



**DEPARTMENT OF THE ARMY**  
**ASSISTANT SECRETARY OF THE ARMY**  
**MANPOWER AND RESERVE AFFAIRS**  
111 ARMY PENTAGON  
WASHINGTON, DC 20310-0111

SAMR

06 Sep 2023

MEMORANDUM FOR Chairman, Defense Advisory Committee on Women in the Services (DACOWITS), ATTN: DACOWITS Members, Washington, DC 20310-0111

SUBJECT: Army Written Responses to DACOWITS's Request for Information (RFI) 2

1. In accordance with DACOWITS and its three subcommittees: (1) Recruitment and Retention (R&R); (2) Employment and Integration (E&I); and (3) Well-Being and Treatment (WB&T), the following Army written responses are provided to the RFIs:

a. **Retention Initiatives for Servicewomen.** The R&R subcommittee requests written responses from the Army on the whether it has implemented a WIT focused on identifying and resolving barriers that impact the retention of servicewomen? If so, provide additional details about the Army's WIT (e.g., policies, directives, charter, oversight authority, streamlined access to senior level decision-makers, etc.). If not, explain why a WIT has not or will not be founded.

**Response-** The Army established and chartered the Army Women's Initiative Team (WIT) on 15 December 2022. The Army WIT advocates 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 Army WIT reports to and receives direction from the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA(M&RA)), who provides overarching governance, support, and assistance in meeting Army WIT goals and objectives. The ASA(M&RA) makes recommendations to Army senior leaders to include the Secretary of the Army, Under Secretary of the Army, Chief of Staff of the Army, Vice Chief of Staff of the Army, and Sergeant Major of the Army.

The Army WIT Tri-Chairs serve as the liaison between the WIT and ASA(M&RA) when advocating for Army WIT initiatives. The Tri-Chairs are responsible for the oversight and management of the General Body. The Tri-Chairs serve a two-year term. One member of the Senior Executive Service (SES), one general officer, and one nominative sergeants major serve as the Tri-Chairs. The ASA(M&RA) appointed the Tri-Chairs for the inaugural WIT on 17 April 2023.

The General Body consists of 30 members appointed by the ASA(M&RA). The General Body includes members from the Total Army to include both Soldiers across all components and civilians. The Army received 834 applications for General Body appointment. On 12 June 2023, the Army appointed the inaugural General Body. The General Body met in person from 30-31 August 2023 to develop the annual agenda

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and confer the agenda to the ASA(M&RA).

The Army WIT also includes an Advisory Body, which consists of non-voting standing members based on position and interested in advancing the Army WIT's agenda. Members of the Advisory Body have open invitations to all quarterly meetings and may delegate their attendance based on the meeting agenda.

2. The POC for this action is COL Caprissa S. Brown-Slade, Army Chief Diversity Officer, Senior Advisor for Diversity and Inclusion (SADI), ASA (M&RA), via email: caprissa.s.brownslade.mil@army.mil or via phone 202.341.1348.

///Original Signed///

AGNES GEREBEN SCHAEFFER