

DACOWITS' 2020 Recommendations:

1	The Secretary of Defense should increase oversight and assess the effectiveness and scale of outreach programs with the objective of directing new programs and/or adjusting the purpose of existing programs to positively impact adolescent women's propensity for military service.
2	The Secretary of Defense should direct the Military Services to share and implement best practices, to include leveraging civilian industry best practices, on utilization of retention and exit survey data to identify barriers and/or lessons learned to improve servicewomen's retention.
CC	Dual-Military Co-Location
3	The Secretary of Defense should designate a single office of primary responsibility to provide active attention and oversight to the implementation of the Military Services' gender integration plans in order to restore momentum and measure progress.
CC	Army Combat Fitness Test
CC	Marine Corps Recruit Training
CC	Women in Aviation
CC	Women in Space
4	The Secretary of Defense should require the Military Services to include precautionary statements in the grooming standards and training regarding potential health issues associated with prolonged use of tightly gathered hairstyles, dyes, and chemical hair products.
5	The Secretary of Defense should require the Defense Health Agency (DHA) to conduct a study of the potential physical and psychological health issues and treatments associated with tightly gathered hairstyles, dyes, chemical hair products, and prolonged use of certain headgear, and should direct the Military Services to implement DHA recommendations regarding education, prevention, medical risks, and treatment.
6	The Secretary of Defense should direct the Military Services to implement flexible (noncontinuous) primary and secondary caregiver leave options, in accordance with the National Defense Authorization Act for Fiscal Year 2020, to ensure caregivers have maximum flexibility in making caregiving arrangements best suited to their family and service circumstances.
7	The Secretary of Defense should direct the Navy and Marine Corps to authorize their Service members the full 21 days of secondary caregiver leave provided for in the National Defense Authorization Act for Fiscal Year 2017.
8	The Secretary of Defense should direct the Military Services to remove all barriers that prohibit Service members from determining as a family which parent shall be designated the primary caregiver and which shall be designated the secondary caregiver.
9	The Secretary of Defense should ensure servicewomen in the Reserve Component receive full creditable military service, similar to their Active Component counterparts, so they are not penalized for unavoidable absences resulting from a pregnancy and/ or birth event.
10	The Secretary of Defense should establish a caregiver sabbatical or extended parental leave alternative with the objective of developing more flexible caregiver leave options that will encourage, promote, and increase female Service member retention by mitigating the stresses, burdens, and pressures associated with balancing service and family obligations.