

INFORMATION PAPER

SAMR-MP
17 August 2022

SUBJECT: Defense Advisory Committee on Women in the Services (DACOWITS)
September 2022 Request for Information (RFI) 5

1. **RFI 5:** The Committee requests a written response from the Army, Navy, Marines, Coast Guard, and National Guard on whether your Service has a working group like the DAF WIT, focused on identifying and resolving barriers that impact the retention of servicewomen?

a. If so, please describe the composition of your organization's working group and outline what issues they have addressed since inception, as well as what policy or regulation changes have been implemented as a result of their efforts? In addition, what impact have these changes had on women's retention?

b. If your Service does not currently have a working group equivalent to the DAF WIT, with an express task and purpose to identify barriers to retaining women, how is your Service identifying these issues? Additionally, what is the process Service members can utilize to elevate such issues to senior leadership for resolution?

2. **Response:** The Army is in the process of establishing and chartering an Army WIT to advocate for Army policy, program, and resource changes to set conditions for women's recruitment, retention, readiness, health, well-being, empowerment, and advancement across the Total Army. The team will bring together representatives from across the Total Army to study issues, develop actionable policy changes, and make recommendation(s) to Army Senior Leaders pertaining to women in the Army. The goal is to have the team fully operational (established, chartered, and positions appointed) by October. The first meeting will be held sometime during Q1/FY23 to establish Subcommittee Leads and topics for the inaugural year.

On 19 April 2022, the Army published a directive¹ on parenthood, pregnancy, and postpartum, which provides 12 distinct policy changes that will reduce impediments to advancing an Army career while having a family. These changes are outlined in the enclosure.

Encl

¹ AD 2022-06 (Parenthood, Pregnancy, and Postpartum), 19 APR 22.