

Defense Advisory Committee on Women in the Services (DACOWITS) March 2024 – Requests for Information

RETENTION INITIATIVES

In accordance with DACOWITS’ Terms of Reference, the R&R Subcommittee will identify opportunities and innovative initiatives to more effectively retain servicewomen, utilizing retention incentives such as bonuses, special schools, retraining, and choice duty assignments.

1 The Committee continues to be interested in the retention of servicewomen and whether geographic stability and co-location policies for dual military couples and nonmarried Service members, with shared parental custody of a child, encourage men and women to stay in the military.

The Committee requests a **briefing** from the **Military Services (Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard)** and a **written response** from the **Office of People Analytics (OPA) via Defense Manpower Data Center (DMDC)** on the following:

- a. **Military Services:** Describe all current, planned, and recently updated geographic stability policies (related to or which could improve retention) within your Service.
 - i. Describe any best practices or successes implementing these policies.
 - ii. Describe any challenges implementing these policies.
 - iii. Does your Service use geographic stability to encourage retention?
 - iv. Do you have any data on the impacts of geographic stability on retention?
- b. **Military Services:** Describe all current, planned, and recently updated co-location policies for dual military couples and nonmarried Service members with shared parental custody of a child.
 - i. Describe any best practices or successes implementing these policies.
 - ii. Describe any challenges implementing these policies.
 - iii. Does your service use co-location to encourage retention?
 - iv. Do you have any data on the impacts of geographic stability on retention?
- c. **Military Services:** Identify other innovative initiatives your Service is using to improve the retention of women, including but not limited to bonuses, opportunities for special schools, retraining, and inter-Service transfer options
 - i. Are any of these initiatives especially effective at improving retention? If so, please provide how you measure effectiveness. If you are not measuring effectiveness, why not?
- d. **Air Force:** Provide an update on the Total Force crossflow policy changes that were provided in response to the Committee’s [RFI 3 in Dec 2020](#). Provide details on the new policies; the rationale for the change; and any expectations and improvements relative to improved retention.
- e. **OPA/DMDC:** Provide statistics on the total number and percentage of dual military couples, broken down by co-located, not co-located, for each Service from FY19 to FY23.

2 The Committee is concerned that women opt out of major career progression milestones at a larger rate than their male counterparts (e.g., requests for withdrawal from promotion consideration, Service schools, or command opportunity). The Committee is interested in opt-out data from FY19-23, separated by gender and grade, to determine if there is disparity of mid-career women versus men.

The Committee requests a **written response** from the **Military Services (Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard)** on the number of opt outs submitted by Service members in the grades of O-4 through O-6 and E-7 through E-9, broken out by grade, gender, and the percentage of the total number being considered in their peer group.

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IMPLEMENTATION OF WOMEN, PEACE, AND SECURITY REQUIREMENTS

In accordance with DACOWITS' Terms of Reference, the Employment and Integration (E&I) Subcommittee will examine the Military Services' efforts to fulfill requirements of the U.S. Strategy on Women, Peace, and Security (WPS), specifically related to the WPS Strategic Framework and Implementation Plan. In addition, the E&I Subcommittee will examine WPS long-term defense objectives to assess women's meaningful participation within the Joint Force, as well as women's representation across all ranks and all occupations.

3 The Committee would like to examine the actual DoD Gender Analysis Framework/Guide/Checklist to understand, assess, and use, to support WPS Objective 1: “modeling and employing WPS for women's meaningful participation within the Joint Force as well as representation across the Joint Force.”

The Committee requests a **written response** from the **Military Services (Army, Navy, Marine Corps, Air Force, and Space Force)** on the following:

- a. Total number of O4s and break out number and percentage of males and number and percentage of females in the total O4 population.
- b. Total number of O4 joint duty assignment list (JDAL) billets.
- c. Total number of O4s who are currently serving (1 Jan 2023-31 Dec 2023) in Joint Duty Assignments (JDA) and break out number and percentage of males and numbers and percentage of females in this total O4 JDA population.
- d. Total number of O4s who have JDAL credit (at the O4 level) prior to 1 Jan 2023 but are still O4 rank. Break out number and percentage of males and number and percentage of females in this total O4 JDAL credit population.
- e. Request data for 2023, 2022, and 2021.

- f. Total number of O5s and break out number and percentage of males and number and percentage of females in the total O5 population.
- g. Total number of O5 JDAL billets.
- h. Total number of O5s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O5 JDA population.
- i. Total numbers of O5s who have JDAL credit prior to 1 Jan 2023 but are still O5 rank. Break out number and percentage of males and number and percentage of females in this total O5 JDAL credit population.
- j. Request data for 2023, 2022, and 2021.

- k. Total number of O6s and break out number and percentage of males and number and percentage of females in the total O6 population.
- l. Total number of O6 JDAL billets.
- m. Total number and percentage of O6s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O6 JDA population.
- n. Total number and percentage of O6s who have JDAL credit prior to 1 Jan 2023 but are still O6 rank. Break out number and percentage of males and number and percentage of females in this total O6 JDAL credit population.
- o. Request data for 2023, 2022, and 2021.

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RFI 3 Continued:

- p. Total number of O7-O8s and break out number and percentage of males and number and percentage of females in the total O7-O8 population (separate O7 and O8 into two separate rows of data).
- q. Total number of O7 and O8 JDAL billets.
- r. Total number of O7-O8s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O7-O8 JDA population (separate O7 and O8 into two separate rows of data).
- s. Total number and percentage of O7-O8s who have JDAL credit prior to 1 Jan 2023 but are still O7-O8 rank. Break out number of males and numbers of females in this total O7-O8 JDAL credit population (separate O7 and O8 into two separate rows of data).
- t. Request data for 2023, 2022, and 2021.

- u. Total number of O9-O10s and break out number of males and numbers of females in the total O9-O10 population (separate O9 and O10 into two separate rows of data).
- v. Total number of O9 and O10 JDAL billets.
- w. Total number of O9-O10s who are currently serving (1 Jan 2023-31 Dec 2023) in JDA and break out number and percentage of males and number and percentage of females in this total O9-O10 JDA population (separate O9 and O10 into two separate rows of data).
- x. Total number of O9-O10s who have JDAL credit prior to 1 Jan 2023 but are still O9-O10 rank. Break out number and percentage of males and number and percentage of females in this total O9-O10 JDAL credit population (separate O9 and O10 into two separate rows of data).
- y. Request data for 2023, 2022, and 2021.

- z. The total number of E5-E6 and break out number and percentage of males and number and percentage of females in E5-E6 population (separate E5 and E6 into two separate rows of data).
- aa. The total number of E5-E6 currently serving in a Joint Assignment (Joint Staff, COCOM, etc.) and break out number and percentage of males and number and percentage of females in this total population (separate E5 and E6 into two separate rows of data).
- bb. Request data for 2023, 2022, and 2021.

- cc. The total number of E7-E9 and break out number and percentage of males and number and percentage of females in E7-E9 population (separate E7, E8, and E9 into three separate rows of data).
- dd. The total number of E7-E9 currently serving in a Joint Assignment (Joint Staff, COCOM, etc.) and break out number and percentage of males and number and percentage of females in this total population (separate E7, E8, and E9 into three separate rows of data).
- ee. Request data for 2023, 2022, and 2021.

- ff. The total number of WO1-WO5 and break out number and percentage of males and number and percentage of females in WO1-WO5 population (separate into five separate rows of data).
- gg. The total number of WO1-WO5 currently serving in a Joint Assignment (Joint Staff, COCOM, etc.) and break out number and percentage of males and number and percentage of females in this total population (separate into five separate rows of data).
- hh. Request data for 2023, 2022, and 2021.

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IMPACT OF KEY INFLUENCERS ON SERVICEWOMEN’S CAREER PATHS

In accordance with DACOWITS’ Terms of Reference, the Employment and Integration (E&I) Subcommittee will examine female officer experiences with key influencers while at the Military Service Academies (MSAs), Reserve Officer Training Corps (ROTC), or Officer Candidate School, that impact career selection into previously closed positions, such as special operations forces. In addition, the E&I Subcommittee will examine female enlisted experiences with key influencers that impact career selection into previously closed positions, such as special operations forces.

- 4** The Committee continues to observe modest increases in the percentage of women joining the military and consistently low rates of women entering previously closed positions, such as special operations forces. The Committee is trying to understand how cadets/midshipmen are informed/educated about career fields to best suit their desires to serve once they become a commissioned officer.
- The Committee requests a **briefing** from the **Military Service Academies (MSAs)** about key influencers and opportunities to educate cadet/midshipmen about prospective career fields. Utilize the questions below to inform the briefing purpose. In addition, the Committee requests a detailed **written response** from to the **Army, Department of the Navy, and Department of the Air Force** which answer the questions below:
- a. During which class year do cadets/midshipmen submit their preferences for commissioned career field (e.g., freshman to senior) and within what part of the school year (e.g., end of fall semester)?
 - b. How are cadets/midshipmen exposed to the various Military Occupational Specialties (MOS), Air Force Specialty Codes (AFSC), and Designators prior to submitting their desired career field? Please provide any written program guidance on this (regulation, instruction, etc.). Please provide examples of presentations given to cadets/midshipmen prior to and on selection day. Please provide calendar events that are hosted throughout the academic year which showcase educational/information on opportunities to join different career fields.
 - c. Who provides the above information to cadets/midshipmen about the different career field options (e.g., instructors at the institutions; subject matter experts (SME) within the career fields)?
 - d. What process exists for cadets/midshipmen to ask more in-depth questions regarding a specific career field prior to the desired career submittal? For instance, is there a SME they can reach out to? If so, where is the SME located/assigned? Is there a career field officer for each cadet squadron or company? If so, where is that career field officer or SME located within the institution or somewhere within the Service?
 - e. In 2016, then-SecDef Carter opened all career fields to women. How, specifically, are those career fields being presented as opportunities for women to ensure awareness, education, and support to apply/list those career fields on their desired career submittal form?
 - f. Are there any initiatives or resources that specifically target/engage women to garner their interest in these previously closed career fields? If so, what are they? What is the frequency of education? Who provides it (e.g., instructor or officer at the institution or SME from the field)? If there is not anything specifically done, are there plans to examine this opportunity?
 - g. Provide a breakdown of the MOS/AFSC/Designator awarded by academic year from 2017-2024. In addition, include the following:
 - i. Number of cadets/midshipmen in that award for the class (this number may be different than graduating number, so please provide # cadets/midshipmen at the time of career field assignment).
 - ii. Break down # of men awarded by MOS/AFSC/Designator and the # of women award by MOS/AFSC/Designator.
 - iii. Provide listing of career field by with full title and associated MOS/AFSC/Designator acronym/code (e.g., Pilot, 11 for USAF, Cyber Officer, 17S in Space Force, etc.).
 - iv. Within each of the above career fields, list the # of men and # of women in each category (e.g., 200 Pilot, 11 for Air Force; 146 men, 54 women).
 - h. Provide process on how a cadet/midshipmen career field selection is done (e.g., cadet/midshipmen submit a list 1-N of desired career fields). Who receives the career selections? How are decisions made?
 - i. Does it matter if cadet/midshipman is awarded their 40th of 40 choices? Versus 1-5 choice? If so, how does this matter and what statistics/metrics exist to provide the Superintendent or Service leader for awareness?

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INTIMATE PARTNER VIOLENCE AND DOMESTIC ABUSE

In accordance with DACOWITS’ Terms of Reference, the Well-Being and Treatment (WB&T) Subcommittee will assess updates to the DoD Instruction 6400.06, “*Domestic Abuse Involving DoD Military and Certain Affiliated Personnel*,” dated May 16, 2023, and determine whether the DACOWITS’ 2019 recommendations related to domestic abuse were implemented. In addition, the WB&T Subcommittee will examine the status, increase, or decrease in domestic abuse incidents; the effectiveness of current DoD and Military Services’ policies; and evaluate whether there are additional policy inconsistencies that need to be remedied (e.g., definition of intimate partner).

5 Intimate Partner Violence (IPV) and Domestic Abuse (DA) remain a public health issue of national concern. Data available from military reporting systems demonstrate that IPV/DA is an equally serious and significant military public health concern. The Committee recognizes DoD is actively working to improve its programs to support victims of IPV/DA, and has acted upon the Committee’s [2019 recommendations](#), but recent [Congressional Research Service](#), [GAO](#) and [RAND Corporation](#) reports identify additional areas of concern which need improvement in a number of areas, including data collection, prevention strategies, training, law enforcement response, victim services/coverage, community coordination, offender accountability, among others.

The Committee requests a **written response** from **Office of Military Community and Family Policy (MC&FP) via the Military Community Advocacy (MCA) Directorate, and the Military Services (Army, Navy, Marine Corps, Department of the Air Force, and Coast Guard)** on the following:

- a. **MCA:** What is the implementation status of Congressionally mandated central database and identify what data will be collected, to include the proposed data fields? Identify whether there will be any data identifying how many of the “unique” abusers are repeat offenders and number of different incidents? What accountability measures have been imposed (e.g., NJP, court-martial, MPO, other), and what risk factors have been identified? Will restricted report numbers and other non-confidential data be reported/collected?
- b. **MCA:** The 2023 RAND Corporation report on [Domestic Abuse in the Armed Forces Improving Prevention and Outreach](#) presents a series of prevention and other strategies to address IPV/DA. What actions is DoD considering for implementation or for enhancing existing programs? Describe intended actions.
- c. **MCA and Military Services:** Provide copies of the annual fatality reports required by DoDI 6400.06 from FY12-FY22. Provide information (from FY12-FY22) on what action was taken, and the result, against those abusers believed to be criminally responsible for a victim’s death? How many fatalities were of undetermined cause?
- d. **MCA and Military Services:** Provide data regarding participation in the CATCH program outlined in [DoDI 6400.06](#). How long has that program been in effect and how many alleged serial offenders involved in IPV/DA have been identified/entered into the system since inception of that program?
- e. **MCA and Military Services:** Have you conducted any surveys addressing the topic/soliciting information about the incidence of IPA/DA? If so, provide dates and findings of those surveys.
- f. **MCA and Military Services:** Provide the number of restricted reports received in the years FY12 through FY22, in the same format and with all the same categories reported for unrestricted reports in the December 2023 QBM meeting. If you do not have all that data available, provide as complete a report as possible and identify where you lack specific data fields. At minimum, local installation FAPs should have these numbers even though DoD collects only unrestricted report data. If your Service does not have a complete data set of restricted reports, explain why that data is not collected and what efforts may be underway to collect and analyze it.
- g. **Military Services:** Is information regarding restricted reports, types of allegations involved, and the assessed threat level reported to the installation Incident Determination Committee (IDC) (or other group-define) and relevant command authorities (recognizing identifying information is confidential) to assure awareness and enhance outreach/training/other community prevention efforts?

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RFI 5 Continued:

- h. **Military Services:** How many nonjudicial punishment or court-martial actions have been taken against military Service members for:
 - i. Violations of UCMJ Article 128B or its previously equivalent predecessor articles for domestic or IPV violence from FY12-FY22; and
 - ii. MPO or CPO violations from FY12-FY22?
- i. **MCA and Military Services:** How many reported abuse/violence incidents have resulted in an imminent danger assessment from FY12-FY22 (as defined in DoDI 6400.06)? Identify by gender the abuser and victim, category of abuse/violence, and whether incident involves intimate partners or spouses.
- j. **MCA and Military Services:** Although the metrics collected represent only unique victims and abusers, do you have data identifying how many abusers are repeat offenders (i.e., are identified as the abuser in more than one incident)? If so, please provide that data for FY12-FY22 or for as many of those years as possible.
- k. **MCA and Military Services:** What is your Service's progress on implementing a coordinated community response process IAW DoDI 6400.06? Outline the process, agencies involved, and their respective responsibilities. How often does the group meet and do they undertake analysis of incidents to identify trends, repeat offenders, or other important indicators? Are commanders tasked, and how, to identify actions taken to hold abusers accountable via administrative or disciplinary action when circumstances warrant such actions?
- l. **Military Services:** What are the challenges your Service faces in providing adequate victim services access and coverage, particularly at OCONUS and remote locations? For example, what is the personnel staffing situation in regard to the number of DAVAs, clinical providers and special victims counsel? Are you adequately staffed and funded to provide required victim services access and coverage at military installations? What is the situation at your OCONUS and remote installations?
- m. **MCA and Military Services:** The most recent change to DoDI 6400.06, para 4.1, enables the Military Departments to implement mandatory training at a frequency determined by the Military Services instead of annually. Provide information on the number, types, and titles of training your Service conducts, the target audiences for each, the training's frequency, and copies of that training.

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FAMILY PLANNING

In accordance with DACOWITS' Terms of Reference, the Well-Being and Treatment (WB&T) Subcommittee will examine existing Defense Department and Military Services' institutional policies and procedures to identify gaps that potentially inhibit family planning, to include eligibility for fertility services. In addition, the WB&T Subcommittee will assess the demand for expanded fertility access within a constrained supply of resources and identify obstacles and challenges to obtain access to care.

6 Provisions and satisfaction with family planning services impacts recruitment retention and satisfaction. Based on prior briefings, focus groups, and research, the Committee remains interested in understanding education and reality provided to Service members on family planning issues, access, and availability. The Committee is interested in learning more about both the knowledge and successful use of family planning services.

The Committee requests a **briefing** from the **Defense Health Agency (DHA) and the Military Services (Army, Department of the Navy, Marine Corps, Department of the Air Force, and Coast Guard)** on the following:

- a. **Military Services:** What education regarding contraception and family planning is provided to Service members? Explain at what service career points (basic training, particular service points, wellness exams, etc.) that information is provided, whether it is voluntary or mandatory, and the frequency of such education.
- b. **Military Services:** Are routine health exams required? Where? At what intervals? What family planning and contraceptive information is provided in well visit or other health exams and are these mandated? Specifically:
 - i. Is there information and counseling provided on contraception, fertility-related services, transportation allowances, relevant policies, and outside resources? Where is this information located?
 - ii. Are there other means of educating Service members, beyond routine health exams, about resources and information on family planning resources including briefings, information materials, one-on-one discussions, etc.?
- c. **DHA:** How many OB/GYN medical providers are authorized at MTFs (does not include providers who may perform women's wellness or other family planning visits)? Are these facilities fully staffed or are they undermanned? What is the extent of the shortage? Is there a greater problem overseas and in rural/remote areas? If so, what are the challenges?
- d. **DHA:** How many CONUS/OCONUS installations do not have OB/GYNs assigned? Does not include non-OB/GYN providers who may perform women's wellness visits.
- e. **DHA:** How many Service members seek mental health counseling for reproductive health issues? Provide data for last five years by gender.
- f. **DHA:** Provide an update on DHA pilot of reproductive behavioral health consultations program offering military behavioral health providers opportunities to receive free consultation from reproductive behavioral health experts on key issue in clinical practice involving reproductive health concerns.
- g. **DHA:** In an article published by [Military Times](#) (dated December 6, 2023) cited DoD's long wait times, medical staff shortages at MTFs, and lack of easy access and coverage through TRICARE, particularly in overseas and rural or remote locations, leading to dissatisfaction. What is being done to mitigate these issues?
- h. **DHA:** What obstacles, barriers, and challenges do providers cite in providing family planning and fertility-related services to Service members?

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RFI 6 continued:

- i. **DHA and Military Services:** Provide detailed information explaining how DHA and Military Services have implemented provisions outlined in SecDef's Memo (dated October 20, 2022) mandating by the end of 2022, a comprehensive contraception education campaign would: (1) increase Service members' awareness of resources available and the fact that TRICARE co-pays were eliminated for medical contraceptive services; (2) expand publicly displayed information highlighting the resources available if Service members experience difficulties accessing reproductive health care at military medical treatment facilities; (3) improve TRICARE and other Military Health System websites to clarify types of medical care available through MHS following any abortion; and (4) update the Military Health System websites, HEALTH.mil and TRICARE.mil, to include a clear and easy-to-find point of contact that Service members or beneficiaries can contact to request assistance if they experience difficulty accessing reproductive health care.
- j. **DHA and Military Services:** What surveys does DHA and Services conduct to measure Service members' (1) knowledge and awareness of family planning and fertility-related services, (2) satisfaction with such services, and (3) availability/accessibility of such services? Provide findings from such surveys.
- k. **DHA and Military Services:** How are contraception services made available to servicewomen (e.g., by appointment, walk-in, other? On/off installation? Identify what walk-in/non-appointment services are available). Address availability of the contraceptive measures below and how obtained (appointment only, other?)
 - i. Birth control pill
 - ii. Long-acting reversible contraception (LARC)
 - iii. Morning after pill
- l. **DHA and Military Services:** What is the implementation status on the SecDef's Memo (dated October 20, 2022) that all military medical treatment facilities (MTFs) with appropriate clinical capability expand services to include dedicated hours for walk in contraceptive care for Service members. Detail what walk-in services are available and whether they are available 7 days/week?
- m. **DHA and Military Services:** Does DHA or the Services track the number of family planning appointments? If so, provide numbers of appointments for the last three years.
- n. **DHA and Military Services:** What are the average wait times for obtaining contraception by Service members? Please include for men and women.
- o. **DHA and Military Services:** Please provide statistics on the number of appointments made for family planning purposes (e.g., contraception) from servicewomen in the most recent year of complete data
 - i. Number of servicewomen who inquired about contraception, broken down by officer and enlisted.
 - ii. Number of servicewomen who inquired about fertility-related services (e.g., what kind? IVF, etc.), broken down by officer and enlisted.
- p. **DHA and Military Services:** How does DHA and the Services track wait times for Service members who schedule a family planning appointment? If tracked, what are the average wait times for Service members to schedule an appointment for family planning services?
- q. **DHA and Military Services:** What data are available from DHA and all Services on Service members experiencing infertility? See [RAND Corporation Survey](#)
 - i. Number of Service members experiencing infertility?
 - ii. Number of Service members requesting fertility treatment?
 - iii. Number of Service members utilizing fertility treatment?
- r. **DHA and Military Services:** Do the DHA or the Services track infertility causes or the incidence of infertility (i.e., Service-related, or non-Service-related)? If so, provide data collected for the last five years.