10-percent; women had been in the program for only a month and none had failed as of the date of the briefing. Col Clingan stated that for those making a first attempt to pass the course, the failure rate is 30-percent. Of those students who initially fail the IOC and undergo remediation, 13-percent fail to graduate and are assigned to another occupational specialty. These rates apply to both men and women.

LTC (Ret.) Hae-Sue Park asked if officers are allowed to cross over into Combat Officer training, referencing Mr. Brinkley's mention of there being one female captain who crossed over into Infantry. She further asked what the standards were and what the threshold was for crossing over from other specialties. Mr. Brinkley stated that the female Infantry captain is one of the first two women to graduate from Ranger School earlier in 2016. She had to request an exception to policy to join the Infantry because officers receive their classifications about a year before being commissioned and Infantry had not been open to women for a full year before this woman was due to receive her commission. Mr. Brinkley noted that not all women who requested transfers were approved. For those who requested transfers, the Army examined the women's class merit lists to see if their boards would have offered them Infantry positions at the time had the positions been open to women. Of those who requested transfers, one woman ultimately declined to transfer, several were denied the opportunity to transfer, and one transferred to the Infantry. Non-commissioned officers who reclass into another specialty can train for that specialty at one of several reserve training institutes across the country. Soldiers must pass the occupational specialty requirements but do not need to first complete basic training. LTC (Ret.) Park asked if the Marine Corps have a similar process that allows marines who have reclassified to attend only the relevant portions of the training. Col Clingan stated that at present, all women are required to go through the full training process.

MG (Ret.) John Macdonald asked if any women have graduated from the IOC, referencing Col Clingan's statement that the 13-percent failure rate included both men and women. Col Clingan stated that 32 women had attempted the course, but none had passed. Of the 32 women, eight passed the CET on the first day, and six were in the top 50-percent of performers for the CET, including two who scored in the top 10-percent and one who ranked in the top three of the 100 total students. Despite their success with the CET, none of the women were able to meet pace and load requirements for the IOC hikes.

CAPT (Ret.) Beverly Kelley asked about the women who completed Ranger School but did not transfer to Infantry units. Mr. Brinkley stated they went back to their Reserve units. CAPT (Ret.) Kelley followed up by asking if more women had attempted Ranger School. Mr. Brinkley stated that additional women had attempted the course, most recently 2 weeks ago, but so far, no other women have graduated.

Ms. Sharlene Hawkes asked why the women who did well in the CET did not ultimately go on to pass the IOC. Col Clingan explained that these women's failure to pass was related to their body mass and the loads they had to carry for the road marches. The CET uses weights of 25 pounds; however, for all tactical moves, the starting weight is 95 pounds—almost the total body weight of each of the women. Col Clingan asserted that this is the primary cause of attrition in both men and women.

Ms. McAleer asked Col Clingan if failure rates for classes that are co-ed versus single gender had been compared. Col Clingan replied that the attrition rate is similar. Introducing women into the pipeline did not change the attrition rate.

Col (Ret.) Boggs asked about the differences between the Marine Corps Infantry Training Battalion (ITB) and the IOC. Col Clingan responded that the ITB is for enlisted marines. The ITB puts marines through many of the same skills used in the IOC, but there are higher expectations for officers. The amount of weight carried for the tactical movements in the ITB is 65 pounds, which is much less than the weight carried for similar activities in the IOC. The

rationale for these differences is that enlisted marines who pass the ITB will receive any further conditioning they need before deployment in the Infantry battalions to which they are assigned, whereas officers who pass the IOC—a finishing school for officers—must be ready to deploy and therefore must meet full deployment requirements to graduate.

Gen (Ret.) Wolfenbarger asked what rationale the Marine Corps used to determine the progressive load of 95–150 pounds for the IOC hikes. Col Clingan explained that the weight of each item in the load is detailed in the training manual. The fighting load is about 54 pounds; adding the weapon system increases the load to 80 pounds. The assault load is a fighting load that includes a small pack and weighs 96 pounds. The approach march load is designed to sustain the marine for a couple of days and weighs 109 pounds. The sustainment load, which includes carrying all equipment, is 153 pounds. These loads were most recently updated in 2015 and are defined by the combined weight of the items in the packs. Gen (Ret.) Wolfenbarger then asked if the packs become lighter as technological advancements are made and lighter equipment options become available. Col Clingan responded that pack weight has changed because of innovation, but the packs have become heavier rather than lighter. In 2013, the weight of each pack increased by 20 pounds. Mr. Brinkley added that the differences in the Army load and the Marine Corps load depend on which companies manufacture the pack items, but the weights are similar.

Referencing the rationale for why IOC students carry more weight than ITB students, CAPT (Ret.) Kelley asked Col Clingan if enlisted marines are then not allowed to operate as part of the regiment until they can meet the 150-pound weight requirement. Col Clingan responded that this is not the case. When enlisted marines report to their units, their leaders are responsible for implementing a hike program to get them to the needed level of fitness before they deploy. The load a marine must be able to carry depends on his or her specialty. Although not all Infantry marines need to carry 150 pounds, the Marine Corps trains Infantry officers to the highest standards.

VADM (Ret.) Pottenger noted that both Army and Marine training course standards are fairly similar, yet the Army seems to have made more progress in integrating women; the Army has more women in training or preparing to attend training compared with the Marine Corps. She asked if the Army had any best practices to share. Mr. Brinkley stated the Chief of Staff of the Army directed TRADOC to develop a training program for cadets at West Point who want to go into combat arms specialties. It is a 90- to 120-day training plan that outlines a plan for each day and how to progress week by week. The training program is administered to male and female cadets to help them meet required fitness standards. It appears to be similar to the training program for Ranger School. Mr. Brinkley indicated that the Army had started to see the effects of that training program during cadet testing this summer.

Col Clingan stated that he could not speak to the comparisons being made between Marine Corps and Army standards, but he was aware that there are commonalities. He reiterated, though, that the requirements for the two Services are not the same—each has different tasks, roles, and responsibilities for national security. Col Clingan acknowledged that the standards are tough, but asserted that they are realistic. He reported that he is taking a critical look at what the Marine Corps can do for those selected for Infantry to prepare them better for training starting on day 1 of the IOC.

## **Panel Discussion: Gender Neutral Occupational Standards (RFI 6)**

The Committee requested briefings from the Military Services and the United States Special Operations Command (USSOCOM) on the methodology behind the development of the new occupational standards and the difference between physical fitness standards and gender-neutral occupational standards.

*Mr. David Brinkley, Assistant Deputy Chief of Staff, Army Training and Doctrine Command*

Mr. Brinkley began by stating that there are differences between physical standards and occupational standards. The physical fitness test is standardized for age and gender and is designed to measure relative fitness. The Army physical fitness test is not a good indicator of a soldier's ability to do his or her job. The occupational standards, however, are a gender-neutral tool. The Army began the development process for these occupational standards with the occupational specialties that had been closed to women until recently, but it has since looked at all occupational specialties. All specialties in the Army now have defined physical standards, and there are lengthy manuals available online that explain these standards and include every requirement (cognitive, physical, etc.) for every specialty at every level. The Army is now working to ensure consistency and to find and address anomalies. In determining these standards, the Army assessed the frequency of each task. Some occupational specialties have low physical requirements. One change made recently is requiring officers to meet the same physical fitness standards as the soldiers they oversee if those soldiers must meet the highest level of physical requirements. This policy applies even if the officers infrequently perform those tasks requiring that level of physical fitness.

In 2012, the Army began a task verification process with occupational requirements. The Army had incumbents in the fields of Combat Engineer, Fire Brigade, Infantry, Armor, and Brigade Combat Team perform the tasks required by those occupational specialties and matched the tasks to the standards. Next, the U.S. Army Research Institute of Environmental Medicine reviewed the physical requirements by having men and women perform the tasks to check if soldiers were able to utilize their equipment in various conditions. Because the women were not trained in those occupational specialties in 2012, they underwent a 6-week training program to teach them to do the tasks safely. For the testing, male and female subjects wore medical testing equipment to determine the actual power, strength, agility, and endurance required to do the tasks. This testing led to the development of a very simple four-event test that each recruit now takes to help determine the specialty in which the candidate is most likely to succeed. This is a physical test similar to cognitive tests that the Army already administers to recruits. The test evaluates the recruit's physical aptitude to determine whether the recruit is prepared for training and to determine which occupational specialty options are most compatible with the recruit's test results. The test allows recruiters to counsel potential recruits on the specialty options that would be best for them. Recruits must pass the physical fitness test before being sent to training. Those who do not pass the fitness test either are assigned to a new contract in a different field or are decommissioned. Mr. Brinkley stated that about 80,000 of the 100,000 currently non-deployable soldiers are not able to deploy because of musculoskeletal injuries, which is partly due to placing soldiers in the wrong specialties. The Army is trying to lower its attrition rate from 12-percent to 10-percent for initial entry training through carefully evaluating physical fitness; this will keep 18 more soldiers per year in good health and off disability, which, aside from being best for the soldier, amounts to a huge cost savings for the Federal Government.

Marine Corps: Mr. Brian McGuire, Force Fitness Branch Head, Training and Education Command

Mr. McGuire stated that the Marine Corps clarified all of its gender-neutral standards by September 15, 2015. Occupational specialty standards were clarified, refined, and validated for a number of specialties based on the physical skills required. The specialty-specific physical standards are gender-neutral and operationally relevant; they comply with DoD guidance and are designed to maintain combat readiness, capitalize better on the full potential of every marine, and sustain the quality of the Armed Forces going forward. Mr. McGuire noted that these standards are for Marine Corps schools; the indirect testing at recruit stations and the initial screening tasks are different. The Marine Corps believes general physical testing is different from occupational testing.

The Marine Corps has created training and readiness manuals and other publications for each occupational specialty. The Service began the process of standards validation by examining every physical task in the specialty readiness manuals. The Marine Corps did not want a standard developed based on the requirement for a forward operating base—it wanted standards based on more intense requirements. That process led to the development of a list of 505 candidate tasks, which subject matter experts were asked to rank based on frequency, duration, and importance. The Marine Corps then observed marines in the field performing the tasks, with advocates and branch leads involved at every point to guide the process. The Service then refined some of those tasks and went into standards development to develop requirements for the tasks. To determine the requirements to pass each test, the Marine Corps solicited feedback from operating forces and instructors. The Marine Corps also involved its senior leadership, the RAND Corporation (RAND), the U.S. Government Accountability Office, and the Naval Health Research Center in developing these requirements. Next, the Service developed occupational specialty-specific requirements. It tested more than 1,000 job-incumbent marines on these candidate tasks to develop baseline standards, seeking to identify what was required to do the job rather than to be the best performer at each task. It broke down crew tasks to discern the contribution of an individual to a particular task. The Marine Corps also sought to develop tests that were easily administered in the field. Mr. McGuire noted that these tests are not the only physical requirements for course completion and are not prerequisites for entering occupational specialty schools. These tasks are administered at various points in the programs of instruction. Marines who unsuccessfully attempt to pass the occupational specialty-specific physical standards tests three times are recycled, or placed in remediation to help set them up for success in their next attempts; marines are reclassified if they fail a single occupational specialty-specific physical standard test six times. Mr. McGuire stated that fitness standards and occupational specialty-specific physical standards are different but related. The Marine Corps administers a combat fitness test in addition to its physical fitness test.

Air Force: Dr. Neal Baumgartner, Chief, Air Force Exercise Science Unit

Dr. Baumgartner highlighted the differences between physical standards and gender-neutral occupational standards. The Air Force defines physical fitness using 11 components. The top five components (cardiorespiratory endurance, body composition, muscular strength, muscular endurance, and flexibility) are health components and are more easily able to be changed through physical behavior. These five components comprise the primary fitness test. The remaining six components (agility, balance, coordination, power, reaction time, and speed) are skill components and are genetically driven and more difficult to improve through training. These six

components are considered along with the occupational tests. The first two health components (cardiorespiratory endurance and body composition) are most important, though cardiorespiratory endurance contributes heavily to an individual's skills. Body composition is more relevant to health, whereas muscular fitness is more relevant to occupational skills. The fitness test is normalized based on gender because of physiological differences in health risk. For the occupational tests, the Air Force is looking at task requirements rather than health risk, so these tests are not normalized for gender. Both tests are evidence based.

The performance standards measure the performance of individuals and are gender independent, age independent, and rank independent. Dr. Baumgartner reported that they focused predominantly on health outcomes and linked health risks tests to those outcomes to determine which tests to use. The ideal tests to measure each area of health cannot always be performed in the field. For example, the VO2 test (which measures oxygen consumption) is the gold standard for cardiovascular fitness but is not practical in the field, so the mile-and-a-half run is used as an alternative measure. The Air Force validated the standards, which are based on critical physically demanding tasks that are critical to the mission. These critical physical tasks were identified through focus groups and quantitative testing, beginning with a list of about 600 tasks and then narrowing it down. Air Force researchers also observed airmen performing these tasks operationally. Dr. Baumgartner emphasized that training standards should be linked to operational standards. Another part of the process of creating performance standards was conducting leadership interviews to ask officers about ideal airmen performance. The Air Force conducted task simulations linked to 100 critical physical tasks. For this, the Air Force developed tests by linking the tasks to tests that best predict success in those areas. By creating simulations to determine time and aptitude for tests, instead of health risk, the Air Force is looking at high, moderate, and low occupational performance across personnel from one field to another. The steps in creating a simulation involve a job analysis, linking the assessment to the task simulation, developing the assessment and standard, implementing it in the field, and waiting during the adaptation period required by public law when introducing new performance standards. The Air Force is preparing to go into the field shortly to implement the tests.

*Navy: CAPT Christopher Harris, Commanding Officer, Navy Manpower Analysis Center*

CAPT Harris reported that occupational standards were added to the mental and physical standards in place. Since 2013, the Navy has integrated women into submarines and coastal riverine units and religious, medical, and support teams. The special operations positions were the last to open to women. The Navy reviewed the standards for every rating and designator in the Navy—not just those previously closed to women. These standards are skill based. The fact that the mission can be performed is less important than how it can be performed. For example, it is not important if the task is completed alone, with a team lift, with tools, etc., as long as it is completed. The Navy identified 45 ratings as having one physically demanding task and 11 ratings that had tasks that required additional review. Of those 11 physically demanding ratings, nine had been open to women for some time, and the other two were in special operations and recently opened to women. CAPT Harris indicated that COL Jones from USSOCOM would address the special operations ratings.

USSOCOM: COL Monroe Jones, Director, Special Operations Forces, Female Integration Integrated Process Team

COL Jones reported that USSOCOM looked at the operational requirements to determine what special operators need to accomplish when performing a mission. USSOCOM evaluated the most physically demanding tasks using a six-step process developed by RAND researchers. The predictive test is the selection process, so researchers established minimum scores for that initial requirement. They sought to develop a test that would be easy for Service members to administer anywhere and that would evaluate untrained recruits on basic physical fitness requirements. COL Jones stated that the Naval Health Research Center and RAND supported USSOCOM on this effort. He further explained that most work to develop the test was performed by the Army, Navy, and Marine Corps—for the Air Force, Dr. Baumgartner supported test development. The U.S. Government Accountability Office reviewed the test development process once it was completed and determined that it was valid.

Discussion

CMSgt (Ret.) Belcer pointed out that some people have said they dislike the term “gender-neutral” and asked if there was a better term to use. Mr. Brinkley stated the Army uses the term “occupational standards.” Dr. Baumgartner reported the Air Force uses the term “occupationally-specific, operationally-relevant standard.”

SMA (Ret.) Kenneth Preston asked about the impact that physical demands have on recruiting and commissioning, given the societal trends in physical fitness. Mr. Brinkley said that the Army has seen a decline in the number of young people eligible to join because of poor physical fitness. The Army is considering extending basic training, advanced individual training, and one-stop unit training to allow recruits more time to achieve the required minimum standard of fitness to enter the Army. Recruiters have found that the implementation of the new fitness test has helped recruiters determine whether to help recruits improve their fitness levels prior to starting training or to inform recruits that the Army is not a good fit for them. Mr. McGuire (Marine Corps) was not able to address the question. Dr. Baumgartner (Air Force) stated that there has been a bimodal population shift regarding fitness: one part of the population is pursuing record-breaking fitness, whereas the other segment of the population is becoming less physically fit. Recruits and Service members need to be willing to meet the physical fitness standards. Col Jones (USSOCOM) stated he was unable to answer the question, and CAPT Harris stated the Navy would provide an official answer at a later time. Mr. Brinkley stated that the Army assesses about 30,000 recruits per year beyond its goals to offset the large number of recruits that will fail to meet the physical fitness requirements. If the Army can reduce the number of injuries recruits experience [by screening out those who are not sufficiently physically fit], recruiters can be more productive. Dr. Baumgartner reported that the least fit basic trainee graduates have lower performance, greater absenteeism due to illness and injury, and are less likely to reenlist.

Ms. McAleer asked COL Jones to describe the critical tasks on which the standards are based. COL Jones responded that each specialty is different and has different tasks. He stated he would provide the specific tasks to DACOWITS after the briefing.

Ms. Mines referenced programs in science, technology, engineering, and math, or STEM, to prepare students for work in those fields, and asked if the Services had considered whether the U.S. Department of Education (ED) might be able to work on improving physical fitness among students. Mr. Brinkley responded that the biggest influencer is the Reserve Officers' Training

Corps (ROTC) program. There is a great deal of regulation surrounding this issue; many schools with ROTC programs forbid active recruitment of their students.

Dr. Baumgartner believed working with ED would be a good idea and stated that the Air Force has targeted athletes in some sports that have physical requirements similar to those established by the Air Force. CAPT Harris stated he would respond to Ms. Mines' inquiry after the briefing. COL Jones responded that USSOCOM is not partnering with ED but that the Services' special operations components are targeting athletes participating in high school and college sporting events such as wrestling and water polo.

Dr. Jackie Young asked Dr. Baumgartner how long the Air Force had been looking at health risk levels [regarding physical fitness requirements] and then asked the other Services if they also consider health risks. Dr. Baumgartner responded that the Air Force wrote its health risk standards in 2003, implemented them in 2004, and revised them in 2010. He indicated that the Service created a database in 2010 to link aerobic fitness to body composition—likely the largest database in the world on this type of information. The Air Force is working to link that data to injury records. In response to the second part of Dr. Young's question, Mr. Brinkley stated that the Army also considers health risks but does not tie that consideration to specific occupational tasks. Mr. McGuire responded that marines see a medical provider every year for a periodic health assessment. Dr. Baumgartner stated that the Air Force includes body composition as a component of the physical fitness test and that the DoD is reviewing including it in its body composition Instruction now. CAPT Harris stated that the Navy is doing the same to ensure recruits complete entry training successfully. The Navy is working on new physical fitness standards and reviewing the standards across the different Services as part of that process.

Col (Ret.) Boggs asked if the occupational standards are different for officers as opposed to enlisted personnel. Mr. McGuire responded that the Army's occupational standards are based on grade and requirement. They can be different because they are based on actual occupational requirements. The data shows that the requirements change across grades. Mr. McGuire stated that the occupational specialty-specific physical standards are the irreducible standards that apply to both officers and enlisted.

Col (Ret.) Boggs asked Mr. McGuire if the CET was part of the specialty-specific physical standards. Mr. McGuire stated that some aspects of the CET mirror occupational specialty-specific physical standards; they are related but different. Dr. Baumgartner responded for the Air Force that the recommendation is for officers and enlisted personnel to meet the same standard if they both will be performing the same physical task. CAPT Harris stated that the Navy has the same standards for officers and enlisted personnel. COL Jones responded that all officers go through the same courses as enlisted personnel. USSOCOM did not determine the standards; they were developed in conjunction with the Services.

Dr. Kristy Anderson asked if all Services have physical fitness remediation programs. Mr. Brinkley stated that every unit in the Army has a formal program. Army training bases offer detailed programs. At Fort Benning, under a program developed with the help of Auburn University, a soldier who does not meet or does not appear likely to meet physical fitness standards during the first week of training is given an additional 3 weeks of extra training. Mr. McGuire stated that the Marine Corps is similar to the Army in that it offers marines a reconditioning program on the operational side. Dr. Baumgartner stated that the Air Force has an improvement plan as well. CAPT Harris reported the Navy has a fitness enhancement program

that sailors who do not meet required fitness standards must follow until they take their next semiannual physical fitness tests. Sailors also have to be within the standards before they detach or transfer. COL Jones reported that USSOCOM offers the Tactical Athlete human performance program, which uses physical therapists and exercise experts to help Service members achieve physical fitness quickly. CAPT Harris also mentioned the Navy's limited duty program that moves sailors into the medical system to help them improve their fitness rather than providing continual waivers for the physical fitness test.

CSM (Ret.) Jones mentioned that at one point there were special operations fitness validation tests and asked if they were still in place with the development of the new occupational standards. She noted that the Army conducted those tests for Psychological Operations and Civil Affairs. COL Jones said he did not know of any other standards outside of the graduation requirements for the specialties but would look into the matter for the Committee. CSM (Ret.) Jones clarified that these validation tests were used once the soldiers graduated and were assigned to a unit; there was a requirement that soldiers required to take those tests could not be discharged from the Army if they could not pass the tests, but they could be reassigned to other units.

### **Public Comment Period**

Of note, the presentation and distribution of materials during the public comment period does not constitute endorsement by the DoD, DACOWITS, or the Military Services, of the information, products, or services contained therein.

#### *Dr. Ellen Haring, Women in National Security*

Dr. Haring distributed a handbook to DACOWITS members outlining best practices in gender integration developed by the organization she was representing, Women in National Security. She explained that the handbook was the result of a conversation with senior enlisted personnel regarding gender integration. The handbook is designed to address questions by military leaders on how to best integrate women into the military. Women in National Security conducted interviews with members of cultural support teams and with men in combat positions. They combined this research with a review of the publically available research done by the Army to produce the handbook. Dr. Haring indicated the handbook is Army specific. An initial version of the document was reviewed by a working group for feedback. Working group members provided a great deal of input on the information they would like to see included in the document as the result of talking to Infantry members; the handbook was revised based on this feedback, and the revisions are reflected in the version that was distributed to Committee members and posted on Women in National Security's Website. Dr. Haring emphasized that the handbook is still in draft form and indicated that the organization would welcomes input from DACOWITS members, especially because military units are still being integrated. The organization plans to update the handbook if funding permits.

### **Panel Discussion: Maternity Uniforms (RFI 11)**

The Committee requested briefings from the Military Services on current maternity uniforms and any future prototypes (to include those being wear tested/piloted). The briefers were specifically requested to provide visual examples (e.g., photos) of all current maternity uniforms and future prototypes.

#### *Army: SGM Anthony Moore, Uniform Policy Sergeant Major for the Army*

SGM Moore discussed the maternity version of the Army Combat Uniform (ACU). The jacket and trousers cost about \$35 and \$22, respectively. They are issued to enlisted soldiers and officers. All women must turn the uniforms in upon completion of the pregnancy. They can wear the field jacket, overcoat, or outer jacket with the ACU uniform. They are authorized to wear them unbuttoned to provide comfort. For the Army Service Uniform (ASU), there is a tunic, slacks, a skirt, a short- or long-sleeved shirt, and a neck tab. The cost is \$32 for the skirt and \$58 for the slacks. Officers are not issued ASU uniforms; they must purchase them.

#### *Marine Corps: Ms. Mary Boyt Shapleigh, Marine Corps Uniform Board*

The Marine Corps has a maternity service uniform with two variations. Servicewomen can wear the skirt or the slacks with or without the tunic. Enlisted members are given uniforms, whereas officers must purchase them. Enlisted women are issued two shirts, two pairs of slacks, and one tunic. The total cost to officers who purchase the five items is about \$206. The Marine Corps allows the neck tab to be removed from the shirt if it is worn without the tunic. The maternity working uniform comes in desert and woodland variations; the woodland pattern is more expensive. Marines are issued the working uniform only if there is a requirement for them to wear it; the cost to officers who purchase the uniform is about \$177. The total cost is \$382.89 to purchase both variations of the maternity uniform. A marine can obtain the maternity uniform by presenting a medical note confirming she is pregnant. If additional uniforms must be ordered, they are available within 7–10 business days after being ordered. The all-weather jacket can be worn by all marines. Pregnant marines can unbutton the jacket when it no longer fits. The uniform also includes an all-black sweater. Marines can layer the sweater under the uniform for added warmth. The Marine Corps has not made any major changes to its maternity uniforms since 2003. The 2003 changes were to discontinue the jumper [a sleeveless dress] in response to requests by marines, develop the maternity working uniform, and authorize the all-weather jacket to be worn unbuttoned.

#### *Navy: LSCS Judith Nelson-Williams, Deputy, Head of Uniform Matters*

From 2008 through 2010, the Navy surveyed 98 women about maternity uniform changes. The women requested a side tab for shirts to allow for expansion as the pregnancy progresses, and this change was implemented. The Navy working uniform was offered only as an expeditionary uniform but is now authorized for all sailors. An enlisted pregnant sailor receives an allowance of \$350 to cover whichever maternity uniform items she wishes to purchase depending on her assignment. Officers do not receive an allowance. The Navy is in the process of modifying the service dress, blue, and white uniforms to add the side tabs. The cardigan sweater is the only designated outerwear that must be worn buttoned, but other items can be worn unbuttoned or unzipped.

*Air Force: Ms. Agnes Nischwitz-Ewalt, Chief, Air Force Uniform Programs and Policy*

The Air Force maternity uniform no longer includes a tunic. Enlisted women receive a stipend and are required to purchase a jumper and long-sleeved shirt. Cold weather gear is adjustable by unzipping/unbuttoning to accommodate. Women are permitted to layer the utility uniform, and the undershirt can be worn untucked. During its most recent update of the maternity uniform, the Air Force modified the shirt by removing side pleats and adding a second button and additional pockets. The Air Force is working to develop a new Airman Battle Uniform coat and trousers as well as a longer maternity shirt based on feedback received from female airmen through online forums and social media outlets including Facebook, the Air Force online portal, blogs, uniform boards, and other venues. The updated maternity uniform will be available in 2017; a new uniform improvement plan will be completed from FY 2016 through FY 2019, beginning with refining the slacks and ending with modifying the skirt. Uniform sizing will change as improvements are implemented.

*Coast Guard: Mr. Hayes Davis, Program Manager Military Uniforms*

The Coast Guard has borrowed much of its maternity uniform style from that of the Air Force; for example, the Coast Guard adopted the maternity jumper from the Air Force in 1993 and used designs similar to the Air Force for its maternity uniform slacks and skirt. The jumper costs about \$35 and has been well received by the Coast Guard population. Pregnant enlisted Coast Guardsmen receive a stipend of \$289 to provide the maternity jumper, two dress shirts, two pairs of slacks, and two sets of utility uniforms. The maternity dress shirt is offered in short- and long-sleeved options. The Coast Guard might modify the fabric during uniform modifications. The maternity T-shirt is for wear under the utility uniform, and members are able to tuck it in while wearing it with the utility uniform. The Coast Guard released its current maternity utility uniform in 2006, adopting it from the Navy's uniform. Some Coast Guardsmen have found the partial belly panel in the utility uniform uncomfortable [because of limitations on expansion], so the Service is working with the Air Force to design a new utility uniform to address this issue. Some of the tabs in the original T-shirt design were merely decorative and could not be adjusted to allow for expansion as the pregnancy progressed; the Coast Guard modified the sleeves to add functional tabs and also added a pocket to the shirt's breast. The trousers have hip pockets, lower cargo utility pockets, and an all-around belly panel. The plan of action milestone is to reevaluate this uniform during FY 2017 and to produce the updated uniform in FY 2018. A cold weather jacket can be worn unbuttoned as the pregnancy progresses. If for some reason pregnant Coast Guardsmen finds the maternity uniform unsatisfactory, there is a special measurement program to accommodate her. If that is not sufficient, pregnant Coast Guardsmen may obtain special authorization to wear civilian clothes.

*Discussion*

LTC (Ret.) Park believed it was counterintuitive to require pregnant women to wear camouflage since they are not deployable. SMA (Ret.) Preston responded that most women do not want to look different from their counterparts; they want to appear the same. SGM Moore (Army) felt that women want to maintain uniformity. Some pregnant women who are able would rather wear the standard combat uniform and not the maternity uniform. Ms. Shapleigh (Marine Corps) also responded that some pregnant marines are not in desk jobs; some are still working in their regular positions, and utility uniforms allow them to remain with their units.

Ms. Hawkes asked if the new operational camouflage pattern (OCP) is reflected in the maternity uniforms. SGM Moore responded that the Army is in the process of developing a uniform in the OCP; currently, maternity uniforms are available only in the universal camouflage pattern. SGM Moore indicated the OCP uniform should be available in mid-2017.

Ms. Hawkes asked if there was any feedback from women in the Coast Guard regarding the jumpers, reiterating that they were last updated in the 1990s. Mr. Davis stated he has not received any feedback about the jumpers; he explained that the questions he has received concerned the utility uniform, and that is being updated as a result.

Ms. Hawkes noted the dress uniform for the Navy and asked if other Services have a maternity dress uniform as well. Ms. Shapleigh responded that the Marine Corps does not have one. She indicated the most formal event marines would attend is the birthday ball. Marines who are pregnant at that time may wear the maternity uniform. If they cannot fit into the maternity uniform, they can wear civilian clothing. It is not necessary for them to wear the tunic often. SGM Moore agreed that it was the same protocol for the Army and that they had not received any requests for a maternity dress mess uniform.

Ms. Teresa Christenson asked if there is a timeframe within which postpartum Service members must resume wearing the regular uniform. SGM Moore responded that it is dictated by the member's medical provider. Ms. Shapleigh replied that marines typically are expected to begin wearing the standard uniform again after returning from maternity leave, but could obtain medical permission to continue to wear the maternity uniform for up to 6 months. LSCS Nelson-Williams said the Navy has similar requirements; women have 6 months to return to wearing the regular uniform, but that period could be extended. Ms. Nischwitz-Ewalt stated that for the Air Force, postpartum women could continue to wear the maternity uniform for 6 months but could obtain medical permission to extend that period. Mr. Davis stated that postpartum women in the Coast Guard have 60 days to return to wearing the regular uniform but that the period could be extended with medical permission.

Dr. Anderson asked about the process for having maternity uniforms issued. SGM Moore (Army) stated that the soldier would need to obtain a maternity uniform authorization form, have her medical provider complete the form, and present the form to the central processing facility to obtain the uniform. Ms. Shapleigh explained that for the Marine Corps, a servicewoman is expected to meet with her military medical officer to obtain confirmation of pregnancy. The marine then would need to present a form completed by her supply officer at the exchange to obtain the maternity uniform. If after 36 months the marine becomes pregnant again, she may apply for a new maternity uniform stipend. LSCS Nelson-Williams (Navy) stated that a sailor would need to have her pregnancy confirmed, after which her commanding officer would approve and endorse a form. The sailor would present that form to the pay and personnel support office to have the pregnancy documented in her record, after which she would be able to obtain the maternity uniform. After 36 months, a sailor may obtain a new set of maternity uniforms. Ms. Nischwitz-Ewalt (Air Force) explained that pregnant airmen are required to use the stipend to buy two uniform items—the long-sleeved shirt and jumper—but may use the remaining balance to purchase any other items they need. After 36 months, the airman is eligible for another stipend. Mr. Davis explained that a pregnant Coast Guardsman receives a stipend to purchase the maternity uniform but is not required to buy specific items.

CMSgt (Ret.) Belcer asked if there is a plan to develop a maternity uniform coat in the spirit of uniformity. All of the briefers responded that there is no plan in place for this. Ms. Nischwitz-Ewalt (Air Force) mentioned that the option had been discussed and rejected because of the short timeframe during which the coat would be used. A pregnant airman is allowed to trade in her parka for one of a larger size if necessary.

Ms. McAleer asked Mr. Davis (Coast Guard) if he was confident that he had received no feedback regarding maternity uniform items that have not been updated since 1990. Mr. Davis confirmed that he was. He noted that the feedback mechanisms for commenting on uniforms are widely available and open; the Coast Guard has received feedback about a variety of uniform aspects down to the color of the socks, but no comments have been submitted about the maternity jumper. The most frequently purchased uniform items are the shirt and the trousers, not the jumper. Ms. Christenson and Ms. McAleer then asked if jumpers are purchased frequently. Mr. Davis stated that he has seen the jumper worn by Coast Guard members often but was not sure exactly how regularly it is purchased.

Dr. Young asked why women are wearing skirts [as part of both the maternity and regular uniforms] if they want to look similar to the men in their units. She also asked if the skirt is functional. Ms. Shapleigh stated that the Marine Corps conducted a survey about that issue; respondents said they wanted to keep the skirt as a uniform option for formal events. Wearing it is voluntary.

FLTCM (Ret.) Ortloff asked if any of the Services require the skirt or if it is an optional purchase. Ms. Nischwitz-Ewalt stated that the Air Force requires women to purchase the skirt, but the policy is under revision. Mr. Davis stated that the Coast Guard skirt is an optional item, but it is required for women participating in the fellows programs because they visit Capitol Hill. LSCS Nelson-Williams reported that for the Navy's ceremonial uniform with mess dress, the skirt is available but not required. Ms. Shapleigh (Marine Corps) stated that there are required skirts and socks for certain situations. Mr. Moore reported that each female Army member is issued a skirt, but she is not required to wear it.

FLTCM (Ret.) Ortloff asked the Coast Guard if there are any events where the tunic is required. Mr. Davis responded no.

CMSgt (Ret.) Belcer asked the Army why there was a large difference between the price of the skirt and that of the slacks. Mr. Moore stated that skirts for servicewomen in pay grades E5 and above would have a yellow braid on the side, which increases the cost.

Ms. Hawkes asked when the Services last reached out to women for feedback about maternity uniforms. Mr. Moore replied that the Sergeant Major for the Army holds quarterly meetings to reach out to soldiers in the Army about uniform-related concerns; the only feedback regarding maternity uniforms has been a request for the Army to provide OCP maternity uniforms. Ms. Shapleigh stated the Marine Corps meets annually and no feedback on the maternity uniform has been submitted since 2004 or 2005. LSCS Nelson-Williams stated that the Navy is still working on final redesigns for the last two uniforms shown in the slides submitted for the briefing. Ms. Nischwitz-Ewalt responded that in 2015, the Air Force began considering changes to the uniform; airmen could submit feedback through blogs, online portals such as the uniform office portal, and social media. Mr. Davis stated that they poll Coast Guardsmen annually, and also receive feedback through the innovation program, on uniforms.

CMSgt (Ret.) Belcer asked the Marine Corps if the tunic may be hemmed to wear with the maternity uniform trousers. Ms. Shapleigh responded that the tunic is one size fits all and allows room to grow with pregnancy progression.

VADM (Ret.) Pottenger asked about the “save the skirt” movement among female officers in the Navy and what is driving the movement if the Navy is not planning to discontinue offering skirts as a uniform option. LCSC Nelson-Williams stated that she was not aware of the movement or plans of the Navy to stop offering skirts. She said she would research the issue.

COL Kominiak closed the public meeting period for the day and announced the meeting would resume on September 14, 2016, at 0830.

**14 September 2016**

**Morning Remarks**

COL Kominiak, Designated Federal Officer and DACOWITS Military Director, opened the meeting. Gen (Ret.) Wolfenbarger, DACOWITS Chair, welcomed all attendees to the last day of the September meeting and asked all Committee members and meeting attendees to introduce themselves.

**The Nation's Recruitable Population (RFI 14)**

The Committee requested a briefing from DoD's Joint Advertising Market Research & Studies (JAMRS) Office on the country's recruitable population. DACOWITS specifically requested that the briefing include information on the overall size of the current and projected recruitable population; the gender and demographic breakdown of the population of recruitable enlistees; the criteria for defining the "recruitable population" (include qualifiers and disqualifiers); the rationale behind this definition and when it was last examined; and the number of single parents who are among the recruitable population, broken down by gender.

**Dr. Taylor Fairley, Principal Research Scientist, JAMRS**

Ms. Stephanie Miller, Director of Military Accession Policy, a component of the Office of the Deputy Assistant Secretary of Defense for Military Personnel Policy, provided opening comments before introducing Dr. Fairley. Ms. Miller began by stating that the SECDEF has spent a lot of time reviewing the issue of the recruitable population as part of the Force of the Future initiative, an effort designed to maintain DoD's competitive edge in hiring, strengthen family benefits, improve officer promotion systems, and attract top civilian talent. She explained that a lot of research has been done regarding how to market to and reach the recruitable population. The eligibility standards are designed to ensure those considered can perform the duties assigned and that the military selects those who are most trainable and adaptable to life in the Services. There are a variety of laws and DoD- and Service-level policies that shape the standards, but the Services may, and often do, use stricter criteria than those standards set by law and DoD. Each Service regularly reviews DoD policy on this issue and adjusts its policies based on the needs of the Service. Ms. Miller noted that this year, DoD is completing an examination of the medical standards to revalidate them. The Services have the ability to waive the standards and have the flexibility to determine which standards can be waived and at what level. If DoD sees that one standard is consistently being waived, it reviews that standard to see if it needs to be changed.

Dr. Fairley explained that "qualified military availability" (QMA) is the official metric DoD uses for the number of youth eligible for enlisted service in the military without a waiver. The metric is derived by taking the 17- to 24-year-old American population (the current youth population) and reducing that number by the number of youths who are not eligible because of actions or conditions that fall under one or more of the seven categories of disqualification: medical/physical, overweight, mental health, drug usage, conduct, dependents, and aptitude. These QMA estimates were last examined in 2013 based on data on the prevalence of disqualifying conditions and the overlap among those conditions.

Based on QMA estimates, 29-percent of youth meet the eligibility criteria; this figure drops to 17-percent after removing from consideration those youths in college who are determined not to be available for enlistment. She further explained that the eligible proportion falls to 13-percent when including only those who score above the 30th percentile on the Armed Forces Qualification Test (AFQT) that is composed from the Armed Services Vocational Aptitude Battery (ASVAB). She explained that the Services screen out individuals who score in Category 4 or lower on the test (bottom 30th percentile). Dr. Fairley explained that the majority of those disqualified are excluded for more than one reason. She said the main point of this analysis is that adjusting any one standard will not greatly expand the pool of eligible youth since it is likely that they would be ineligible based on another standard as well.

She explained the disqualifiers and their prevalence. Of ineligible youth, 12-percent are disqualified because they have dependents, but only 2-percent are ineligible only for this reason. Men tend to disqualify at higher proportions than women based on drug usage and conduct, whereas women tend to disqualify at higher proportions than men based on medical/physical or mental health issues and having dependents. The current youth population is approximately 16.5 million men and 16.5 million women; however, only 5 million men and 5 million women in this population are recruitable. When projecting population growth based on the 2013 metric, the size of the recruitable population increases because of the expected rise in the total population. Eligible women tend to be more academically motivated in terms of achievements and goals. Eighty percent of women and 60-percent of men score in the top 50th percentile of AFQT scores. Both men and women have high expectations for college degrees, but women are more focused on earning advanced degrees. There are also differences by gender in terms of career interest. Women have greater interest in health care positions and education, whereas men have more interest in science, technology, engineering, and math (STEM) fields and military service as a viable career option.

Dr. Fairley noted that other factors besides eligibility affect the recruitable population. There is also a disconnect between the reality of life in the military and what youth believe about military service. Only 36-percent of eligible men and 29-percent of eligible women think they can have an attractive lifestyle in the military. Women are more likely than men to perceive risk as a reason not to join the Service. Women are also less likely than men to believe they can succeed in the military. Furthermore, academically higher performing youth (5-percent) have less interest than lower academically performing youth (11-percent) in military service.

### Discussion

SMA (Ret.) Preston said the DoD standard for academics is that 90-percent or more of the enlisted recruits be high school graduates, none of the recruits score in Category 5 on the ASVAB, and 4-percent or less of the recruits score in Category 4 on the ASVAB. He asked if those figures are still correct and how that relates to eligibility. Ms. Miller replied that a high school diploma is preferable but not required and that DoD views a high school diploma as a sign of likelihood to complete a course of instruction. SMA (Ret.) Preston commented that eligibility is less than 29-percent when you consider only high school graduates. Dr. Fairley reported that non-high school graduates were removed from consideration for the analysis (described earlier in this section) to determine the proportion of recruitable youth (13-percent). Ms. Miller noted that recruiters look at the candidate as a whole person and will consider a potential recruit who has achieved a high ASVAB score but earned a GED rather than a high school diploma.

Mr. Brian Morrison asked if JAMRS had conducted an analysis to examine the largest drivers of disqualification when examining those youth who are disqualified based on only one category. Dr. Fairley replied that recruits are most commonly disqualified for medical/physical reasons. She explained that the medical/physical category encompasses a variety of issues, including vision and hearing. Medical/physical data is correlated across all categories, and the mental health category is a component of the larger medical/physical category. JAMRS includes the overweight category within the medical/physical category since it is highly correlated, and weight is the biggest medical/physical driver. Dr. Fairley offered to pull specific data regarding medical/physical correlations. Mr. Morrison said he would be interested in seeing the results of a sensitivity analysis to see if disqualification occurs more often based on medical/physical or overweight factors.

VADM (Ret.) Pottenger applauded the briefers. She noted that women tend to be more highly qualified than men. She suggested that top military leadership need to see this data, to which Ms. Miller responded that the information has been briefed to the SECDEF and members of Congress, particularly the Senate Armed Services Committee and the House Armed Services Committee. These data are part of why the Office of the Secretary of Defense (OSD) supports the universal requirement for Selective Service. For men, the Selective Service is an opportunity to consider military service, and marketing and advertising cannot substitute for this opportunity. Research shows there are many misperceptions in what women think a military career looks like versus reality. Women are not saying “no” to the military; they are saying “I don’t know.”

Ms. Monica Medina appreciated Ms. Miller’s statement about requiring women to sign up for the draft. She then noted that there is a large difference in the percentage of men (1-percent) versus the percentage of women (3-percent) who are disqualified solely because they have dependents. She asked how many men and women these percentages include. Ms. Miller indicated that number would equal 1-percent of the 16.5 million men and 3-percent of the 16.5 million women in the current youth population.

Ms. Medina further inquired how many characteristics qualify for waivers and what specific disqualifiers are included in the conduct category. Dr. Fairley stated that conduct that would render a candidate ineligible is being convicted of two misdemeanors or a pattern of misconduct. Ms. Miller further elaborated that felonies are not waivable, but the Services can waive disqualification for lesser misdemeanors. Ms. Medina followed up by asking if the Services automatically screen out anyone with a sexual assault conviction. Ms. Miller replied that a guilty verdict in a sexual assault offense is not waivable. When Ms. Medina asked about cases for which a person avoided conviction for sexual assault through a plea deal for a smaller offense, Ms. Miller indicated those cases are more difficult to examine, but recruiters look at the case and how it was handled in the courts to identify those instances.

LTC (Ret.) Park asked if the reasons JAMRS provided on why men and women did not want to join the Services were determined based on specific response categories provided in the question or if the responses were open-ended. Dr. Fairley indicated the categories were finite, but the categories were derived from qualitative work and previous surveys that were open-ended.

Col (Ret.) Boggs asked about the legalization of marijuana in some States and how it would affect future projections of eligibility. Dr. Fairley said the projections are created using data gathered in 2013 based on whether individuals would be able to pass drug tests if they had smoked marijuana that day or within the previous 30 days. She noted that trends like this are

something that JAMRS monitors. Ms. Miller clarified that the standard for disqualification is current drug use or a history of drug or alcohol dependency. Service standards tend to be stricter, however. At present, marijuana is considered a Class 1 narcotic at the federal level; until that classification changes, the drug standards for marijuana will not change.

Ms. Mines asked if JAMRS had correlated advances in technology with how those advances might affect the need for fewer Service members going forward. Dr. Fairley said JAMRS has not conducted a study specific to that issue. Ms. Miller indicated that JAMRS has found that women interested in the military are interested in career paths that would allow them to obtain additional advanced degrees, which is why they tend to be more interested in the medical and legal fields.

### **Panel Discussion: The Nation's Recruitable Population (RFI 15)**

*Army: Mr. Paul Aswell, Chief, Accessions Division*

Mr. Aswell explained that the Army has slightly more restrictive standards in most categories than DoD, but it accepts recruits with the lowest percentages for ASVAB scores—particularly in the Reserve Component—because some units are in geographic areas with poor education, and individuals from those areas tend to score lower on the ASVAB. The Army screens some applicants using the Tailored Adaptive Personality Assessment System (TAPS) test originally developed for the Special Forces Selection and Assessment; it is a non-cognitive test of motivation. The TAPS test was initially used to screen overweight applicants; beginning in FY 2017, it will also be used to evaluate those who do not have a high school diploma. The Army will also begin using the Occupational Physical Assessment Test in FY 2017 to physically qualify recruits for demanding specialties.

Mr. Aswell asserted that the Army reviews the applicant as a whole person. It allows waivers for conduct, drug use, medical/physical issues, and dependents. He stated that the Service grants waivers because its standards are higher than OSD standards. However, any applicant has been accused of any sexual offense and had any adverse adjudication is not eligible to enlist.

The Army previously waived drug use, but found that soldiers who tested positive for drugs during recruitment would likely be referred to Army drug and alcohol programs after enlistment. Regarding changes in drug laws, the Army does not immediately close its doors to individuals with a history of drug use; it will consider single-possession drug tests. Out of nearly 130,000 such applicants, the Army has granted waivers to less than 200. The Army has restricted the ability to grant conduct waivers but has increased the ability to issue medical waivers. Mr. Aswell explained that astigmatism and orthopedic injuries are automatic medical disqualifications but that the Army will grant waivers if there is no history of other issues stemming from such medical conditions.

The Army does not allow sole parent dependent waivers, but it does allow waivers for recruits with a spouse and two or more children. It is more common to issue dependent waivers for the Reserve Component than the Active Component, and the number one factor in success for single parents is having a viable family care plan. The rationale for not granting sole parent waivers for soldiers in the Active Component is that the Army has found that the amount of time new recruits for that component must spend training—an average of 6 months of initial entry training at least 6 days a week for long hours—is not conducive to being a sole parent. In the Reserve Component, the training can be split up so that the parent's support network can help care for the

child. Conduct is more of an issue for men than women, so women have fewer conduct waivers. The number of medical waivers tends to be slightly higher for women than men. More women than men get waivers for dependents, but the overall number of waivers is small.

*Marine Corps: LtCol Michael Beckhart, Marine Corps Recruiting Command Head, Enlisted Operations*

LtCol Beckhart explained that a qualified applicant for the Marine Corps is aged 17–35; has a high school diploma; and meets required mental, moral, and DoD standards. Of applicants, 95 percent are Tier 1 (high school graduates). The Marine Corps aims to access 63 percent of applicants who score in the 50th percentile or higher on the ASVAB. The Marine Corps works with applicants before they undergo recruit training. Recruiters want to see applicants succeed throughout their service. Enlistment standards are formed in conjunction with DoD standards. There are some waivers to DoD standards, but the Marine Corps continually reviews and modifies DoD standards as needed to comport with DoD guidance and allow for a diverse Marine Corps. The Marine Corps grants waivers on a case-by-case basis by examining the recruit as a whole person. All applicants who require waivers are considered.

*Navy: CDR Denise Spanier, Commander, Navy Recruiting Command*

CDR Spanier explained that the ASVAB is used to determine if an applicant will be successful. There are stricter medical requirements for Sea, Air and Land Teams, or SEALs. The Navy uses several specialized tests to determine aptitude for specialty areas such as nuclear and language. CDR Spanier stressed that it is important to understand that the waiver process is fluid and changes with the recruitment market. Waivers may be issued for felonies; however, the Navy does this only for high school graduates, and it is very selective. The dependents issue is not what is keeping women out of the Navy; rather, it is that women do not score as well as men on STEM-related tests. Women average 10 points less than men on the four STEM-related technical lines, and women who are interested in STEM fields are recruited by all organizations, not just the Military Services. Despite this, the Navy does a good job recruiting women, particularly near military bases such as Jacksonville, NC; Norfolk, VA; and San Diego, CA. The Navy does not allow single parents with custody to join the Active Component. The Navy's position is that in light of the demands of Navy schools and time spent at sea and traveling to different geographic locations, it is impossible to be successful in the Navy as a single parent. Single parents are allowed to join the Reserve Component. All waivers are granted at the commanding officer level at the recruiting districts except for medical waivers.

*Air Force: MSgt Tiffany Bradbury, Superintendent, Air Force Enlisted Accessions Policy*

MSgt Bradbury explained that the basic qualifications for joining the Air Force are based on Air Force Instruction (AFI) 36-2002 for enlisted and AFI 2005-2013 for officers. Recruiters are given guidance on the qualifications, and they conduct monthly delayed entry calls to applicants to discuss the Air Force lifestyle and prepare them for training. Applicants are also directed to tools and websites such as the Professional Airman Development Guide and [Wingmentoolkit.org](http://Wingmentoolkit.org). Qualified applicants are aged 17–39 and are high school or college graduates. The Air Force considers law violations, finances, dependents, tattoos, and physical and medical issues, as well as ASVAB scores, when evaluating recruits. Air Force policies are reviewed every 2 years or when OSD policy dictates. The Air Force looks at the recruit as a whole person and will issue a dependency waiver for a married or single applicant with up to three children, but only after reviewing and approving the applicant's family care plan. The Air

Force has provided dependency waivers to 34 women and 44 men since the dependency standards were changed. For single parents, 53 waivers were approved, and 25 of those were for women. Waivers are approved by the recruiting group commander.

Coast Guard: Mr. Lane Solak, Chief Accessions Division, Recruiting Command

Mr. Solak explained that the Coast Guard is unique because it is small. Mr. Solak reviews all waivers for enlisted personnel in the Active and Reserve Components and sends waivers for officers to the Coast Guard Personnel Management Division for review. The concept of viewing the recruit as a whole person is key. Because the Coast Guard is a federal law enforcement agency, it has stricter restrictions than DoD regarding drug use. The Coast Guard does not accept applicants who have sole custody of their children. Gender and diversity are not considered in the waiver approval process.

Discussion

Mr. Morrison asked the Navy and Marine Corps to consider a situation: A 26-year-old female Ironman competitor and neurosurgeon who is single and has a child wants to serve in the military—could she join? The Navy commented that the woman would enter as an officer, and it can issue waivers for officers. The Marine Corps said that it also can issue waivers for officers.

Ms. McAleer asked the Army to clarify its policy on waivers for convictions. She asked how waivers are handled if a candidate pleads to a lesser offense in a sexual assault or rape case. Mr. Aswell replied that the Army looks at all misconduct even if there are no convictions. The offense is what dictates the waiver requirement. An accusation or history of arrest may not require a waiver. If the person is not convicted but must perform community service, that is considered adverse adjudication. If the offense is sexual in nature, it is not waivable. Even if the charge is voyeurism, there is no waiver. Ms. Stephanie Miller (DoD) described a recent case: A woman took a picture of herself with her breast exposed and sent it to her boyfriend who then circulated it. As a result, she received a sexual misconduct conviction. The Army considers the whole person when evaluating recruits but was not able to accept that individual because of her sexual misconduct conviction. Mr. Aswell stated that the Army also cross checks recruits against the list of individuals in the sexual offender registry because it is possible to be a sex offender and not have an adverse adjudication.

FLTCM (Ret.) Ortloff asked the Air Force if the adjustment on July 1, 2014, was to allow waivers for parents with sole custody. MSgt Bradbury responded that the change was to allow for a single parent or a married parent with more than two children to receive a waiver.

MG (Ret.) Macdonald pointed out that other Services should look at the operational IQ test being used in the Army and that he is curious about the statistics regarding the effects of this test on recruitment. He agreed with the Army policy not to allow single parents into the Service. He asked the Air Force to describe an example of a family care plan that would effectively cover basic training and the first assignment and that does not require relinquishing custody of one's children. MSgt Bradbury responded that anyone caring for a child for an extended period of time would need a power of attorney and that this plan would be no different from a family care plan for an active duty Service member. CDR Spanier noted that the family care plan itself is not a legal document.

Ms. Mines asked if any of the Services other than the Air Force look at legal guardianship versus custody for short periods of time. Mr. Aswell responded that he did not believe custody would

need to be relinquished for a family care plan, and court orders are not typically permanent. Parents can regain custody of their children when they are established in the Service. CSM (Ret) Jones explained that custody agreements differ by State.

SMA (Ret.) Preston inquired about the number of recruits who successfully complete the first term of enlistment, given the screening and requirements employed by the Services to filter out unsuitable candidates. Mr. Solak indicated that in the Coast Guard, 12-percent of recruits drop out of boot camp, and another 8 percent drop out during the first term of enlistment. LtCol Beckhart said 6 to 7-percent attrite out of boot camp in the Marine Corps, but the rate of attrition has dropped in recent years. SMA (Ret.) Preston commented that the reasons for attrition would be an interesting follow-on brief for the Committee to request. Ms. Miller noted that OSD collects that data and could share it.

LTC (Ret.) Park said she would like to know how many Air Force single parents who received dependent waivers were able to complete their first terms of enlistment, and that the information would enhance understanding of how successful the dependent waiver policy has been for those who received waivers. Ms. Miller did not know if OSD could obtain that information, but said she would check. CDR Spanier commented that the Navy did a similar analysis for recruits with alcohol use waivers and found that those who had received waivers were actually more successful compared with the general population of recruits.

CMSgt (Ret.) Belcer asked the Marine Corps what it evaluates when looking at the “whole person.” LtCol Beckhart said the Service looks at factors that are likely to help the candidate succeed, such as involvement in high school athletics and participation in the community. He noted that though he made mistakes when he was younger, the Marine Corps still gave him a chance to prove himself. The Marine Corps considers individuals who worked hard to overcome bad choices and will give them a chance to succeed.

Ms. Hawkes asked if the waiver process was subjective based on the candidate market and if so, to what degree. During the height of the recent military conflicts, when the Services needed to grow their ranks, they accepted people who had histories of major misconduct, individuals who they would not accept now. Mr. Aswell said the Army tried to examine each of these recruits as a whole person to minimize the risk of recidivism, but an analysis showed these individuals separated from the Army for in-service incidents at a higher rate compared with the overall recruit population. The Army has since focused on awarding additional incentives for enlistment rather than issuing waivers for misconduct. LtCol Beckhart said it experienced a similar situation. Waivers are not given out *carte blanche*. Individuals are closely scrutinized. Any incident involving major misconduct is reviewed carefully.

Ms. Hawkes followed up by asking about medical waivers and if the policies for awarding those had been loosened. Ms. Miller stated that during times of greater need, the Services might be willing to accept more risks in recruits. She also pointed out that the person who issues medical waivers differs by Service—in some Services, it is the commanding officer who makes the determination based on a doctor’s recommendation, whereas in other Services, it is the doctor making the decision. OSD sets the base requirements, which are reviewed every 3-4 years, but it is up to the Services to implement the requirements, and their respective approaches differ. CDR Spanier (Navy) commented that ROTC is popular and that it is easy to disqualify people for minor medical issues when there are many people interested.

Ms. Medina asked the Services if the use of Ritalin [a drug prescribed to treat attention-deficit/hyperactivity disorder] is a disqualifier. Mr. Aswell stated that those kinds of medications could be disqualifying depending on the purpose of the prescription and how long the medication was used by the applicant. Current use might be a disqualifier, but cases are reviewed individually. The Army no longer allows drug waivers or misconduct waivers; it based this decision on commanders' reports and the findings of an analysis by RAND of in-service behavior. The Army has chosen not to expose commanders, units, and the Armed Forces to risks associated with individuals with a history of misconduct. SMA (Ret.) Preston asserted that a person who used Ritalin as a 6-year-old would still require a waiver to join the Army. Mr. Aswell responded that the Army looks at the behavioral health history of recruits because of its focus on suicide prevention and behavioral health risks. LtCol Beckhart (Marine Corps) stated that use of certain drugs does not automatically disqualify recruits; drug use waivers can be issued depending on the situation. In the case of the Marine Corps, a waiver would require a recommendation from a doctor to a line officer.

VADM (Ret.) Pottenger commented that there appears to be a disconnect between the information from JAMRS and the Services. She noted that JAMRS said there are recruiting challenges on the horizon, but Service briefers seem to be indicating that recruitment is going well and there is no need to issue waivers. Mr. Solak asserted that the JAMRS briefer was correct; he stated that the Coast Guard would miss its active duty recruitment target this year for the first time since 1998, but by only about 50 people. He indicated it is tougher to recruit now because the Coast Guard is competing with the other Services and the civilian world. The Coast Guard also does not have the funding DoD has. Its recruiting budget was cut about 3 years ago, and the number of Coast Guard recruiting offices has decreased drastically. The Navy representative credited some of this to the economy. LtCol Beckhart (Marine Corps) agreed with the Navy on the economy perspective. The Marine Corps has found it no harder or easier to recruit than in 2002. It takes approximately 10,000 contacts to get 50 people through the recruitment process to the point of recruit training. MSgt Bradbury said the Air Force also has recruiting and propensity challenges and that is why it is reviewing its current recruitment standards and policies. Mr. Aswell commented that the goal of issuing a waiver is accepting someone without the best qualifications and mitigating those challenges. For example, the Army is taking more noncitizens now than it has in the past, but the Army probably cannot sustain that policy. It is employing recruitment incentives, but it also had to expand the recruiting footprint. The Army has more recruiters than all the other Services combined. Mr. Aswell stated that the only two options to improve recruitment outcomes are to either issue waivers or put more effort into recruitment. It is more costly to focus more on recruitment, but that is the only way to maintain the mission.

MG (Ret.) Macdonald asked all the Services what they thought could improve propensity and if there was anything the Committee could do to help. The Marine Corps suggested that one way to improve recruitment would be to help youth understand that the military offers great opportunities; recruiters need to reach niche markets and help potential recruits understand that DoD is a great organization and that they will feel fulfilled by being part of it. That message needs to be passed to key influencers of young people as well. The Navy said that accessing schools is important to convey that having a military career is a viable option. Sometimes schools do not welcome recruiters, and there are restrictions in some districts on military recruiting, but the Navy explained that it is important to reach out to younger students instead of waiting until they are older and have formed their opinions. The Marine Corps agreed and

indicated that high schoolers are the right target population. The Air Force agreed with the Navy's comment and stated that it comes down to planting the seed. The Air Force added that its best tool is being able to inform the public about what the Air Force has to offer. The Services need access to schools to quell misconceptions and reach youth influencers.

## **2016 Propose and Vote on Recommendations and Continuing Concerns**

Gen (Ret.) Wolfenbarger began the voting session by clarifying that the three new members who joined the Committee the previous day would not be eligible to vote on the 2016 recommendations and continuing concerns, because they had not attended the majority of the quarterly business meetings. She also indicated that abstentions would not be counted as votes for or against a recommendation. Committee members discussed and voted on the following recommendations and continuing concerns.

### **A. Mentorship**

- 1. The Secretary of Defense should consider requiring the Military Services to include instruction blocks and training on mentorship as an essential part of leadership training, including discussion of the role and meaning of mentorship, and of the mentoring of women by both women and men. The Committee does not recommend formal, mandatory mentorship programs.*

SMA (Ret.) Preston moved to adopt the recommendation. MG (Ret.) Macdonald seconded the motion.

**Discussion:** Mr. Morrison made a point of order for a wording change. "The Secretary of Defense should consider requiring" was changed to "The Secretary of Defense should require." This change was made.

**Vote:** The Committee voted to adopt the recommendation unanimously (15 votes in favor).

**Final Recommendation:** *The Secretary of Defense should require the Military Services to include instruction blocks and training on mentorship as an essential part of leadership training, including discussion of the role and meaning of mentorship, and of the mentoring of women by both women and men. The Committee does not recommend formal, mandatory mentorship programs.*

### **B. Single Parent Waivers**

- 1. The Secretary of Defense should require each of the Military Services to adopt a policy that provides for waivers to allow single parents into the military without giving up custody of their children, when the facts, circumstances, and occupational requirements would allow, and when the Military Services would benefit.*

MG (Ret.) Macdonald moved to adopt the recommendation. LTC (Ret) Park seconded the motion.

**Discussion:** VADM (Ret.) Pottenger asked for clarification as to whether the recommendation should require the Services to adopt a policy or should request an examination of current policies based on a best practice by the Air Force.

Mr. Morrison responded that based on the briefings the Committee received that morning, the reasoning may be undercut by the discussion by JAMRS that noted the size of the recruitable population. That said, Mr. Morrison said he believes there is a salutary value in saying to individuals who want to serve that if they can fill Service needs, the Services can accept them without operational loss, and the individual can make the arrangement work, there should be a policy to consider these situations. This recommendation requires that the Services have a policy giving Service leadership the flexibility to consider accepting applicants who are single parents with custody of their children when a family care plan is in place and Service needs permit. The recommendation would not require the Services to admit anyone.

Ms. Medina added that based on the JAMRS data, although the proportion of the single parent recruitable population is only 3-percent, this equates to 500,000 women being excluded, which is not an insignificant number. Other JAMRS data showed that the pool of candidates disqualified solely because they are single parents is comprised of more women than men. The discrepancies among the Services' policies on custody and the differences in the wording used in those policies are important. The Air Force has a clear policy, whereas the other Services' policies are worded more ambiguously regarding sole and physical custody. Ms. Medina asserted that the other Services should have clearly worded policies similar to the Air Force's, and she said she believed that sentiment comes through in this recommendation.

Ms. Christenson raised the same questions brought up earlier in the voting session by VADM (Ret.) Pottenger. She felt that the Committee needed more information about the issue before making this recommendation. During the briefings received earlier in the day, the briefers reported that single parenthood is not conducive to success in the military. Ms. Christenson believed the Committee should look into the issue further rather than recommending a policy be implemented.

CAPT (Ret.) Kelley agreed with Ms. Christenson and asked the Chair how to further investigate the issue.

Mr. Morrison explained that the Committee received several responses to RFIs on this subject throughout the year and that this recommendation was not written in the dark, as was suggested by Ms. Christenson. He clarified that the recommendation only requires each Service to adopt a policy to allow the flexibility to issue a waiver if it wishes—the recommendation would not require the Services to accept all single parents.

Ms. Christenson suggested that the Services already have those policies.

Mr. Morrison reported that the Navy and Marine Corps do not currently have the ability to allow a waiver for single custodial parents, but the Air Force has this ability.

Ms. Medina added that Army policy differs for the Active and Reserve Components.

VADM (Ret.) Pottenger acknowledged Mr. Morrison's and Ms. Medina's comments but noted that most of the briefers from earlier that day indicated that those Services that do not have a policy for issuing dependency waivers do not want one. She suggested it might be better to permit a review, examination, and discussion of the policy and make a recommendation next year, noting that the Services seem to feel strongly that waivers for single parents do not work.

LTC (Ret.) Park agreed with VADM (Ret.) Pottenger that the Committee should not force this change on the Services, but reiterated that the wording of the recommendation states that waivers should be considered “when the facts, circumstances, and occupational requirements would allow, and when the Military Services would benefit.” The Committee’s intent with this recommendation is to make Services’ policies on this issue more flexible.

CAPT (Ret.) Kelley agreed with LTC (Ret.) Park. She pointed out that the Committee has not previously brought this issue to the SECDEF’s attention. She suggested that the reasoning for the recommendation should include information gleaned from the panel discussion earlier that day.

Ms. Medina noted that she helped to draft this recommendation and that there was more information to consider, namely that much of the recruitable population is not married and that men tend to avoid taking physical custody of their children and therefore can move through the recruitment process more easily. She added that the key question to consider is if the current policy disproportionately affects women and noted that the statistics from the JAMRS brief indicates that it does.

FLTCM (Ret.) Ortloff referred back to the situation discussed during the briefing earlier in the day about a female neurosurgeon who is a single parent and said that the same consideration should be given for enlisted Service members as for officers if the person has a skill set that is in demand or is highly educated. She noted that more women than men are reported to have degrees and that those single parents with the needed skill sets and education that have the ability to serve may be people the Services want to tap into.

Ms. Christenson said the discussion seemed to indicate that the Committee would like the Services to review their policies and possibly consider changes.

Ms. Medina reiterated that the Committee has looked at the Services’ policies, noting that the first briefing on this issue was received in December 2015; the briefing during this business meeting was helpful, but it was not the first received.

MG (Ret.) Macdonald said that after the briefing he was going to vote “no” on this recommendation but that this discussion had made him reconsider. He agreed that the wording “should consider” is too soft and noted that the recommendation includes the phrase “when the Military Services would benefit.” He appreciated the final phrase in the recommendation.

VADM (Ret.) Pottenger explained that none of the other recommendations ask SECDEF to change a policy. She added that she was uncomfortable with the Committee telling SECDEF to change a policy.

Mr. Morrison noted that later recommendations to be voted on this year similarly recommend a policy change.

Ms. Medina further noted that the 2015 recommendation to remove the combat exclusion rule was a policy change, as was the recommendation to require women to register for the Selective Service.

LTC (Ret.) Park reminded the Committee that its role is in an advisory capacity; thus, such recommendations are implied to be part of its role.

CSM (Ret.) Jones added that the recommendation that the SECDEF “should require each of the Military Services” is not the same as saying, “you will.” The recommendation language provides an option. She felt that the Committee should strongly advise SECDEF on such issues.

**Vote:** The Committee voted to adopt the recommendation unanimously (15 votes in favor).

**Final Recommendation:** The Secretary of Defense should require each of the Military Services to adopt a policy that provides for waivers to allow single parents into the military without giving up custody of their children, when the facts, circumstances, and occupational requirements would allow, and when the Military Services would benefit.

### **C. Continuing Concern: Accessions and Marketing**

LTC (Ret.) Park moved to adopt the continuing concern. MG (Ret) Macdonald seconded the motion.

**Discussion:** No discussion.

**Vote:** The Committee voted to adopt the continuing concern unanimously (15 votes in favor).

### **D. Gender Integration**

1. *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.*

Ms. McAleer moved to adopt the recommendation. Ms. Medina seconded the motion.

**Discussion:** No discussion.

**Vote:** The Committee voted to adopt the recommendation unanimously (15 votes in favor).

2. *The Secretary of Defense should require the Marine Corps and the Army to collaborate on Infantry Training to share best practices on gender integration.*

Ms. Medina moved to adopt the recommendation. Ms. McAleer seconded the motion.

**Discussion:** No discussion.

**Vote:** The Committee voted to adopt the recommendation unanimously (15 votes in favor).

### **E. Chaplain Corps**

1. *The Secretary of Defense should examine the unchanged percentage of women since 2006 in the Chaplain Corps.*

VADM (Ret.) Pottenger moved to adopt the recommendation. MG (Ret.) Macdonald seconded the motion.

**Discussion:** No discussion.

**Vote:** The Committee voted to adopt the recommendation unanimously (15 votes in favor).

2. *The Secretary of Defense should establish clear oversight of Services' Chaplain Corps and set guidelines for increasing the diversity of the Chaplain Corps in alignment with the Force of the Future initiative.*

Ms. McAleer moved to adopt the recommendation. MG (Ret.) Macdonald seconded the motion.

**Discussion:**

Mr. Morrison noted that he has no issue with the “Force of the Future” part of the recommendation but asked for an explanation on what makes the Committee believe there is no clear oversight.

MG (Ret.) Macdonald responded that the written response DACOWITS received for the meeting to RFI 9 stated that there is no oversight. The response described how the Armed Forces Chaplains Board oversees the Chaplain Corps but the board is comprised wholly of chaplains; there appears to be no named person in the Office of the Under Secretary of Defense for Personnel and Readiness that is charged with ensuring that the Chaplain Corps adheres to DoD policies on diversity.

Ms. Christenson stated that there are many religions that allow only male leadership, including the Catholic Church, so to increase the representation of women would require decreasing the representation of those religions and elevating the representation of other religions that allow female leaders. She alluded to mentorship situations in which there should be men mentoring women and vice versa and questioned why it is viable to say that the Chaplain Corps is viable only if it includes more women.

CMSgt (Ret.) Belcer added that as evidenced in DACOWITS’ 2016 focus groups, most Service members are not concerned about the gender of their chaplains; the most important factor is trust. She felt that diversity is not an issue for the Chaplain Corps.

LTC (Ret.) Park commented that the recommendation uses the term “diversity” rather than “men and women.” She indicated the SECDEF should look at how promotion boards are run for chaplains, stating that promotion boards for other career fields are diverse to ensure diversity within the field but that the Chaplain Corps board is an exception to that. She noted that measures need to be in place to ensure that a small institution such as the Chaplain Corps is not promulgating informal policies that may not be in line with those of DoD. LTC (Ret.) Park then emphasized that this recommendation requests that DoD set the guidelines and no longer make exceptions regarding oversight for the Chaplain Corps.

CAPT (Ret.) Kelley commented that clear oversight is key. She noted that there are some instances where the religion of the chaplain is strong enough to influence the religious beliefs of the Service members he or she counsels. She stated that she supports the oversight concept reflected in this recommendation.

Ms. McAleer noted that it is important to emphasize diversity across the spectrum; the issue is not just gender but also the diversity of the endorsing agencies. If only 30-percent of endorsing agencies for chaplains in the Armed Services support and ordain women, and the other 70-percent do not, that is an issue. There are also different education standards among the different endorsing agencies. Ms. McAleer further noted that the Services use chaplains differently. The Navy provides chaplains to the Navy, Coast Guard, and the Marine Corps. In

the Army, chaplains are part of the command team and can influence the commander on religious, ethical, and disciplinary matters.

CMSgt (Ret.) Belcer stated that while only 30-percent of the endorsing agencies ordain women, if one examines the number of women in the Services, the representation of women in the Chaplain Corps is in line with that in the Services.

MG (Ret.) Macdonald clarified that despite 30-percent of the endorsing agencies ordaining women, only 5-percent of chaplains across the Services are women. He added that the Committee wants to ensure there is no bias being exercised against women in the Chaplain Corps and that there is oversight of this.

Col (Ret.) Boggs suggested that without oversight, there is opportunity in the promotion boards for “good ol’ boys” to exercise influence.

**Vote:** The Committee voted to adopt the recommendation (12 votes in favor, 3 votes opposed: Gen (Ret.) Wolfenbarger, Ms. Christenson, and CMSgt (Ret.) Belcer).

**Final Recommendation:** The Secretary of Defense should establish clear oversight of Services’ Chaplain Corps and set guidelines for increasing the diversity of the Chaplain Corps in alignment with the Force of the Future initiative.

#### **F. Continuing Concern: Combat Gear and Equipment**

MG (Ret.) Macdonald moved to adopt the continuing concern. Ms. Christenson seconded the motion.

**Discussion:** No discussion.

**Vote:** The Committee voted to adopt the continuing concern unanimously (15 votes in favor).

#### **G. Strategic Communications**

- 1. The Secretary of Defense should require that strategic wording and imaging effectively address common misperceptions regarding the ability of service women to perform to the highest performance standards.*

Ms. Hawkes moved to adopt the recommendation. CAPT (Ret.) Kelley seconded the motion.

**Discussion:**

Ms. Hawkes moved to amend the recommendation by inserting “across all communication platforms” after “imaging,” removing “performance” after “highest,” and adding “of combat readiness” after “standards.”

CAPT (Ret.) Kelley seconded the motion.

**Discussion on Amendment:**

VADM (Ret.) Pottenger suggested framing the recommendation in a more positive light, substituting “highlighting the superb abilities of servicewomen” in lieu of “common misperceptions regarding the ability of servicewomen.”

Gen (Ret.) Wolfenbarger stated the Committee needed to discuss the amendment before discussing the recommendation itself.

**Vote on Amendment:** The Committee voted to adopt the amendment to the recommendation unanimously (15 votes in favor).

**Discussion on Amended Recommendation:**

Ms. Hawkes moved to amend the recommendation by changing “effectively address common misperceptions” to “positively shape perceptions.”

CAPT (Ret.) Kelley seconded the motion.

**Discussion on Amendment:**

Ms. Hawkes questioned whether “misperceptions” should remain in the recommendation given the number of misperceptions surrounding female Service members.

Gen (Ret.) Wolfenbarger suggested putting that language in the reasoning instead.

**Vote on Amendment:** The Committee voted to adopt the amendment to the recommendation unanimously (15 votes in favor).

**Discussion on Amended Recommendation:** No discussion.

**Vote on Amended Recommendation:** The Committee voted to adopt the amended recommendation unanimously (15 votes in favor).

**Final Recommendation:** *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.*

2. *The Secretary of Defense should aggressively educate the public and military personnel on the differences between occupational standards and physical fitness standards.*

MG (Ret.) Macdonald moved to adopt the recommendation. LTC (Ret.) Park seconded the motion.

**Discussion:** No discussion.

**Vote:** The Committee voted to adopt the recommendation unanimously (15 votes in favor).

## **H. Physical Standards**

1. *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.*

Ms. Hawkes moved to adopt the recommendation. Dr. Anderson seconded the motion.

**Discussion:** No discussion.

**Vote:** The Committee voted to adopt the recommendation unanimously (15 votes in favor).

2. *The Secretary of Defense should consider Service-wide adoption of the Air Force methodology and medical research data regarding body fat to be determined via abdominal circumference measurement to eliminate gender variance.*

Ms. Hawkes moved to adopt the recommendation. Ms. Christenson seconded the motion.

**Discussion:**

VADM (Ret.) Pottenger asked how this change would help servicewomen meet the requirements for the other Services.

MG (Ret.) Macdonald responded that Mr. Baumgartner briefed the Committee on this and explained that when a person's abdominal circumference reaches a certain measurement, it denigrates their overall health. This issue is not tied to a specific Service.

Ms. Medina commented on the briefing that MG (Ret.) Macdonald referenced and how scientifically the Air Force had gone about this. She noted that people were doing things that were bad for their health, such as not drinking water before the test, to pass the height/weight test.

LTC (Ret.) Park commented that Dr. Baumgartner's research reflects the current medical norms.

SMA (Ret.) Preston commented that he was going to vote against this recommendation because it was up to the Services what approaches they want to use to determine body fat. He suggested keeping the "should consider" wording because the preferred approach should be up to the Service. What works for the Air Force may not work well for the other Services given the extreme locations where some members serve.

Mr. Morrison commented that he interpreted the recommendation differently, explaining that the methodology the Air Force uses is the best way to ascertain body fat. He felt that the recommendation suggests that the other Services use the same method of measurement as the Air Force but does not require them to adopt the same standards for percent of body fat allowed.

FLTCM (Ret.) Ortloff agreed with SMA (Ret.) Preston in that it may be hard for some Services to implement the Air Force methodology. She said she would prefer the Services be allowed to use their respective preferred methodologies but that Service members should have the option to request the more scientific measurement (the one used by the Air Force) if desired.

CMSgt (Ret.) Belcer commented that the Air Force method of measurement simply uses a special tape measure.

**Vote:** The Committee voted to adopt the recommendation unanimously (15 votes in favor).

**Final Recommendation:** *The Secretary of Defense should consider Service-wide adoption of the Air Force methodology and medical research data regarding body fat to be determined via abdominal circumference measurement to eliminate gender variance.*

## **I. Transition Services**

- 1. The Secretary of Defense should augment the content of current transition assistance programs to better meet the unique needs of transitioning servicewomen.*

Ms. Hawkes moved to adopt the recommendation. CAPT (Ret.) Kelley seconded the motion.

### **Discussion:**

Col (Ret.) Boggs commented that the Transition Assistance Program (TAP) is not the best and wondered if TAP needs to improve overall rather than make improvements specifically for women.

Gen (Ret.) Wolfenbarger cautioned that it was not the Committee's purview to make recommendations about the TAP program outside of how it pertains to women.

CSM (Ret.) Jones expressed her agreement with this recommendation. She indicated that female veterans that are transitioning are four times more likely to be homeless than any other women in the U.S. population. Even though there have been changes in the U.S. Department of Veterans Affairs (VA) medical system to improve women's services, it is still predominately men who receive services, and care providers are not as sensitive to women's issues. Women who are transitioning into civilian work environments have very specific needs. Based on her 10 years of experience being involved in female veterans' issues, she felt that this is definitely a concern for women. CSM (Ret.) Jones further suggested a breakout session to target the specific issues that negatively affect female veterans specifically.

CAPT (Ret.) Kelley noted that during the June 2016 DACOWITS business meeting, there was a woman who spoke during the public comment period about a specific program to aid transitioning female veterans. She explained that the reasoning for this recommendation is based on information from TAP as well as some organizations that are unique to female veterans.

VADM (Ret.) Pottenger commented that she thought this Committee was focused on making Service members more effective. She suggested using the term "improve" or "review" rather than "augment." She also noted that TAP briefers have stated that transitioning Service members are already overwhelmed by the amount of information TAP programs deliver to them over the course of one week. She felt the Committee was stepping out of its purview and into VA territory with this recommendation.

VADM (Ret.) Pottenger moved to amend the recommendation by changing "augment" to "review and enhance."

Ms. McAleer seconded the motion.

**Discussion on Amendment:** No discussion.

**Vote on Amendment:** The Committee voted to adopt the amendment to the recommendation unanimously (15 votes in favor).

**Discussion on Amended Recommendation:** No discussion.

**Vote on Amended Recommendation:** The Committee voted to adopt the amended recommendation unanimously (15 votes in favor).

**Final Recommendation:** *The Secretary of Defense should review and enhance the content of current transition assistance programs to better meet the unique needs of transitioning servicewomen.*

## **J. USMC Performance Evaluation**

1. *The Secretary of Defense should have the Office of General Council review the Marine Corps Performance Evaluation System (PES), which currently differentiates between women's and men's temporary medical conditions.*

Ms. Hawkes moved to adopt the recommendation. CAPT (Ret.) Kelley seconded the motion.

**Discussion:**

Ms. Hawkes suggested adding the wording “by annotating pregnancy on the PES form” to the end of the recommendation.

CAPT (Ret.) Kelley seconded the motion.

**Discussion on Amendment:**

Ms. Medina added that there are other notations related to pregnancy, such as terminating a pregnancy.

CAPT (Ret.) Kelley recalled that if someone had a missed height/weight test on their fitness report, the excuse was pregnancy.

DACOWITS staff clarified that Ms. Medina was confusing the PES form with the OB MultiD discharge form.

Ms. Christenson agreed, stating there were other recommendations to be put forward for a vote that would address Ms. Medina’s concern.

**Vote on Amendment:** The Committee voted to adopt the amendment to the recommendation unanimously (15 votes in favor).

**Discussion on Amended Recommendation:** No discussion.

**Vote on Amended Recommendation:** The Committee voted to adopt the amended recommendation (14 votes in favor, 1 abstention: Col (Ret) Boggs)

**Final Recommendation:** *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.*

2. *The Secretary of Defense should ensure the Marine Corps follows the Pregnancy Discrimination Act, DoD Physical Fitness and Body Fat Program (DoDD 1308.1, section 4.1.6), and Marine Corps Policy Concerning Pregnancy and Parenthood (MCO 5000.12E, section 2.a.(9)).*

Dr. Anderson moved to adopt the recommendation. Ms. Christenson seconded the motion.

**Discussion:**

Mr. Morrison commented that this recommendation seemed heavy-handed in its assertion that the Marine Corps is violating the Pregnancy Discrimination Act.

Ms. Hawkes explained that this was a repeat recommendation from 2015 and that the Committee wanted to repeat the recommendation rather than making the issue a continuing concern.

CAPT (Ret.) Kelley said that the recommendation was not as specific in 2015. She noted that the working group that reviewed the recommendation felt it was important to make a stronger recommendation in 2016 because the Marine Corps had not addressed the issue in response to the 2015 recommendation.

Dr. Anderson clarified that when the Marine Corps was asked about this in the March 2016 briefing, the representative stated the Marine Corps had to note whether a person being

evaluated for physical fitness met the height-weight standards. The Marine Corps policy states that women should not be adversely evaluated due to pregnancy, but a pregnant marine's weight is recorded on the form during the evaluation because she cannot perform the fitness test.

DACOWITS staff explained that this recommendation was written by Maj Gen (Ret.) Sharon Dunbar, who was unable to attend this meeting. Maj Gen (Ret.) Dunbar's concern upon further researching this issue was that women still had to weigh in while pregnant. She asked DACOWITS staff to pull all of the laws DoD is supposed to follow in this area and discovered that the Marine Corps has not been following the policy the way it is written. DoD policy states that the requirement to be weighed should be waived, but the Marine Corps is still requiring pregnant women to be weighed. It was not just a concern about the way performance evaluations were conducted for pregnant marines; the Marine Corps is not following its own policy the way it is written. The wording of this recommendation puts more pressure on the Service.

Mr. Morrison warned that the Committee was about to suggest the Marine Corps is violating a statute and asked what the Committee has on record to prove that.

DACOWITS staff commented that the Committee can only suggest that the SECDEF perform a legal review on this issue.

Mr. Morrison stated that he did not believe anyone on the record had given the Committee information on this, and he did not like that the Committee was suggesting the Marine Corps had violated a federal law without the Committee having adequate reasoning to support that.

Ms. Hawkes said that the law and policies are stated in the reasoning.

Ms. McAleer added that some might feel uncomfortable with this recommendation, based on what Mr. Morrison offered. She asked if the Committee could table this recommendation for 2017.

CAPT (Ret.) Kelley commented that the recommendation is based on the Committee's view of how the Marine Corps is treating women and suggested amending the recommendation to address some members' concerns by removing "the Pregnancy Discrimination Act" from the recommendation.

Col (Ret.) Boggs expressed his agreement with CAPT (Ret.) Kelley. He commented that now that ground combat arms positions are open to women, the Committee needs to make sure the Marine Corps is compliant with this policy protecting pregnant Service members from discrimination. He stated that some commands likely do not even know to look at this policy and that it would be good to remind the Marine Corps to follow its own policy.

CAPT (Ret.) Kelley moved to remove "the Pregnancy Discrimination Act" from the recommendation.

Mr. Morrison seconded the motion.

#### **Discussion on Amendment:**

Ms. Christenson suggested deleting the recommendation altogether and said the Committee's real issue was pregnancy on the PES form.

Gen (Ret.) Wolfenbarger said the Marine Corps policy being discussed does not allow annotating pregnancy on a Service member's evaluation form, and yet the Marine Corps is not following the policy.

CSM (Ret.) Jones added that the policy says that pregnancy will not adversely affect Service members, but pregnancy is annotated on the evaluation form because the information entered on the form needs to indicate why a woman was not evaluated. She stated that pregnancy should be categorized as a temporary medical condition.

Mr. Morrison remarked that there is no conflict between this recommendation, as amended, and the previous recommendation. The first recommendation suggests not following a specific practice, while this recommendation suggests following two specific policies.

CAPT (Ret.) Kelley stated she was uncomfortable voting on this recommendation without being able to review the policy in question and suggested that the Committee should instead recommend that the Marine Corps review its policies.

Ms. Medina emphasized that the point of the recommendation is to tell the Marine Corps not to discriminate against pregnant women.

CAPT (Ret.) Kelley agreed with Ms. Medina and suggested that they add that to the wording of the recommendation.

Col (Ret.) Boggs explained that in the Marine Corps, if a person does not have a medical reason for being overweight, the person receives a medical review and can be removed from the Service. In light of this, he is in agreement with annotating pregnancy as a temporary medical condition.

Dr. Anderson felt that many of the Committee members were confused about the facts and asked if the Committee could reevaluate the issue and put the facts in the reasoning.

VADM (Ret.) Pottenger suggested turning this recommendation into a continuing concern instead.

Gen (Ret.) Wolfenbarger said that the Committee would need to vote on the amendment before discussing the status of the recommendation as a whole.

**Vote on Amendment:** The Committee voted to adopt the amendment (14 votes in favor, 1 opposed: Ms. Medina)

**Discussion on Amended Recommendation:**

Mr. Morrison clarified the process for the order of voting, suggesting that the original recommender or the person who seconded the original motion would need to withdraw the motion to avoid voting this recommendation down, if the Committee desired.

Ms. McAleer added that if the Committee voted against this recommendation, the recommendation would be included in the meeting minutes but not in the annual report.

Ms. Hawkes noted that she did not want to drop this recommendation because she sees challenges with the PES form.

CAPT (Ret.) Kelley suggested making this recommendation a continuing concern.

Ms. McAleer asserted that the Committee could not make the recommendation a continuing concern because it was a previous recommendation. She suggested instead making the issue a study topic for 2017.

CAPT (Ret.) Kelley said continuing concerns do not have to be previous recommendations.

CMSgt (Ret.) Belcer suggested that the Committee could include this information in the report as part of the reasoning for the previous recommendation by emphasizing that the Marine Corps is not following its own policy.

Gen (Ret.) Wolfenbarger agreed with CMSgt (Ret.) Belcer's suggestion.

CAPT (Ret.) Kelley disagreed. She stated that the previous recommendation is asking General Counsel to take action and that doing so is outside of the Committee's purview. She said that essentially, the recommendation would die if delegated to the reasoning for the previous recommendation.

Mr. Morrison offered two options to the Committee: that they call for a vote and defeat it as a recommendation or that the person who adopted or seconded could offer to withdraw the motion.

Ms. Hawkes withdrew her motion to approve this recommendation.

#### **K. OB MultiID Discharge Summary**

- 1. The Secretary of Defense should issue a policy regarding the proper use and distribution of the computer generated OB MultiID discharge summaries and make every effort to restrict the release of Protected Health Information (PHI).*

Dr. Anderson moved to adopt the recommendation. Ms. Christenson seconded the motion.

**Discussion:** No discussion.

**Vote:** The Committee voted to adopt the recommendation unanimously (15 votes in favor).

#### **L. Consolidated Pregnancy/Parenthood Instruction**

- 1. The Secretary of Defense should direct the Services to create a consolidated pregnancy and parenthood instruction to provide an all-inclusive, thorough resource for both Service members and their Commands.*

MG (Ret.) Macdonald moved to adopt the recommendation. Ms. Hawkes seconded the motion.

**Discussion:**

Gen (Ret.) Wolfenbarger noted that this recommendation is similar to one made last year, but that last year's recommendation said "all of the Services" (not "the Services").

Ms. Hawkes stated that the Navy already has a good pregnancy and parenthood instruction. Because of this, she suggested changing the wording.

Ms. Hawkes moved to add the words "each of" between "should direct" and "the Services."

CAPT (Ret.) Kelley seconded the motion.

**Discussion on Amendment:** No discussion.

**Vote on Amendment:** The Committee voted to adopt the amendment to the recommendation unanimously (15 votes in favor).

**Discussion on Amended Recommendation:** No discussion.

**Vote on Amended Recommendation:** The Committee voted to adopt the amended recommendation unanimously (15 votes in favor).

**Final Recommendation:** *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.*

## **M. Operational Deferment**

1. *The Secretary of Defense should establish a Service-wide 12-month operational deferment policy for all servicewomen who give birth to a child. In addition, servicewomen affected by this policy should be allowed to return to an operational assignment before the end of the 12-month deferment if the Service member initiates a request to waive this extended deferment.*

Ms. Hawkes moved to adopt the recommendation. CAPT (Ret.) Kelley seconded the motion.

### **Discussion:**

Ms. Hawkes moved to amend the recommendation by striking “extended.”

CAPT (Ret.) Kelley seconded the motion.

### **Discussion on Amendment:**

VADM (Ret.) Pottenger asked for clarification on the number of months of deferment offered by the Navy.

DACOWITS staff responded that the Navy offers a 12-month deferment and that the Air Force recently changed its policy, so it also now offers a 12-month deferment.

**Vote on Amendment:** The Committee voted to adopt the amendment to the recommendation unanimously (15 votes in favor).

### **Discussion on Amended Recommendation:**

Mr. Morrison recalled this topic from last year and said his understanding is that the Services have different missions and rotational needs. Because of this, Mr. Morrison believed the Committee should not recommend for the SECDEF to mandate this. He was uncomfortable suggesting that flexibility be taken away from the Service Chiefs.

SMA (Ret.) Preston indicated that he does not believe the 12-month deferment should be mandated for women; rather, it should be a choice.

CAPT (Ret.) Kelley pointed out that the wording of the recommendation is about giving women the choice.

SMA (Ret.) Preston responded that whether women have the choice may be a matter of peer pressure.

MG (Ret.) Macdonald expressed his agreement with Mr. Morrison. He noted that maternity leave deferments take people out of the labor pool, which puts pressure on the Services. He

added that this policy may cause women to be viewed as having a different set of rules and that the Committee was trying to avoid that.

Ms. Medina agreed with MG (Ret.) Macdonald, noting that women will pay a price because they will be held to a different standard and that this could have a big impact on readiness. She elaborated that rather than have women trying hard to live up to expectations, this recommendation would be taking them out of their positions at a time when they want to move forward. She worried the Committee may regret making this recommendation because it may come back to hurt women.

Col (Ret.) Boggs expressed disagreement with his colleagues. He said the recommendation was well timed in light of what corporations and businesses are doing to attract women.

LTC (Ret.) Park expressed mixed feelings about this debate, noting that women often take less than the mandated deferment because of the operations tempo and the institutional pressure to give back to their units. She said she preferred that the Services offer the 12-month deferment since the recommendation gives servicewomen the option to opt out.

CAPT (Ret.) Kelley added that the reasoning for this recommendation discusses breastfeeding and bonding. There is overwhelming research within highly regarded medical areas to allow women to breastfeed for 1 year if possible. She stated that she understands the operational situation, but that the Committee heard about this issue in the focus groups. She believes it is an important issue for Force of the Future initiatives. She emphasized that it is the Committee's obligation to put out the recommendation so that women can have a choice and make a personal decision.

Ms. Christenson disagreed with Col (Ret.) Boggs and CAPT (Ret.) Kelley, noting that the military is not the civilian community. Taking a woman out of her position for 9 months of pregnancy and then 1 year of postpartum deferment is a long time. She was concerned that if the reasoning for this recommendation does not mention operations, it is not taking into account the fact that women in the military are not civilian women—they are female servicewomen.

VADM (Ret.) Pottenger agreed with Ms. Christenson.

**Vote on Amended Recommendation:** The Committee voted to reject the recommendation (5 votes in favor: LTC (Ret.) Park, Dr. Young, CAPT (Ret.) Kelley, Ms. Hawkes, Col (Ret.) Boggs; 10 votes opposed: Gen (Ret.) Wolfenbarger, CMSgt (Ret.) Belcer, Dr. Anderson, Ms. Christenson, MG (Ret.) Macdonald, Ms. McAleer, Ms. Medina, Mr. Morrison, VADM (Ret.) Pottenger, SMA (Ret.) Preston).

#### **N. Continuing Concern: Maternity Uniforms**

Ms. Hawkes moved to adopt the continuing concern. SMA (Ret.) Preston seconded the motion.

**Discussion:** No discussion.

**Vote:** The Committee voted to adopt the continuing concern (14 votes in favor, 1 abstention: MG (Ret.) Macdonald).

#### **O. Continuing Concern: Sexual Assault/Sexual Harassment Training**

Ms. Hawkes moved to adopt the continuing concern. Ms. Medina seconded the motion.

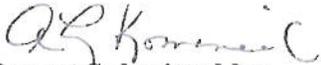
**Discussion:** No discussion.

**Vote:** The Committee voted to adopt the continuing concern unanimously (15 votes in favor).

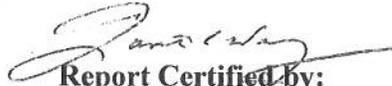
**Final Remarks**

COL Kominiak, Designated Federal Officer and DACOWITS Military Director, thanked the attendees and closed the public meeting. She announced that the next DACOWITS meeting would take place December 8–9, 2016.

**Meeting was adjourned.**



**Report Submitted by:**  
COL Aimee Kominiak, USA  
DACOWITS Military Director



**Report Certified by:**  
Gen (Ret.) Janet Wolfenbarger  
DACOWITS Chair

**MEMBERS IN ATTENDANCE**

Gen (Ret.) Janet Wolfenbarger (Chair)  
CMSgt (Ret.) Bernise Belcer (Vice Chair)

Dr. Kristy Anderson  
Col (Ret.) John Boggs  
Ms. Teresa Christenson  
Ms. Sharlene Hawkes  
CSM (Ret.) Michele Jones  
CAPT (Ret.) Beverly Kelley  
MG (Ret.) John Macdonald  
Ms. Donna McAleer

Ms. Monica Medina  
Ms. Janie Mines  
Mr. Brian Morrison  
FLTCM (Ret.) JoAnn Ortloff  
LTC (Ret.) Hae-Sue Park  
VADM (Ret.) Carol Pottenger  
SMA (Ret.) Kenneth Preston  
Dr. Jackie Young