

DACOWITS' 2019 Recommendations:

1	The Secretary of Defense should establish a DoD policy that defines and provides guidance to eliminate conscious and unconscious gender bias.
2	The Secretary of Defense should direct the Military Services to review the U.S. Department of Homeland Security's <i>Improving Gender Diversity in the U.S. Coast Guard: Identifying Barriers to Female Retention</i> study and implement the relevant findings for improving female retention in their respective Services.
3	The Secretary of Defense should direct the Military Services to develop and implement initiatives to increase senior female representation as part of the Total Force at the E-9 and O-7 and above grade levels to include emphasis on increasing racial and ethnic diversity at these levels.
4	The Secretary of Defense should conduct a comprehensive, scientific review of height and weight standards as well as body fat measurement techniques and use the findings as a baseline for setting a Department-wide standard for measurement and acceptable levels.
5	The Secretary of Defense should direct the Military Services to implement a holistic, preventative health screening, conducted by medical professionals, as part of the overall physical fitness assessment and provide access to uniform and consistent health and nutritional counseling as part of their physical fitness programs.
6	The Secretary of Defense should publish and disseminate a standard statement to clarify the difference between the purpose and uses of the general physical fitness test (overall fitness) and the purpose and uses of the occupational physical testing (fitness for a particular career field).
7	The Secretary of Defense should establish strategic-level oversight within the Navy and Marine Corps to maximize opportunities for women to serve on ships while meeting strategic Service needs.
8	The Secretary of Defense should establish a DoD policy that standardizes the requirements for lactation rooms and mandates inspection standards to ensure lactation rooms are suitable, accessible, private, and clean.
9	The Secretary of Defense should direct the Military Services to provide education and guidance to commanders and supervisors that ensures compliance with policies for nursing servicewomen.
10	The Secretary of Defense should allocate increased funding to address the lack of adequate child care capacity and on- and off-installation child care resources, to include construction/expansion of child care facilities and initiatives to ensure sufficient child development center staffing and family child care home providers.
11	The Secretary of Defense should review and revise the eligibility priority system for Child Development Centers detailed in DoDI 6060.02 (<i>Child Development Programs</i>) to ensure increased priority is afforded eligible Service members to improve availability and reduce waitlist time.
12	The Secretary of Defense should expand DoDI 6400.06 (<i>Domestic Abuse Involving DoD Military and Certain Affiliated Personnel</i>) to include dating partners in the collection of domestic abuse data affecting Service members.
13	The Secretary of Defense should implement a means for Service members suffering from domestic abuse to establish immediate and convenient access to resources and assistance, similar to the DoD Sexual Assault Prevention and Response program and "Safe Helpline" offered to military sexual assault victims.
14	The Secretary of Defense should establish a DoD policy that directs the Military Services to notify civilian law enforcement immediately after a military protective order is issued for domestic abuse, and to solicit civilian law enforcement cooperation in assisting victims to obtain a civilian protective order and other related services.
15	The Secretary of Defense should direct the Military Services to develop and implement policies that ensure a servicewoman's career is not negatively affected as a result of pregnancy.
16	The Secretary of Defense should commission a research project to identify and assess the potentially unique impacts on military mothers who are reintegrating into the family after deployments.