

DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES

Quarterly Meeting Minutes

26-27 September 2013

The Defense Advisory Committee on Women in the Services (DACOWITS) held a full committee meeting on September 26th and September 27th, 2013. The meeting was held at the Sheraton National Hotel-Pentagon City, 900 South Orme Street, Arlington, VA, 22204.

September 26th 2013

Opening Comments

The Designated Federal Officer and DACOWITS Military Director, COL Betty Yarbrough, opened the meeting. Ms. Holly Hemphill, DACOWITS Chair, announced that two DACOWITS members – the Honorable Deborah Lee James and SgtMaj (Ret.) John Estrada - have been nominated for Secretary of the Air Force and Ambassador to the Republic of Trinidad and Tobago respectively. She wished them both speedy confirmations and said the Committee will be sorry to lose them.

COL Yarbrough reviewed the status of the Committee's Requests for Information. While she expects that the Committee will eventually receive responses to all its RFIs, DACOWITS had not yet received full responses on the following items: 1) metrics for the DoD Sexual Assault Prevention and Response Office's (SAPRO) strategic plan update; 2) data regarding sexual assault and sexual harassment at Officer Candidate School/Officer Training School (OCS/OTS); 3) information from the Services and SOCOM regarding their methods to survey Service members as part of their plan to integrate women into closed Military Occupation Specialties (MOS) and units; 4) the screening criteria used to determine who is selected for the Marine Corps Infantry Officer Course (IOC).

Navy Family Planning Initiatives

Wellness Working Group Chair RADM (Ret) Betsy Morris introduced the briefings, stating that several DACOWITS recommendations have addressed the need for complete access to contraceptive care, especially in deployed environments. The Navy has increased its efforts to provide information and training on family planning resources across the fleet. DACOWITS requested a briefing from the Navy regarding these efforts to cover the Sexual Health and Responsibility Program (SHARP) and the work of the Coalition of Sailors Against Destructive Decisions (CSADD).

Mr. Bob MacDonald, MS, CHES, Navy and Marine Corps Public Health Center, Sexual Health and Responsibility Program (SHARP)

Mr. MacDonald briefed the Committee on the Navy's efforts to promote sexual health through its SHARP Program. SHARP's objective is to reduce unplanned pregnancy and sexually transmitted infections (STIs) in the Navy. The Navy does not mandate participation with any of SHARP's initiatives. The Navy does, however, distribute sexual health information to all Sailors at boot camp; men receive brief training, whereas women have an all-day women's health event.

To meet its objective, SHARP engages in a number of advocacy, outreach, and training initiatives. For instance, SHARP's "Blue H" award goes to the Navy medical center scoring highest on nine sexual health promotion criteria, including condom access, events and films promoting family planning or HIV/STI-prevention, sexual assault prevention activity, and sexual health counseling. SHARP also produces evidence-based training lectures, training films, posters, webinars, and factsheets to promote sexual health, along with practice guidelines for health care providers.

SHARP further supports oversight of sexual health through monitoring indicators collected on the Fleet and Marine Corps Health Risk Assessment (HRA). Data from the HRA indicate that one in four Sailors and Marines are at risk for an unplanned pregnancy. Navy Medicine provides the full range of contraception to all beneficiaries, but not all forms of contraception are available at every location. For example, Sailors typically do not have access to intrauterine devices (IUDs) when out to sea. Emergency contraception, however, is available to all Sailors out to sea. A Committee member urged that the SHARP program include information about the availability, though limited, of abortion services to Service women and family members.

FLTCM April D. Beldo, USN, Manpower, Personnel, Training and Education

FLTCM Beldo briefed the Committee on CSADD, a grass-roots, volunteer peer-to-peer Navy mentorship program. CSADD encourages good decision-making, positive social interaction, leadership development, and bystander intervention. The program focuses on Sailors aged 18-25 and promotes a culture of "shipmates helping shipmates." Its chapters promote awareness on topics such as responsible alcohol use, nutrition and fitness, and drug abuse prevention through creative training ideas. CSADD also promotes awareness of family planning and communicates this information in ways that directly relate to Sailors' lives, detailing the unique issues and concerns of military parents. CSADD currently has chapters at 317 commands throughout the U.S and overseas.

Sexual Harassment Prevention Program Update

Betsy Morris introduced this briefing, recalling that a 2011 Government Accountability Office (GAO) report recommended that DoD take several actions to improve its policies and programs aimed at preventing sexual harassment. DACOWITS requested an update on DoD action to address these recommendations and its efforts to oversee and prevent sexual harassment

generally. DACOWITS also requested an update on DoD's policy and instruction for handling complaints arising from discrimination based on sexual orientation.

Mr. James Love, Acting Director, Military Equal Opportunity/Equal Employment Opportunity

The GAO report recommended that DoD take five actions to address sexual harassment: 1) develop a strategy for holding leaders accountable for enforcing sexual harassment policies; 2) track leaders' compliance in conducting command climate assessments; 3) develop guidance on how sexual harassment incidents are to be handled in joint Service environments; 4) establish uniform data elements for collecting and reporting formal sexual harassment complaints across Services; and 5) implement an oversight framework. Mr. Love briefed the Committee on DoD's actions to address these recommendations.

To hold leaders accountable and to track their compliance in conducting command climate assessments, commanders are now required to conduct a climate survey within 120 days of assuming command; commanders must also conduct annual command climate assessments, and the survey results of these assessments will now be provided to commanders' superiors. The Services will also modify command climate assessments to assess the extent to which commanders have instituted principles of sexual harassment and sexual assault prevention in their commands. Each Service is developing methods to assess performance of commanders in establishing climates of dignity and respect.

DoD is also taking action to address GAO's other three recommendations. DoD will issue instruction to establish procedures and requirements for processing sexual harassment complaints in a joint environment; the Services will create Memorandums of Agreement to clarify these procedures. To establish uniform data elements, OSD has developed a data collection template to collect information on sexual harassment incidents for inclusion in the annual SAPRO report. DoD is also establishing an oversight framework to guide its sexual harassment prevention efforts.

The Committee inquired about Mr. Love's staffing levels, since his office oversees the Department's efforts to address sexual harassment and the GAO report identified staffing as an issue that has hampered DoD in addressing sexual harassment. Mr. Love stated that his office employs two contracting staff to assist with report development, but he is still the only one working on sexual harassment and this is only one of his areas of responsibility.

Mr. Love also reviewed current DoD policy for resolving sexual orientation discrimination complaints. In short, DoD will not consider sexual orientation a protected class for Military Equal Opportunity (MEO) complaints. Service members with a discrimination complaint on the basis of sexual orientation must first attempt to resolve the complaint through their chain of command, and if the chain of command does not resolve the complaint, they should seek to resolve it through their Service's Inspector General. Unlike DoD, the Coast Guard provides an informal process for resolving a complaint based on sexual orientation if the chain of command

is unable to do so, including intake, counseling, and mediation attempts by a civil rights service provider.

Sexual Harassment and Assault Response Prevention (SHARP) Briefing

Betsy Morris gave the following background in introducing this briefing. For several years, DACOWITS has addressed issues relating to sexual harassment and sexual assault in the military. Current research on the topic shows that there is a strong correlation between sexual harassment and sexual assault and that creating an environment free of sexual harassment is a key factor in preventing sexual assaults. Despite this, Army is the only Service that combines its sexual harassment and sexual assault initiatives into one program.

Ms. Carolyn Collins, Chief, Army SHARP Program

Ms. Collins briefed the Committee on the Army's SHARP program. The Army combined its sexual harassment and sexual assault prevention efforts after consulting with subject matter experts, whose research indicates that preventing sexual harassment is key to preventing sexual assault. When perpetrators see that sexual innuendo and harassment are not taken seriously, they are likely to escalate their behaviors and commit sexual assault. Thus, the SHARP program addresses the foundation and progression of sexual violence.

The Army began a four-phase "I. A.M. Strong (Intervene, Act, Motivate)" program in September 2008 to achieve cultural change and remove barriers to reporting sexual assault and sexual harassment. Army data point to positive reporting trends since SHARP was initiated. Propensity to report sexual assaults increased from 28% of women Soldiers in 2009 to 41% in 2012. In 2012, more men and women reported being informed about the reporting options for sexual harassment and assault than in 2006 and 2009. An advantage to the SHARP approach is that reporting options are clearer, in that victims need not decide whether they have experienced sexual harassment or sexual assault before choosing to report. In the past, victims who reported what turned out to be sexual assault to the Army Equal Opportunity (EO) branch lost their restricted reporting option. Combining efforts has also improved the Army's bystander training program by helping Service members recognize behaviors such as sexual harassment that may lead to sexual assault and teaching them to stop sexual harassment before it escalates to sexual assault.

The Army has begun implementing improvements to both sexual assault victim services and the investigation and prosecution of these crimes. The Army Medical Department is appointing specially trained medical staff to provide clinical care to victims and perform sexual assault forensic exams. Army is also training Special Victim Units, which include investigators and prosecutors selected specifically for their experience in sexual assault cases. The investigators and prosecutors will participate in the Army Military Police School's 80-hour Special Victims Unit Investigation Course. The course – which trains investigators from all the Services – incorporates the Forensic Experiential Trauma Interview (FETI) technique, which teaches

investigators how trauma impacts victims and their memories, and how not to re-traumatize victims during an investigation.

Army is also placing additional emphasis on command accountability and assessment. Company level commanders must conduct a command climate survey within 30 days of assuming command, again after six months, and annually thereafter. The battalion commander will receive results and must debrief survey results face-to-face with his/her senior commander at the brigade level. The Army is also revising commander/officer evaluations to hold them appropriately accountable for addressing sexual harassment and sexual assault.

Service Recruiting Goals and Outreach Programs Briefings

Assignments Working Group Chair LtGen (Ret) Fran Wilson introduced the briefing in recruiting goals and outreach. She explained that this year DACOWITS has studied accession of women into the officer corps. Previous DACOWITS briefings have shown that some, but not all, Services have goals for the percentage of women in the officer corps and/or at the military academies. The Committee requested briefings from the Services to clarify their goals for women officer accessions. In addition, the Committee wished to learn more about the Services' outreach efforts for recruiting women officers.

Navy (Captain Horacio Fernandez, Director of Diversity, Navy Recruiting Command)(by telephone)

Captain Fernandez stated that the Navy sets no goals for women officer accessions but has outreach efforts for women and men. The Navy uses recruiting leads as the primary metric to gauge success of recruiting events. It also gauges success by looking at the number of officer applications and accessions and uses more subjective measures, such as the quality of outreach events. The Navy engages women specifically through affinity groups (e.g., Society of Women Engineers) and a range of STEM education and outreach programs.

Army (Mr. Larry Stubblefield, Deputy Assistant Secretary for Diversity and Leadership, Army Manpower and Reserve Affairs)

Mr. Stubblefield stated that there are no goals for or caps on the number of women in the Army. According to Mr. Stubblefield, the Army is prohibited by law from using any such goals in recruiting, though he did not know the specific regulation or directive prohibiting the use of goals. Mr. Stubblefield also stated that the Army is aware that the number of women in the labor force will grow faster than men and that women now outnumber men on college campuses 60% to 40%. The Army does not officially aim to have the proportion of women in the officer corps reflect that of the enlisted corps, which is 14% women. The Army reviews polling of high school students on propensity to serve, which has been stable over recent years. The Army benchmarks its success in recruiting women by aiming to increase the number of women applicants. For example, the U.S. Military Academy hopes to increase the number of women students to 20%. The Academy is also creating a women's lacrosse team, which is expected to help recruit more women. Women are included in Army-wide diversity outreach.

Marine Corps (Col John Aytes, Manpower Policy Branch Chief, HQ USMC)

The Marine Corps has goals for women officer and enlisted accessions, set at the beginning of each fiscal year through collaboration between Manpower and Reserve Affairs and other entities within Headquarters Marine Corps and the Commandant of the Marine Corps. In FY2013 the accessions goals for women were 8.5% of officers and 7.3% of enlisted. Col Aytes was not aware of any formula used to derive these goals; the impetus behind these goals is to attain the “best and brightest” candidates possible. The Marine Corps does not have accession goals for women by commissioning source. There are several long-term outreach efforts to attract more women Marine recruits, including advertisements in women’s magazines and outreach and women’s athletic events. The Marine Corps has also created a diversity task force to increase recruiting and retention of women officers.

Air Force (Brig Gen Gina Grosso, Director of Force Management Policy, Deputy Chief of Staff for Manpower, Personnel and Services)

Brig Gen Grosso stated that the Air Force does not have recruiting goals for women. As with Army, the Air Force believes that doing so would be unlawful, citing AFI 36-7001. The Air Force does, however, strive to have its force mirror the pool of eligible applicants with respect to gender. While the Air Force does not have specific women or minority accession goals, it uses its Diversity Strategic Roadmap to achieve diversity objectives and recruits specific demographics more heavily if they are underrepresented. Also, as with other Services, the Air Force uses targeted advertising and event attendance to attract women applicants.

Coast Guard (CDR Tanya Schneider, Gender Policy Advisor, Office of Diversity and Inclusion)

The Coast Guard does not set aside a specific number of slots for women. However, both the Coast Guard Academy and Coast Guard Recruiting Command set recruiting goals for women. The Academy sets these goals every five years and currently strives to have women represent 25-30% of accessions. The Academy has met or exceeded these goals every year since 2003. The Commanding Officer for Coast Guard Recruiting Command – which oversees recruiting (though not selection) for Officer Candidate School, the Direct Commission Officer Program, and the enlisted corps – sets annual goals for the number of women in the applicant pool. The long-term goal is for the Coast Guard to be more reflective of the U.S. population, and it currently aims for 40% women. The Coast Guard is still well below that goal, but has seen steady improvement over the last four years. Both the Academy and Recruiting Command have a number of outreach programs directed specifically for women.

Update on Fielding of Combat Uniforms and Equipment for Females

Fran Wilson introduced this topic, observing DACOWITS has been concerned that protective combat gear and uniforms fit women poorly and in 2012 recommended that the Services promptly develop, test, and distribute properly fitted combat equipment for women. DACOWITS received a brief from the Army in September 2012 addressing this issue for one piece of equipment – the Female Improved Outer Tactical Vest (F-IOTV). The Committee requested an

update from the Army and Marine Corps on production and distribution of combat gear for women.

COL Robert Mortlock, Project Manager, Soldier Protection and Individual Equipment, US Army

COL Mortlock stated that Army has recently re-designed numerous protective gear items and uniforms with specific fits for women Soldiers in mind. The F-IOTV, the design elements of which were detailed in Army's September 2012 briefing, has been a success. The previous unisex outer tactical vest was too long for women and would ride up on their neck, creating a "turtle" effect that compromised safety. The F-IOTV underwent a year of human factors evaluation and user testing and received overwhelmingly positive feedback. Army has put in an order to substitute 24,000 of the unisex vests with F-IOTVs, and the F-IOTV is now mandatory for women downrange in Afghanistan. Army has also designed new women's sizes of protective plate inserts for the soft ballistics packages that are used in conjunction with the outer tactical vests.

The Army has designed three other protective gear items and several uniforms with women-specific designs. The Family of Concealable Body Armor (FoCBA), which provides ballistic and stab protection, and the Protective Under and Outer Garments (PUG/POG), which protect against ground IED threats, have sizes and design elements specifically for women. Army uniforms with new sizes and designs for all Soldiers with smaller stature include the Army Combat Uniform Alternate (ACU-A), the Army Aircrew Combat Uniform (A2CU) with flame resistant properties, and the PT uniform.

Maj James Pelland, Marine Corps Systems Command, HQMC

Major Pelland briefed the Committee on the Marine Corps' efforts to develop and distribute protective gear and clothing suitable for women. The Marine Corps is in the process of developing a number of new body armor items. However, unlike the combat uniform and combat boots, these new body armor items will not have women-specific sizes. Rather, the Marine Corps is focusing on designing body armor that provides better fit across the range of Marines' body sizes, for both men and women, and particularly for smaller-stature Marines.

Major Pelland stated that the Marine Corps has been working in close collaboration with Army regarding its body armor re-designs. The Marine Corps body armor includes many of the same features as the Army's F-IOTV that allows for a more flexible fit, including a quick release system and adjustable cummerbund. Maj Pelland stated that the Marine Corps and Army use separate body armor equipment and sizing systems because of their different tactical needs and the differing range of body sizes among their demographics. For example, the Marine Corps requires a more mobile vest because it is a more mobile force. The Marine Corps currently has two body armor vests: the standard Plate Carrier and the heavier Improved Modular Tactical Vest, which provides greater coverage. Major Pelland also stated that the new, smaller-stature vests have been field-tested with women, and the new sizes help prevent the "turtle" effect.

Proposed Changes to Command Authority in the UCMJ

The Committee was pleased to welcome Senator Kirsten Gillibrand and Senator Claire McCaskill, both members of the Senate Armed Services Committee and each of whom requested to address the Committee. Senator Gillibrand addressed the Committee in the morning session and Senator McCaskill addressed the Committee in the afternoon session. Each Senator's remarks centered around debate on the National Defense Authorization Act for FY2014, which includes numerous provisions to address sexual assault, along with proposals concerning the authority given to commanders under the Uniform Code of Military Justice (UCMJ). Senator Kirsten Gillibrand of New York has introduced legislation to remove from commanders prosecutorial decision-making authority for court martials for felony-level crimes of a non-military nature. Senator Claire McCaskill of Missouri opposes this proposal.

Senator Kirsten Gillibrand, New York

Senator Gillibrand described the reasons for her proposed legislation, the Military Justice Improvement Act, to remove prosecutorial decision-making from commanders for felony-level, non-military crimes. In 25 years of "Zero Tolerance" of sexual assault, the situation has gotten worse, not better. She cited low reporting rates – 3,300 reports out of an estimated 26,000 sexual assault cases last year – and a 62% rate of reported retaliation toward victims as evidence of the need to fix the current system. Recent legislation has some good provisions but bolder action is needed. Victims cite three main reasons they do not report sexual assault: they don't think the command will do anything, they have observed that those who report sexual assault have been retaliated against, and they fear retaliation themselves.

She argued that the legal decision to move a case to trial should be made by trained legal professionals who can weigh whether to proceed based on each case's merits. Commanders are not trained in law and this training is important because sexual assaults are some of the hardest crimes to prosecute. When JAGs recommend that a case proceed to trial, the acquittal rate is 5%. When commanders proceed to trial against the JAG's advice, the acquittal rate is 50%; a high acquittal rate erodes confidence in the justice system. Her legislation aims not to tip the scales in favor of victims, but to have a system that is more objective, transparent and fairer for all. While some have argued that JAGs may be located far from the crime, Senator Gillibrand answers that the military often operates successfully in a geographically dispersed environment.

Senator Gillibrand explained why her proposed reform would apply to all felony-level, non-military crimes, not to just sexual assault crimes. Legal experts recommended that sexual assault cases should not be treated as special and apart – tried in a "pink court" – from other serious crimes like murder. Legal experts recommended, and she agrees, that commanders retain disposition authority over felonies of "mission" (i.e., military-specific crimes, such as AWOL).

Senator Gillibrand said that the main argument of opponents of her reform is that it would harm commanders' ability to enforce "good order and discipline." She said this has not been a problem for our allies who have placed prosecution decision outside the chain of command. Need for

good order and discipline has been the standard response to any major proposed changes in the military. The same argument was made recently, for example, in reaction to a proposed reform to remove commanders' ability to overturn court martial results (Article 60 authority), but this argument disappeared after Secretary Hagel directed the Office of General Counsel to support legislation to remove this authority from commanders. Opponents of Don't Ask, Don't Tell and racial and gender desegregation made this argument as well. She added that in her view, the proposal would enhance the responsibility of commanders where they have expertise: ensuring appropriate command climate, protecting against retaliation and administering non-judicial punishment.

Senator Claire McCaskill, Missouri

Senator McCaskill explained her opposition to Senator Gillibrand's proposed legislation. Senator McCaskill said that the highest military justice priority should be to help victims and put as many predators in jail as possible. She added that several historic changes to the military justice system have already been included in the National Defense Authorization Act, including giving special counsel to victims and making retaliation against victims of sexual assault a crime.

While she agrees that changes may need to be made to the Article 32 pre-trial process to make it fairer for sexual assault victims, she is opposed to removing commanders from the decision on whether to move cases to trial. She said that removing commanders from this decision reduces their accountability to prevent sexual assault and retaliation after reporting, and Service members are more likely to respect their commander's decision than the decision of a JAG who is halfway across the world. Furthermore, under the current system, commanders are more aggressive in pushing sexual assault cases to trial than their JAGs. Taking disposition authority away from commanders and giving it to JAGs would thus result in fewer trials and prosecutions, so that deserving cases may never be heard.

She also noted that while several of the U.S.'s allies have instituted this proposed reform, these countries, unlike the U.S. as of late, have not seen increased reporting of sexual assaults. She also questioned whether this change can be implemented without incurring unintended consequences, and mentioned delays in the justice system due to increased demand on JAGs and possible increased complexity and costs as possible unintended consequences.

27 September 2013

Public Comment Period

Stefanie Goebel and Colonel Elizabeth Chamberlain, Academy Women

Ms. Goebel and Col Chamberlain provided information on Academy Women, a leadership and professional development organization for military women and women veterans, in order to raise awareness about its efforts. The organization's mission is to mentor and support women to help

them achieve their highest potential. Academy Women holds an annual Officer Women Leadership Symposium to bring women officers and veterans together and runs the eMentor Program, a web-based program that supports goal-oriented mentoring relationships. They presented a short video showing advantages of the eMentor program.

Captain (Ret) Lory Manning, Director, Women in the Military Project, Women's Research & Education Institute

Captain Manning, who served for more than 25 years in the U.S. Navy and has experience as a court martial convening authority, spoke in support of Senator Gillibrand's proposed legislation. She stated that while not every commanding officer has the authority to convene a general court martial, this has not prevented these commanders from instilling good order and discipline. She also pointed out that commanders' responsibilities have changed over time without adverse effect on good order and discipline. Commanding officers used to have other responsibilities, such as handling cases of child abuse within a military member's family, that have since been turned over to experts, such as social workers. She felt relieved when trained professionals took over these responsibilities, as she did not have the expertise to properly handle these cases. For the same reason, she believed that prosecutorial decision-making in sexual assaults and other major crimes should be turned over to legal professionals.

Mr. Greg Jacob, Policy Director, Service Women's Action Network (SWAN)

Mr. Jacob encouraged the Committee to support Senator Gillibrand's proposed legislation. He stated that over the past 25 years, the military has convened 30 panels, commissions, or similar bodies to study sexual assault. He argued that the new panel DoD has formed to study the issue (Response Systems to Adult Sexual Crimes Panel) will not come to a conclusion until next year, and the time to act is now. Non-commissioned officers (NCOs), junior officers, and commanders in the joint environment do not have convening authority and yet ensure good order and discipline. Troops need their commanders to focus on being leaders and not lawyers, including preventing retaliation against victims. In fact, many commanders have expressed a desire to take a strong stand against sexual assault, but their role as convening authority prevents them from doing so as this could be seen as exhibiting undue command influence.

DACOWITS' 2013 Recommendations Presentation and Voting

Committee members discussed and voted on the following recommendations. Hon. Deborah Lee James was not present for deliberations and did not vote.

ASSIGNMENTS:

1. **Effective and Full Integration of Women into Previously Closed Units and Occupations**
 - a. The Services should continue apace in their plans to integrate women into previously closed units and positions as expeditiously as possible, but no later than 1 January 2016. These changes are in accordance with the guidance and timetable established

in the 24 January 2013 directive of Secretary of Defense Leon Panetta and Chairman of the Joint Chiefs of Staff Martin Dempsey and the 9 January 2013 implementation memorandum of Chairman Dempsey.

Voting: The Committee voted to adopt this recommendation unanimously (16 votes in favor).

- b. Women qualified in occupational specialties should immediately be eligible for assignment to any military unit.

Voting: The Committee voted to adopt this recommendation unanimously (16 votes in favor).

- c. Physical standards should be validated to accurately predict performance of actual, regular, and recurring duties of a military job and applied equitably to measure individual capabilities.

Voting: The Committee voted to adopt this recommendation unanimously (16 votes in favor).

- d. The Marine Corps should discontinue the “experiment” to allow women to volunteer for the Infantry Officers Course (IOC). Instead, women should be afforded the same opportunity as their male counterparts to qualify for any position and to be assigned to any unit for which they qualify, based on validated, gender-neutral standards.

Voting: The Committee voted to adopt this recommendation unanimously (16 votes in favor).

2. **Accessions of Women into the Officer Corps**

- a. All Services should seek to systematically increase the accessions of women into the officer corps by increasing the representation of women at all accession sources, including the military academies, Officer Candidate School/Officer Training School/Academy of Military Science (OCS/OTS/AMS) and Reserve Officer Training Corps (ROTC).

Discussion: The Committee added the National Guard’s Academy of Military Science (AMS) to the proposed recommendation language to demonstrate the Committee’s interest in including this component.

Voting: The Committee voted to adopt the recommendation unanimously (16 votes in favor).

- b. All Services should devote resources for the successful recruitment of more women officers.

Voting: The Committee voted to adopt this recommendation unanimously (16 votes in favor).

- c. All Services should have targets to gauge progress in increasing the representation of women in the officer corps (and therefore in the principle accession sources for officers – the military academies, OCS/OTS/AMS and ROTC). These targets should be benchmarked against measures of the recruiting pool for women candidates, not against any measure of the current representation of women in the Armed Services or any particular Service.

Voting: The Committee voted to adopt this recommendation. There were 15 votes in favor of the recommendation and 1 vote against it.

3. Availability of Properly Designed and Fitted Individual Combat Equipment for Women

The Services should insure properly designed and fitted individual combat equipment is provided to women on an expedited basis. Services should collaborate on product development, testing, and procurement to facilitate prompt distribution of appropriate individual combat equipment.

Voting: The Committee voted to adopt this recommendation unanimously (16 votes in favor).

WELLNESS:

1. Increased Attention and Resources to Combat Sexual Harassment

DoD and the Services should combine in one program their efforts to prevent and respond to sexual harassment and sexual assault.

Voting: The Committee voted to adopt this recommendation unanimously (16 votes in favor).

2. Increased Attention to Helping Service Members with Family Planning

Initiatives similar to the Navy's Sexual Health and Responsibility Program, which informs Sailors of the importance of family planning, educates them on methods of contraception, and makes various contraceptive methods available, should be actively implemented by all the Services. Navy's lessons learned and best practices should be shared with DoD and the other Services to help promote the health and readiness of all the nation's troops.

Voting: The Committee voted to adopt this recommendation unanimously (16 votes in favor).

3. Improving the Effectiveness of the Military Justice System in Handling Sexual Assault Cases

DoD should support legislation to remove from the chain of command the prosecution of military cases involving serious crimes, including sexual assault, except crimes that are uniquely military in nature. Instead, the decisions to prosecute, to determine the kind of

court martial to convene, to detail the judges and members of the court martial, and to decide the extent of the punishment, should be placed in the hands of the military personnel with legal expertise and experience and who are outside the chain of command of the victim and the accused.

Discussion: The Committee discussion generally centered around whether to proceed with the recommendation based on information from the existing briefings and materials or to postpone making a recommendation to further study the issue.

During the course of discussion on this recommendation, a Committee member moved to make the rationale of this recommendation a continuing concern. This motion did not pass (1 vote in favor; 12 votes against, 3 abstentions).

A Committee member moved to remove the words, “serious crimes” from the recommendation. This motion did not pass (5 votes in favor; 9 votes against; 2 abstentions).

A Committee member moved to delete the words “support legislation to” from the first sentence of the recommendation to read “DoD should remove from the chain of command the prosecution of military cases involving serious crimes, including sexual assault, except crimes that are uniquely military in nature.” This motion did not pass (1 vote in favor; 14 votes against; 1 abstention).

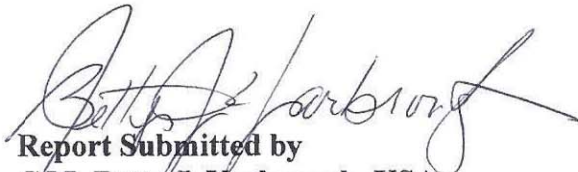
A Committee member moved to end debate on the main question. This motion passed (10 votes in favor; 3 votes against; 3 abstentions).

Voting: The Committee voted to adopt this recommendation as proposed (10 votes in favor, and 6 abstentions).

Final Remarks

Committee Chair Holly Hemphill thanked attendees. The next meeting of the Committee is scheduled for December 4-5. Designated Federal Officer COL Betty Yarbrough closed the meeting.

Meeting was adjourned.


Report Submitted by
COL Betty J. Yarbrough, USA
Director, DACOWITS


Report Certified by
Ms. Holly Hemphill
DACOWITS Chair

DACOWITS MEMBERS IN ATTENDANCE

Ms. Holly Hemphill
BG (Ret) Maureen LeBoeuf
CMSgt (Ret) Bernise Belcer
COL (Ret) Margarethe Cammermeyer
Ms. Nancy Duff Campbell
Ms. Teresa Christenson
BG (Ret) Julia Cleckley
FLTCM (Ret) Jacqueline DiRosa (September 27 only)
SgtMajMC (Ret) John L. Estrada
The Honorable Deborah Lee James (September 26 only)
CAPT (Ret) Beverley Kelley
Rev. Dr. Cynthia Ramirez Lindenmeyer
Ms. Donna McAleer
RADM (Ret) Elizabeth Morris
LTC (Ret) Hae-Sue Park
MG (Ret) Gale Pollock
LtGen (Ret) Frances Wilson