

## 2018 Current Fiscal Year Report: Defense Advisory Committee on Women in the Services

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<b>1. Department or Agency</b>		<b>2. Fiscal Year</b>	
Department of Defense		2018	
<b>3. Committee or Subcommittee</b>		<b>3b. GSA Committee No.</b>	
Defense Advisory Committee on Women in the Services		407	
<b>4. Is this New During Fiscal Year?</b>	<b>5. Current Charter</b>	<b>6. Expected Renewal Date</b>	<b>7. Expected Term Date</b>
No	04/22/2018	04/22/2020	
<b>8a. Was Terminated During Fiscal Year?</b>	<b>8b. Specific Termination Authority</b>	<b>8c. Actual Term Date</b>	
No			
<b>9. Agency Recommendation for Next Fiscal Year</b>	<b>10a. Legislation Req to Terminate?</b>	<b>10b. Legislation Pending?</b>	
Continue	No	Not Applicable	
<b>11. Establishment Authority</b>	Agency Authority		
<b>12. Specific Establishment Authority</b>	<b>13. Effective Date</b>	<b>14. Committee Type</b>	<b>14c. Presidential?</b>
Agency Determination	08/11/1951	Continuing	No
<b>15. Description of Committee</b>	National Policy Issue Advisory Board		
<b>16a. Total Number of Reports</b>	1		
<b>16b. Report Date</b>	<b>Report Title</b>		
03/01/2018	DACOWITS 2017 Annual Report		

**Number of Committee Reports Listed: 1**

**17a. Open 4 17b. Closed 0 17c. Partially Closed 0 Other Activities 0 17d. Total 4**

### Meetings and Dates

<b>Purpose</b>	<b>Start</b>	<b>End</b>
The purpose of the meeting is for the Committee to receive briefings and updates relating to their current work. The meeting will open with the Designated Federal Officer (DFO) giving a status update on the Committee's requests for information. This will be followed with four panel discussions on the following topics: DoD Strategic Initiatives; a USMC Strengthening the Transformation Update; Military Service Academy Admissions; and School Residency Policies on Pregnancy. The second day of the meeting will open with a briefing from the DoD Transition to Veterans Program Office on Transition Assistance Program Curriculum and Resources. This will be followed by a briefing from the Department of Labor on Women Veteran Statistics. Day two will end with a Public Comment Period.	12/12/2017	12/13/2017
The purpose of the meeting is for the Committee to receive briefings and updates relating to their current work. The meeting will open with the Designated Federal Officer (DFO) giving a status update on the Committee's requests for information. This will be followed with a briefing on Marketing Strategies. Then the Committee will have two panel discussions on the following topics: Healthy Unit Climate, and Women's Mental Health. The second day of the meeting will open with a panel discussion on Personal Protective Equipment/Gear for Women. This will be followed by an update briefing on Marine Corps Recruit Training. Day two will end with a Public Comment Period.	03/20/2018	03/21/2018

The purpose of the meeting is for the DACOWITS to receive briefings and updates relating to their current work. The meeting will open with the Designated Federal Officer (DFO) giving a status update on the DACOWITS' requests for information. This will be followed with a briefing from the military Services and DACOWITS' discussion on personal protective equipment/gear for women. There will then be a public comment period. Day one will end with an awards ceremony for departing DACOWITS members.

The second day of the meeting will open with a briefing from Office of the Secretary of Defense Public Affairs on the "This is Your Military" DoD initiative. This will be followed by an overview briefing by representative of the National Guard and DACOWITS discussion on the National Guard. Lastly the DACOWITS will receive an update briefing from the Office of Under Secretary of Defense (Personnel and Readiness), Office of the Diversity Management and Equal Opportunity, on Gender Discrimination and Sexual Harassment and DACOWITS discussion. 06/19/2018 - 06/20/2018

The purpose of the meeting is for the DACOWITS to receive briefings and updates relating to their current work. The meeting will open with the Designated Federal Officer (DFO) giving a status update on the DACOWITS' requests for information. Day one will comprise five separate briefings from the DoD and Military Services on the following topics: Military Recruiting Strategies, Military Marketing Strategies, DoD Recruitable Population Demographics, Status of the United States Navy's Submarine Integration Efforts, and an update from the United States Marine Corps on the gender integration of Recruit Training. The second day of the meeting will open with a briefing from Military Services regarding their new Parental Leave Policies. This will be followed by a briefing from the National Guard Bureau on their Pregnancy and Parenthood Policies. Lastly the DACOWITS will propose and vote on their annual recommendations to the Secretary of Defense. 09/11/2018 - 09/12/2018

**Number of Committee Meetings Listed: 4**

	<b>Current FY</b>	<b>Next FY</b>
<b>18a(1). Personnel Pmts to Non-Federal Members</b>	\$0.00	\$0.00
<b>18a(2). Personnel Pmts to Federal Members</b>	\$0.00	\$0.00
<b>18a(3). Personnel Pmts to Federal Staff</b>	\$306,062.00	\$452,300.00
<b>18a(4). Personnel Pmts to Non-Member Consultants</b>	\$0.00	\$0.00
<b>18b(1). Travel and Per Diem to Non-Federal Members</b>	\$71,027.00	\$110,000.00
<b>18b(2). Travel and Per Diem to Federal Members</b>	\$0.00	\$0.00
<b>18b(3). Travel and Per Diem to Federal Staff</b>	\$11,079.00	\$12,000.00
<b>18b(4). Travel and Per Diem to Non-member Consultants</b>	\$0.00	\$0.00
<b>18c. Other(rents,user charges, graphics, printing, mail, etc.)</b>	\$249,523.00	\$334,500.00
<b>18d. Total</b>	\$637,691.00	\$908,800.00
<b>19. Federal Staff Support Years (FTE)</b>	3.30	4.00

**20a. How does the Committee accomplish its purpose?**

DACOWITS is a valuable asset to evaluate and validate present and future personnel and readiness policies within the Department of Defense that may impact women, as well as their families. The Office of the Under Secretary of Defense Personnel and Readiness, establishes topics annually. The Committee investigates these topics through a series of briefings, literature reviews, and focus groups with Service members at multiple installations. The Committee then reviews, generates recommendations, and produces a report that is provided to the Secretary of Defense.

**20b. How does the Committee balance its membership?**

The Committee shall be composed of not more than 20 members, representing a

distribution of demography, professional career fields, community service, and geography, and selected on the basis of their experience with the military or with women's workforce issues. This balance of backgrounds is reflected in the current committee members.

**20c. How frequent and relevant are the Committee Meetings?**

The Committee holds four business meetings per year. At the meetings, the Committee receives training, briefings on research, policies, and programs specifically aimed at the Committee's annual topics. They take time to discuss their experiences learned from focus groups results during installation visits. They also interact with guest speakers and subject matter experts on relevant topics. At the end of the year, the members use the meeting time to review and discuss gathered information, develop recommendations, and write their annual report to the Secretary of Defense.

**20d. Why can't the advice or information this committee provides be obtained elsewhere?**

The Secretary of Defense has determined that the independent advice the Committee provides is essential in the management of DoD's officer and enlisted force management, addressing issues unique to women who serve in the Military Services, and the integration of women into newly opened military occupational specialties or career opportunities.

**20e. Why is it necessary to close and/or partially closed committee meetings?**

N/A

**21. Remarks**

The agency determination to establish this discretionary advisory committee was made by Secretary Marshall in 1951. It has been continued during each periodic review required by law or by the agency since that time. DACOWITS provides advice and recommendations in an annual report to the Secretary of Defense. These recommendations are generated from information/data gathered during quarterly meetings and from formal literature reviews. Additional information is gathered during Committee travel to military installations to perform in-person focus groups with Service members. DACOWITS is one of the only advisory committees that uses this technique to attain first hand input. In FY17 the Committee traveled to five installations, held 54 focus groups, and talked with over 550 Service members, gathering vital information to support their recommendations. DACOWITS receives research support from a contractor. The contractor performs comprehensive focus group training with DACOWITS members; conducts an Institutional Review Board (IRB) to test the protocol parameters for subjects; records, compiles, and analyzes both the qualitative and quantitative data the Committee collects from focus groups during installation visits; supplements current research materials on the various

issues analyzed; and compiles a comprehensive report detailing the installation visit data, analysis, supplemental research, and conclusions; all of which help inform and refine the DACOWITS' recommendations to the Secretary of Defense. Department of Defense (DoD) policy between fiscal year 2007 and 2011 required that subcommittee members be listed separately in the subcommittee section of GSA's Database, even if they were duly appointed members of the parent committee. This policy, in some instances, caused a duplication of entries. Beginning in fiscal year 2012, DoD will only list in the subcommittee section of GSA's Database those who are appointed to just a subcommittee. If an individual is appointed to the parent committee and to one of the committee's authorized subcommittees then his or her subcommittee affiliation will be reflected in the parent committee membership section of GSA's Database.

### Designated Federal Officer

Toya J Davis Military Director, DACOWITS

Committee Members	Start	End	Occupation	Member Designation
Anderson, Kristy	03/11/2015	04/19/2018	Family Medicine Physician	Special Government Employee (SGE) Member
Boggs, John	03/08/2016	03/07/2020	President, Fortitude Consulting, LLC	Special Government Employee (SGE) Member
Dunbar, Sharon	03/08/2016	03/07/2020	Vice President, Human Resources for General Dynamics	Special Government Employee (SGE) Member
Fedder, Judith	03/22/2017	03/21/2021	Retired Military	Special Government Employee (SGE) Member
Hawkes, Sharlene	03/11/2015	03/10/2019	President of Remember My Service (RMS) Productions	Special Government Employee (SGE) Member
Helsham, Norma	03/22/2017	03/21/2021	United Airlines & AUSA	Special Government Employee (SGE) Member
Hughes, Therese	03/22/2017	03/21/2021	Self Employed	Special Government Employee (SGE) Member
Hunter, Kyleanne	03/22/2017	03/21/2021	Air Force Academy Instructor	Special Government Employee (SGE) Member
Jones, Michele	09/13/2016	09/12/2020	CEO, The Bones Theory Group, L.L.C.	Special Government Employee (SGE) Member
Locke, Priscilla	03/22/2017	03/21/2021	Self Employed	Special Government Employee (SGE) Member
Macdonald, John	06/12/2014	06/11/2018	Independent Consultant	Special Government Employee (SGE) Member
Medina, Monica	06/12/2014	06/11/2018	Dep Dir of Environment Program, Walton Family Foundation	Special Government Employee (SGE) Member
Mines, Janie	09/13/2016	09/12/2020	Independent Consultant	Special Government Employee (SGE) Member
Morrison, Brian	06/12/2014	06/11/2018	Executive at General Dynamics	Special Government Employee (SGE) Member
Ortloff, Jo Ann	09/13/2016	09/12/2020	Retired Military	Special Government Employee (SGE) Member
Pottenger, Carol	03/11/2015	03/10/2019	CEO and President CMP GLOBAL LLC	Special Government Employee (SGE) Member
Preston, Kenneth	08/15/2014	08/14/2018	Association of the United States Army	Special Government Employee (SGE) Member
Thomas, Cari	03/22/2017	03/21/2021	Retired Military	Special Government Employee (SGE) Member

Williams, Kayla	05/02/2016	05/01/2020	Veteran Affairs	Ex Officio Member
Wolfenbarger, Janet	03/08/2016	03/07/2020	Retired Military	Special Government Employee (SGE) Member
Young, Jacqueline	03/11/2015	03/10/2019	Consultant, speaker, advocate and volunteer	Special Government Employee (SGE) Member
Boggs, John [Employment and Integration]	03/08/2016	03/07/2020	President, Fortitude Consulting, LLC	Special Government Employee (SGE) Member
Hughes, Therese [Employment and Integration]	03/22/2017	03/21/2021	Self Employed	Special Government Employee (SGE) Member
Hunter, Kyleanne [Employment and Integration]	03/22/2017	03/21/2021	Air Force Academy Instructor	Special Government Employee (SGE) Member
Jones, Michele [Employment and Integration]	09/13/2016	09/12/2020	Bones Theory Group	Special Government Employee (SGE) Member
Macdonald, John [Employment and Integration]	06/12/2014	06/11/2018	Independent Consultant	Special Government Employee (SGE) Member
Medina, Monica [Employment and Integration]	06/12/2014	06/11/2018	Walton Family Foundation	Special Government Employee (SGE) Member
Pottenger, Carol [Employment and Integration]	03/11/2015	03/10/2019	CEO & President, CMP Global LLC	Special Government Employee (SGE) Member
Dunbar, Sharon [Recruitment and Retention]	03/08/2016	03/07/2020	VP, Human Resources for General Dynamics	Special Government Employee (SGE) Member
Hawkes, Sharlene [Recruitment and Retention]	03/11/2015	03/10/2019	Story Rock; Remember My Service Military Productions	Special Government Employee (SGE) Member
Helsham, Norma [Recruitment and Retention]	03/22/2017	03/21/2021	Association of the United States Army	Special Government Employee (SGE) Member
Mines, Janie [Recruitment and Retention]	09/13/2016	09/12/2020	Independent Consultant	Special Government Employee (SGE) Member
Morrison, Brian [Recruitment and Retention]	06/12/2014	06/11/2018	Executive at General Dynamics	Special Government Employee (SGE) Member
Thomas, Cari [Recruitment and Retention]	03/22/2017	03/21/2021	Retired Military	Special Government Employee (SGE) Member
Anderson, Kristy [Well Being and Treatment]	03/11/2015	03/10/2019	Family Medicine Physician	Special Government Employee (SGE) Member
Fedder, Judy [Well Being and Treatment]	03/22/2017	03/21/2021	Retired Military	Special Government Employee (SGE) Member
Locke, Priscilla (Pat) [Well Being and Treatment]	03/22/2017	03/21/2021	Self Employed	Special Government Employee (SGE) Member
Ortloff, JoAnn [Well Being and Treatment]	09/13/2016	09/12/2020	Retired Military	Special Government Employee (SGE) Member
Young, Jacqueline [Well Being and Treatment]	03/11/2015	03/10/2019	Consultant, speaker, advocate, volunteer	Special Government Employee (SGE) Member

## Number of Committee Members Listed: 39

### Narrative Description

The Under Secretary of Defense for Personnel and Readiness (P&R) is responsible for the recruitment and retention of highly qualified and professional females to serve in the armed services. Women add diversity to our military. This diversity maximizes the value of building a team comprised of multiple backgrounds and talent sets. It allows the services to take advantage of unique life experiences which develop different problem solving approaches. This adds to our corporate strength, which ultimately improves our military readiness. DACOWITS provides support to P&R's mission by identifying, studying and

providing recommendations on issues such as assignments, integration, advancement, health care, equipment and training, to name a few, which may impact a woman's decision to either initially join or remain on duty.

**What are the most significant program outcomes associated with this committee?**

Checked if Applies

- Improvements to health or safety
- Trust in government
- Major policy changes
- Advance in scientific research
- Effective grant making
- Improved service delivery
- Increased customer satisfaction
- Implementation of laws or regulatory requirements
- Other

**Outcome Comments**

Not Applicable

**What are the cost savings associated with this committee?**

Checked if Applies

- None
- Unable to Determine
- Under \$100,000
- \$100,000 - \$500,000
- \$500,001 - \$1,000,000
- \$1,000,001 - \$5,000,000
- \$5,000,001 - \$10,000,000
- Over \$10,000,000
- Cost Savings Other

**Cost Savings Comments**

NA

**What is the approximate Number of recommendations produced by this committee for the life of the committee?**

1,020

**Number of Recommendations Comments**

It should be noted here that the DACOWITS was originally chartered in 1951 to address the issues of women in the military. The 1020 recommendations cover the period of the 1951 to 2018. The total of all recommendations that have been fully or partially implemented is 98%. The annual report and recommendations will be provided to the Secretary around February or March 2018.

**What is the approximate Percentage of these recommendations that have been or will be Fully implemented by the agency?**

5%

**% of Recommendations Fully Implemented Comments**

The staff has validated that 765 (75%) of its recommendations have been implemented.

**What is the approximate Percentage of these recommendations that have been or will be Partially implemented by the agency?**

23%

**% of Recommendations Partially Implemented Comments**

The staff has validated that 232 (23%) of its recommendations have been partially implemented.

**Does the agency provide the committee with feedback regarding actions taken to implement recommendations or advice offered?**

Yes  No  Not Applicable

**Agency Feedback Comments**

The agency tasks the Services, applicable staffs, and implementing or responsible organizations to respond to the Committee's recommendations. These organizations provide written responses to the Committee. Additionally, they provide briefings and written responses to ongoing actions pertaining to the Committee's recommendations.

**What other actions has the agency taken as a result of the committee's advice or recommendation?**

Checked if Applies

Reorganized Priorities	<input checked="" type="checkbox"/>
Reallocated resources	<input checked="" type="checkbox"/>
Issued new regulation	<input checked="" type="checkbox"/>
Proposed legislation	<input checked="" type="checkbox"/>
Approved grants or other payments	<input type="checkbox"/>

Other

**Action Comments**

NA

**Is the Committee engaged in the review of applications for grants?**

No

**Grant Review Comments**

NA

**How is access provided to the information for the Committee's documentation?**

Checked if Applies

Contact DFO

Online Agency Web Site

Online Committee Web Site

Online GSA FACA Web Site

Publications

Other

**Access Comments**

All meeting documentation is available on the Committee's web site (<http://dacowits.defense.gov>), at the meetings, or by contacting any of the DACOWITS staff. The website includes a generic email address with which the public can contact the staff. We can provide information electronically or by hard copy.