

2017 DACOWITS' Recommendations

#	Study Topic	Recommendation
1	Accession & Marketing	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	Recruiting Strategies	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 to consider potential best practices for implementation in the U.S. military.
3	Propensity to Serve	The Secretary of Defense should require the Military Services to increase and measure outreach efforts that most effectively educate and leverage key influencers to impact positively women's propensity to serve.
4	Mid-Career Retention	The Secretary of Defense should direct the development and adoption of an exit survey or surveys to assess why the attrition of women is higher than men at various career points.
5	Mid-Career Retention	The Secretary of Defense should consider seeking legislation and make appropriate policy changes to facilitate smooth transition of military members between the components of each of the Military Services, to include inter-Service transfers.
6	Dual-Military Co-Location Policy	The Secretary of Defense should direct the Military Services to review and consider revising their active duty dual-military co-location policies to incorporate a best practice from the Navy, which establishes additional oversight from a higher level authority should an assignment manager/detailer be unable to accommodate co-location.
7	Dual-Military Co-Location Policy	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	Dual-Military Co-Location Policy	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 over the same minor child(ren) and who desire to be assigned within the same geographic location for the benefit of his or her minor child(ren).
9	Gender Integration	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 to the members of their Service, as well as to the general public.

10	Key Opportunities/ Assignments	The Secretary of Defense should direct the Military Services to create a policy similar to the Air Force best practice of mandating diverse gender slates for key developmental/nominative positions such as aides, military assistants, etc., which are routinely considered springboards to higher ranks.
11	Gender Integrated Boxing	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	Physiological Gender Differences	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	Parent Leave Policies	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	Parent Leave Policies	The Secretary of Defense should consider removing the marriage stipulation from Parental Leave in order to be consistent with policies that recognize non-married parental benefits.
15	Childcare Resources	The Secretary of Defense should expand affordable, quality childcare resources and offer more 24-hour options to Service members to meet increasing demands.
16	Family Care Policy	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	Impacts of Social Media/ Sexual Harassment Online	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.