

2017 DACOWITS' Recommendations

#	Recommendation
1	The Secretary of Defense should require the Military Services to tailor their marketing to reflect the most salient reasons women join in order to inspire more women toward military service.
2	The Secretary of Defense should require the Military Services to examine successful strategies in use by foreign military services to recruit and retain women, and consider potential best practices for implementation in the U.S. military.
3	The Secretary of Defense should require the Military Services to increase and measure outreach efforts that most effectively educate and leverage key influencers to positively impact women's propensity to serve.
4	The Secretary of Defense should direct the development and adoption of an exit survey or surveys to assess why the attrition level for women is higher than that for men at various career points.
5	The Secretary of Defense should consider seeking legislation and making appropriate policy changes to facilitate the smooth transition of military members between the components of each of the Military Services, to include inter-Service transfers.
6	The Secretary of Defense should direct the Military Services to review and consider revising their active duty dual-military co-location policies to incorporate the best practice from the Navy of establishing additional oversight from a higher level authority should an assignment manager/detailer be unable to accommodate co-location.
7	The Secretary of Defense should consider establishing a DoD policy that would make it mandatory for assignment managers/detailers to work across the Military Services to maximize the co-location of inter-Service active duty dual-military couples.
8	The Secretary of Defense should consider expanding the co-location policy to include any active duty dual-military parents, regardless of marital status, who share parental custody of the same minor child(ren) and desire to be assigned within the same geographic location for the benefit of his and/or her minor child(ren).
9	The Secretary of Defense should direct the Military Services to share lessons learned and best practices on the progress of their gender integration implementation plans and to communicate strategically that progress with the members of their Services as well as the general public.
10	The Secretary of Defense should direct the Military Services to create policies similar to the Air Force best practice of mandating diverse gender slates for key developmental/nominative positions such as those for aides and military assistants, which are routinely considered springboards to higher ranks.

11	The Secretary of Defense should endorse the U.S. Military Service Academies' gender-integrated boxing programs as part of the broader curriculum and direct the Academies to standardize concussion event protocol, share lessons learned to promote safety and strengthen the learning objectives, and adapt their programs as needed based on emerging concussion protocol research.
12	The Secretary of Defense should require all military organizations to use scientifically supported physical training methods and nutritional regimens that allow for gender-specific approaches to achieve the same required occupational standards.
13	The Secretary of Defense should consider allowing the Military Services to permit flexible (non-continuous) use of maternity and parental leave if requested by the military parent(s).
14	The Secretary of Defense should consider removing the marriage stipulation from parental leave policies in order to be consistent with policies that recognize non-married parental benefits.
15	The Secretary of Defense should expand affordable, quality childcare resources and offer more 24-hour options to Service members to meet increasing demands.
16	The Secretary of Defense should conduct a review of the Military Services' implementation of the Family Care Plan Instruction (<i>DoDI 1342.19</i>) to ensure the policy is being utilized as intended for operational readiness and not used inappropriately.
17	The Secretary of Defense should endorse the 2015 DACOWITS recommendations on the impacts of social media and sexual harassment online and ensure the ongoing efforts of the Military Services continue to emphasize and enforce acceptable behavior and Service member accountability.