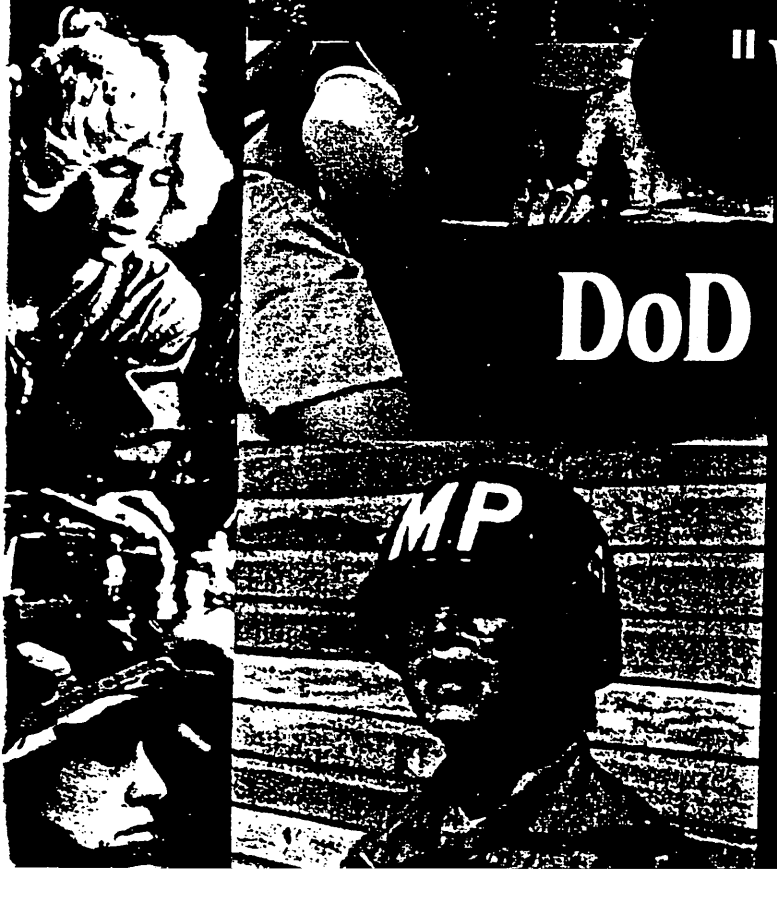
Released
3/26/96



"Women in Defense DoD Leading The Way"

United Nations Fourth World Conference
Beijing, China

"Women in Defense – DoD Leading the Way"

Honorable William J. Perry
Secretary of Defense

I am proud to provide the Department of Defense (DoD) report outlining the myriad of programs and initiatives consistent with the objectives established at the United Nations Fourth World Conference on Women. The integration and essential role of military women, civilian employees, wives, and girl children within the Department demonstrates that the Department of Defense **"Leads the Way."**

The Department of Defense is the nation's largest employer of women. Today more than 500,000 women fill military and civilian positions critical to the national security mission. During my tenure, policy changes have resulted in more than 90 percent of all military career fields becoming open to women. This policy change removes a past institutional barrier and allows the best qualified and available person, to fill key defense positions. Women are now competing for and receiving combat aircraft assignments. Currently, there are more than 180 women pilots and navigators flying combat aircraft with another 130 in training.

The total Defense force includes more than just the active duty military women, reservists and DoD civilian employees. DoD also considers over 757,000 spouses of active duty military members (90 percent are wives) and over 1,373,000 children (approximately 50 percent are girls) integral to the DoD force. Our programs and budget decisions reflect these needs.

DoD has the nation's largest affordable employee sponsored child care program. DoD provides care to over 200,000 children daily at 346 locations. DoD also educates approximately 114,000 students world-wide in 135 schools in 14 countries.

#831

William J. Perry

Table of Contents

Topic	Page
Executive Summary	TAB A
Introduction	TAB B
DoD Initiatives in Support of the Fourth World Conference on Women	TAB C
Secretary of Defense memorandum "Equal Opportunity"	TAB 1
Secretary of Defense memorandum "Prohibition of Sexual Harassment in the Department of Defense"	TAB 2
Deputy Secretary of Defense memorandum "Action Agenda for Civilian Equal Employment Opportunity Progress in the Department of Defense"	TAB 3
Department of Defense "Human Goals Charter"	TAB 4
Report of the Task Force on Discrimination and Sexual Harassment	TAB 5
Interim Study of "Spouse Abuse in the Armed Services"	TAB 6
DoD Model Communities for Families and Children	TAB 7
New Parent Support Fact Sheet	TAB 8
Coordinated Community Response to Spouse Abuse: Intervention Manual	TAB 9

ATTACHMENTS DELETED
TABS 1-8

"Women in Defense - DoD Leading the Way

Executive Summary

The United Nations Fourth World Conference on Women developed actions to achiev women's empowerment and reaffirm the human rights of women and the girl child. The repo categorized the objectives into 12 critical areas of concern. The attached report portrays the vast and comprehensive array of mechanisms in place in DoD.

DoD has initiated policy changes which parallel the actions from the UN Fourth Worl Conference on Women. The All-Volunteer Force provides a vast pool of qualified military men and women. The total DoD force includes DoD civilians, reservists, and family member including wives and children.

DoD is the nation's largest employer of women. There are over 500,000 women in defense. This includes 371,000 civilian employees and 195,000 active duty women. Women comprise a significant portion of the Defense force including:

- 12 percent of the active duty force
- 14 percent of the reserve force
- 37 percent of the DoD civilian labor force
- 19 percent of civilian mid-level managers (GS 13 to 15)

The DoD force includes more than just the active duty military woman, reservists and DoD civilian employees. DoD also considers 757,164 spouses (90% are women) of active duty military and 1,373,978 children (approximately 50 percent are girls) important stakeholders and integral to the DoD force. We provide for the education of 114,000 students world-wide in 135 schools in 14 countries. We are also the nation's largest affordable employee sponsored child care program. DoD provides care to over 200,000 children daily at 346 locations. Therefore, our programs and budget decisions incorporate the needs of these constituencies.

The Clinton Administration opened many non-traditional career fields in the armed forces to women. Currently there are 186 pilots and navigators flying combat aircraft with approximately 141 in training. The Clinton Administration appointed more women to the DoD than any past administration. For example, the first woman head of a major branch of military Service, Ms. Shelia Widnall was appointed during this Administration.

Below is an overview of the DoD's actions consistent with the Beijing Conference on Women. The attachments (TAB C and TABS 1 - 9) demonstrates that Women in Defense are on the cutting edge of leadership and power. DoD is ***Leading the Way.***

Women and Poverty

- DoD Instruction 1344.12 assists wives in receiving involuntary allotments (garnishment) to facilitate child support enforcement. DoD has published the names and addresses of points of contact to facilitate child support enforcement. This effort is in compliance with Executive Order 12593 signed by the President.

- DoD has 200 trained employment assistance managers world-wide to assist spouses (over 90 percent are women) develop skills and identify employment opportunities in the private sector.

- DoD has initiated a major research effort to study the barriers which impact spouses (mostly women) of military members who earn less than $25,000 per year (E-5 and below) with employment.

Education and Training of Women

- The Navy has 137 women pilots and navigators flying combat aircraft. The Army has 38 and the Air Force has 10. The Marine Corps has one pilot and 11 in training. The Navy has 87 women pilots in training and 40 Naval Flight Officers in training. The Air Force has three women in training.

- DoD has Special Emphasis Programs designed to enhance the employment and advancement of minorities, women and people with disabilities.

- The Aid Societies of the Air Force and Navy offer tuition assistance programs for spouses of active duty members overseas. The program encourages the completion of degree or certificate programs to increase occupational opportunities for spouses.

Women and Health

- The Defense Women's Health Research Program established by the FY 94 National Defense Authorization Act, created a coordinating office for multi-disciplinary and multi-institutional research within the DoD. The purpose of the office is to coordinate research within the DoD on women's health issues as it relates to service in the Armed Forces. Research will encompass Active and Reserve component women.

- All active duty DoD women have pelvic exams during accession physicals. Active duty women are required to have annual Pap smears and clinical breast examinations. During annual exams, active duty women are routinely offered counseling on family planning and contraception alternatives.

- The Air Force Reproductive Hazards Initiative Group at Brooks Air Force Base, Texas will develop a technical report on Guidelines for Handling Reproductive concerns in the

workplace. The report will recommend guidelines for women exposed to chemical or biological pollutants.

Violence against Women

- The DoD New Parent Support program provides prenatal support, counseling, and home visits after birth to both the mother and father for certain families at risk for family violence. Preliminary evaluations indicate this program reduces the risk of spouse abuse and child abuse (TAB 8)

- A senior level Pentagon task force, co-chaired by the Secretary of the Air Force, Sheila Widnall, identified strategies to eliminate sexual harassment and other forms of discrimination. The Task Force also identified 48 ways to improve equal opportunity for Women. (TAB 5)

- DoD collaborated with Service Family Advocacy Offices, Cornell University, Department of Justice, and the Department of Health and Human Services to publish a 1995 package to increase awareness on domestic violence prevention.

Women and Armed Conflict

- DoD has made a significant commitment to peace in Bosnia and Herzogovina with its deployment of forces to enforce the Dayton agreements. It cooperates with the effort to bring to justice those guilty of war crimes, including allegations of widespread war crimes against women and children.

- Integration of women in the armed forces in a broad range of functions enhances sensitivity to and treatment of women who suffer as a result of armed conflict. The recent repeal of combat exclusion provided the following increased Military Services opportunities available to women:

  91 percent of Army billets are now open to women
  96 percent of Navy billets now open to women
  93 percent of Marine Corps billets are now open to women
  99 percent of Air Force billets are now open to women

Women and the Economy

- DoD has the nation's largest affordable employee sponsored child care program which provides care to over 200,000 children on a daily basis, with over 16,000 employees (mostly military wives) at 346 locations world-wide.

- The DoD Acquisition process has an aggressive outreach component to target women-owned businesses. To raise the level of awareness, DoD provides seminars and

procurement conferences to educate women on economic opportunities within the DoD acquisition program.

Women in Power and Decision-making

- Women serve as senior level leaders, Assistant Secretaries of Defense and as senior executives in the Military Departments. The Air Force has four women in the astronaut program. The Navy has one woman in the astronaut program.

    - The Secretary of the Air Force is a woman.
    - The Army has five women General Officers,
    - The Navy has five women admirals,
    - The Air Force has six female generals, and
    - The USMC has one female general.

Institutional Mechanisms for the Advancement Women

- The Secretary of Defense memorandums on Equal Opportunity issued March 3, 1994, and on prohibiting sexual harassment in DoD issued August 22, 1994, (TABS 1 and 2 respectively) exemplifies the United Nation objective that "...government responsibility for the advancement of women is vested in the highest possible level of government."

- The Defense Advisory Committee on Women in the Services (DACOWITS) was established 45 years ago to evaluate and make recommendations on women's issues. This organization regularly reviews policy decisions and garners field input in its analysis of women in the military.

- The Army has instituted the "Army Family Action Plan" to improve family programs, benefits and entitlements for the Army family at the grass roots level. Established by Army leadership in 1983, it implements a partnership that exists between the Army and Army families.

Human Rights of Women

- The Deputy Secretary of Defense published in May 1995 an action agenda for Civilian Equal Employment Opportunity Progress within the DoD. (TAB 3)

- DoD published a Department of Defense "Human Goals" charter. (TAB 4)

Women and the Media

A vital part of the DoD Public Affairs program is to present information about women as they are - accomplished professionals. Recent examples include:

- "CBS This Morning" aired a multi-part series on women recruits and drill instructors at Marine Corps Recruit Parris Island.

- The National Air and Space Museum interviewed women helicopter pilots for 150th anniversary of Smithsonian Institution television programs.

- The Chicago Tribune covered a story on aviation training for women; Newsweek conducted interviews of women cadets for gender integration at the U.S. Military Academy, Virginia Military Institute, and the Citadel.

Women and the Environment

- The top environmental policy maker in DoD is a woman. Ms. Sherri Goodman is the Deputy Under Secretary of Defense for Environmental Security.

- The DoD has executed a program that targets outreach, training and education opportunities for women in communities surrounding military installations through the implementation of the Environmental Justice Executive Order.

The Girl Child

- The Department of Defense Education Activity (DoDEA) Strategic Plan targets narrowing the achievement gap of girls in math and science by 50 percent by the Year 2000.

- DoD has an aggressive public awareness effort to disseminate knowledge about child maltreatment. Additionally DoD provides training and education on:

    - resources available for parents
    - information on child development
    - disciplinary methods
    - personal safety

Introduction

The Department of Defense (DoD) is the nation's largest employer of women. The DoD has a history of including women in the branches of the armed services. This inclusion of women in managerial and professional occupations has been ahead of American society in many respects.

In 1973, when the All-Volunteer Force was enacted, uniformed women were 2.46 percent of the force. Today, military active duty women represent 12.6 percent of the force (195,000). Additionally, DoD has 304,796 civilian women employees. Of which 16,111 (19 percent) are mid- and senior-level mangers, and 12 percent (151) are members of the Senior Executive Service.

Despite the largest downsizing in history, representation of women and minorities continues to improve. While the total size of the civilian workforce has decreased, more than 279,000 positions from 1989 to 1995, minority and female representation among the civilian ranks is improving.

The DoD family of women includes more than just the active duty military women, reserve component and DoD employees. DoD includes women in various constituencies. These women are an integral part of the Total Defense family. DoD constituency groups include:

- 757, 164 wives of DoD active duty military
- 1,373,978 children of DoD active duty military of whom approximately 50 percent are girl children.

The Clinton Administration opened many non-traditional career fields in the armed forces to women. The 1994 Secretary of Defense policy memorandum opened more jobs to women. This resulted in increased number of positions and training opportunities open to women in formerly restricted career fields. For example, the Navy has 137 pilots and navigators flying combat aircraft. The Army has 38 and the Air Force has 10. The Marine Corps has one pilot and 11 in training. The Navy has 87 women pilots in training and 40 Naval Flight Officers in training. The Air Force has three pilots in training.

There have been other significant "firsts" for women in key decision and leadership positions. Examples include:

- The first head of a major branch of military Service, Ms. Shelia Widnall was appointed.

- Major General Marcelite Harris is the first and only African American two star general officer.
- Captain Jeannie Flynn was the first women to complete combat aircraft training.
- Captain Martha McSally was the first woman to log combat time (over Iraq).
- Lieutenant Leslie Crosby was the first Reserve fighter pilot.
- Lieutenant Colonel Eileen Collins became the first shuttle aircraft commander.
- Chief Master Sergeant Annette Barber is the second woman chosen to be a senior enlisted advisor at major command level.

DoD "Leading the Way" does not stop with uniformed women. The Federal civilian workforce has had many significant firsts during this administration. Women comprise 12 percent of the Senior Executive Service for career employees. The DoD Special Emphasis Program has been established as an integral part of the Civilian Equal Employment Opportunity Program. Special Emphasis programs are designed to enhance the employment and advancement of minorities, women, and people with disabilities. Although all DoD sponsored education and training opportunities are open equally to men and women, additional attention is focused to ensure women, are included in developmental opportunities (TABS 1 and 2).

The Clinton Administration has appointed more women to the Department of Defense than any past administration. Examples of women in power and decision making positions include: the DoD General Counsel, DoD Inspector General, the Defense Advisor to the U.S. Mission to NATO, the Principal Deputy Comptroller, the Assistant Secretary of Defense for Reserve Affairs, the Director Defense Research and Engineering, the Deputy Under Secretary for Acquisition Reform, the Deputy Under Secretary of Defense for Environmental Security, the Assistant Secretary of Defense for Legislative Affairs, and many others.

DoD efforts have also resulted in a 194 percent increase in the number of women participating in technical fields, such as environmental engineering. In 1990, there were 187 women and today there are 550 women in this non-traditional career field for women. DoD has over 7,600 women in science and engineering fields.

DoD provides for the education of 114,000 students world-wide in 135 schools in 14 countries, seven states and Puerto Rico. We estimate that about 50 percent or 57,000 are girl children. The Department of Defense Education Activity (DoDEA) goal is to equalize the standardized test scores and encourage the pursuit of non-traditional courses for girl children. DoDEA's School to Work Opportunities Act assists non-college bound students to gain practical skills to prepare for work. This particularly affects female students who need exposure to high-skill, high-wage career options.

DoD is the nation's largest affordable employee sponsored child care program. DoD has over 16,000 employees and child care at 346 locations world-wide. DoD provides care for over 200,000 children on a daily basis from birth to 12 years of age in child development centers, family child care homes and school age programs. 308 of the child development centers are nationally accredited. The DoD Child Development Centers use an anti-bias curriculum to achieve the goal of developing each child to his or her potential.

The DoD New Parent Support (TAB 8) program provides prenatal support, counseling, and home visits after birth to both the mother and father for certain at risk military families. Preliminary evaluations indicate that the program reduces spouse abuse and violence against children.

DoD has implemented an Employment Assistance Program for spouses. Over 65 percent of military spouses are in the labor force. This is a significant increase of over 10 percent over the last 10 years. As a result, DoD expanded and increased the quality of child care options. Additionally, because of the increased number of spouses wanting careers, the Aid Societies of the Air Force and Navy offer tuition assistance programs for spouses of active duty members stationed overseas. The purpose of the program is to encourage the completion of degree or certificate programs to increase the occupational opportunities of spouses.

The Defense Advisory Committee on Women in the Services (DACOWITS) was established 45 years ago to evaluate and make recommendations on women's issues. This organization regularly reviews policy decisions and garners field input in its analysis of women in the military.

The Executive Summary at Tab A contains an overview and highlights DoD initiatives which parallel objectives developed at the United Nations World Conference on Women and exemplifies Defense Women "**Leading the Way**."

DoD Initiatives and Programs

Women and Poverty

Strategic Objective A.1. **Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty.**

- In compliance with Executive Order 12593 signed by the President on February 27, 1995, DoD has published in the Federal Register the names and addresses of points of contact to facilitate child support enforcement. DoD Instruction 1344.12, dated November 1994, establishes policy for and assists eligible beneficiaries in receiving involuntary allotments (garnishment) to facilitate child support enforcement.

- DoD is seeking support to extend the Special Supplemental Food Program for Women, Infants and Children to eligible military women, and military wives and children of sponsors assigned overseas.

- DoD has employment assistance programs which assist military spouses, of whom over 90 percent are women, with employment and skill building opportunities.

Strategic Objective A.2. **Revise laws and administrative practices to ensure women's equal rights and access to economic resources.**

- The DoD Civilian Equal Employment Opportunity Program focuses on increasing the representation of women in mid-level and senior management positions through the use of developmental bridge positions and job restructuring.

- DoD has an outreach and mentoring initiative to develop an adequate resource pool of women for managerial and executive level positions.

- DoD uses management tools such as flexible work schedules, part-time employment and flexi-place to maximize the opportunity for employment of individuals with family responsibilities.

- DoD authorized the use of Leave Without Pay to assist military spouses (mostly wives) in obtaining Federal employment at the new duty location without loss of benefits.

Strategic Objective A.3. **Provide women with access to savings and credit mechanisms and institutions.**

- All DoD employees and military members and families are eligible based on their beneficiary status to become members and have access to Federal credit unions.

Strategic Objective A.4. **Develop gender-based methodologies and conduct research to address the feminization of poverty.**

- DoD has initiated a research effort to study the employment barriers impacting junior spouses, mainly wives, (approximately 145,000). This research effort will identify strategies which will best assist junior spouses gain employment.

Education and Training of Women

Strategic Objective B.1. **Ensure equal access to education.**

- The Aid Societies of the Air Force and Navy offer tuition assistance programs for spouses of active duty members overseas. The purpose of the program is to encourage the completion of degree or certificate programs to increase occupational opportunities for spouses.

- The Women's Educational Equity Act is a Federal education program created specifically to promote educational equity for women and girls.

- The Army National Guard, Air National Guard, Air Force Reserve, and Coast Guard Reserve, at certain locations, have authorized spouses to take the College Level Examination Program tests at local colleges and universities. This test is in conjunction with the Defense Activity for Non-Traditional Education Support and will terminate December 1996.

Strategic Objective B.2. **Eradicate illiteracy among women.**

- All DoD sponsored education and training opportunities are open equally to men and women. However, in compliance with the Secretary of Defense guidance, (TABS 1 and 3), additional attention is focused to ensure women are included in developmental opportunities in DoD.

Strategic Objective B.3. **Improve women's access to vocational training, science and technology, and continuing education.**

- DoD is the nation's largest employer of women. DoD employs over half a million women. There are approximately 191,399 active duty women, 304,796 civilian women, and 134,932 women in the Reserve component. There are also 757,164 spouses (90 percent are women) of active duty military members for whom extensive benefits and programs are extended.

- Dr. Anita Jones is the first woman in DoD to hold the position of Director, Research and Engineering.

- DoD has 7,633 women in science and technology fields.

- The DoD Federal Women's Program is designed to enhance the employment and advancement of women. Federal Women's Program Managers are designated in organizations throughout the Department. The Federal Women's Program includes support for and participation in national conferences and special observances such as the annual Federally Employed Women's conference and Women's History Month.

- The Department of Defense has expanded opportunities for women in pilot training. Currently, the Navy has 137 pilots and navigators flying combat aircraft. In 1993, combat aircraft was open to women. Current DoD statistics for women flying combat aircraft is reflected below:

    - Navy has 323 women pilots, Naval Flight Officers in training for the aviation officer designation. The Army has 38. The Air Force has 10. The Marine Corps has one women pilot and 11 in training. The Navy has 87 women pilots in training and 40 Naval Flight Officers in training. The Air Force has three women in training.

Strategic Objective B.4. Develop non-discriminatory education and training.

- Women will increasingly assume leadership and decision-making positions since non-traditional military positions (i.e. repeal of combat exclusion) have been expanded to include women.

    - 91 percent of all Army career fields are open to women.

    - 96 percent of all Navy career fields and 93 percent of all Marine Corps fields are open to women and all training leading to these fields are now open to women.

    - 99 percent of all career fields and positions are open to Air Force women.

- Each of the Military Departments provides high school students with opportunities to receive leadership and job skills training along with their normal academic education. Approximately 300,000 students are enrolled nationwide with female representation about half.

Strategic objective B5. Allocate sufficient resources for and monitor the implementation of educational reforms.

- DoD has 291 Family Center programs world-wide which provide skills training, financial management, premarital and marital counseling and alcohol and drug abuse prevention programs.

Strategic objective B6. **Promote life-long education and training for girls and women.**

- DoD has Special Emphasis Programs (SEP) which have been established as an integral part of the Civilian Equal Employment Opportunity Program. SEPs are designed to enhance the employment and advancement of minorities, women, and people with disabilities.

- In January 1994, Ms. Dionne Cornelius was the first woman to be recruited into the Navy Nuclear Field Program. This first serves as a model and impetus for the girl child to consider this non-traditional career field.

- DoD now has legislative authority to provide continuing education benefits to spouses of military members. The effect of the legislation is to permit the spouses of military personnel stationed overseas to participate in basic skills programs supported by appropriated funds.

- Overall, 80 percent of officers that retire from the military have a graduate degree, compared to only about 20 percent from the private sector. DoD encourages continuing education by providing tuition assistance and job retraining. The Montgomery GI Bill provides educational and vocational opportunities for all members equally. DoD offers programs which contribute positively to society during public service and beyond.

Women and Health

Strategic Objective C.1. **Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services.**

- The 1995 Department of Defense Survey of Health Related Behaviors Among Military Personnel reports:
  a) 95.2% of military women have had a Pap smear within the past 3 years;
  b) 80% of the military women who were pregnant within the past 5 years received prenatal care within the first trimester of that pregnancy;
  c)73% of military women report ease of access to OB/GYN services in the military.

- The requirements of the Mammography Quality Standards Act are met by 99.5% of DoD health care facilities providing mammography. At age 40, active duty women undergo baseline mammography which is also offered to eligible beneficiaries. After age 50, annual mammograms are performed. Screening schedules can be modified according to individual risk factors as determined by the health care provider.

- The implementation of the DoD TRICARE program of managed care will improve access t medical care while ensuring quality of care through the use of established medical care guidelines and assessment.

- Health promotion programs are available throughout the DoD including: tobacco cessation physical fitness, nutritional counseling, alcohol and substance abuse prevention, and cancer and cardiovascular disease prevention. Health fairs, media campaigns, health brochures, ar educational classes are offered.

- All uniformed women have pelvic exams during accession physicals. The Service regulations require all active duty women to have annual Pap smears and clinical breast examinations. Pap smears begin with the onset of sexual activity or at the age of 18 and are repeated every one to three years at the physician's discretion.

- Military personnel are required to obtain immunizations to protect them from diseases that are unique to military life or training. All eligible beneficiaries, wives and children and Do civilian employees stationed outside the U.S., have access to routine immunizations within the military treatment facilities and TRICARE, including annual influenza vaccine and pnemococcal vaccines when indicated.

- Army is researching and developing special women's health and hygiene care for deployment in the field.

Strategic Objective C.2. Strengthen preventive programs that promote women's health.

- Well Woman Clinics have been established at many local treatment facilities to consolidate preventive services such as pelvic and breast exams, pap smears, same day mammography, family planning counseling and services, estrogen replacement therapy counseling and provision, screening of blood pressure, weight and body mass index determinations, cholesterol screening, and health education. These clinics are often staffed after hours and on weekends.

- As a preventive strategy, military women are routinely offered counseling on family plannin and contraception alternatives. Sexually active women who do not want to become pregnan receive detailed counseling on contraception alternatives, family planning counseling and information on sexually transmitted diseases.

- DoD health promotion policy is an integral part of clinical preventive medicine. Health promotion is designed to facilitate behavior changes that will improve or protect health. Health promotion programs involve life-style issues that influence health such as tobacco cessation, physical fitness, improved nutrition, stress management, cancer and cardiovascula disease prevention and alcohol and drug abuse prevention. DoD is involved in the Department of Health and Human Services Healthy People 2000 program.

- DoD's Family Centers provide information and referral to military and civilian community resources for military members and their families. Referrals and assistance include help with employment, wellness programs and preventive programs, such as stress management.

Strategic Objective C.3. Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues.

- The 1995 Department of Defense Survey of Health Related Behaviors Among Military Personnel, includes a survey of factors related to sexually transmitted disease reduction including an assessment of knowledge, attitudes, beliefs, and risk reduction behaviors that is stratified by Service, age, and gender. This survey reports that only 31.5% of military women who are unmarried and sexually active used a condom at their last sexual encounter.

- All uniformed personnel are required to undergo HIV/AIDS testing on a systemic basis. A DoD-wide effort was initiated to counsel all DoD personnel (DoD civilian and military employees) on HIV/AIDS. Commands have provided printed informational material and brochures to continually educate the force.

- Sexually active military women are counseled during their annual examinations about family counseling and information on sexually transmitted diseases.

Strategic Objective C.4. Promote research and disseminate information on women's health.

- Future research within the Defense Women's Health Research Project will be directed according to the 1995 recommendations of the Institute of Medicine of the National Academy of Sciences. The four identified areas of research and a currently funded project within each category are:

  a) Factors affecting health and work performance - Naval Health Research Center study "Countermeasures to Heat Stress in Women;"
  b)Psychological and health issues related to integration of women into a hierarchical male environment or related to women and men living and working together in close quarters - Walter Reed Army Institute of Research "Integration of Women Into Military Units: Impact of Gender Bias and Sexual Harassment";
  c)Health Promotion and Disease Prevention - U.S. Army Institute of Environmental Medicine "Assessment of Iron Status and Dietary Intake of Female Army Soldiers"
  d)Access to and Delivery of Health Care - Brooks Air Force Base "Availability, Accessibility, and Adequacy of Health Care Provided to USAF Active Duty Women During Operation Desert Shield/Desert Storm."

- A women's health information clearinghouse has been developed in collaboration with the Office of Women's Health (OWH), Department of Health and Human Services, to serve as an informational resource for medical and scientific information on women in the Services.

- Defense Women's Health Research Program was established in the FY 94 National Defense Authorization Act. The program establishes a coordinating office for multi-disciplinary and multi-institutional research within the DoD on women's health issues related to service in the Armed Forces.

- Funding has been approved under the Defense Women's Health Research Program to study Female Acceleration Tolerance Enhancement, Effects of Gender to Altitude Decompression Sickness and Urination in the Cockpit.

- The Air Force Reproductive Hazards Initiative Group at Brooks Air Force Base, Texas will develop a technical report on Guidelines for Handling Reproductive concerns in the workplace. The guidelines will establish policy for pregnant women or women considering pregnancy. For example, the guidelines will recommend that women exposed to chemical or biological pollutants, be placed in a less hazardous environment.

- The Air Force Office of Prevention and Health Services Assessment is conducting a study "Injury and Illness Among Air Force Female Military Recruits," to identify and compare types and frequency of injury and illness among female and male recruits.

- The Navy conducts research on the unique requirements of health care for women on ships.

- DoD has well-established guidelines for medical and legal procedures in treating victims of rape, including treatment for psychological trauma.

Strategic Objective C.5. Increase resources and monitor follow-up for women's health.

- The annual Department of Defense Survey of Health Related Behaviors Among Military Personnel includes a designated section to follow women's health issues including assessing perceptions of quality of care and access to care.

- The FY 1995 appropriation for the Defense Women's Health Research Program was $40 million.

- See initiatives under Objective C.4. The above research efforts could not be initiated without resources.

Violence Against Women

Strategic objective D.1. **Take integrated measures to prevent and eliminate violence against women.**

- The Military Family Clearinghouse collects and maintains family advocacy-related resource and research materials including comprehensive bibliographies on Assault/Rape/Harassment, Spouse Abuse, and Child Abuse. These materials are available by request.

- The Victim and Witness Assistance Program, as administered by the Under Secretary of Defense for Personnel and Readiness, provides assistance to victims of serious, violent crime, including child abuse, domestic violence, and sexual misconduct. This assistance includes providing initial information and liaison with existing military and community resources for medical treatment, counseling, and support services as well as assistance in securing such services. The victim is also given reasonable protection from the suspected offender including notification of any decision to not pursue prosecution. If the offender is confined, the victim may elect to be notified of any changes in the inmate's confinement status.

- The DoD Victim and Witness Assistance Council is the liaison with the Department of Justice Office for Victims of Crime and is the forum for exchange of information concerning victim and witness policies.

- The US Army distributes a Commander's Desk Guide as an educational resource to ensure that commanders are aware of: the nature of spouse and child abuse and means of prevention; Family Advocacy Program policies, procedures, and services; and command responsibilities for identification of incidents with mandatory reporting and subsequent coordination with the Family Advocacy Case Management Team.

- The US Air Force conducts annual community needs assessment through a Family Advocacy Outreach Program Management Team.

- DoD has initiated a comprehensive victim/witness assistance program to ensure that all victims, including women, are advised of their rights and resources during each stage of the entire criminal justice process.

- DoD's goal of imparting knowledge and increasing public awareness of spouse battering and abuse has resulted in increased numbers of victim self-reports.

- DoD research revealed that abuse offenders are overwhelmingly enlisted males. This information provides DoD with ways to better target preventive and educational efforts to potential abusers.

- An integrated prevention approach in DoD includes:
  - Training in conflict management
  - Financial management training
  - Pre-marital and marital counseling
  - Stress management training
  - New Parent Support Program
  - Alcohol abuse prevention

- The Marine Corps has implemented a multi-disciplinary "Coordinated Community Response" to violence against women (TAB 9). Senior leadership personnel are leading prevention and intervention efforts.

Strategic Objective D.2. **Study the causes and consequences of violence against women and the effectiveness of preventive measures.**

- DoD ASD/FMP published Family Advocacy Program Standards and Self-Assessment Tool to provide specific objectives and a method of assessment for use at the installation level. These standards address all aspects of the DoD Family Advocacy Program including preventive services and program evaluation.

- The US Navy Family Advocacy Program has developed a risk assessment matrix and handbook for use in child neglect and child or spouse abuse cases. This model is currently undergoing worldwide pilot testing at eight sites. Use of the matrix assesses the severity of the incident, the risk of future harm, and attempts to identify Families in Need of Services.

- Two DoD studies have addressed the issue of spouse and child abuse :

  1) Published in 1994, The Abuse Victims Study provided demographic characteristics of victims and perpetrators, extent of abuse, disincentives to report abuse, and assistance available through the Family Advocacy Program services.

  2) Currently ongoing, is a study of spousal abuse involving members of the Armed Forces. This study will describe the possible causes of spouse abuse within the military population, the existing procedures for responding to incidents of spousal abuse, the effectiveness of those procedures, a review of programs for curtailing spouse abuse, and a proposal for a prevention program for the entire Armed Forces. An interim report on this study is attached at TAB 6.

- The DoD New Parent Support program provides prenatal support, counseling, and home visits after birth to both the mother and father for in "at risk" families. Preliminary evaluations of this program indicate that it produces a reduction in spouse abuse as well as reductions in child abuse.

- A senior level Pentagon task force co-chaired by the Secretary of the Air Force, Shelia Widnall (first woman Secretary of a Military Department), identified strategies to eliminate sexual harassment and other forms of discrimination in the work force. The Task Force identified 48 ways to improve Equal Opportunity for Women. (TAB 5).

- Navy research identifies young men and women predisposed to violence and is developing preventive measures training at accession.

Women and Armed Conflict

Strategic objective E.1. **Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation.**

- The Defense Advisor to the U.S. Mission to NATO is a woman.

- Women officers attend Senior Service Colleges (War College) and participate in wargaming exercises.

- Service women participate as military observers and in their peacekeeping units abroad in contingency operations.

- As of February 1996, approximately 5.6 percent of the Army soldiers deployed to the Bosnia peace-keeping mission are women.

Strategic objective E.2. **Reduce excessive military expenditures and control the availability armaments.**

- Current downsizing efforts in DoD have resulted in a reduction in strategic arms and weapons systems. The results of START and SALT talks have reduced the amount of funding expended on armaments and reduced the growth of the defense budget.

Strategic objective E.3. **Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations.**

- DoD has made a significant commitment to peace in Bosnia and Herzogovina with its deployment of forces to enforce the Dayton agreements.

Strategic objective E.4. **Promote women's contribution to fostering a culture of peace.**

Strategic objective E.5. **Provide protection assistance and training to refugee women, other displaced women in need of international protection and internally displaced women.**

- Military members sent in support of the Bosnia mission have the task of protecting refugees, particularly displaced women and children.

Strategic objective E.6. **Provide assistance to the women of the colonies and non-self-governing territories.**

- DoD cooperates with the efforts to bring to justice those guilty of war crimes.

- The Hague and Geneva Convention require military, civilian and contractor personnel to be aware of its provisions and protections when entering an international zone of conflict or peacekeeping.

Women and the Economy

Strategic objective F.1. **Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources.**

- DoD has Special Emphasis Programs (SEP) which were established as an integral part of the Civilian Equal Employment Opportunity Program. SEPs are designed to enhance the employment and advancement of minorities, women, and people with disabilities.

- DoD provides budgetary counseling to families of deploying units to encourage responsible debt reduction and prevention strategies for their personal financial management.

Strategic objective F.2. **Facilitate women's equal access to resources, employment, markets and trade.**

- DoD is the nation's largest employer of women. DoD employs over half a million women (631,127 women). There are approximately 191,399 active duty women and 304,796 civilian women, and 134,932 women in the Reserve component. There are also 757,164 wives of active duty military for whom extensive benefits and programs are extended.

- DoD has approximately 200 trained employment assistance managers world-wide. These managers work to develop employment and training opportunities in the private sector, as well as, educational and volunteer opportunities for spouses.

- 65 percent of military spouses are in the labor force (over 90 percent of civilian spouses are women married to active duty men).
- Spouses with access to an on-installation employment assistance program have a 59 percent participation rate in the labor force compared to a 46 percent participation rate if no program is available.

Strategic objective F.3. Provide business services, training and access to markets, information and technology, particularly to low-income women.

- The DoD volunteer program assists spouses in learning new skills and/or enhancing their skills and knowledge to become better prepared to seek paid employment.

Strategic objective F.4. Strengthen women's economic capacity and commercial networks.

- The DoD Acquisition process has an aggressive outreach program to those businesses which are owned by women. DoD provides seminars and procurement conferences to educate women business owners on economic opportunities and procedures within the DoD acquisition process.

- DoD supports and many DoD civilian women employees belong to the National Organization of Federally Employed Women (FEW). FEW is designed to enhance the employment and advancement of women.

    - FEW sponsors an annual National Training Program with workshops which include: Career Planning and Development, Leadership Dynamics, a Congressional update, and personal issues.
    - The FEW initiative for 1996 is a nation-wide Women's voter project to educate women on the significance of the power of women's votes.

Strategic objective F.5. Eliminate occupational segregation and all forms of employment discrimination.

- In 1994, Secretary Aspin announced the new policy regarding women in combat which rescinded the 1988 "risk rule" and replaced it with a less restrictive ground combat policy.

- Elimination of the "risk rule" provided for greatly expanded opportunities for women. Almost 260,000 positions and more than 90 percent of all career fields in the Armed Forces are now open to women. Women are now serving in critical positions formerly closed to them. For example:

    - In aviation, women serve as pilots and navigators, tanker operators, combat aircraft and airlift service operators.

- At sea, women now serve in all levels of the chain of command aboard combatant vessels. Examples include, operations, logistics, intelligence, and flying combat mission aircraft from aircraft carriers.

- 96 percent of all Navy career fields are open to women. As of December 1995, women were embarked on 40 combatant ships (e.g., Amphibious Assault Ships, Guided Missile Destroyers, Aircraft Carriers).

- 93 percent of all Marine Corps fields are open to women. Marine Corps women are now allowed to be assigned to Marine Expeditionary Unit command elements, all helicopter squadrons, Harrier Squadrons, Marine Air Support Squadrons, and the Marine Expeditionary Unit Service Support Groups.

- In the Air Force, over 99 percent of all career fields and positions are open to Air Force women.

Strategic objective F.6. Promote harmonization of work and family responsibilities for women and men.

- DoD uses management tools such as flexible work schedules, part-time employment and flexi-place to maximize the opportunity for employment of individuals with family responsibilities.

- DoD authorized the use of Leave Without Pay to assist military spouses (mostly wives) in obtaining Federal employment at the new duty location without loss of benefits.

- The Army's program, "Army Family Team Building," orients new families (mostly wives) to the Army. The program offers progressive training to become more resilient and self-reliant.

- Through DoD's 291 Family Centers located world-wide, educational programs and seminars are provided to educate and assist family members, across the life cycle, with balancing the competing demands of work and family. The Service Family Centers promote seminars and sessions which encourage mothers and fathers to be involved in child rearing responsibilities.

- DoD supports the use of the Family Medical Leave Act for care of family members and in the adoption of a child. Military women are granted convalescent leave after the birth of a baby. Military fathers are also granted use of leave.

- DoD is the nation's largest affordable employee sponsored child care program with over 16,000 employees and child care at 346 locations world-wide.

    - DoD provides for care of over 200,000 children daily from birth (6 weeks in the Child Development Centers) to 12 years of age in Child Development Centers, Family Child Care homes and school age programs.

- 308 DoD Child Development Centers are nationally accredited. 99 percent are certified and the remainder operate under valid waivers. DoD wages for child care providers (who are predominately women) are between 72 and 110 percent of industry standards.

- The DoD Child Development Centers use an anti-bias curriculum to achieve the goal of developing each child to his/her potential.

Women in Power and Decision-making

Strategic objective G.1. Take measures to ensure women's equal access to and full participation in power structures and decision-making.

- Women serve as senior level leaders, Assistant Secretaries of Defense and as senior executives in the Military Departments. Women comprise 12 percent of the Senior Executive Service for career employees. The Air Force has four women and the Navy has one in the astronaut program.

    - The Secretary of the Air Force, Ms. Shelia Widnall, is the first woman to hold the position of Service Secretary.
    - The Army has five women General Officers,
    - The Navy has five women admirals,
    - The Air Force has six female generals, and
    - The USMC has one female general.

- Women are a significant portion of the Defense force:

    - 12 percent of the active duty force
    - 14 percent of the reserve force
    - 37 percent of the DoD civilian labor force
    - 90 percent (over 750,000) women are wives of active duty men
    - 19 percent of civilian mid-level managers (GS 13 to 15)

- The DoD Executive Leadership Program is a civilian personnel program for executive succession planning which has a special focus to ensure the inclusion of women.

Strategic objective G.2. Increase women's capacity to participate in decision-making and leadership.

- The Defense Advisory Committee on Women in the Services (DACOWITS) was established 45 years ago to make recommendations to improve the utilization and quality of life for women.

Institutional Mechanisms for the Advancement of Women

Strategic objective H.1. **Create or strengthen national machineries and other governmental bodies.**

- The first objective "...governments should ensure that responsibility for the advancement of women is vested in the highest possible level of government..." is exemplified by the Secretary of Defense March 3, 1994 memorandum on equal opportunity and the August 22, 1994 memorandum prohibiting sexual harassment in DoD (TABS 1 and 2 respectively).

- The Secretary of Defense requires, in his March 3, 1994 memorandum, that all DoD personnel receive equal opportunity training to understand their responsibilities. The Defense Equal Opportunity Management Institute developed special seminars and briefings for senior civilian and military leaders, and a mandatory two day program for all new 0-7s and new members of the Senior Executive Service.

- The DACOWITS, established over 40 years ago, continues to evaluate and make recommendations on women's issues. This organization regularly reviews policy decisions and garners field input in it's analysis of women in the military.

Strategic objectives H.2. **Integrate gender perspectives in legislation, public policies, programs and projects.**

- The Army has instituted the "Army Family Action Plan" to improve family programs, benefits and entitlements for the Army family at the grass roots level. Designed by Army spouses in 1981 and adopted by Army leadership in 1983, it implements a partnership that exists between the Army and Army families.

- DoD has in place management tools such as flexible work schedules, part-time employment and flexi-place to maximize the opportunity for employment of individuals with family responsibilities.

- DoD hosted a forum of employed military spouses. The forum served as the mechanism to surface issues that military spouses face due to frequent moves. The spouses raised issues for DoD's review that will assist them with employment external to the Federal government.

Strategic objective H.3. **Generate and disseminate gender-disaggregated data and information for planning and evaluation.**

- The Office of the Deputy Assistant Secretary of Defense (Equal Opportunity) issues policy and monitors DoD-wide representation of women, minorities and people with disabilities, making recommendations as indicated. The Military Departments and Defense Agencies are responsible for affirmative action/employment planning within their respective branches, and preparing and submitting annual reports in concert with guidance from the Equal

Employment Opportunity Commission. The Office of the Deputy Assistant Secretary of Defense for Equal Opportunity Policy was developed to provide gender disaggregated data and information for planning and goal setting within DoD.

Human Rights of Women

Strategic objective I.1. **Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of all forms of Discrimination against Women.**

- DoD will soon implement the Defense Incident Based Reporting System (DIBRS). This comprehensive reporting system will include reporting requirements on the sex of victims, and whether offenses are "bias-motivated."

- The Deputy Secretary of Defense published in May 1995 (TAB 3) an action agenda for civilian equal employment Opportunity Progress within the DoD.

- The Defense Equal Opportunity Council (DEOC), established by the Secretary of Defense, published a report in May 1995 which is a "Report of the Task Force on Discrimination and Sexual Harassment" within DoD.

- DoD published a Department of Defense "Human Goals" charter (TAB 4).

Strategic objective I.2. **Ensure equality and non-discrimination under the law and in practice.**

- The Secretary of Defense established recent policy emphasizing non-discrimination by senior DoD and military personnel. (TAB 3).

- Under the five point plan (TAB 1) the Secretary of Defense elevated the Office of Equal Opportunity and made that office the focal point for military and civilian Equal Opportunity programs.

Strategic objective I.3. **Achieve legal literacy.**

- DoD Family Centers and Legal Service Offices provide family members with briefings and information on powers of attorney, wills and general legal information to assist them in protecting their rights and understanding the legal process.

- DoD has initiated a comprehensive victim/witness assistance program that ensures that all victims, including women, are advised of their rights and understand resources available to assist them at each stage of the entire criminal justice process. The governing Directive and

Instruction directs that particular attention be paid to victims of serious, violent crime including child abuse, domestic violence, and sexual misconduct. Several DoD-wide training sessions have been held in cooperation with vigorous implementation of this program.

Women and the Media

Strategic objective J.1. **Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication.**

Strategic objective J.2. **Promote a balanced and non-stereotyped portrayal of women in the media.**

The following initiatives apply to both Strategic objective **J.1.** and **J.2.**

A vital part of the DoD Public Affairs program is to present information about women as they are - accomplished professionals. Recent examples are:

- The National Air and Space Museum interviewed women helicopter pilots for 150th anniversary of Smithsonian Institution television programs.
- The Chicago Tribune did a story on aviation training for women; Newsweek conducted interviews of women cadets for gender integration at the U.S. Military Academy, Virginia Military Institute and the Citadel.
- The Pentagram spotlighted the woman who has held the perfect score on physical fitness tests for 15 years (since entering service).
- "CBS This Morning" aired a multi-part series on women recruits and drill instructors at Marine Corps Recruit Parris Island.
- Health Magazine, Redbook and Elle Magazine interviewed numerous Marines for profiles of life in the Marine Corps.

Women and the Environment

Strategic objective K.1. **Involve women actively in environmental decision-making at all levels.**

- The top environmental policy maker in DoD is a woman.
- 25 percent of Office of the Secretary of Defense environmental professionals are women.

- The Deputy Assistant Secretary of the Navy, Principal Assistant Deputy Assistant Secretary (Navy) and the Principal Assistant Deputy Assistant Secretary (Army) for environmental programs are women.

- **Strategic objective K.2. Integrate gender concerns and perspectives in policies and programs for sustainable development.**

- DoD is an active participant in the Federal Interagency Working Group on Women's Health and the Environment sponsored by the Department of Health and Human Service's Office on Women's Health. This group has several subgroups and plan to publish an inventory of federal activities on "Women's Health and the Environment during 1996.

- A DoD initiative to increase the participation of women in technical fields resulted in a 194 percent increase in the number of women in DoD environmental engineering fields. (From 187 women in 1990 to 550 women in 1995).

- DoD targets minorities and women owned businesses for many of its' environmental contracts.

- DoD has executed a program that targets outreach, training and educational opportunities for women and minorities in communities surrounding military installations through the implementation of the Environmental Justice Executive Order.

The Girl Child:

Strategic objective L.1. Eliminate all forms of discrimination against the girl child.

- All DoD education, training and developmental activities within the Department of Defense Educational Activity and in the child developments centers are gender neutral.

Strategic objective L.2. Eliminate negative cultural attitudes and practices against girls.

- See DoD initiatives listed under L.3.

Strategic objective L.3. Promote and protect the rights of the girl child and increase awareness of her needs and potential.

- DoD has a youth services program which includes life skills enhancement programs, youth fitness and sports programs, and youth enrichment. The youth services also offer courses on pregnancy prevention targeted at the girl child.

- DoD youth centers offer school age programs in computer use and academic counseling.

- The School-to-Work Opportunities Act is designed to help non-college bound students gain practical skills to prepare for the workplace. It particularly affects female students who need exposure to high-skill, high-wage career options that are non-traditional roles for girls.

Strategic objective L.4. Eliminate discrimination against girls in education, skills development and training.

- The Department of Defense Education Activity (DoDEA) Strategic Plan targets narrowing the achievement gap of girls in math and science by 50 percent by the Year 2000.

Strategic objective L.5. Eliminate discrimination against girls in health and nutrition.

- The Department of Education Activity provides subsidized school lunch programs for eligible school age children stationed outside the continental United States.

- DoD is seeking to implement a Women's Infant's and Children Supplemental Food Program outside the continental United States.

Strategic objective L.6. Eliminate the economic exploitation of child labor and protect young girls at work.

Strategic objective L.7. Eradicate violence against the girl child.

- DoD has an aggressive public awareness effort to disseminate knowledge about child maltreatment. Additionally DoD provides training and education on
    - resources available for parents
    - information on child development
    - disciplinary methods
    - personal safety

- DoD has established a Family Advocacy Command Assistance Team to respond to multiple cases of out of home "child" sexual abuse. The Family Advocacy Command Assistance Team is composed of clinicians, legal experts, public affairs, child advocates, pediatricians and investigative persons skilled in child sexual abuse.

- The DoD Family Advocacy programs consistently educate girl children on potential risks to their safety. This effort also involves educating physicians and emergency room personnel on how to detect and identify instances of child abuse.

Strategic objective L.8. Promote the girl child's awareness of and participation in social, economic and political life.

- The DoD Model communities program is an initiative sponsored in 20 communities world-wide to promote the healthy development of all youth. The programs target the healthy development of youth - socially and economically, with job development activities. A copy of a description of each Model Community is attached at TAB 7.

- DoD supports the "Take Your Daughter to Work" effort. Many DoD employees participate in this effort. Additionally, many child development centers and schools on military installations promote family involvement in the understanding of the military mission and have activities and events where children and wives are encouraged to participate.

Strategic objective L.9. Strengthen the role of the family in improving the status of the girl child.

- A DoDEA goal is to narrow the gap in mean SAT and ACT sub-test scores, along racial, ethnic and gender lines.