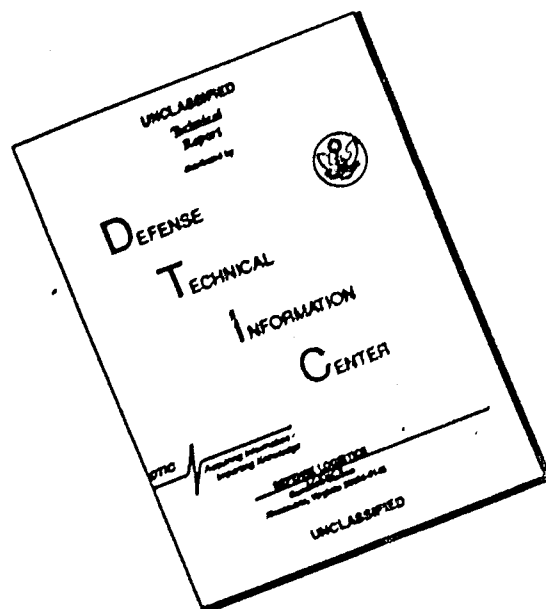


DISCLAIMER NOTICE



THIS DOCUMENT IS BEST QUALITY AVAILABLE. THE COPY FURNISHED TO DTIC CONTAINED A SIGNIFICANT NUMBER OF PAGES WHICH DO NOT REPRODUCE LEGIBLY.

Partial

TABLE OF CONTENTS :

MINUTES 1

APPENDIX:

PARTICIPANTS A

PUBLIC PRESENTATIONS B

Ms. Ellen Wilkinson, Associate Secretary
Central Committee for Conscientious Objectors (CCCO)

Ms. Patricia Beyea
The American Civil Liberties Union
Women's Rights Project

INVOCATION C

Chaplain (Captain) Lorraine Potter, USAF, Pease AFB
Portsmouth, New Hampshire

PANEL PRESENTATION OF THE DIRECTORS OF THE WOMEN'S
MILITARY COMPONENTS D

"Women in the Military: Yesterday, Today, and
Tomorrow"

KEYNOTE ADDRESS E

General George S. Brown, USAF
Chairman, Joint Chiefs of Staff

REMARKS F

Colonel Billie Bobbitt, USAF, Ret.

"ROTC" BRIEFING G

Colonel Stephen Sutton, USAF
Director, Precommissioning Programs - M&RA

BRIEFING ON NATIONAL GUARD AND RESERVE COMPONENTS AND
EMPLOYER SUPPORT H

Lt. Colonel Rhoda Messer, USA
Office of the National Committee for Employer's
Support of the Guard and Reserve

next page No. 411637

Prepared by: OASD(MRA&L)DACOWITS
Washington, D.C.

REMARKS, I
 The Honorable Martin R. Hoffmann
 Secretary of the Army

REMARKS, J
 Mrs. Judith Nixon Turnbull
 Chairman, DACOWITS

MANPOWER PROGRAMS, K
 The Honorable David P. Taylor
 Assistant Secretary of Defense for Manpower and
 Reserve Affairs

U.S. MILITARY ACADEMY, L
 Lt. General Sydney B. Berry, USA
 Superintendent, U.S. Military Academy, West Point, NY

U.S. AIR FORCE ACADEMY, M
 Lt. General James R. Allen, USAF
 Superintendent, U.S. Air Force Academy
 Colorado Springs, Colorado

UP-DATE BRIEFING FOR FORMER DACOWITS MEMBERS, N
 Major James A. Badami, USA
 Assistant Director, Personnel Administration (M&RA)

REMARKS, O
 The Honorable Jeanne M. Holm
 Special Assistant to the President

REMARKS, P
 The Vice President of the United States
 Nelson S. Rockefeller

SCHEDULE FOR VISIT AT U.S. NAVAL ACADEMY, Q

RECOMMENDATIONS - REQUEST FOR INFORMATION - COMMENDATIONS, R

STATUS OF RECOMMENDATIONS - SPRING 1976 MEETING, S

next page

DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES

25th Anniversary/Fall Meeting

November 14-18, 1976

Chairman - Mrs. Judith Nixon Turnbull

Vice Chairman - Mrs. Mae Sue Talley

The Defense Advisory Committee on Women in the Services (DACOWITS) convened for its semi-annual meeting at the Hotel Washington and at the Pentagon in Washington, D. C., November 14-18, 1976. This meeting also celebrated the 25th Anniversary of DACOWITS' service to the Department of Defense. The meeting was attended by approximately 150 persons and, in accordance with the Federal Advisory Committee Act, business sessions were open to the public.

Registration was held at the Hotel Washington, beginning at noon November 14, and highlights of 25 years of Service to the Department of Defense were distributed along with other pertinent data. A "Hospitality Room" operated throughout the day with Mrs. Wray Lindersmith, Ms. Bernice Johnson, Mrs. Eleanor Foote, and Colonel Sarah Beard serving as hostesses.

Sunday - November 14, 1976

1:00 p.m., Hotel Washington. The Executive Committee and DACOWITS Executive Secretary met to review the Agenda and the schedule for the semi-annual meeting. Agenda items were then assigned to the appropriate sub-committees. Rules for participation in the sessions by members of the public were outlined by the Executive Secretary and a copy of the Rules was furnished each sub-committee chairman. Also present as observers were former DACOWITS members and some members of the public.

3:00 p.m., Hotel Washington. Opening session of the 25th Anniversary/Fall Meeting was called to order by Mrs. Judith Nixon Turnbull, Chairman. The Chairman welcomed those in attendance and expressed her thanks that so many persons were present to participate in the 25th Anniversary of DACOWITS, including many former members of the Committee and former Directors of the Women's Military Components, all of whom have shown great dedication and enthusiastic support of DACOWITS over the years.

Mrs. Turnbull also introduced the military participants and expressed to them the Committee's appreciation for their invaluable assistance throughout its history. Two members of the public were recognized and called upon to make statements.

1. Mrs. Ellen Wilkinson, an Associate Secretary for the Central Committee for Conscientious Objectors (CCCO), Military and Draft Counseling Agency, spoke about "Why Women in the Military."

2. Ms. Patricia Beyea, Project Coordinator for Women's Rights Project, American Civil Liberties Union, spoke about "Concern for Equality of Opportunities for Women Within the Armed Forces."

Both statements appear in the Appendix.

The general meeting was adjourned in order that sub-committee sessions might begin. The Civic Action and the Utilization Sub-Committees met to review and discuss their assigned responsibilities.

The first day schedule ended with an informal reception hosted by the Honorable Donald H. Rumsfeld, Secretary of Defense, in the Sky Room of the Hotel Washington. The Secretary, who would be leaving to attend the meeting of NATO the following day, intended the reception as his personal tribute to DACOWITS on their 25th Anniversary. Guests were introduced to the Secretary by Lt. Colonel Lucille B. Dion. Music was provided by the "Commander's Trio" from the U.S. Navy band.

Monday - November 15, 1976

8:30 a.m., Pentagon, Morning Session. The meeting was called to order by the Chairman. Chaplain (Captain) Lorraine Potter, USAF, from Pease Air Force Base, Portsmouth, N.H., gave the invocation. Vice Admiral John G. Finneran, USN, Deputy Assistant Secretary of Defense, Military Personnel Policy, welcomed the group on behalf of the Secretary of Defense.

A Panel Presentation of the Directors of the Women's Military Components, entitled "Women in the Military: Yesterday, Today and Tomorrow," was given by:

Lt. Colonel Eloise B. Strand
Army Medical Specialist Corps

Commander Phyllis A. Butler
Nurse Corps, U. S. Navy

Captain Cathy Genovese
U. S. Marine Corps

Senior Airman Marno Hansberry
U. S. Air Force

Rear Admiral Maxine Conder, USN, served as Moderator.

The Committee and guests were honored to have as their keynote speaker the Chairman of the Joint Chiefs of Staff, General George S. Brown, USAF. After his formal address, General Brown answered questions from the audience.

The Committee recessed for lunch.

12:30 p. m., Evans Farm Inn, McLean, Virginia. Luncheon Speaker, Colonel Billie Bobbitt, USAF, Retired, Former Director of Women in the Air Force.

2:45 p. m., Hotel Washington, Afternoon session. The meeting resumed with the following presentations:

1. "ROTC"
by Colonel Stephen Sutton, USAF
Director, Precommissioning Programs
2. "National Guard and Reserve Components
and Employer Support"
by Lt. Colonel Rhoda Messer, USA
Office of the National Committee for
Employers' Support of the Guard and Reserve

After thanking the participants, the meeting was adjourned by the Chairman.

6:30 p. m., Ft. Myer Officers Club. Formal OSD Reception and Dinner. The Honorable David P. Taylor, Assistant Secretary of Defense for Manpower and Reserve Affairs, and Mrs. Taylor were hosts of the Official Dinner given for DACOWITS by the Office of the Secretary of Defense. Military and civilian officials joined Mr. and Mrs. Taylor in greeting the Committee and their guests, with Lt. Colonel Lucille B. Dion making the introductions in the receiving line. Music was provided by the U. S. Army Band "Combo." Dinner was held in the Koran Room amid palm trees, colorful State and Territorial Flags and tables decorated in the Bicentennial theme colors.

The Invocation was given by Chaplain (Captain) Alfred Saeger, USN, Executive Director for the Armed Forces Chaplains Board. To the accompaniment of appropriate music, Vice Admiral Finneran, the evening's Master of Ceremonies, saluted all former members in attendance by Year Group. He also paid a special tribute to Mrs. Sarah McClendon, Former DACOWITS Member and 25th Anniversary Committee Chairman, for her special and innumerable contributions which made the Anniversary so memorable. Tribute was also paid to Lt. Colonel Lucille B. Dion, USAF, Retired, former DACOWITS Executive Secretary, who served as a consultant for the 25th Anniversary meeting and DACOWITS Executive Secretary.

The assemblage was honored to have as Guest Speaker, the Honorable Martin R. Hoffmann, Secretary of the Army. After his formal address, Secretary Hoffmann responded to questions from the audience. Dinner music was provided by MSGT Tom Lee, a Chordovox soloist from the U. S. Marine Corps.

A beautifully decorated 25th Anniversary cake was rolled in with the fanfare befitting the event, and there followed a sword cutting ceremony in which Mr. Taylor was joined by Mrs. Turnbull. After dinner, entertainment was provided by the U.S. Air Force Singing Sergeants.

Tuesday - November 16, 1976

The meeting was called to order by the Chairman. Briefings of special interest in three areas were provided:

1. Manpower Programs - by the Honorable David P. Taylor, Assistant Secretary of Defense (Manpower and Reserve Affairs)
2. U.S. Military Academy - by Lt. General Sydney B. Berry, USA, Superintendent, U.S. Military Academy, West Point, New York.
3. U. S. Air Force Academy - by Lt. General James R. Allen, USAF, Superintendent, U. S. Air Force Academy, Colorado Springs, Colorado.

The meeting was recessed.

10:00 a.m. Committee went into sub-committee sessions to discuss and prepare their recommendations. While the sub-committee meetings

were in progress, former DACOWITS members and former Women Directors were given an update and briefing on current issues by Major James A. Badami, USA, from the Office of the Deputy Assistant Secretary of Defense (Military Personnel Policy).

These activities were followed by a "No Host" luncheon in the Sky Room at the Hotel Washington and a visit to the White House for a special tour.

The Group then proceeded to the theater in the Executive Building where they were welcomed by the Honorable Jeanne M. Holm, Special Assistant to the President. They were briefed on the state of the economy by the Honorable William Garog, Deputy Assistant to the President for Economic Affairs. The surprise arrival of Vice President Rockefeller was indeed a high tribute to all DACOWITS members and associated personnel. The Vice President addressed the Committee and also answered questions from the members. Remarks on national security were made by Brigadier General Richard Boverie, Director of the National Security Council, Program Analysis Staff. Also, during the White House visit, the Committee presented the First Lady, Mrs. Gerald R. Ford, with an illuminated scroll acknowledging her inspiration and support. The scroll was accepted for Mrs. Ford by The Honorable Jeanne Holm. The scroll was signed by all members of the Committee. After the White House visit, the Committee members reconvened in sub-committee sessions and former members met in workshop sessions.

Wednesday - November 17, 1976

8:30 a.m., Field Trip to the U.S. Naval Academy.

In view of their special interest in women being admitted to the Service Academies for the first time, arrangements were made for the members to revisit the U.S. Naval Academy where they could observe the first women in training. This was especially meaningful since the Committee had visited the Academy in April and were briefed on plans and preparations for the admittance of women.

Upon arrival at Annapolis, the Committee was welcomed by Rear Admiral Kinnaird R. McKee, USN, Superintendent of the U. S. Naval Academy. Briefings by Admiral McKee and others proved interesting and educational to both the Committee and the military personnel in attendance.

One very special treat for the Committee and their guests was lunch with first class and fourth class midshipmen in the Brigade Wardroom. This was followed by an informal visit with women plebes in the Academy's impressive Memorial Hall. After lunch, Admiral McKee and members of his staff engaged in a stimulating one-hour "questions and answers" session which provided all those in attendance with a better understanding of the Academy's activities, both its problems and the progress made in providing training to the first class of women cadets.

Less formal activity included: visits to the Fencing Loft where fencing training was observed, the historic Chapel and Midshipmen store. The efforts of Captain Richard C. Ustick, USN, and Lt. John C. Knapp, USN, Project Officer for the DACOWITS visit, are deeply appreciated. Their personal and genuine interest ensured that the visit was in every way successful.

5:30 p.m., Hotel Washington. The Executive Committee held a meeting to review and refine the recommendations made by the sub-committees.

Thursday - November 18, 1976

8:00 a.m., Hotel Washington, Breakfast Meeting.

At this final session of the DACOWITS 25th Anniversary/Fall Meeting, Admiral John G. Finneran, USN, Deputy Assistant Secretary of Defense, Military Personnel Policy, was guest speaker. The 1977 Chairman, Mrs. Piilani Desha, was introduced by Vice Admiral Finneran. Mrs. Desha in turn introduced Mrs. Patricia Cramer, 1977 Vice Chairman and Mrs. Bobbie Wygant, Chairman, Sub-committee on Civic Action, and Dr. Marjorie Ross, Chairman of the Sub-committee on Utilization.

In behalf of the members, Mrs. Inez Kaiser then presented a memento to the DACOWITS Chairman and a gift to Mrs. Sarah McClendon, 25th Anniversary Committee Chairman. Mementos were also presented to Lt. Colonel Lucille B. Dion, USAF, Retired, former DACOWITS Executive Secretary, who served as a consultant for the 25th Anniversary meeting and DACOWITS Executive Secretary. After breakfast, the Executive Committee met with the Directors and Senior Representatives of the Women's Military Components to discuss and clarify proposed recommendations. Then, the Committee reassembled in general session where all the recommendations were formally presented, voted upon, and approved by the full membership.

Although former members are prohibited from making recommendations, an exception was made because of the 25th Anniversary. Accordingly, former members presented their recommendations to the Executive Secretary who, in turn, presented them to the Executive Committee. These recommendations, too, were voted upon and accepted by the Committee. DACOWITS' members who had been selected to visit Military Academies in their respective areas submitted their reports:

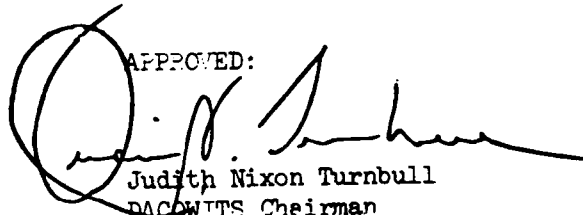
Mrs. Barbara D. Reimers -- U. S. Military
Academy

Mrs. Delphine N. Telles -- U. S. Naval
Academy

Mrs. Eleanor L. Foote -- U. S. Air Force
Academy

The 25th Anniversary/Fall Meeting adjourned at noon.

APPROVED:



Judith Nixon Turnbull
DACOWITS Chairman
1976

TAB A

P A R T I C I P A N T S

DACOWITS FALL MEETING

November 14-18, 1976

DACOWITS MEMBERS

Dr. Ethel D. Allen
Mrs. Jean Boese
Mrs. Patricia A. Cramer
Dr. Marcia Curtis
Mrs. Piilani C. Desha
Dr. Helen G. Edmonds
Miss Rose M. Fanucchi
Mrs. Virginia M. Garrett
Miss Josephine L. Good
Dean Margaret F. Heyse

Mrs. Inez Y. Kaiser
Miss Martha C. Moore
Mrs. Aida C. O'Connor
Mrs. Barbara D. Reimers
Dr. Marjorie S. Ross
Miss Susan B. Schiffer
Mrs. Delphine N. Telles
Mrs. Judith N. Turnbull
Mrs. Betty P. Ward
Mrs. Bobbie Wygant

DIRECTORS OF WOMEN'S MILITARY COMPONENTS

BGen Mary E. Clarke, USA
BGen Madelyn N. Parks, ANC
Col Elizabeth Lambertson, AMSC
RAdm Maxine Conder, NC, USN
Cdr Cherry Hatten, MSC, USN
LtC Verna S. Kellogg, USAF

LCdr Joyce Kilmer, USN
Col Margaret A. Brewer, USMC
BGen Claire M. Garrecht, USAF, NC
Col Filomena Manor, USAF, BSC
LtC Vivienne Sinclair, USAF

DEPUTY DIRECTORS OF WOMEN'S MILITARY COMPONENTS

Capt Phyllis Elsass, USN
Col Edith M. Hinton, USA
Capt Mary Nielubowicz, USNC

Col Edith M. Nuttall, USA
LtC Eloise B. Strand, USA
Maj Ruth D. Woidyla, USMC

US COAST GUARD

Captain Mary E. Bachand, USCGR

RECRUITING REPRESENTATIVE

Colonel Teresa J. Tauroney, ANC

FORMER DIRECTORS/DEPUTY DIRECTORS

ARMY

BGen Mildred C. Bailey, USA, Ret.
Col Mary A. Hallaren, USA, Ret.
LtC Mary E. Kelly, USA, Ret.

Col Mary Lipscomb Hamrick, USA, Ret.
BGen Elizabeth P. Hoisington, USA, Ret.
Col Bettie J. Morden, USA

NAVY

Capt Veronica M. Bulshefski, NC, USN, Ret.
Capt Winifred Q. Collins, USN, Ret.

RAdm Alene B. Duerk, NC, USN, Ret.
Capt W. Leona Jackson, NC, USN, Ret.

AIR FORCE

Col Billie M. Bobbitt, USAF, Ret.
MGen Jeanne M. Holm, USAF, Ret.

Col Helen Rydzewski, USAF, Ret.
Col Ethel R. Kovach Scott, USAF, NC, Ret.

MARINE CORPS

Col Julia E. Hamblet, USMC, Ret.

Col Margaret M. Henderson, USMC, Ret.

MISCELLANEOUS ATTENDEES

Col Nancy K. Johnson, USA, Ret.
Col Sarah Beard, USAF
LtC Rhoda M. Messer, USAR
LtC Diane E. Ordes, USAF, Assistant Dean, AF Academy, Colorado
LtC Shirley J. Bach
Chaplain (Capt) Lorraine Kay Potter, USAF
Capt Cathy Genovese
Lt Vera Calloway
Lt Pamela Krauss
LTJG Artelia Green, USN, Bureau of Naval Personnel
Mrs. Fran Connor, OSD Public Affairs
Mrs. Carole Frings, OSD General Counsel
Ms. Celia Hoke, Armed Forces Information

FORMER DACOWITS SECRETARIAT STAFF

LtC Pearl Fuchs, USA, Ret.
LCdr Nonna Cheatham, USN

LtC Gwen Gibson, USA
LtC Mary J. Hale, USMC

MEMBERS OF THE PUBLIC IN ATTENDANCE

Ms. Patricia Beyea, The American Civil Liberties Union
Ms. Kathleen Miller, The American Civil Liberties Union
Ms. Deborah Rammaleare, The American Civil Liberties Union
Ms. Pamela Zangerle, The American Civil Liberties Union
Ms. Ellen Wilkinson, Central Committee for Conscientious Objectors (CCCO)
Ms. Fran Donelan, Central Committee for Conscientious Objectors (CCCO)
Ms. Francine S. Temko, Chairman, Task Force on Sex Discrimination
Ms. Joan Bondareff, Staff Attorney, Detail from the Commerce Department
Ms. Diane Rosenbaum, WEAL, Women's Equity Action League

ENLISTED ATTENDEES

S/Sgt Charlotte Canover, USMC	HM3 Mary Ann Kirby, USN
Sgt Glenda Lu June Costin, USAF	Sgt. Patricia Louis, USAF
S/Sgt J.L. Dudan, USMC	AN Judy Lowry, USN
LCPL Dianne L. Gaylor, USMC	HM2 Diane Lynn Murphy, USN
Sgt Carole Goodwin Miernik, USAF	MSG Prosperita R. Trujillo, USA
SRA Marno J. Hansberry, USAF	MSgt Lois J. Williams, USA

FORMER MEMBERS

SEE NEXT PAGE

DACOWITS SECRETARIAT STAFF

LtC Lucille B. Dion, USAF, Ret. SA Cinda J. Bentley, USN

FORMER MEMBERS OF DACOWITS ATTENDING 25TH ANNIVERSARY

<u>Year of Appointment</u>			
1951	Mrs. India Edwards Mrs. Florence Mahoney Mrs. Quincey Wright	1966	Dr. M. Mitchell Bateman Mrs. Margaret M. Elizard Mrs. Helen W. Berthelot Mrs. Barbara J. Pendleton
1952	Mrs. Mary G. Roebing	1967	Miss Bernice R. Johnson Dr. Marcella Peterson Miss Dorothy Starbuck Dr. Hester Turner Mrs. Elva D. Walker Mrs. Eileen Foley
1953	Mrs. Robert D. Leigh		
1954	Dr. Cylvia A. Sorokin	1968	Mrs. M. Bernard Aidinoff Mrs. Carol C. Cannon Mrs. Gordon P. Oates
1955	Dr. Zelma George Miss Margaret Hickey Mrs. Robert M. Levison	1969	Dr. Loretta C. Ford Miss Katherine S. Horkan Mrs. Helen K. Leslie Mrs. Wray B. Lindersmith Mrs. Kris Anne Vogelpohl Dr. Mary G. Elisk
1956	Mrs. Christine S. Coe		
1957	Mrs. Webster Todd Mrs. Betsy Blackwell	1970	Mrs. Marcia Ellingson Mrs. Antonina P. Uccello Dr. Vivien Davenport
1958	Mrs. Bradley D. Nash Mrs. Mortimer Fleishhasker, Jr.	1971	Mrs. Margaret W. Collins Mrs. Eleanor L. Foote Mrs. Sarah McClendon Dr. Jean M. Phillips Dr. Angelyn A. Konugres Dr. Dorothy McMullan Mrs. Madera Spencer Mrs. Gretchen M. Walsh Lee
1959	Miss Evelyn Walker Mrs. Rush D. Holt Mrs. Clara B. Shank	1972	Dr. Rebecca B. Butler Mrs. Mary Derman Dr. Mary Jane Donnalley Dr. Lynn L. Johnsen Dr. Imogene M. King Dr. Peggy J. Ledbetter Mrs. Wilma C. Rogalin
1960	Mrs. Margaret B. Robbins Mrs. Donald A. Quarles	1973	Mrs. Kathleen W. Lawrence Mrs. Bobie L. McCracken Mrs. Nita D. Veneman
1961	Mrs. Jean K. Bain Mrs. Marcella Beatty Dr. Beatrice A. Hicks		
1962	Miss Joan E. Demis Mrs. J. Oliver Ranson Mrs. Drue Smith Mrs. Morris Unsell		
1963	Mrs. Theodore W. Wirths		
1964	Mrs. Genevieve T. Chavez Mrs. Agnes O'Brien Smith Mrs. Aileen Simonson Mrs. Lilla B. Morgan		
1965	Mrs. Dexter Arnold Dr. Winnie C. Miles Mrs. Dorothy McCardle Miss Juliann Ritter Dr. Marguerite Roberts Dean Margaret D. Sizemore Mrs. Esther Van Wagoner Tufty Miss Montez Tjaden		

TAB B

Why Women in the Military?

Frances Donelan
Kathleen Guest-Smith
Ellen Wilkinson

The American Civil Liberties Union

DACOWIT'S STATEMENT

To be presented November 14, 1976 by:

Frances Donelan
Kathleen Guest-Smith
Ellen Wilkinson

WHY WOMEN IN THE MILITARY?

We are appearing before you today to question what purpose is served by women entering the armed forces. It is our position that pouring time and energy into gaining equality in the military is essentially working against the primary ideals and values of the feminist movement.

First, let us explain who we are and why we are raising this concern with you. Three of us prepared this statement. One of us, Kathleen Guest-Smith, was an Army nurse and in 1975 was discharged as a conscientious objector. Frances Donelan is a military counselor who has helped men and women with their problems with the military. She also prepares and teaches peace studies courses. Ellen Wilkinson works for the Central Committee for Conscientious Objectors, a military counseling agency that supports volunteer military counselors across the country. These counselors hear from some 10,000 persons annually on a wide-range of military questions and problems. As the military accepts more women, we are beginning to see more women as counselees. It is because of our direct experiences with the military and military personnel and because of our interest in the feminist movement that we felt compelled to speak with you today.

None of us have any doubt that women can perform well in any task. We fully agree with anyone who says women are capable of helping protect their communities, families, and ideals. We are open to arguments that a military that truly acted upon feminist concerns might be a less dangerous institution than the one we have today.

We are not, therefore, interested in arguments about comparable strengths or capabilities for certain MOS's. Arguments that the military has or hasn't made progress in dealing with the questions is beside the point. You know as we do that women make up only a fraction of the armed forces personnel,

that women are now allowed to fill certain jobs, that women are not proportionately represented in the higher echelons of military management,¹ and that it is the men on top who are directing the utilization of women in the military. It is just this final point we find most telling.

Men are fitting women into existing male-defined jobs. These jobs all support a male institution that trains soldiers to be manly, potent, aggressive, and deadly. Women are already chanting "Kill, hate, mutilate," but what will they be saying when the men are singing, "This is my rifle. This is my gun. This one's for shooting. This one's for fun?"

What instructions will the women Marines receive when their comrades get a directive like the following issued this September,

The women you'll meet are much like the girls back home. Remember you're not in Okinawa or Olongapo. Treat them like you would an American girl.³

If women were training for combat in Vietnam would they be yelling "Kill the gooks" as they rammed their bayonets into stuffed effigies of the enemy? Would those effigies represent women?

If women in the military were working to have their fellow soldiers think of all humans as human beings first rather than animals to be casually slaughtered, perhaps we would feel more inclined to believe that the military is seriously considering changing its role. Judging from the literature from the military, articles in the press, and status positions of general women's groups, this does not seem to be the case.

Instead, women are working on questions of equality. But equality, untempered by strong feminist ideals of nurturing, caring, and life-giving concerns, is not what we are fighting for. For in the military, this equality means being equal to men in male roles, to, in effect, becoming a man. Women are not the ones choosing what they want to do. They are being used at the military's discretion. Military studies refer to the utilization of women (one might ask by whom). And articles in both the civilian and military press refer to women as filling the gaps recruiters can't plug with men. It may be equality, but being a gunner like your brother is hardly liberation. Unless liberation to kill on command is what women are aiming for.

The feeling that women can do the job but that the job might not be worth doing was simply expressed in a letter we received this summer from a woman stationed in Ft. Lewis. She wrote, "Since I have been in the Army, I have done a good job and it is not that I can't handle the pressures or

anything. But I can't stay in the Army and respect myself at the same time. . . . I like my job in the Army and like where I am stationed. But I can not take pride in myself or my job when I realize my job keeps the Army going."

What is the matter with supporting the Army? Being trained to kill, hate, mutilate may be a part of it but women offer different reasons. Kathy Guest-Smith stated here in an article saying, "I asked myself how I, as a nurse, could first treat those most able to return to battle and the 'enemy'-- no matter what his or her wounds--is treated last. Staying in the Army was not only impossible for me as a Christian; it was impossible for me as a nurse."⁴ And as a woman, she adds.

Again, let us state that we have full confidence that women can make it in any task they undertake. It is great to see women surviving the physical training boot camp offers. But it isn't as pride-provoking to remember that by putting on the U.S. military fatigues, we are essentially declaring the majority of women in the world our enemies. Upon hearing that women are participating in the U.S. military, a Swiss woman commented dryly, "Oh great, now we not only have your men to fear, but your women as well!"⁵

And by putting on fatigues, we are cutting ourselves off from women before us who have worked long and hard for equal rights, equal justice, and peace for all peoples. The challenge is not whether we can endure basic training or shoot straight between the eyes. Of course we could. The greater challenge is to act as women united for the ideals men and their clever weapons haven't brought us, security, peace, justice, and equality for all.

We are fortunate to have an earthly example of these goals. The women in Northern Ireland today are not agitating for peace by picking up guns and joining their closest guerilla group or contingent of British regulars. They are risking their lives to say to all concerned that the violence, the bloodshed, and the killing are not the way.

Yet we who have the luxury of calm and relative peace are training our women for war. We have a great opportunity now to do better. Of course we must have equal treatment, but let it be for peace, not war.

Cathleen Guest-Smith

Frances Donelan

Ellen Wilkinson

ABOUT THE CO-SIGNERS:

Kathleen Guest-Smith is studying at Howard University to be a nurse practitioner.

Frances Donelan works for the American Friends Service Committee in Baltimore for their Youth and Militarism program. She has prepared several peace studies courses including one for teachers in Baltimore County.

Ellen Wilkinson is an Associate Secretary at the Central Committee for Conscientious Objectors in Philadelphia.

FOOTNOTES

1. DOD 1975 force strength statistics.
2. Lichtenstein, Grace, "Kill, hate-mutilate!" New York Times Magazine, September 5, 1976.
3. Group Bulletin, U.S. Marine Corps, September 19, 1976.
4. Guest-Smith, Kathleen, "Why I Quit the Army," Fellowship, July-August, 1975, p.11.
5. Comment of a participant at the International Consultation on Women in the Nonviolent Movement; July 15-19, outside Lyons, France.

STATEMENT OF PATRICIA BEYEA
ON BEHALF OF
THE AMERICAN CIVIL LIBERTIES UNION
WOMEN'S RIGHTS PROJECT
BEFORE THE
DEFENSE ADVISORY COMMITTEE
ON
WOMEN IN THE SERVICES
November 14, 1976

I. INTRODUCTION

Thank you for the opportunity to speak before you today. My name is Patricia Beyea. I represent the Women's Rights Project of the American Civil Liberties Union.

The American Civil Liberties Union is a membership organization of approximately 275,000 members committed to the protection of individual rights and freedoms. The Women's Rights Project of the American Civil Liberties Union Foundation was established in 1971 as a result of a policy commitment to work actively to challenge laws and government policies which deny women the opportunity to participate fully and on an equal basis with men in our society. Since that time, the Project has litigated many of the major sex-discrimination cases heard by the United States Supreme Court in recent years and has an active docket in hundreds of lawsuits and administrative proceedings involving all facets of sex discrimination.

II. Commonality of Interests

I am here today to state our concern about equality of opportunities for women within the Armed Forces. As a project, our major efforts in litigation to date have focused on employment discrimination against women. The U.S. Armed Forces is an employer of thousands of women -- an employer that offers relatively good wages, educational training, medical benefits, vast career opportunities and job security.

For many women, as for many men in the past, employment in the military offers a chance to go beyond the natural limitations of their own lives. To many women, it is a very good job. In most ways the military is just like General Foods or any large corporate employer. The only difference is that military business is defense instead of cereal. There is nothing particularly sacred about the Armed Forces. It is not above the law.

Just as we insist that private employers cannot categorically deny women the opportunity to work within their companies, so too we insist the military cannot deny women the opportunity to work within their vast network. That is what we are aiming for: the opportunity for women to participate fully in the military -- as lieutenant colonels as well as privates, as engineers as well as typists -- in the military. I suggest to you that the sky will not fall if women are treated as individuals with the same potential and talents as military men. That women are capable is our premise, one not shared fully by the Armed Forces as I will show.

III. Examples of Discriminatory Treatment of Women

I say to you that sex discrimination does exist in the military and that those discriminatory practices are illegal. Let me offer some specific examples of "military equality." These examples are the factual situations of five ACLU lawsuits against the military:

1. The Army Entrance Exam requires admission scores of 70 points plus a high school diploma for entering young women; young men must score only 50 points in the same admissions test and do not need to have graduated from high school (Chandler v. Callaway).
2. In the Navy, women and men are professionally trained to maintain and service sophisticated electronics equipment found on ships; upon completion of this training, men are allowed to

serve on board Navy ships to use this education but women are not - even on oceanographic ships (Owen v. Rumsfeld). Indeed, no Navy woman is permitted to serve aboard a ship.

3. In the Army Reserve Corps, single parents of small children must sever all ties with their children, placing those children up for adoption, before joining the Reserves. Since at this time women are five times more likely than men to be the responsible parent in a single parent household, this regulation has a far greater effect on women than men in denying additional training through the Army Reserve Corps (Mack v. Rumsfeld).

4. Until 1972 a female officer in the Air Force could claim ^{dependant} ~~having~~ allowance and medical care for her spouse only if she could prove he depended on her for half of his support. On the other hand, a man who was an Air Force officer could collect these benefits even if his wife owned I.B.M. (Frontiero v. Richardson).

5. In Massachusetts, veterans of the Armed Forces -- regardless of age or type of military service -- receive absolute preference on civil service lists. That means any veteran automatically walks to the head of the job line for civil service positions; and because of the discriminatory treatment against women both in entering and while in the military, these veterans are virtually always men. (Anthony v. Commonwealth of Massachusetts).

These stories listed above about military "equality" are not fictitious; as I have already mentioned, they are five lawsuits litigated by the ACLU. Three have been won; two are still in court. There are more suits coming because other discrepancies still exist. There have been some advances in fair treatment by the military but there are still many instances of resistance and intractable thinking.

IV. Combat Issue

Let us now touch upon the most intractable issue of all, women in combat. The very suggestion of women in combat has been known to sway even the most rational of audiences. Yet, the classification of "combat-related" jobs covers a multitude of positions which really have nothing at all to do with actual warfare. The combat mystique pervades all thinking on issues of fair treatment between the sexes in the military and is the most frequent excuse used to deny military women one or another form of equality.

I ask you to listen to the following facts and not be influenced by mythical arguments:

- A. Only a very small percentage of persons in the military ever participate in actual combat.
- B. Yet, combat or combat-related positions take up an estimate of 40% of all jobs in the military.
- C. Before distribution combat-related positions cover such jobs as clerical filing, intelligence gathering, military legal offices, and distribution of medical supplies depending on physical location.
- D. There are essentially no jobs that offer both substantive salary and responsibility that are not classified as combat-related positions.

Clearly, it is the combination of "combat" plus "combat-related" job classifications that effectively cuts off so much of the military to women and leaves to them the traditional female jobs. So, leaving aside the issue of women in foxholes, we still have a lot to deal with.

I suggest that the example of oceanographic ships is a microcosm of the practices employed by the military in summarily denying women the opportunity to take part fully and equally in the job opportunities provided by the military. Clearly, it is both unnecessary and unfair -- and a waste of public monies -- to train a woman in oceanography and deny her access to the only place where she can use that skill! These oceanographic ships in question are not combat-oriented or even combat-related. They are scientific vessels designed to provide data on physical

and biological sea conditions for further research.

The Women's Rights Project has continually brought to court those employers who set different standards for women than for men. The sole criterion for any employer in hiring, promotion or salary practices should be job performance, not gender. The practice of making assumptions of what people can or cannot do based on their race, religion or sex has been deemed illegal by Congress in the Civil Rights Act of 1964 as amended. This law has been enforced vigorously by federal courts throughout the country. We, as a Project, intend to litigate all significant instances of noncompliance with this standard. This, in our view, plainly means the military. Today we give notice to the military that we intend to press first in the military system for reform and then in the courts where there is resistance to reform. The Armed Forces is one of the largest employers in the United States; we cannot accept their dual standards just because their business is defense.

Conclusion

In conclusion, I would like to make a suggestion. Because military job classification, be it combat-related or non-combat related, is so important in the avenues it opens for women, I suggest that DACOWITS request from the Pentagon listings of "combat-related" positions. Then ask yourself the same questions often asked in a court of law. For instance is a person's race an integral factor in the job as described or in the performance rendered? Does a person's gender determine the quality of job performance or the job required? I predict that you will find no relation between gender and job requirements in most of the so-called combat-related positions which are closed to women.

Working women -- and we are 46% of all women and about 40% of the entire labor market -- still get paid less than men with comparable jobs, still don't get chances to have the jobs men do, and still are treated

as decoration instead of integral parts of a business enterprise. The courts have attempted to correct this disparity in American Telephone and Telegraph Company, Corning Glass Company, various universities and the Philadelphia Police Department -- to name just a few. The military is not immune to the laws of equal opportunity. They too must, willingly or not, integrate women fully into positions of responsibility, equal salary structure and job worth. If they don't, the courts will. I urge DACOWITS, as a group designed to advise on and facilitate matters of concern to military women, to help make this reform a cooperative one.

Thank you.

TAB C

INVOCATION FOR DACOWITS

GIVEN BY

Chaplain Lorraine K. Potter, USAF

INVOCATION FOR DACOWITS

15 November 1976

Lord, we have all come from different places;
with different experiences,
different expectations,
but all with a vision.

We want for all the freedom and opportunities

to live;

to work;

to serve;

to care;

to love;

to be responsible and resourceful.

We want our vision to become reality and we accept this as our
mission, particularly in relation to women in the military services.

In order to accomplish this mission, we ask for:

increased awareness of needs and resources;

clarity of understanding;

conciseness in our speaking; and,

commitment of ourselves and resources.

Be with us now and during our times together, when we are

listening,

sharing,

debating,

planning,

celebrating,

giving us the full power of these moments lived and shared. Amen.

Chaplain Lorraine K. Potter, USAF

C-2

TAB D

Panel Presentation
of the
Directors of the Women's
Military Components

"Women in the Military:
Yesterday,
Today
and
Tomorrow"

Given by: Lt. Colonel Eloise B. Strand
Army Medical Specialist Corps

Commander Phyllis A. Butler
Nurse Corps, U.S. Navy

Captain Cathy Genovese
U.S. Marine Corps

Senior Airman Marno Hansberry
U.S. Air Force

NARRATIVE FOR MILITARY SERVICES PRESENTATION
FOR DACOWITS, 15 NOVEMBER 1976

Women have always contributed to America's armed forces, the history of their service goes back to the earliest days of our fledgling Nation. When the Second Continental Congress met on July 27, 1776, and authorized medical support for the newly formed army, it provided "that a matron be allotted to every hundred sick or wounded." Women such as Margaret Corbin, Molly Pitcher, and Deborah Sampson went into the field of battle with the Revolutionary Army. And legend has it that Lucy Brewer, disguised as a man, joined the Marines and served aboard the frigate Constitution in the War of 1812.

Recognizing the magnitude of contributions made by women over the past 200 years, our account this morning will be necessarily limited to the highlights. We've assembled a sample of the visual evidence of these efforts of women and, though they may not all be of the best photographic quality, they are historically authentic and do, we think, tell our story.

Women have served with our armed forces since Revolutionary Times. The first nurses to so serve were volunteers and were paid two dollars a month and one meal per day. Five years later the pay was increased to eight dollars a month. Obviously, they could have profited from the assistance of DACOWITS.

During the Civil War women volunteered by the hundreds to serve with the Sanitary Commission of the Army to care for the sick and wounded. Clara Barton, the only woman employed by the federal government before the war and later the founder of the Red Cross, was already in Washington giving care to soldiers when Dorothea Lynde Dix arrived.

Miss Dix had a background of twenty years of experience as a crusader for better care for mental patients. She volunteered her own services and those of a group of nurses to the War Department. She subsequently received an appointment from the Secretary of War in a newly created position as Superintendent of Women Nurses. Her pioneering efforts laid the groundwork for nurses in the Military.

In 1862, four Sisters of the Order of the Holy Cross boarded the RED ROVER, a confiscated Confederate steamer which was outfitted as a floating hospital. These sisters volunteered their nursing services for three years during the Civil War and were the first female nurses carried aboard a United States Navy Ship. They were the forerunners of the Navy Nurse Corps.

It was not until the Spanish-American War that Congress authorized the employment of graduate nurses. These trained military nurses became known as "contract nurses" of the Army. By the turn of the century, more than 1,500 nurses had signed government contracts. These nurses blazed the ways for the establishment of the Nurse Corps as a permanent corps of the United States Army Medical Department under the Army Reorganization Act of 1901.

Seven years later, in May 1908, an Act of Congress established the Nurse Corps of the United States Navy and authorized one superintendent and as many other nurses as necessary. The first twenty nurses, later to be known as the "Sacred Twenty", reported to the U. S. Naval Hospital, Washington, D. C. in October 1908.

During World War I, the peak strength of the Army and Navy Nurse Corps was nearly 23,000. More than half of these nurses served in overseas areas. They served with casualty clearing stations and surgical teams in field hospitals, on hospital trains and transport ships. In 1920 the first Navy nurses to serve aboard a hospital ship reported to the USS Relief. For their courageous service, Army and Navy nurses received many decorations from the United States and the Allies. Miss Helen McClellan was one of three Army nurses awarded this nation's second highest combat decoration, the Distinguished Service Cross.

(MEDICAL SPECIALIST)

Film shows medical specialists (civilian) during World War I era. But women also served in medical fields in addition to the specialty of nursing. The year 1917 saw the assignment of civilian dietitians to Army camps and cantonments in the United States. Civilian occupational and physical therapists, who were given the title Reconstruction

Aides, contributed in the rehabilitation of World War I casualties. Christmas of that year, civilian physical and occupational therapists and dietitians found themselves attached to Army hospital units in France. During the course of the war, 356 dietitians, 748 physical therapists and 455 occupational therapists were involved directly in the care of the wounded.

The demands of World War I made it necessary for the military to utilize women for jobs other than nursing and allied medical services to release men for combat duty. General Pershing - impressed with the handling of noncombatant tasks by British women - asked for the enlistment of American women in the U. S. Army. Because laws then covering the Army restricted enlistment to men, the General's request could not be honored. However, American women did serve (Fade to Film)

(LADIES WEAR THE BLUE)
(WWI AND WWII)

(Film shows Navy and Marine women during WWI and WWII)

Recruiting efforts were not limited to attracting women into the WAVES. Let's look at the recruitment and assignment of nurses during World War II.

NO GREATER GLORY

(Film shows Army and Navy nurses during WWII)

The Red Cross did a good job of recruiting and during World War II the peak strength of the Army and Navy Nurses Corps was nearly 69,000. Two hundred Army nurses died during that world struggle. Lieutenant Ruth Gardner, a Army flight nurse, was the first of sixteen that were killed as a result of enemy action. Eighty-two Army and

Navy nurses were taken prisoner by the enemy and many of them were held for over three years. Released from Santo Tomas Internment Camp in February 1945, these Army nurses were awarded the Bronze Star and promoted. During World War II, three dietitians, and one physical therapist were also taken prisoner by the Japanese at the fall of Corregidor.

One of the dietitians, Lieutenant Ruby F. Motley was the first recipient of the American Dietetic Association Copher Award. This award was particularly appropriate both because of LT Motley's own accomplishments and of Mrs. Copher's outstanding record as a dietitian during World War I.

The Army and Navy Nurse Corps brought nursing care to the front lines aboard hospital ships, in air evacuation of casualties and to foreign lands where American women had never been seen before.

During the war, in 1942, nurses, dietitians and physical therapists were first given relative rank from first lieutenant or LT J.G. to major or lieutenant commander and later, to colonel or captain. In 1943 the medical departments of the Army and Navy were first opened to women physicians and surgeons. And in 1943, when the Women's Army Auxiliary Corps became the Woman's Army Corps (WAC), Oveta Culp Hobby was the first woman to be commissioned as a colonel in the Army.

(NO GREATER HERITAGE)

(Film shows Army Women During WWII)

When the Marine Corps Reserve was established in February 1943, various acronyms and nicknames were suggested, but a firm decision was made; women in the Marine Corps Reserve were an integral part of the Corps; they would be called simply Marines. General Alexander A. Vandergrift, the second wartime Commandant, said the women Marines could feel responsible for putting the 6th Marine Division in the field; for without the women filling jobs throughout the Marine Corps, there would not have been sufficient men available to form that division.

To release male pilots for combat flying, the Army Air Force, in August 1943, authorized a civilian Women's Air Service Pilots (WASP) organization which, although under Civil Service, was subject to a number of military procedures. The WASPs handled a variety of flying and aviation administrative duties. Approximately 1,000 WASPs flew 60 million miles on operational assignments in 77 types of aircraft before the organization was deactivated in December 1944.

Meanwhile, 80 WAVES became the first women officers to serve as military air crew members, and thousands of WACs served in the Army Air Force, although only a few were assigned to flying duty. These "Air WACs" were the predecessors of today's Women in the Air Force (WAF), established in June 1948.

In 1947 the 80th Congress passed the Army-Navy Nurses Act which established Nurse Corps as permanent corps of the Army and Navy and the Women's Medical Specialist Corps in the Army. This act authorized permanent commissioned rank - and with it, pay equal to that of any other officer of the same rank. Women in the military services were probably the forerunners of the women's liberation and equal opportunity for women movements.

The United States Air Force Nurse Corps which came into existence in July 1949, was formed by a nucleus of 1,199 nurses who transferred from the Army Nurse Corps. Thirty-eight dietitians, 38 physical therapists and 13 occupational therapists transferred from the Army and became the first Air Force Medical Specialists.

The establishment of the Army Women's Specialist Corps authorized Regular Army Commissions for dietitians, physical therapists and occupational specialists. The Navy Medical Service Corps, as originally established in 1947, did not provide for inclusion of these traditionally female specialists. It was not until 1952 that the Women's Specialists Section, later renamed Medical Specialists Section, was activated.

Prior to 1952 Navy Nurse officers were trained as dietitians, physical and occupational therapists. An acute shortage of these specialties persisted and in 1956 qualified Navy Nurse Corps officers were authorized transfer to the Medical Service Corps. By 1960, all officers in the Navy Medical Service Corps were under the same promotion law.

The period following WWII was also important for the women of the line communities. With the passage of the Women's Armed Services Integration Act of 1948, women were authorized to serve in the Reserve and Regular components of the U. S. Armed Forces. Increased recruiting following passage of this law was further magnified by the sudden outbreak in 1950 of the Korean War.

Quickly, women reservists were recalled to active duty. At the peak of the crisis, women in the Army numbered approximately 12,200; the Navy 7,800; the Air Force, 10,800; and the Marine Corps 2,800.

Just one year after its birth, the fledgling Air Force Nurse Corps stood with its sister corps in meeting the demands of the Korean Conflict. In order to meet the challenge of aeromedically evacuating thousands of wounded from Korea, the Air Force Nurse Corps mobilized its resources and accelerated programs to prepare the required numbers of nurses and technicians. By the end of the conflict, over 350,000 patients had been evacuated by air.

In July 1950, the U.S.S. Consolation was ordered to Korean waters and during the ensuing years hospital ships once again provided the unique capability for providing medical and nursing care at sea. Army nurses were assigned to numerous land based hospitals in Korea. Many of these were new mobile Army surgical hospitals (MASH) that were set up minutes away by helicopter from battle areas. Loss of life in Korea was greatly reduced due to the rapidity with which medical care was provided.

Thousands of military nurses continued their proud heritage of providing the finest of nursing care whatever their environment.

At the outbreak of the Korean conflict Army and Air Force dietitians and physical therapists were also assigned to the Far East. The Korean Conflict was the first wartime situation in which they entered with full rank and privileges. Occupational therapists were later also assigned to the Far East.

In addition to the care of Army wounded, physical therapists were assigned to assist Korean Medical personnel in setting up rehabilitation programs for amputees in the Republic of Korea hospitals and to establish physical therapy programs in Pusan and Taegu in "people to people" physical restoration efforts.

In 1953 Air Force Medical Service Officers in the Far East Air Forces who had supported aeromedical evacuation of patients during the Korean conflict, participated in LITTLE SWITCH AND BIG SWITCH, the return of United Nations prisoners of war. Subsequently in 1965 the Air Force Medical Specialist Corps was retired and its officers transferred to the newly established Biomedical Sciences Corps.

If great strides were made in the early history of women in the services - and, certainly they were - equally remarkable accomplishments have been achieved during the past twenty five years. Founded in 1951, DACOWITS must be credited with having been highly influential in effecting changes for military women. Many of these changes have been the direct or indirect result of legislation sponsored or supported by DACOWITS. On 31 March 1955, the 84th Congress passed "The Career Incentive Act" which, along with amendments passed in 1957 and 1958, provided for increasing pay, allowances and promotion opportunities.

But career opportunities were not the only concern of DACOWITS. Working with the leading women in the Armed Forces, they were instrumental in improving the housing and other living conditions for women. They supported the struggle of married women to achieve rights for their spouses equal to those enjoyed by wives of their male counterparts. The recruiting efforts of DACOWITS aided in enhancing the Public Image of women in the Services, and stimulated a heightened awareness of women's contributions to an effective military organization.

By the time of the outbreak of the Vietnam War in 1965, women were beginning to be viewed as an under utilized source of skilled personnel. Prompted by the rising demands for personnel in Southeast Asia, the Department of Defense in 1966 began to study the expanded utilization of women.

The impact of the buildup in support of Vietnam resulted in the assignment of Army Medical Specialists Corps officers to Japan, Air Force Biomedical Specialists to Clark Air Force Base in the Philippines and continued assignment of Navy Medical Specialists to back up hospitals in Yokosuka, Japan and Guam in the Mariannas Islands.

Army and Air Force dietitians and a physical therapist, were assigned to Vietnam in 1966, marking the first time that medical specialist officers were assigned to a combat zone. Because of the outstanding

contributions made by these officers, requests were received for the assignment of additional medical specialists to Vietnam.

On 8 November 1967, when Public Law 90-130, passed by the 90th Congress, was signed by President Johnson, DACOWITS members joined senior service women at the ceremony. Passage of this law, long supported by DACOWITS, eliminated the numerical limitation on the number of women who could serve in the Armed Forces. In addition, this legislation removed some of the restrictions on the promotion opportunities and allowed for the possibility of General and Flag Officers.

In April 1969, Colonel Frances G. Ballentine, a dietitian, was appointed Chief, Air Force Biomedical Sciences Corps. This corps was composed of approximately one thousand allied health professionals in thirteen specialties.

On 11 June 1970, Anna Mae Hays, Chief of the Army Nurse Corps and Elizabeth P. Hoisington, Director of the Women's Army Corps became the first woman in history to be promoted to the rank of brigadier general. Jeanne M. Holm, Director of Women in the Air Force, was promoted to brigadier general in 1971 and in June 1972, Alene B. Duerk, Director of the Navy Nurse Corps was appointed by the Secretary of the Navy to the rank of rear admiral. In July of the same year, E. Ann Hoefly was promoted to brigadier general in the U. S. Air Force Nurse Corps. It was not until this year that a Navy woman line officer, Fran McKee, was promoted to Rear Admiral.

At the height of the Vietnam War in 1968, the strength of women in the armed forces reached 33,000. Although the numbers of women assigned to the combat theater varied within the Army, Navy, Air Force and Marine Corps, hundreds of military women served in Vietnam, Thailand, and the Philippines in such fields as communications, transportation, finance, and intelligence. Approximately 7,000 Army, Navy, and Air Force nurses served in Vietnam at land-based medical facilities, aboard hospital ships, and in aeromedical evacuation aircraft. Some heroic military women gave their lives in Vietnam. Hundreds received decorations for courageous and meritorious service from the U. S. and Vietnamese governments.

Although their wartime efforts are fairly well known military women have made other, equally important contributions and continue to do so today. Over the years military nurses have been intimately involved with educational programs for both professional and technical personnel. From the first Army School of Nursing established in 1918 to the up-to-date programs for aerospace nurses and nurse practitioners, military nurses have been on the forefront of nursing education. Nurses in each of the three services are responsible for both formal and on-the-job training of enlisted personnel in many of the technical specialties.

Officers of the Medical Service/Medical Specialist and Biomedical Science Corps also have been active in education and research. They have made major contributions in aviation and physiological research as well as in all types of rehabilitation programs. Innovations such as the CTIM (cooked therapeutic in-flight meal) system meet requirements of the Aeromedical Evacuation system. In October, of this year, a joint service endeavor resulted in the beginning of tri-service training of enlisted occupational and physical therapy technicians.

Today approximately 549 women in the Biomedical Science Corps, Medical Service Corps and Medical Specialist Corps of the Air Force, Navy and Army continue to serve with distinction and enjoy the opportunity to achieve the highest fulfillments of their professions whether in direct patient care, education, administration or research.

To meet today's challenge of providing health care to an increasing number of beneficiaries with ever decreasing resources, many innovative programs have been developed. Nurses are functioning in expanded roles both in primary care and in clinical specialties. Nurse practitioner programs began within the military in the late 1960's when Air Force Nurses were prepared as cancer detection nurses. Today, there are nurses performing as practitioners in the specialties of Obstetrics/Gynecology, Pediatrics, Family Practice and Ambulatory Care and Anesthesia. Nurse midwifery in the uniformed services became a reality in the early 1970's.

Clinical practice within the hospital has become increasingly specialized and demanding. Nurses are responding to challenges in intensive and coronary care units, operating rooms and wherever patients need care. Military nurses are engaged in practice,

education, administration and research. Approximately 9,800 officers serve in assignments across the United States and across the world from Australia to Argentina, throughout Europe, Asia and in the South Pacific.

Before we proceed to describe the current situation within the line communities, let's take a stand up break. In just five minutes we'll move onto some very exciting films so please stay with us.

(BREAK)

While there have been changes and challenges within the health care system which have impacted the role of nurses and medical specialists, the truly dynamic changes have occurred among the line (or Non-Health Care) communities.

With the advent of the all volunteer force, the number of non-medical career fields open to women more than doubled. Whereas in 1972 women could serve in only 35% of the fields across the Services, 1976 saw 90% of all fields open to them. Given this expanded opportunity, women began entering all fields which were not directly combat-related or closed to them by law. During this four-year period, the total number of women in the four services increased from 45,000 to 109,000.

With this increase in the numbers of women in the services has come a slow but very real integration of them into the total force structure. Barriers, sometime real and sometimes artificial, are disappearing. No longer do we have WAVES and WAFS - they are instead female members of the Navy and Air Force. Women representatives with the sole purpose of advising commands and acting as ombudsmen for women are rapidly disappearing as women are fully integrated into the mainstream of the military services. All personnel share the same career counselor, the same human relations council and the same rights and responsibilities.

The Women's Army Corps owes its existence to the U.S. Code and all of the changes of the past several years have been made within this framework. At this time the Women's Army Corps is largely symbolic and a reflection of tradition. Women have been totally integrated into the force structure except in the direct combat role. It is envisioned that the Women's Army Corps will be disestablished by the passage of the Defense Personnel Management Act.

With their numbers steadily increasing in the Services, women have realized not only greater rights, but greater responsibilities. As more women assume positions once exclusively reserved for men, they find their own self images changing. And so changes will continue; the trend is well established and this trend will sweep women in the Services to an even fuller partnership with men in the future. Today women are still restricted by law from serving on combat ships and in combat aircraft. Additionally, some service policies extend restrictions to prohibit utilization of women in career fields where there is a high risk of capture or injury due to hostile fire. Despite these prohibitions, however, the range of jobs - both traditional and non-traditional - being performed by women is extraordinary. Lets take a look at just one of the challenging new jobs being performed by women today. This film is shown to all young women who desire to enlist in aircraft maintenance in the Air Force. It is designed to show the pride and sense of accomplishment that comes from being the Crew Chief of an Aircraft, and also to show the unusual challenges of non-traditional jobs not performed by women since World War II.

(SHOW FILM "MAINTENANCE - A CHALLENGE")
 (Film shows Air Force enlisted women in airplane maintenance)

These challenging new jobs also demand a challenging new training environment. Here's a segment of film on Army training which was shown on the TV program "60 Minutes" earlier this year.

(60 MINUTES)
 (Film shows women from all services, but mainly Army,
 in contemporary training)

As you probably notice WAC personnel receive weapons training; however, this training is to prepare them to defend themselves and their units. It does not reflect a policy which would assign women to direct combat units.

The whole issue of women in combat is addressed periodically in Congress as bills have been introduced which would allow women in combat and as proposals are made to delete the two existing legal restrictions to women in combat. As yet none of the proposed bills has come up for a vote before the House or Senate; however, the issue will be addressed sooner or later - no doubt sooner if the Equal Rights Amendment becomes part of the Constitution. Men who served in Vietnam, Korea, and World War II and saw women under fire and vulnerable to capture - or indeed

captured - speak of their value. Although women are excluded from combat positions, the military forces are training women in skills allied to those necessary in combat. For instance, let's look at the role of military police. A test to train 120 women in the combat skills required for Air Force Security Policeman began last month at Lackland Air Force Base and Camp Bullis. All military police or law enforcement personnel already receive training in the hand-to-hand combat skills required to perform a speedy and safe apprehension. A very brief glimpse of these skills is seen in the next film strip which shows Women Marines in a variety of new jobs!

("PICTURE YOURSELF A MARINE")

(Film shows Marine Corps training/utilization of women)

Women are also being trained as pilots in the Army, Navy, and Air Force.

("LADIES WEAR THE BLUE")

(Film segment shows flight training of women)

Women are also sharing officer training programs with men. Included in training received at Officer Candidate School, Newport, Rhode Island, are the duties of the Combat Information Center Officer. Instruction isn't limited to the classroom however, as candidates get the feel of the wheel of yard patrol craft.

The ultimate in military co-education came this year with the admission of women to the service academies of the Army, Navy and Air Force. Here is a segment of the Air Force Academy's Class of 1980 in basic cadet training - known to the cadets as "BCT" or beast.

(NOW FILM)

(Film shows Air Force cadets at USAF Academy)

We've come a long way and DACOWITS has been instrumental in encouraging the Department of Defense to make wider career opportunities available to women. But what of the Future? Now that women have achieved their present level of acceptance and integration into the Armed Forces, the challenge for the future is to continue the move forward. Currently bearing strongly on that challenge are Congressionally imposed budgetary and manpower ceilings. Personnel costs have risen

significantly in recent years despite heavy cuts in the overall strength of the military. These cuts have produced the smallest active military force since the Korean War. But the scope of our mission has not been similarly reduced. Our mandate then is to do the same or bigger job with fewer people. To accomplish this we must improve our management techniques - we must get "the biggest bang for the taxpayer's buck".

We must recruit, train, and retain a better qualified, better motivated force under current personnel constraints and the all volunteer concept if we are to maintain a meaningful combat capability. Our ingenuity is being challenged in all areas to "fine tune" the participation of women in the services.

Recruiting capable and motivated young women is the beginning of the process. Adequate numbers of well qualified applicants for nursing and medical service careers are available. On an individual basis a service may experience problems in officer accessions and enlisted recruiting. Where these problems occur they usually represent a tendency of many women to opt for a traditional career field such as personnel or administration. But the services also require women in a wide array of non-traditional areas which require technical degrees or technical aptitude. In addition, many career fields have specialties where physical strength is an important factor. The services must seek to encourage young women who are interested in non-traditional jobs to receive the academic preparation and physical conditioning to make them competitive for these challenging career opportunities.

Physical strength requirements have been heretofore poorly defined as recently illustrated by the Government Accounting Office. We need a thorough review of military job specialties to define the job requirement and the physical strength necessary to accomplish them. The services are now seeking to answer some of these questions to assure that personnel are able to fulfill all of their job requirements and also to assure that women as a group are not penalized because of a view that they are weaker than men. For instance, the Air Force has graded all jobs on the basis of requirements for very heavy to very light work. When enlistees take their physical examinations, strength capabilities become part of their physical profile and that profile, as well as their aptitudes, determine the fields in which they may enlist. Note that this physical strength factor is assessed for both male and female enlistees. In the Army's case, they are currently involved in an endeavor to define specifically the details of each occupational specialty and then to define the physical strength requirement to perform the job's tasks. In this way individual capabilities would determine the individual's suitability to perform in a particular job.

Providing job related training is the next step in the process. Generally, line officer candidates complete their bachelors degree before coming on active duty and receive basic military and technical training before proceeding to their first assignments. Enlisted members also receive basic and technical training before their first assignments. There is strong Congressional pressure to reduce the time and monies spent for this initial training. Congressionally decreed military manpower training ceilings limit the total number of people the services may have in training during a fiscal year. This again means that we must attract highly capable young women to the service - women who can be effectively trained in highly concentrated courses. A better public awareness of the quality career opportunities open for women - especially in non-traditional fields - is essential. The second facet of training and education is advanced or supplemental training, taken anytime during a career, for career enhancement, professional improvement and job enrichment. Right now the services put a premium on professional military education and/or advanced academic degrees for both officers and noncommissioned officers. Concurrently, manpower reductions make it more difficult to permit people to be away from their jobs to attend such training.

Public support of advanced training would aid the services in providing opportunities for service members to get this highly desirable training or education.

Probably the greatest challenge for the future for women in the services - and therefore our area of greatest concern - is that of utilization. You have seen and heard how women are performing duties worldwide in all career fields except in combat and combat related areas.

Two primary concerns face us in today's environment as we look toward increased utilization of women both in numbers and in types of career fields:

---First, what motivates women for military service? Why do they want to join the military and accept the responsibilities of a military career? Although it is very difficult to assess factors which prompt women to join the service, one important influence is the society in which they live. Among the many changes in today's society are the changing perceptions by both men and women of women's roles in that society. These changes have been a strong influence for the increased utilization of women in the services. Men and women both must recognize the necessity for women to accept the full range of responsibilities implicit in their new duties. This boils down to men and women doing the same jobs for the same pay as professional military members. The effectiveness of women in the military environment is at its best when supervisors and workers, both

male and female, recognize that all individuals on a job perform the same duties, pull the same shifts, and have their share of the less desirable as well as more desirable tasks. Educating the public to expect this as well as educating military members to live by it is a key personnel management goal of the services.

We realize that attitude change is an important ingredient toward the successful assimilation of women into the services. Women are changing their attitudes about themselves and their own capabilities; however, it is necessary for all military leaders to understand and to accept the changed role of women service members. Auxiliary status is anachronistic - today's service woman is a full fledged, full participating individual.

---The second concern is closely interwoven with the first and relates to the impact of differing male and female effectiveness rates on mission accomplishment. An opinion voiced within some communities, but unsubstantiated, is that women lose more hours from work than do men. One cause of lost time for women is pregnancy. Currently a woman service member who becomes pregnant may apply for discharge in accordance with specific service policies if she desires; however, many members choose to remain on active duty to continue their careers. Any service member who pursues a military career and also has child care responsibilities must understand that their parental and military commitments must be met. Certainly their burdens are greater than the individual without children. A very valuable cross feed of data from civilian industry and public administration to the military and back could exist in this area as both the civilian and military sectors of our society are facing the same challenges and problems encountered by parents with respect to the expanding roles and life styles in today's environment.

That we are on the forefront of creatively integrating women into our military forces was brought to us very strongly when Rear Admiral Maxine Conder returned from the fall meeting of the recently recognized organization of senior military women of the NATO forces. She reported that other countries are observing us closely - following both our successes and failures.

Although we recognize the challenges and concerns of the future, we do so with the confidence born of past successes, many of which have been achieved with the help and support of DACOWITS. Today within the high level structure of each of the military services there are official components which are implementing, monitoring and insuring equal career opportunities of all personnel - men and women.

TAB E

ADDRESS BY

General George S. Brown, USAF
Chairman, Joint Chiefs of Staff

9 November 1976

Proposed Address by General George S. Brown, USAF
Chairman, Joint Chiefs of Staff
25th Anniversary of the Defense Advisory Committee
on Women in the Service (DACOWITS)
Pentagon, Monday, 15 November 1976

It's a pleasure for me to be here. I'm particularly honored to be part of this conference in the 25th anniversary year of the DACOWITS. It's a genuine milestone for an important group interested in our national security.

It seems to me that in some ways we are reaching a critical decision point in the history of our nation's security. Security has always been important, but often that importance has been more a matter of keeping programs on course rather than in deciding whether a new course is required.

I find that the situation today is different in some respects from even a few years ago -- and that there are major decisions to be taken that cannot be avoided for long.

You are all well aware of the national security challenges we face. The Soviet Union remains our principal adversary. For nearly three decades -- even while actively engaged in security operations elsewhere -- we have had to keep guard up with respect to the Soviet Union. Detente, with its promise of reduced tensions, has not reduced the requirement for vigilance.

E-2

9 Nov 76

What, then, is the particular challenge today?
Why is this moment different from any other since the
Iron Curtain rang down?

The basic answer to these questions relates to a fact
that has gradually -- inexorably -- emerged over the passing
years, particularly the most recent few years: the military
balance between the United States and the Soviet Union has
been shifting in favor of the Soviet Union. Look at the
evidence:

-- For years, the United States maintained a nuclear
monopoly; not unexpectedly, that advantage soon
gave way to nuclear preponderance. Then, the Soviets
poured more effort and resources into their nuclear
programs, while we held back on growth -- maintaining
our ICBM force, increasing SLBM's, and decreasing
the bomber force. They achieved rough equivalence
with us; and now, considering their sharply climbing
nuclear growth curve and the comparative flatness of
our trend line, the Vladivostok agreements and
continuing SALT efforts assume great importance.
There is, as I said, "rough equivalence;" neither
side, in my judgment, can deliver a disabling first
strike against the other. And hence, we have
stability today. But the trend is definitely not
favorable to the United States.

E-3

9 Nov 76

-- It is not only the strategic nuclear balance that is shifting. In conventional forces, the Soviet Union is developing a larger ground force; ours has become smaller. Together with NATO forces, our defensive posture is of increasing effectiveness in Europe. NATO is a credible deterrent and fighting force. But again, if we project the growth trends, the force improvement and modernization by the Soviet Union is worrisome.

-- Soviet naval forces are likewise growing faster than the Free World's, though they are still not a match for US or US and NATO naval forces.

-- Soviet air forces are also improving -- in air transport operations, in offensive fighter and bomber operations, in modernization of air force equipment, to mention just a few key areas.

Taken together, these shifts mean that our military posture with respect to the Soviet threat is as critical now as at any time since World War II. That's not trumping up the situation; it's not crying wolf; it's not a numbers game to shake resources loose for marginal military programs. There are no trick lenses in this snapshot. These are facts.

What ought our country do about this shifting balance, this changing equation?

9 Nov 76

Let me suggest at the outset that there are some things we should not do:

- We should not look for a "quick fix" solution. The job at hand will require an enduring and intelligently-managed effort over the coming years.
- We should not just throw money and people into programs -- even promising programs -- any faster than they can efficiently be used. "Crash" programs always cost too much, seldom deliver what is really required, and usually invite frustration -- if not cost overruns or failure. On the other hand, we should not try to spread our limited resources over too many programs. There's an optimum level of effort for each program -- one that gives us the best return on talent and investment.
- We should not abandon or emasculate our ability to meet commitments and challenges elsewhere -- NATO or Korea, for example -- just to free resources for the more direct challenge. If our country were to go that route, we'd eventually find ourselves leaning forward in the foxhole -- watching and waiting -- long after many of the smaller, but critical, issues have been lost.

9 Nov 76

-- We must look not only to the NATO arena and the direct Soviet challenge, but also beyond Europe, to more subtle and indirect national security challenges.

We must keep the balance in our overall security posture, and work steadily and simultaneously on three vital aspects of national defense. They are: forces; readiness; and will.

Let's look first at forces. It is one thing to acknowledge that the United States is the strongest nation in the world. I don't know anyone who would dispute that. Our economy, our natural resources, our political stability, and our industrial base are all sources of great strength. And no one has ever argued effectively that we could not, over time, field the most powerful military force in the world. The potential is certainly there.

But potential alone won't accomplish the task. Our aim, in conjunction with our allies, is to deter war. If we are to succeed in this aim, there must be sufficient forces -- on-hand, readily available -- to make our adversaries think twice. They must be convinced that they can't gain what they want by military action against us or our allies -- at least not at a cost they're willing to pay.

9 Nov 76

In this regard, it is important that we look at our strategic forces and our theater nuclear forces -- the nuclear elements of our security -- and our general purpose conventional forces -- the non-nuclear component. We need sufficient strategic and theater nuclear forces to eliminate the possibility of effective nuclear threats or blackmail. But at the same time, we need credible non-nuclear forces so that we are not compelled to use nuclear weapons as a substitute for adequate conventional forces.

In the face of the Soviet challenge, the United States and its allies have to present a formidable obstacle to aggression. The only way to reduce the likelihood of open aggression is to make it too costly or too risky an alternative.

I say again: to do this, there must be sufficient forces in being. There must be credible strength.

A second essential element of an effective security program is readiness. To some extent, this is a matter for the military itself. Training, procedures, discipline, and other primarily military functions contribute significantly to overall readiness.

But readiness also requires resources -- resources that might otherwise be applied to increase the size of our forces -- the force component of security, which I've

9 Nov 76

already discussed. The trade-offs are matters of judgment and decision. Let me suggest a few very generalized examples of the types of choices we have.

-- Should we use our resources to form another tank division -- thereby increasing force structure -- or should we put the same level of resources into developing a better tank for the future?

The immediate gain in force structure today might be far outweighed by the readiness advantages of a better tank. The answer is not easily reached.

-- Should we attempt to channel money into enlarging a Marine or air force unit, if those funds might otherwise be used to support a valuable major training exercise? If training falls below standard, the capability of the force is eroded.

-- Should we put our resources into a major weapons purchase, or should we better equip a reserve component unit scheduled for early activation and deployment in event of major war? If the reserve unit cannot be kept ready for timely deployment, then any resources spent on it are wasted.

Now obviously the questions are not as simple as these single either-or choices. These merely illustrate the trade-offs. There is, of course, a vast interplay among

9 Nov. 76

many such choices -- and among countless others that
I might have suggested.

But the issue is plain: size alone -- force structure alone -- is not sufficient. The forces must be in a high state of readiness, and readiness costs money.

Our forces must be of sufficient size; if they become too small to pose a real challenge to an adversary, then the fact that they are top-notch, high quality, and fully ready would be small comfort. They could not do the job.

If they were structurally large enough, but lacking in the broad aspects of readiness -- well trained, sustainable, with adequate stocks of supplies and replacement equipment -- then they could not do the job.

The fact is: strength and readiness are both necessary.

The last critical element for effective security lies almost entirely outside the purview of the military establishment itself. That element is national will -- the active commitment of the people and their representatives in government to the national purpose -- and to the protection of national interests. For effective security, strong national will is indispensable.

This is not to say that there must be a unanimity of views; divergence on how the security task is to be undertaken

9 Nov 76

is to be expected. But the preparedness to take action -- the commitment to protect not only our land but also our freedom of action in the world -- the consensus on the direction our country should move on behalf of its security -- these must come from the people.

In past times of grave national crisis, when our nation's survival has been at stake, national will has never been lacking. Nor is it lacking now.

In these times, that same will must continue to be reflected clearly and firmly before a threat is imminent or upon us. Our adversaries must perceive it. It must be credible.

In terms of effective security today, that same will is reflected in the determination of the people to sustain sufficient military forces; and to pay a moderate but continuing price for continuing peace. In this regard, we can all be encouraged by the actions of the Congress on this year's defense budget.

As a nation, we Americans prefer peaceful means for achieving our national goals. We have, when necessary, preserved the security of our nation by fighting our direct enemies. At other times, we have fought side by side with valued allies as they sought to protect themselves from ~~determined enemies.~~ aggression.

9 Nov 76

The costs have been heavy -- at times heavy enough to call into question whether the goals were important enough to warrant the cost.

Two things are clear to me, however:

-- As a people we can abhor war. We should, and do.

But abhorrence is not deterrence. And weakness does not buy peace. Quite the contrary: if we would prevent war, we must be ready for it.

-- Forces and readiness are only parts of our national security posture. The fundamental underlying element is the will of the people, their fortitude in seeking our national goals, their commitment to keeping the peace. Without this will -- this commitment -- we will not have the forces we need; and the forces we have can not be as ready as required.

In my own mind, I am convinced we can afford the costs of deterring war and sustaining peace. We have the resources, if we use them wisely, to prevent war being forced upon us. The price is modest in comparison with the alternative.

I am confident the American people will provide the support required for our national defense. They have

9 Nov 76

always done so in the past -- and I see no reason why today should be any different. When faced with a major issue, and armed with the facts, I have no doubt the American people and the Congress will reach and support the right decision. With our friends and allies -- all working together -- we can preserve the peace. This has got to be high on the nation's agenda in the years ahead. As we move forward, we can take nothing for granted; but if we continue to work together, we have reason for optimism.

- E N D -

TAB F

Remarks by

Colonel Billie M. Bobbitt, USAF, Ret.

Made at Luncheon at Evans Farm Inn in

McLean, Virginia

Remarks by Colonel Billie M. Bobbitt, USAF, Ret.

I am delighted to have this privilege of joining past and present DACOWITS members during this 25th Anniversary Meeting. It is good to be with you again.

This morning you received an excellent presentation on the history of women in combat roles. If you didn't know it before, you now know that women of this nation have fought, been wounded, been prisoners of war, and died in the wars fought by this nation. I was asked by your anniversary committee to get down to the candid nitty gritty on where we are regarding this issue of military women in combat roles. That is a difficult task, especially in about ten minutes. However, it is a timely issue, a critical issue, an emotional issue, one that doesn't seem to want to fade away and is bound to persist. I can understand the frustration of all concerned with the future progress of military women in relation to the perceived obstacle this issue seems to present. It does need more serious attention. If I can relate that perhaps it will be a start.

The past is truly often the prologue to the future and we are all witness to the fact that change demands more change. Remember that Patrick Henry not only said, "Give me liberty or give me death!" he also said, "I know of no way of judging the future but by the past." Whatever motivated our founding mothers to get involved in military roles has continued through all major conflicts until women have become a legal, authorized, and integral part of the military. Restriction after restriction on the roles of military women have been eliminated. The following have all fallen by the wayside:

Temporary Emergency utilization of women

Auxiliary status

Limitations on numbers, promotions, assignment locations, jobs marriage and children

Prohibiting women from pilot duties and attending the academies. Defensive training of military women is now being accomplished throughout the services. When does defense become offense? That is very simple-- when it is needed. Restricting women from the currently defined combat roles will and already has placed a limitation on the numbers of women the services will take and it limits the progress of military women-- namely promotion competitiveness. While my generation may have accepted this situation to some degree, (we were busy surviving and with the help of DACOWITS members pushing for change), that acceptance is not likely today. Those of us who have spent considerable time around the young men and women of today (18-30), know that such restrictions will simply not be tolerated much longer. Young women in particular perceive these restrictions as unrealistic when they look at the facts of the real world. They are quick to point out that women do indeed die violent deaths every day in this nation--that they are in mortal combat for their lives in streets, office buildings and homes. When you examine the FBI stats for 1975 on the rape and murder of women in this country it supports their contention. (One rape committed every nine minutes--160 every day--58,400 during 1975 and some of those victims also murdered. It is indeed difficult for young women today to agree with those who express outrage at what they believe is the horror of women in combat when they are witness to what is going on in our own country. During the Viet Nam War (7 years) 46,558 military men in the U.S. Armed Forces were killed as a result of hostile acts from the enemy. In 1975, 4,447 women in this

country were murdered--at that rate over the next 7 years over 30,000 women will have been murdered.) In addition to the fact that so many young people refuse to accept all of the logic for limiting women to non-combat roles in the military, under the current pressure and concept of equality based on individual ability, the courts and or Congress may well force it--with or without the ratification of the equal rights amendment.

The Department of Defense needs your help, your understanding and your objective counsel in this matter. You represent a vital and needed link with our civilian communities. The truth of the matter is (based on current law), that all military women could be assigned to combat duties other than that on ships and aircraft. It should also be noted that Air Force Medical women officers could be assigned to such duties on aircraft. This inconsistency and lack of general application of the laws to all military women creates a dilemma for the Department of Defense and the military services. It is probably inappropriate for the Department of Defense to break with long standing policy of not assigning military women to combat duties, not prohibited by law, without some sanction or direction from the Congress or the courts. But it is a situation that demands more thinking, planning and preparing if the Department of Defense, DACOWITS, and the military services are to have any say in the how-when such legislation or decisions do occur. Congressional and or court direction may come sooner than expected if more progress is not managed. Other agencies, organizations and institutions will be delighted to tell us how--some are already working on it. One area that needs specific

attention is the ability to conduct fair and reliable tests--effective measurements--of mental and physical abilities of both men and women in relation to specific jobs. This of course would require establishing better and more specific task standards and requirements.

No one knows when or how some changes may occur regarding policy and law concerning women in combat roles. Based on the changes already made under the objective and wise leadership of many outstanding men and women in the Department of Defense, some additional changes are bound to come. It is my sincere hope that they will realize the potential and valuable assistance of a strong DACOWITS in this effort. Active DACOWITS members and future members, with the support of past DACOWITS members, should share this challenge. There are no easy answers--but solutions can be attained together.

It has not been my purpose to advocate women in combat or to persuade you that such should be the case--but rather it has been my purpose to respond to your question of where are we in this matter. My answer is--we are fast approaching the crossroads of decision and I doubt it can be "business as usual". I'm sure that all military women join me in saying that we hope that DACOWITS members and the leadership in the Department of Defense will look into this challenging issue in such an effective way that we can all say of you as Anne Morrow Lindberg once said, "They have felt the wave of the future and they have leapt upon it." Thank you.

TAB G

ROTC BRIEFING

BY

Colonel Steve Sutton, USAF

Director, Precommissioning Programs

ROTC BRIEFING

For DACOWITS -- 15 November 1976

Colonel Steve Sutton

CLEARED
FOR OPEN PUBLICATION

NOV 15 1976 21

DIRECTORATE FOR FREEDOM OF INFORMATION
AND SECURITY REVIEW (OASD-PA)
DEPARTMENT OF DEFENSE

I am truly proud to have this opportunity of addressing you during your very special anniversary and I congratulate you on the many successes you have realized over the 25 years of your organizational life. In view of one of your objectives--TO ACCELERATE THE RECRUITMENT OF WOMEN--I am also very proud to be able to tell you that the presence of women in the ROTC is on the increase--as it has been since the first woman enrolled in the program in 1969. It is increasing in terms of enrollment--in terms of production--in terms of the number of women scholarship holders--and in terms of involvement in the total program. All of this, of course, tends to assure the continued, growing presence of well-educated and dedicated young women in our Armed Forces.

This afternoon, my primary goal will be to give you a more precise indication of the magnitude of female representation in ROTC. But, first, I would like to briefly comment on ROTC from a broader perspective--taking into account its present-day role and some of its unique characteristics.

Right off, I believe that it is important for us to recognize that the acronym, ROTC (Reserve Officers Training Corps), no longer provides an accurate description of this officer accession program. For example, the disposition of ROTC commissionees extends far beyond what is implied in the words "Reserve Officers." The Army now uses the ROTC as a

primary source for its active duty officers as well as its Reserves. The Navy and Air Force use it predominately as a source of active duty officers--with emphasis in the Navy on producing Regular, or career officers.

The term "Training" is also misleading since the great emphasis in the course work of ROTC is no longer on training. It is on educating. The movement from task-oriented courses toward intellectually demanding academics was notably accelerated during the turbulent sixties when virtually every detail of the ROTC curriculum was examined by civilian educators together with many of the ROTC staffs. Their thoughtful analysis resulted in a program more in keeping with the tone of other academic disciplines and, thus, closed the gap between what some had labeled intellectually challenging curricula on one hand and less stimulating ROTC courses on the other.

There has been some talk about renaming the ROTC to take into account those factors I have described; but, in view of the widespread familiarity with the current acronym, I don't expect to see this occurring in the near future.

I wonder how many of you have ever stopped to consider that the ROTC is a rather unique American institution. Other countries, having very small percentages of their youth enrolled in colleges and universities or the equivalent, rely almost exclusively upon service academies, officer

candidate schools, elevation from the ranks, or direct appointments to obtain their commissioned officers. Thus, their officers are trained in an environment far removed from the pulse of the citizenry. In America, college-based ROTC programs produce the majority of our officers--each of whom could well be viewed as an embodiment of our belief that a substantial input into the Services of liberally educated citizens is an important strength of our military establishment. Without ROTC's contribution, it is conceivable that the military could become inbred and self-centered.

As we have seen, ROTC is also unique among the precommissioning programs in having its core curriculum along with its instructors totally open to the scrutiny and judgment of the academic world. This has clearly given the Services extraordinary incentive in aspiring for excellence and objectivity in every facet of their programs. Thus, ROTC stands alone in providing a window through which officer education can be clearly seen and influenced by our society.

Another key consideration, when addressing the uniqueness of ROTC, is that it is only through this program that the Armed Forces are able to maintain a permanent and visible presence on over 350 campuses. From my own visits to the field, I know that the talents and resources represented by the military personnel and their families at these campuses are very much appreciated by the academic community. And, it should be noted that the interchange of ideas among military and civilian faculties are beneficial to both the Armed Forces and the academic world.

In summary, then, the ROTC program is unique in two main respects: first, for the opportunity it allows for society to influence the Armed Forces, and second, for the opportunity it affords the Armed Forces to contribute to society.

One of the most notable changes in the ROTC in recent years, as you so well know, has been the increase in the number of women enrolling in the program. Beginning with just over 200 women in 1972, the Army has increased its female enrollment to over 9,300 in 1975. The Navy ROTC began with 17 women in 1972 and approached 300 in 1975, while the Air Force ROTC has jumped from six women in 1969 to over 2,400 last year. From 1973 to 1974, the percentage of women enrolled in the ROTC program of all the Services increased from 8 percent to 13 percent. In 1975, this percentage rose to 16 percent and we expect another jump with this year's enrollment. I would imagine that some rise will continue as long as total enrollments continue to climb. However, as Colonel Billie Bobbitt, former Director of Women in the Air Force, noted in a recent interview, there is a limit to how many women the Services can bring into non-combat jobs. It is the availability of jobs, of course, that drives the enrollments of both men and women in ROTC.

Obviously, the production of women officers will also be increasing as a consequence of the rise in enrollments. For this year, 1976, Army ROTC anticipated commissioning 280 women officers, and the Navy

projected 102, some of whom would go to the Marine Corps. The Air Force commissioned 185 female ROTC graduates in 1975 and was expecting to do likewise for 280 women graduates this year. I expect to have the finalized 1976 ROTC production report on my desk by the end of this month and will pass on the data shortly thereafter.

In keeping with the Armed Forces' policy of providing equal opportunity for women, a Department of Defense memorandum was published in 1975 regarding the award of ROTC scholarships. This is mentioned in your blue booklet of DACOWITS highlights over the past 25 years. The procedure we now follow is to allow women to compete fully for that number of scholarships that equals the maximum number of female officers accessed by the Services in any fiscal year. Since women are precluded by law and military regulations from serving in combat assignments, the projected number of ROTC women officer accessions is made in conjunction with other procurement sources for women officers and determined by forecast loss in the non-combat billets.

As you may know, the ROTC scholarships which provide tuition, books, laboratory expenses, and incidental fees have been widely sought. This is evidenced by the demand for them over the recent years which exceeds the number of scholarships available each year by many thousands of students. The availability of these scholarships is limited by law and by the manner in which the Services decide to apportion them among their

ROTC classes. For example, the Navy is prohibited by law from having more than 6,000 students on scholarship in any year and it distributes the scholarships so that entering freshmen are the most likely recipients. The Army is limited to 6,500 scholarships and it distributes them so that entering freshmen and juniors have the best opportunity of being awarded one. My data indicate that the award of ROTC scholarships to women is also on the increase. Comparing 1972 awards with those of 1975, we find that the Army increased the number of its female scholarship holders from 20 to 332, the Navy's rose from 17 to 65, and the Air Force's moved from 43 to 121. With the Navy and Air Force ROTC programs emphasizing the production of officers from technically-oriented disciplines, it is rather clear that future awarding of ROTC scholarships to men and women headed for the Navy or Air Force will be influenced considerably by whether or not they plan to major, or are majoring, in science, math, engineering and similar kinds of courses. At present, this kind of limitation is not apparent in the award of Army ROTC scholarships.

By now I imagine that your heads are swimming with the mish-mash of statistics that I have thrown your way. Please allow me to clear the water by simply emphasizing what I stated in the beginning. The presence of women in the ROTC is still on the rise in virtually every facet of the program. The data that I have seen indicate that the rise will continue-- but probably at a declining rate as the Navy and Air Force maintain a

stabilized manning posture. In the Army ROTC, where production is expected to increase during the next several years, I believe the present rate of increasing female representation will be sustained for some time to come. All in all, it should be evident from the very few moments I have had with you this afternoon that the Reserve and the Active Duty components of the Armed Forces can look forward to receiving increasing numbers of women from that unique education and commissioning program known as the ROTC.

TAB H

BRIEFING ON NATIONAL GUARD AND
RESERVE COMPONENTS AND EMPLOYER SUPPORT

BY

Lt. Colonel Rhoda Messer, USA

Office of the National Committee for
Employer's Support of the Guard and Reserve

WOMEN IN THE RESERVE COMPONENTS
AND EMPLOYER SUPPORT OF THE GUARD AND RESERVE

GOOD AFTERNOON. I CONSIDER IT A SPECIAL PRIVILEGE TO JOIN YOU TODAY, WHEN YOU ARE CELEBRATING YOUR TWENTY FIFTH ANNIVERSARY, TO TELL YOU ABOUT THE PROGRESS OF WOMEN IN THE RESERVE COMPONENTS AND THE EMPLOYER SUPPORT PROGRAM.

I DON'T HAVE ANY GRAPHS OR CHARTS WITH ME, ONLY A FEW FILM STRIPS. I CONCLUDED THAT MOST OF YOU WOULD PREFER THAT I TALKED WITH YOU ABOUT THESE VITAL PROGRAMS RATHER THAN GIVE YOU A FORMAL BRIEFING, SO DECIDED TO FOREGO ANY FORMAL BRIEFING CHARTS.

THE GENERAL TREND FOR INCREASING THE NUMBERS OF WOMEN IN THE RESERVE COMPONENTS, PARTICULARLY IN THE ENLISTED FORCES, AND EXPANDING THEIR UTILIZATION INTO ALL BMT COMBAT SKILLS, FOLLOWS THAT OF THE ACTIVE FORCES. THE INCREASE IN NUMBERS IS TRULY SIGNIFICANT. FOR EXAMPLE, IN THE SPACE OF FIVE YEARS, FROM 1971 TO 1976, THE NUMBERS OF WOMEN INCREASED FROM 3,739, REPRESENTING ONLY FOUR TENTH PERCENT OF THE TOTAL RESERVE COMPONENT STRENGTH, TO 41,451 AS OF AUGUST 1976. THAT FIGURE REPRESENTS SLIGHTLY MORE THAN FIVE PERCENT OF THE TOTAL RESERVE COMPONENT SELECTED FORCE. BY SELECTED FORCE, I MEAN THOSE MEMBERS SERVING IN UNITS. WE ALSO HAVE WOMEN SERVING IN NON UNIT STATUS.

INSOFAR AS UTILIZATION IS CONCERNED, WOMEN ARE AUTHORIZED TO SERVE IN APPROXIMATELY NINETY PERCENT OF THE MILITARY SKILLS, DEPARTMENT OF DEFENSE WIDE. ONLY THE COMBAT SPECIALTIES ARE PROHIBITED TO WOMEN.

OF THE 41,451 WOMEN ASSIGNED TO UNITS, 37,122 ARE ENLISTED. THE 4,329 OFFICERS REPRESENT 2,862 ASSIGNED TO THE VARIOUS MEDICAL DEPARTMENTS AND 1,467 ASSIGNED AS LINE OFFICERS.

YOU MAY BE INTERESTED IN MINORITY REPRESENTATION AMONG WOMEN IN THE RESERVE COMPONENTS. OF THE 37,122 ENLISTED WOMEN, 10,410 ARE ~~OF~~ FROM MINORITY GROUPS. IN THE OFFICER CORPS, 274 OF THE 4,329 ARE FROM MINORITY GROUPS. THUS, SLIGHTLY MORE THAN TWENTY FIVE PERCENT OF OUR WOMEN, OR APPROXIMATELY ONE IN FOUR, ARE MINORITY MEMBERS. WE FEEL THAT THIS IS A FACTOR THAT EMPHASIZES THE UNIVERSALITY OF APPEAL OF THE CITIZEN SOLDIER ROLE.

IN ADDITION TO THE PREVIOUS FIGURES, WE HAVE APPROXIMATELY 1000 OFFICERS AND ENLISTED WOMEN ASSIGNED TO THE COAST GUARD RESERVE.

BY THE END OF FISCAL YEAR 1981, THE RESERVE COMPONENTS ANTICIPATE A FEMALE STRENGTH OF ALMOST 85,000, TO BE EXACT 84,349. THE FACT THAT THEY ARE PROJECTING A CONTINUED INCREASE IN THE NUMBERS OF WOMEN AND IN EXPANDING THEIR UTILIZATION IS A TRIBUTE TO THE QUALITY AND PERFORMANCE OF WOMEN IN THE FORCE.

AND THAT IS ONE OF THE KEY POINTS I HOPE YOU WILL REMEMBER. WOMEN IN THE RESERVE COMPONENTS ARE PERFORMING A VITAL SERVICE TO THE DEFENSE OF OUR COUNTRY. AS YOU KNOW, THE TOTAL FORCE POLICY HAS PLACED A NEW AND CRITICAL RESPONSIBILITY ON OUR RESERVE COMPONENTS IN GENERAL. INCREASED RELIANCE ON THE RESERVE FORCES MANDATES THAT UNITS BE READY FOR MOBILIZATION AND DEPLOYMENT WHEN AND WHERE NEEDED. TO BE "READY" MEANS THAT THE UNITS MUST HAVE ADEQUATE EQUIPMENT AND TRAINING AND MUST HAVE THE MOST QUALIFIED PERSONNEL ASSETS. WOMEN, TRUE VOLUNTEERS FROM THE VERY BEGINNING, ARE PROVING VALUABLE RESOURCES - DEDICATED, DETERMINED, COMPETENT, INTELLIGENT AND DURABLE. THEIR VITAL CONTRIBUTION TO UNIT READINESS CANNOT BE OVERSTATED.

YOU MAY ASK - WHY DO WOMEN JOIN THE RESERVE COMPONENTS? WELL, THEY JOIN

FOR A VARIETY OF REASONS, SIMILAR TO THOSE EXPRESSED BY MEN. THEY JOIN FOR TRAINING, THEY JOIN FOR EXTRA INCOME, THEY JOIN FOR THE COMRADESHIP OF UNIT PARTICIPATION. THEY JOIN FOR FUTURE RETIREMENT INCOME AND BENEFITS. THEY JOIN TO DO SOMETHING DIFFERENT. BUT MOST OF ALL, THEY JOIN TO BE OF SERVICE. I HAVE TRAVELED ACROSS THESE UNITED STATES AND SPOKEN WITH HUNDREDS OF WOMEN RESERVISTS - AND I HAVE BEEN AMAZED AND HEARTENED TO HEAR THEIR EXPRESSIONS OF PATRIOTISM, THEIR DESIRE TO BE INTEGRAL PARTS OF THEIR UNITS, AND THEIR DETERMINATION TO DO THE BEST JOB POSSIBLE. INDEED, THE COMPLAINTS USUALLY STEM FROM LACK OF INVOLVEMENT. BY THAT, I MEAN THEY WANT TO DO EVERYTHING ANY MALE MEMBER OF THE UNIT IS AUTHORIZED TO DO - AND WOE TO THE COMMANDER WHO EVEN HINTS THAT THEIR FEMININITY MIGHT PRECLUDE THEM FROM CERTAIN TASKS.

THE OPPORTUNITY FOR TRAINING APPEARS TO BE THE NEXT MOST IMPORTANT REASON FOR WOMEN TO JOIN THE RESERVE COMPONENTS. MANY OF THESE WOMEN LEARN SKILLS WHICH CAN ENHANCE THEIR CIVILIAN JOB OPPORTUNITIES AND THUS LEAD TO BETTER INCOME. CONVERSELY, MANY WOMEN JOIN TO SHARE THEIR SKILLS. AT LEAST SEVERAL OF OUR COMPONENTS PERMIT WOMEN WITH CIVILIAN TRAINING AND EXPERIENCE TO ENLIST AT HIGHER GRADES, RECEIVE ACCELERATED PROMOTIONS, AND BE AWARDED MILITARY SKILLS ON THE BASIS OF THEIR CIVILIAN EXPERTISE. THESE WOMEN ALSO ARE PERMITTED TO COMPLETE BASIC TRAINING THROUGH A COMBINATION OF ACTIVE DUTY TRAINING AND INACTIVE DUTY TRAINING. THE FOLLOWING FILM CLIP WILL GIVE YOU SOME INSIGHT ON THE BASIC TRAINING THAT TAKES PLACE DURING THE ACTIVE DUTY TRAINING PHASE. THIS FILM WAS MADE AT FORT ME CLELLAN, ALABAMA. FILM CLIP - CAS TRAINING #1

IT'S AMAZING WHAT TRAINING CAN BE ACCOMPLISHED IN TWO SHORT WEEKS, ISN'T IT?

CRITERIA FOR ENLISTMENT, APPOINTMENT, UTILIZATION, AND THE LIKE FOR WOMEN

IN THE RESERVE COMPONENTS ARE THE SAME AS THOSE FOR WOMEN JOINING THE ACTIVE FORCES. IF POLICIES ARE ADOPTED OR CHANGED IN THE ACTIVE FORCES, SIMILAR CHANGES ARE EFFECTED BY THE RESERVE COMPONENTS. SINCE THE CRITERIA ARE THE SAME, A WOMAN CAN SERVE IN ANY COMPONENT OF THE ARMED FORCES WITH EQUAL READINESS AND ABILITY.

TODAY, YOU WILL FIND WOMEN SERVING AS MILITARY POLICE AND AS VEHICLE MECHANICS; AS EQUIPMENT REPAIRMEN AND AS TRUCK DRIVERS; IN AIRCRAFT MAINTENANCE AND IN NUCLEAR RESEARCH; IN DATA PROCESSING AND IN COMMUNICATIONS; AS BIVERS AND AS ENGINEERS; AS DOCTORS AND NURSES; AS ADMINISTRATORS AND AS LAWYERS. IN SHORT, IN EVERY FIELD EXCEPT THE COMBAT RELATED SPECIALTIES.

WHAT ARE THEIR FUTURE EXPECTATIONS? THEY'RE GREAT, THAT IS, IF YOU AND CONCERNED MILITARY LEADERS CONTINUE TO BE INTERESTED IN THEIR WELFARE, IN THEIR POTENTIAL, IN THEIR ABILITIES TO PROVIDE MEANINGFUL SERVICE. WE MUST LOOK AHEAD TO THE FUTURE. EVERY OPPORTUNITY FOR UPWARD MOBILITY, FOR EXPANDED WORK ROLES, FOR EDUCATION MUST BE EXPLORED. FOR EXAMPLE, OUR WOMEN OFFICERS MUST BE GIVEN THE OPPORTUNITY FOR ASSIGNMENTS AND MILITARY EDUCATION THAT WILL ENABLE THEM TO COMPETE FOR PROMOTION, NOT JUST AT COMPANY AND FIELD OFFICER GRADES, BUT ALSO AT GENERAL AND FLAG OFFICER LEVELS. SIMILARLY, OUR ENLISTED WOMEN MUST BE PREPARED TO WORK ONWARD AND UPWARD TO COMPETE FOR THE HIGHEST ENLISTED RATINGS. YOUR SUPPORT OF BOTH OFFICER AND ^{ENLISTED}CAREER PROGRESSION PROGRAMS FOR WOMEN IN THE RESERVE COMPONENTS IS ESSENTIAL. PLEASE UNDERSTAND, I AM NOT ASKING FOR SEPARATE TREATMENT, OR PREFERRED TREATMENT. I'M ONLY ASKING THAT OUR WOMEN BE GIVEN THE TRAINING, THE ASSIGNMENTS THAT WILL MAKE THEM COMPETITORS IN EVERY SENSE OF THE WORD, SERVING ON AN EQUAL AND STATUS AS THEIR MALE COUNTERPARTS. YOU MAY FIND THIS FILM

INTERESTING.

FILM CLIP - COUPLES. #2

H-5

I RECENTLY WAS ASSIGNED TO WORK WITH THE NATIONAL COMMITTEE FOR EMPLOYER SUPPORT OF THE GUARD AND RESERVE. THIS IS A COMMITTEE WITHIN THE DEPARTMENT OF DEFENSE WHOSE MAJOR MISSION IS TO ELICIT FULL EMPLOYER SUPPORT OF EMPLOYEE PARTICIPATION IN THE GUARD AND RESERVE. BOTH RECRUITMENT AND RETENTION, ESPECIALLY RETENTION, OF OUR PERSONNEL CAN BE POSITIVELY OR ADVERSELY AFFECTED, DEPENDENT UPON AN EMPLOYER'S ATTITUDES AND THE PERSONNEL POLICIES AND PRACTICES HE IMPLEMENTS.

THE COMMITTEE WAS ESTABLISHED AS A PRESIDENTIAL ADVISORY COMMITTEE IN 1972, AT WHICH TIME MR. JAMES M. ROCHE, FORMER CHAIRMAN OF THE BOARD OF GENERAL MOTORS CORPORATION, WAS NAMED NATIONAL CHAIRMAN. IN 1975, THE COMMITTEE BECAME A PERMANENT OPERATIONAL COMMITTEE WITHIN THE OFFICE OF THE SECRETARY OF DEFENSE. MR ROCHE, WHO HAS CONTINUED AS NATIONAL CHAIRMAN, HAS AN EXECUTIVE COMMITTEE AND A FIELD OPERATIONS COUNCIL, CONSISTING OF LEADERS IN BUSINESS AND INDUSTRY, THE MEDIA, GOVERNMENT, LABOR, AND THE LIKE. THE NATIONAL CHAIRMAN, THE EXECUTIVE COMMITTEE, AND THE FIELD OPERATIONS COUNCIL SERVE WITHOUT RECOMPENSE. THEY ARE INSTRUMENTAL IN DEVELOPING EMPLOYER SUPPORT AND IN RESOLVING EMPLOYER-EMPLOYEE DIFFICULTIES DUE TO RESERVE COMPONENT PARTICIPATION. THE NATIONAL COMMITTEE HAS A FULL TIME STAFF, REPRESENTING THE VARIOUS COMPONENTS, ACTIVE AND RESERVE, OF THE ARMED FORCES. THE STAFF MAINTAINS THE DAILY OPERATION OF THE COMMITTEE.

I AM PROUD TO ADVISE YOU THAT MORE THAN 319,000 EMPLOYERS, COVERING APPROXIMATELY SIXTY PERCENT OF THE NATION'S WORKFORCE, HAVE SIGNED THE COMMITTEE'S STATEMENT OF SUPPORT BY WHICH THEY PLEDGE TO ADOPT AND IMPLEMENT PERSONNEL POLICIES AND PRACTICES WHICH ARE CONDUCIVE TO THEIR EMPLOYEES' PARTICIPATION IN THE GUARD AND RESERVE. OUR GOAL, OF COURSE, IS TO ATTAIN ONE HUNDRED PERCENT SUPPORT. THIS IS SO VITAL UNDER THE

TOTAL FORCE AND IN THE VOLUNTEER ENVIRONMENT. RESERVE COMPONENT MEMBERS MUST BE ASSURED THAT THEY WILL NOT BE PENALIZED BECAUSE OF THEIR RESERVE PARTICIPATION AND THAT THEY WILL BE GIVEN THE SAME OPPORTUNITIES FOR PROMOTION, FOR GOOD ASSIGNMENTS AS CO-WORKERS WHO ARE NOT IN THE GUARD OR RESERVE. THEY ALSO MUST BE ASSURED THAT THEY WON'T LOSE EARNED VACATION TIME AND WILL BE GIVEN THE TIME TO PARTICIPATE IN NECESSARY ACTIVE AND INACTIVE DUTY TRAINING. A BOOKLET ON THIS PROGRAM IS INCLUDED IN YOUR BRIEFING FOLDERS.

AS YOU MAY SURMISE, I AM KEENLY INTERESTED IN THE EMPLOYER SUPPORT PROGRAM, ESPECIALLY AS IT AFFECTS OUR WOMEN MEMBERS. MANY EMPLOYERS PERCEIVE THAT THEIR MALE EMPLOYEES HAVE SOME OBLIGATION, BE IT STATUTORY OR MORAL, TO PARTICIPATE AS CITIZEN-SOLDIERS. SOME EMPLOYERS DO NOT ACCEPT THE FACT THAT THEIR FEMALE EMPLOYEES HAVE THE SAME RIGHTS TO PARTICIPATE AS THEIR MALE CO-WORKERS DO. THEREFORE, IT IS ESSENTIAL THAT WE COMMUNICATE WITH THEM AND EXPLAIN THAT ALL EMPLOYEES, MALE OR FEMALE, OBLIGATED OR NON OBLIGATED, HAVE THE RIGHT TO PARTICIPATE AND HAVE EQUAL PROTECTION UNDER THE LAW, CONTAINED IN TITLE 38, US CODE, (Part III, Chapter 43). THE FOLLOWING TELEVISION CLIP IS AN EXAMPLE OF OUR PUBLIC SERVICE ADVERTISING ON THE EMPLOYER SUPPORT PROGRAM.

EMPLOYER SUPPORT TV CLIP #3

IN SUMMARY, WOMEN IN THE RESERVE COMPONENTS HAVE COME A LONG WAY IN A VERY SHORT AMOUNT OF TIME. THEY HAVE EXCELLENT POTENTIAL FOR CONTINUED ROLES IN THE RESERVE COMPONENTS AND IN FULFILLING THEIR RESPONSIBILITIES AS CITIZEN SOLDIERS. ALL MEMBERS OF THE RESERVE FORCES NEED THE SUPPORT OF THEIR EMPLOYERS FOR THEIR ACTIVE PARTICIPATION. THIS IS ESPECIALLY CRITICAL IN THE VOLUNTEER FORCE AND UNDER THE TOTAL FORCE POLICY.

YOUR UNDERSTANDING, YOUR SUPPORT, AND YOUR ASSISTANCE TO BOTH THESE PROGRAMS ARE ESSENTIAL. THAT CONCLUDES MY PRESENTATION. DO YOU HAVE ANY QUESTIONS?

TAB I

Remarks by
The Honorable Martin R. Hoffman
Secretary of the Army

The Honorable Secretary of the Army, Martin R. Hoffmann.

Thank you very much distinguished Master of Ceremonies, Madam Chairman (no, it's not Liberace time yet - don't hand me the candles). I am particularly delighted to have this opportunity to address a very warm, a very intimate group, a part of the consciousness of the Department of Defense for 25 years and to represent the Secretary of Defense in so doing. The Services have all made a contribution, some greater or lesser. I certainly think the Singing Sergeants represent some of the progress we're making and achieving different decibel and octave levels in our singing as well as our overall capabilities. It's a tremendous contribution by the Air Force. The Navy sent us their answer to Don Rickels, who you've heard earlier this evening. But it's an occasion that is not only an observance of 25 years of progress (and what dramatic progress, I would just love to be a fly on the wall and hear some of the stories of the Class of 51 and 52 and the kind of problems they had as opposed to the kind of problems that are contemporary problems with the Army. We've made so much progress. I think it's a tribute to the vision of General Marshall, in a way. He, of course, as Chief of Staff of the Army, had gone through the Second World War (I haven't talked with his

biographer about this), but I'm sure that part of his reason for coming up with the idea of a DACWITS (and it has certainly been a lasting institution in the DOD) was borne of the fact that one Service, or the DOD as he found it as Secretary, all the Services together could not make the sort of progress that needed to be made independent of some identification association, in direct length, with the society at large.

There has been a tremendous tradition in this country of the citizen soldier. It has been one of the things that has perhaps distinguished the military institutions of the United States from all other countries. Two hundred years of democracy, two hundred years of continuing close relationship between the citizens of the country and the soldiers it set out to defend it, and I certainly think that General Marshall struck a blow for progress and indeed for a stronger defense for the United States in setting up such a viable entity as we are celebrating here tonight. And of course, the overtones of reunion, those many of you who were there in the earlier days, I only heard a few stories in the receiving line, but as I say, I'd love to be a fly on the wall later in the evening and on through the rest of your week to hear the stories that are told.

What I'd like to do, briefly, and of course one takes his opportunities as he finds them; particularly during these transitional periods one gets the idea that every speech may be his last, but I'd like to say a few words to you tonight about the United States Army. Now you heard earlier in the day from General Brown and I think I have read his summary to you of the overall military situation in which the United States finds itself. You are all avid paper readers and you have heard the pros from the Defense Department over the last two years in which we have tried to point out, in terms of the trends in defense around the world, the capabilities of the Soviet Union, the changing situation in which we find ourselves. I have always thought that the Army is perhaps that branch of the Service closest to the American people because it is the branch of Service to which they have sent the most of their sons. It is the branch of Service, because of the kind of service that the Army renders, the land warfare role that is in many respects peculiarly close to the knowledge of the greatest number of our citizens. And in many respects, what I am going to say about the Army and some of the things that we're doing now, the situation in which we find ourselves, are typical, in very large respect of all of the Services.

Now, the Army is in a time at present of tremendous transition. We're not just starting it. We've been at it since the end of what one might call the Vietnam Era. Certainly there, the Army bore a large brunt of the reflections of the public on the warfare in the modern era. But the things that have happened to the Army and the things that the Army has done since the end of the Vietnam conflict certainly give you the picture of an institution in transition and an institution uniquely in the public service. Certainly one of the hallmarks of that progress has been the all volunteer force. Here again, we're not unique in being either pioneers in all volunteer force techniques although we probably knew least about volunteers of the other Services. On the other hand, we had the opportunity to start our recruiting mechanism and start our all-volunteer force process nearly from scratch. Our sister Services who went through many years of the draft convincing themselves that they were participating in volunteerism, were shortly to find out after the end of the draft that very many of their volunteers were impelled. I think that's the cautious if not polite term to use for the

condition in which they found themselves. But as the Army has found itself an institution becoming what it has always wanted to be and been, for the greater part of its national service - an all-volunteer Service - peopled with only those who chose to be there, so the other Services have derived strength from this modern implementation of the citizen soldier concept.

With the all-volunteer force, to the Army, and of course to the other Services, came an increased emphasis on and a welcoming of women in the nation's service. And here again, as DACWITS knows so well, the expansion of the Army is characteristic of the expansion which General Marshall saw as necessary when he formed this organization some 25 years ago. It has proceeded the pace, as I will outline shortly. But the volunteer force era in the Army, the need to change attitudes borne of some 25 years since World War II, of a conscript era, the need to change not only attitudes, the need to change the means of training, the need to change the whole outlook that we had as an institution with respect to the service that the careerist was rendering has been a source of tremendous stirring up within the Army, but with all a source of enriching and a source of strengthening of which women have been one of the key elements.

Now there's a second source of change in the Army that is no less dramatic, and that is the change in the type of warfare itself for which we must be ready. This change is perhaps most dramatically seen if you compare the tactics and the content of combat between Vietnam and the Middle East War. Remember if you will, that the Middle East War is the only example we have seen since World War II of the clash between two technologically mature combatants; and the tremendous attrition rates in materiel in men, the tremendous consumption rates in ammunition, the casualties among men and machines over a very brief period of combat, have given us perhaps the most accurate picture of future contingency of which we have had the benefit in the long history of the Army and certainly the other Services as well.

Now to turn around the force that was geared to the Vietnam type of conflict and its antecedents, and to equip it, not only in terms of equipment, but in terms of attitudes, motivation, and training, has been a challenge for all the Services. And particularly in terms of equipment in the modern age, in mid-1970s America, all the Services face basically the same problem. It's a problem of modernization, and it's a problem of adequacy of numbers of equipments. And whether you look at the anatomy of the Naval shipbuilding program, this is a perhaps the first technology to which the United States became accustomed in defense terms. We

knew that from the latter part of the 1890s on, that the technology of warfare at sea would preclude us from having a standby capability. And so we have always been a great Naval power since that time because we've had the foresight to prepare for it, to push technological frontiers, and to make those preparations in time so that we would be ready in a time of a contingency.

Whether you look at the Air Force principle problem in terms of the B-1 Bomber, perhaps this, more than any other single weapon system in our times, typifies and encapsules the dynamic of the Defense debate over the years. Some saying it's a hobby, some saying it's outmoded, some saying that it's too expensive, whatever the objections to the Defense establishment and defense spending in general, you will probably find launched against the B-1 Bomber at one time or another. And yet here is a basic issue in which we are seeking to assure the viability of one of the basic weapon systems that we've had in this country since the Second World War, the Man Bomber Fleet, one leg of that priceless triad on which our whole strategic defense posture is based. And again in the current era we continue to have debates about the affordability, and the viability, and the efficacy of that solution to national defense problems.

The Army of course has a problem that we don't have, a discreet land warfare system that lends itself so well to succinct description or to the accommodation to single lines of argument. Our weapon system is based on human beings, men with rifles, and it builds from there. And the overall land warfare system, even in the technological extremes that we saw in the Middle East and that we would face in Europe or in Korea in the next contingency, involves a degree of the need for modern updated equipment that perhaps outstrips any need we've had in the Army over the 201-year history of that great institution. So here again the complexion of warfare changes, but basically the most dynamic part of that change is not along the technologies and the numbers that are needed, but the dynamics of the human beings that must man those machines and must take them into combat in the national defense.

Now there's a third very dramatic change in the United States military establishment today. We feel it in the Army as a matter of urgency, and that is a very dramatic shift historically in the character of world power. We have seen, as George Brown outlined earlier today, the very dramatic shift in nuclear and strategic armaments that has occurred since 1960. You'll all recall that we came out of World War II with a nuclear monopoly. No one else had the power of atomic weapons. We knew that that monopoly would

be eroded, and it soon was. The Soviet Union not only achieved nuclear capability, but built with it, and has built with it, the strategic means to launch attacks against the mainland United States. And as opposed to 1960, we are now in a period of nuclear parity. Now if you stop and think about it for a minute, in 16 years from the time of the Cuban missile crisis, when we could by the use of strategic capability, strategic nuclear capability and the threat to use it, accomplish something as practical as a blockade of a group of violence, which as the Navy knows in military history has been one of the most basic of conventional military objectives. But to procure a blockade, and 16 years later to find yourself at parity with that same adversary, is something that it is not easy to accommodate to. What that sets the stage for is of course perhaps ultimately the redemption of the world as we know it through the raising of the nuclear threshold. And as the nuclear threshold raises, and as we put farther and farther from possibility the opportunities for nuclear holocaust, we once again resume an era that we knew well at the time of World War II, which is an era of conventional balance. And of course that hits the Army particularly hard in terms of the need for readiness and hits the other Services with equal vigor.

The essential characteristic of the emerging era of the balance of the 70s and the decade of the 80s will be that we return to conventional warfare, as the balance of military power in the world as we knew it for the total time we've been a republic except for the brief years when we had both nuclear and strategic superiority. So that once again, not only do we face a conventional situation which we know, but we face it in terms of an adversary who has built over the last ten years, perhaps one of the most dramatic in terms of its rapidity, and in terms of its breadth, but it is one of the most dramatic instances in world history of the construction by a nation of a military capability.

This reflects itself in the Army. As again I would reiterate, the Army has been at once closest to the American people, not only in their affinity and understanding of it, but in the reflection by the American people of their hopes through the Army. In times of peace we've seen the Army go down dramatically in numbers. We have seen prior to World War II, numbers like 300, 318,000 men standing Army, when it was necessary to then conscript 8 1/2 million men before World War II could be brought to a successful conclusion. One would have thought a lesson would have been learned from that time, and perhaps George Marshall, of any man in our history, was to remark the results of having failed to learn

the lesson of readiness. We let the Army slip after World War II from 8 1/2 million to 512,000 men, which was the size of the Army we had just before Korea. And not only was the Army small in size, we didn't have a single combat ready battalion size unit that we could commit to a contingency at that time. Since that time we have become somewhat wiser, but the present era tests are resolved in that regard. We now have an Army that's the smallest Army that we have had since before Korea at 785,000. We are arrayed against a foe, as I've described and as George Brown has described, that has a ten-year record of momentum behind his programs to build conventional military capability; and readiness today is the hallmark. Never has there been as great a premium in peacetime on ready conventional capability as there is at the present time. And in addition to the premium on readiness, seldom has there been a time in US history when there have been so few overt reminders of the need for readiness as we have seen at the present time. Whereas between Korea and Vietnam we had the handy reminders of Czechoslovakia, of Hungary, the Berlin Blockade, to remind us that there were those countries in the world that believed that military power was a legitimate instrument of international policy. So again today we need to look to perhaps smaller scale, though no less dramatic incidents as

Somalia and Angola, to find that that nation still carries those same basic beliefs about the world order.

Now against this background of the need for readiness and the All-Volunteer force, I think the accomplishments of women in the Army (and I put that in order advisedly). I think the Army has gone a long way toward a greater utilization of women, but I am convinced that it is the women that have chosen the Army, and have gone in it, that have made the difference. And certainly as this committee knows from its long history of association with it, it takes two to make progress; and that progress has certainly been made in the Army. The figures alone are dramatic and they stand with those figures that George Marshall faced when he formed this organization some 25 years ago. From four years ago in 1972 when the Army had 12,000 enlisted women, it presently has 43,806. That is a large, large accomplishment. Again, whether you look at the structure of the military occupational specialties, the Army has availed 92 percent of those to the women that have joined it; and those specialties in which they are not presently eligible, are limited to those hard core combat skills in the Army. This again is nothing new. I doubt that there is a single military occupational specialty that was existing in World War II in that Army that was not then filled by women at some point. But again, a dramatic

change in how the Army has done its business. Spurred by DACWITS to a great extent, but also by the practicalities of utilizing talent and dedication where we found it, a number of barriers to full service by women have disappeared, restrictions with respect to overseas duties, the matter of promotions, attendance at senior service schools, as well as integration of the NCO ranks. In all these areas, progress has been made that reflects the capability to be concomitant with the numbers and the talent of the women that we have in the Army. You can look at the officer situation. Again, one of the things, one of the reasons perhaps why the Services have been so successful in utilizing the talents of women and why women have been so successful in the Services is because of the very basic reason that the Services are based on professional standards. Women have had the best success in pioneering in the professions, and that continues today across the full spectrum of military endeavor. As the Services perforce become more professional, given the challenges of their era, so will women succeed in proportion to the enhanced professionalism of those Services.

Tomorrow you will hear from all the Service academies. I will not steal General Barry's thunder by recounting either the statistics or some of the human side of the women

at the military academy. But the ROTC story is equally dramatic from the Army's point of view as well as from the other Services points of view, and this is, certainly a hallmark of progress to which this committee or for which this committee can take considerable pride. There are of course, as with most cultural changes, continuing problems, continuing need to entertain a dialogue at a very practical level. One talks at length about the pregnancy problem. If one is not careful to remember that what we are talking about is a sole parent problem that finds as much of its genesis in the single male parent as the single female parent. The novelty of situations that confront women in the Service is, at once, a source of enlightenment to those who see the novelty close at hand and to some extent, a source of disadvantage when the press and the publicist get a hold of these unique hyperboles to service life and stress them rather than the solid accomplishment that's been made. But certainly this group, as well as those that are in the Service, have the obligation, the responsibility, as well as the foresight and the intelligence, to go beyond, and particularly in these opportunities we have for exchange, to talk about practicalities, to talk about facts, and to talk particularly about the future.

I hope that a certain amount of your meeting this week will be caught in nostalgia. As Winston Churchill said "one cannot see as far as he should in the future unless he can see as far as he should into his past." And that certainly, within the confines of this group as represented here tonight with all of your groups, will give a tremendously dynamic picture of our future with women in the Services if we will but look to our past.

Let me say again it is a great source of pride to me to be able to represent the Services here in celebrating this 25th anniversary tonight. You have made a tremendous contribution as part of the overall institution of the defense establishment in this country. It has been founded not only on a breadth of vision and a tenacity that is perhaps unprecedented among advisory groups in the DOD, but Teddy Roosevelt himself might be proud of one of your greatest hallmarks, walk softly but carry a sharp needle.

With that as is becoming the custom of these groups, I would say again congratulations; God's speed; our best wishes to you and we look forward as we know you do to a future of continued productivity not only for the Services, but for the Nation itself. Thank you very much.

TAB J

Remarks by
Mrs. Judith Nixon Turnbull
CHAIRMAN, DACOWITS

marks by Mrs. Judith N. Turnbull

The word "DACOWITS" was intriguing, confusing, and in the first moments I wondered if it was part of a foreign language. There is no doubt now in my mind as retiring Chairman the significance of this powerful word:

D stands for the DETERMINATION of women to work with the Defense Department of this nation.

A means the ADVERSITY and negativism met in fulfilling the objectives assigned to this group of women more than 25 years ago.

C means the CONTINUITY of effort and devotion to the principles inherent in the DACOWITS philosophy.

O means ORGANIZATION and planning to reach a consensus of decision that will be meaningful to women in defense.

W carries a deep meaning of the American WOMAN's desire to fill an honored place in our nation's defense activities.

I means the application of the INTELLIGENCE that fills every human being when meeting the challenge offered by her country and accept in-depth the problems and errors that come from confrontations with decisions.

T stands for the TRUST that women are indispensable to the development of any nation. There has never been a great nation without great women and we at DACOWITS, although modestly, make this proclamation.

S stands for SUCCESS and continuity in the pursuit of the goals and the attainment of the purpose and objectives upon which DACOWITS was founded 25 years ago.

It is my belief that DACOWITS is an integral part of our nation's national defense and should continue to be so for many years to come.

A very special thank you to Secretary Rumsfeld, Sarah McClendon, and the Executive Committee for the outstanding contributions they have made to the DACOWITS.

TAB K

Remarks by
The Honorable David P. Taylor
Assistant Secretary of Defense (M&RA)

K-1

OUTLINE OF PROPOSED REMARKS

BY

Honorable David P. Taylor

DACOWITS 25th Meeting

16 Nov 1976

I INTRODUCTION

- Pleasure to be here for the 25th Anniversary of the DACOWITS.
- Very much aware of the active role that DACOWITS plays in fostering not only women in the services, but an awareness by all Americans of the importance of the military in our society.
- Believe your impact has been obvious.
 - Increasing numbers of women in high-level DoD positions - military flag rank and civilian "supergrades"
 - Women in the Military Academies
 - Integration of women into almost all career fields.
- Results of your efforts over the past 25 years are well summarized in the booklet on "Highlights of the Defense Advisory Committee on Women in the Service".
- Would like to give you a brief overview of the Department's manpower program and then discuss some of the problems facing us today.

II OVERVIEW OF MANPOWER PROGRAM

- Based on our manpower requirements for the total force, and consideration of the cost of maintaining an all-volunteer force,
 - 2.1 million active military
 - 900K reserves
 - 1.1 million civilian
- Seek to control costs while also striving to remedy inequities in our "people" programs.

III. Implications of the Total Force

- Total force management is a reality - not just a good "buzz word" to use in Congressional hearings.
- Assure you that decisions on Guard issues are made in the context of the total force.
- We must understand exactly what is meant by "Total Force"
 - All resources available for various national defense missions - includes U.S. active and reserve forces, civilians and appropriate allied forces.
 - Total force planning not new for U.S. - emphasis is!
 - Deterrence, presence, and immediate response cannot be provided in peacetime by Reserve Forces.
 - These missions demand that major portions of the force be active
 - Active forces now at minimum levels
 - Department is stressing need for stability and, where warranted, modest increases
 - Cannot continue to reduce active forces to build up Reserves.
 - Useful Reserve Forces are essential (but ineffective Reserves are a luxury we cannot afford).
- The Total Force policy, to which I am totally committed, stresses
 - Identifying essential mission within Reserve Forces capability

- Assigning mission to Reserve Forces and demand good performance
- Continuing to equip Reserve Forces with modern equipment and balance force structure with equipment. Place greater responsibility on actives for improving training of Reserves.
- Increasing integration of Active and Reserve Forces; thereby simplifying transition if it ever becomes necessary from normal peacetime operations to operation of a single force after mobilization.

IV. MANPOWER COSTS

- Manpower is most costly and valuable resource of the Department of Defense
 - Currently comprises 55% of the DoD budget, up from 47% in FY 1964.
 - Increase of \$41.2B in current dollars.
 - Most increases attributed to:
 - Comparability legislation
 - FY 72 increases in junior enlisted and officer pay
 - Competition in labor market under All-Volunteer Force
 - Increases in number of rehired personnel and retired pay levels.
 - Increases in average civilian grades.
 - Significant increase in wage board payroll costs.
 - DoD recognizes high costs associated with manpower
 - American people must also be informed on this issue so that they are willing to pay for the required force levels
 - Must have pay scales and benefits which are high enough to attract and retain the numbers and types of people needed.
 - Department has taken many steps recently to constrain costs. Initiatives include:
 - Reductions in strength
 - Reductions in benefit package.
 - Perceived as "erosion of benefits"
 - Intend to reverse this perception

----Differing views

-----Significant increase in pay - 137% since 1963;
Counterpart in private industry - 99%

-----Increases undertaken for good reasons - as
mentioned above (comparability, all-volunteer
force, etc.)

----Department position

-----Have been changes
-----Poorly explained; Bad publicity
-----More appearance than reality

----Examples

-----Commissaries
-----Bonuses/Speciality Pays
-----Health care
-----Retirement

---Benefit package largely in-tact; however, **no** one is
immune

---Unique nature of military life requires just and equit-
able compensation.

---Must meet economic costs associated with an all-volunteer
force

----No acceptance of waste and inefficiency

----Commitment by leadership to welfare of military
people.

V ALL VOLUNTEER FORCE

-Military recruiting ^{activities} are crucial to the all volunteer force.

-Service needs in future years should decline as a result of
programs to reduce first-term attrition, but a correspond-
ing decline in the youth population will offset this gain;
therefore, the proportion required to volunteer for Military
Service will remain high.

-FY 78, Active and Reserve Forces project a need for about
600,000 men and women

--78 goal is higher than the FY 1976 achievement and its
attainment will depend upon the success of the new
recruiting and retention initiatives that have recently
been instituted.

-Services met or exceeded their FY 75 and FY 76 objectives.

-In-transition quarter which just ended, AF exceeded its
objective but other three Services fell four or five percent K-5

-All Services are continuing to emphasize accession of quality enlistees as measured in terms of high school diploma graduates.

--Quality has improved.

--63% HS grads in 75, 67% in 76, and 70% in TQ.

-Female applicants continue to exceed Service needs; all women are high quality personnel.

-However, as unemployment reduces, difficulty of recruiting HS graduates will increase.

-Initiatives taken in FY 78 to achieve objectives are:

--Increases in number of production recruiters

--Increases in advertising funds

--Use of additional recruiter assistants

--Continuation of enlistment and reenlistment bonuses.

VI PERSONNEL MANAGEMENT

-If we are to attract and retain a quality all-volunteer force, our military personnel management efforts must be carefully balanced between adding attractiveness of Service life and minimizing costs.

-Primary goal in enlisted force has been to attract and retain quality manpower.

--Established tough attrition goals for first term personnel.

-Developed long range personnel plans which consider full life-cycle costs

--Provide attractive careers at lowest costs.

--Lower top-six enlisted grade structures - leads to lower overall costs

-DOPMA

--Aimed @ eliminating inconsistencies among Services in officer management

- Eliminates Services differences
- Eliminates male/female differences
- Stresses maintenance of quality force.
- Enhances long range planning.

VII CONCLUSION

- Department is facing several key challenges
 - All Volunteer force is probably one of the most significant
 - Coupled with the AVF issue is the way the military is viewed by the American people - and hence the way recruiting is affected.
 - Total force
- DACOWITS members can play a vital role in each of these areas - as they have in the past.
 - Your assistance in recruiting efforts has been outstanding. We are facing difficult times ahead and therefore even greater efforts are needed if we are to attract the quality people we require.
 - On the Reserve side, we also need your assistance in attracting men and women in Reserve and Guard units.
 - This may be the area where your immediate help is needed.
- Your past efforts have been greatly appreciated; we look forward to continued successful associations.

TABL

ADDRESS BY
LIEUTENANT GENERAL SIDNEY B. BERRY
SUPERINTENDENT, UNITED STATES MILITARY ACADEMY
BEFORE
DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES
16 NOVEMBER 1976
WASHINGTON, D.C.

WOMEN CADETS AT WEST POINT

- I. THE STARTING PLACE: MISSION, POLICY, LAW
 1. MISSION OF U.S. ARMY
 - FIGHT AND WIN LAND COMBAT
 2. MISSION OF U.S. MILITARY ACADEMY
 - DEVELOP TOP QUALITY SOLDIER-LEADERS
 - EMPHASIS ON COMBAT LEADERSHIP
 3. POLICY AND LAW
 - WOMEN IN NON-COMBAT ASSIGNMENTS
 4. LEGISLATION: 7 OCTOBER 1975
 - ADMIT WOMEN TO SERVICE ACADEMIES
 - SAME STANDARDS AS FOR MEN
 - MINIMUM ESSENTIAL ADJUSTMENTS
 - NEEDS OF THE SERVICES

- I. USMA AND ADMISSION OF WOMEN CADETS
 1. SOME KEY QUESTIONS
 2. PLANNING AND PREPARATIONS
 3. FIRST SUMMER'S TRAINING
 4. THE ACADEMIC YEAR
 5. CONCLUSIONS AND PREDICTIONS

III. SOME KEY QUESTIONS AND ANSWERS

1. WHAT BASIC PHILOSOPHICAL APPROACH? ONE TRACK OR TWO?

- COMMON USMA EXPERIENCE
- SINGLE TRACK

2. WHAT ARE THE PHYSIOLOGICAL DIFFERENCES BETWEEN WOMEN AND MEN?

- STUDY PROJECT

3. ARE EXACT SAME STANDARDS REALISTIC?

FOR ACADEMIES?	YES
FOR PHYSICAL TRAINING?	NOT EXACTLY
FOR MILITARY TRAINING?	NOT EXACTLY
FOR ADMISSIONS?	NOT EXACTLY

4. SHOULD WOMEN TAKE SAME COMBAT TRAINING AS MEN

- YES. LAW SAYS SO.
- COMMONALITY OF CADET EXPERIENCE
- BASIC MILITARY EDUCATION

5. HOW MANY WOMEN IN CLASS OF 1980?

- ARMY NEEDS? 40-45 GRADUATES
- MINIMUM NEEDED TO MAKE PROGRAM WORK? 70
- ATTRITION RATE? 35-55%

6. INTEGRATE OR SEPARATE?

- COMPANIES
- BILLETS

7. TRAINERS AND ROL. MODELS?

- UPPERCLASSMEN
- OFFICERS

8. UNIFORMS

- UNIFORMITY IN FORMATION
- FEMININITY
- TRADITION

IV. PLANNING AND PREPARATION

1. PLANNING BEGAN IN 1972; FIRST CONTINGENCY PLAN IN 1973;

PLANNING FOR REAL IN JUNE 1975; OPERATIONS PLAN IN NOV 1975

2. PUBLICIZING OPPORTUNITIES TO PROSPECTIVE WOMEN CADETS

- 18,643 LETTERS TO HIGH SCHOOL COUNSELORS, NOV 1975
- 1,877 LETTERS TO WOMEN APPLICANTS FOR ROTC SCHOLARSHIPS
- LIST OF ACADEMICALLY QUALIFIED WOMEN FROM AMERICAN COLLEGE TESTING COMPANY 2,200 IDENTIFIED
- PUBLISHED 20-PAGE INFORMATIONAL BOOKLET, DEC 1975
- PRESS RELEASES, PRESS CONFERENCES
- VISITS TO USMA, SPRING 1976

3. STAFF AND FACULTY VISITS TO LEARN ABOUT WOMEN IN DEMANDING TRAINING

- MERCHANT MARINE ACADEMY, OTHER SERVICE ACADEMIES
- FORT KNOX - ROTC SUMMER TRAINING; FORTS McCLELLAN AND JACKSON - BCT AND AIT; FORT RUCKER - FLIGHT TRAINING
- PARIS ISLAND, S. C. USMC WOMEN TRAINING
- LOS ANGELES POLICE ACADEMY
- FOUND COMPLAINTS OF UNDERCHALLENGE AND TOO EASY PHYSICAL AND MILITARY TRAINING
- NAVAL TRAINING CENTER
- U. S. ARMY RESEARCH INSTITUTE
- BOWDOIN COLLEGE

4. PROFESSIONAL CONSULTANTS

- PHYSICAL EDUCATION
- PSYCHOLOGICAL ASPECTS
- FEMINIST ISSUES
- MILITARY TRAINING AND OPPORTUNITIES
- UNIFORM DESIGN AND PROTOTYPES
- HAIR POLICIES AND BARBERS' TRAINING
- SOUNDNESS AND COHERENCE OF PLANNING AND PROGRAMS
- WHO THEY ARE

DR. MORRIS JANOWITZ	UNIV OF CHICAGO
DR. JANET SPENCE	UNIV OF TEXAS
MS BETTY FRIEDAN	AUTHOR OF <u>THE FEMININE MYSTIQUE</u>
DR. JAN FELSHYN	EAST STROUDSBERG STATE COLLEGE
DR. EVELYN GENDEL (MD)	DIRECTOR, KANSAS STATE DEPARTMENT MATERNAL HEALTH
DR. ANN JEWETT	UNIV OF GEORGIA
DR. WANEEN SPIRDUSO	UNIV OF TEXAS
DR. CHARLES MOSKOS	NORTHWESTERN UNIV

5. STUDY PROJECTS

A. PSYCHOLOGICAL DIFFERENCES

- MEN ARE 20-25% HEAVIER THAN WOMEN AND HAVE 51.5% GREATER MUSCLE MASS
- WOMEN'S CENTER OF GRAVITY IS 0.6% LOWER THAN MEN'S AND WOMEN'S TRUNK IS LONGER THAN MEN'S
- WOMEN HAVE LESSER HEART VOLUME, FEWER RED BLOOD CELLS, FASTER HEART BEAT AS WELL AS DIFFERENCES IN OTHER CARDIORESPIRATORY FACTORS INFLUENCING HEART AND LUNG EFFICIENCY
- MENSTRUATION HAS LITTLE EFFECT ON PHYSICAL ACTIVITY AND NO RESTRICTION SHOULD BE PLACED ON THE PHYSICAL ACTIVITY OF THE AVERAGE WOMEN AT ANY PHASE OF HER CYCLE.

B. PROJECT 60

- USMA OPE AND ARMY RESEARCH LAB AT NATICK
- 60 VOLUNTEER WOMEN HIGH SCHOOL STUDENTS
- RANDOM ASSIGNMENT TO 3 GROUPS OF 20
- 2 GROUPS 7 WEEKS EXERCISE SIMILAR TO MALE CADETS DURING FIRST SUMMER AT USMA
- 1 CONTROL GROUP DID NOTHING
- ALL WOMEN EVALUATED BY SERIES OF PRE AND POST-TRAINING TESTS
- 7 MAJOR CONCLUSIONS
- MANY WOMEN CANNOT DO PULL-UPS BECAUSE OF LACK OF DEVELOPED UPPER BODY STRENGTH. THE FLEXED ARM HANG IS AN APPROPRIATE SUBSTITUTE.
- THE M14 RIFLE IS TOO HEAVY FOR WOMEN TO CARRY DURING RUNS AND EXERCISES. SINCE THE LIGHTER M16 IS THE ARMY'S FIELD RIFLE ANYWAY, WE HAD NO QUALMS SUBSTITUTING IT FOR THE M14 FOR WOMEN.
- WOMEN HAVE DIFFICULTY RUNNING AT A PACE FASTER THAN 8:30 MINUTES PER MILE IN COMBAT BOOTS. PLANS WERE MADE TO HAVE MEN AND WOMEN CADETS BEGIN TO BREAK IN COMBAT BOOTS AS EARLY AS POSSIBLE.

- WE COULD EXPECT MANY WOMEN CADETS TO EXPERIENCE FATIGUE IN THE LOWER LEG UNLESS EXTENSIVE PRE-CONDITIONING WAS DONE.
- WOMEN ARE CAPABLE OF MAKING SUBSTANTIAL GAINS IN MUSCLE FITNESS.
- WOMEN ARE BETTER PERFORMERS THAN THE SPARSE LITERATURE ON THAT SUBJECT INDICATES.
- WOMEN SHOULD HAVE A P.E. REGIMEN DESIGNED TO PROVIDE FOR RELATIVELY EQUAL EFFORT RATHER THAN EQUAL ACCOMPLISHMENTS.

C. PROJECT 60 A

- CONTINUATION OF PROJECT 60
- MILITARY TRAINING RATHER THAN PHYSICAL TRAINING
- FOOT MARCHES, GRENADE THROWING, BAYONET TRAINING.

D. CADET FIELD TRAINING DURING SECOND SUMMER

- 8 WOMEN SOLDIERS TRAINED WITH MALE THIRD CLASSMEN AT CAMP BUCKNER, WEST POINT FIELD TRAINING AREA, SUMMER 1976
- THEY DEMONSTRATED THE CAPACITY TO PARTICIPATE IN ALL PHASES OF COMBAT TRAINING, ALTHOUGH SOME TIMES AT A SIGNIFICANTLY SLOWER PACE THAN THEIR MALE COUNTERPARTS.

E. CORPS OF CADETS PREPARATION

BRIEFINGS - SUPERINTENDENT/ COMMANDANT / CONSULTANTS

PUBLICITY - INFO PACKETS / NEWS ARTICLES

TRAINING INSTRUCTORS - PROJECTS 60 AND 60A

TRIPS TO TRAINING CENTERS - FORTS McCLELLAN AND JACKSON -
36 IN MARCH / 12 IN JUNE

CADET COMMITTEE ON PLANS - BACKGROUND INFO AND
REGULATIONS

TRAINING - HUMAN RELATIONS
WOMEN IN THE ARMY
HUMAN SEXUALITY
COUNSELING & COMMUNICATION SKILLS

HOSTING - WOMEN CANDIDATES' VISITS TO WEST POINT
WOMEN ROTC TO WEST POINT
WOMEN USMAPS TO WEST POINT

THE DECISION WAS REAFFIRMED THAT WOMEN SHOULD BE
TREATED THE SAME AS MEN IN AS MANY ASPECTS OF THE
WEST POINT PROGRAM AS POSSIBLE; WOMEN WOULD BE
INTEGRATED INTO THE CORPS IN BILLETING, MILITARY
TRAINING, AND CLASSROOM WORK. ONLY CERTAIN CONTACT
SPORTS -- BOXING, WRESTLING, LACROSSE, FOOTBALL, AND
RUGBY WERE JUDGED UNSUITED FOR MALE/FEMALE COMPETITION.

F. 7 JULY 1976: D-DAY, W-DAY, R-DAY

VOLUME OF APPLICANTS	MEN	WOMEN	TOTAL
APPLICANT FILES STARTED	11,358	867	12,225
NOMINATED AND EXAMINED	6,130	631	6,761
QUALIFIED (ACADEMICALLY, MEDICALLY, AND IN PHYSICAL APTITUDE)	2,474	176	2,650
ADMITTED	1,366	119	1,485

V. FIRST SUMMER'S TRAINING

1. FILM: WEST POINT, SUMMER OF 1976

- SHOULD GIVE YOU SOME IDEA OF HOW MEN AND WOMEN OF CLASS OF 1980 SPENT 8 WEEKS IN PREPARATION FOR THE RIGORS OF THE LAND BATTLEFIELD

2. INPROCESSING: THE FIRST EIGHT WEEKS AT WEST POINT IS CALLED CADET BASIC TRAINING. DAY ONE AS A NEW CADET RESULTS IN THE MOST DRAMATIC CHANGE OF THE SUMMER - THE METAMORPHOSIS FROM CIVILIAN TO CADET IN FIVE HOURS. UNIFORMS ARE ISSUED - OPTIONAL SKIRTS FOR WOMEN - HAIR IS CUT, ORDERS ARE ISSUED, AND MILITARY FORMATIONS ARE CREATED. OVER 100 REPRESENTATIVES FROM VARIOUS MEDIA WERE AT WEST POINT TO WITNESS THIS FIRST TRANSFORMATION OF YOUNG CIVILIAN WOMEN INTO

WOMEN CADETS. WOMEN WERE TOTALLY INTEGRATED INTO THE ORGANIZATIONAL STRUCTURE: FOR EXAMPLE, EACH PLATOON, WHICH CONSISTS OF APPROXIMATELY SIXTY CADETS, RECEIVED FOUR OR FIVE WOMEN MEMBERS, WITH TWO OR THREE PER SQUAD. THE WOMEN WERE HOUSED IN ROOMS ON THE SAME CORRIDORS WITH THEIR MALE COLLEAGUES AND WERE LED AND TAUGHT BY CADET SENIORS.

3. TRAINING. THE NORMAL DAY BEGAN AT 5:30 A. M. , PHYSICAL CONDITIONING WAS THE FIRST EVENT ON THE SCHEDULE. THE EXERCISES INCLUDED ONE TO FOUR-MILE RUNS IN TENNIS SHOES AS WELL AS CALISTHENICS. THE SECOND HALF OF CADET BASIC TRAINING INCLUDED RIFLE EXERCISES WITH RUNS IN COMBAT BOOTS. THE WOMEN CARRIED THE LIGHTER M16. FIELD TRAINING STARTED FOUR DAYS AFTER ARRIVAL. THE LIGHTER RIFLE WAS ALSO USED BY WOMEN FOR BAYONET TRAINING AND WOMEN FOUGHT WOMEN IN THE PUGIL STICK EXERCISES SHOWN HERE. LIVE TARGETS WERE WOMEN OFFICERS AND NCO'S WHO WORKED WITH THE SUMMER TRAINING DETAIL. FIELD TRAINING INCLUDED A TOTAL OF FIFTY MILES OF COMBAT FOOTMARCHES - THE LONGEST SINGLE MARCH WAS 14 MILES. CADETS SPENT A TOTAL OF TEN NIGHTS UNDER THE STARS IN TWO-PERSON TENTS.

MAP READING, OBSTACLE COURSES, MOCK COMBAT, AND FIRST AID WERE ALSO AMONG THE ACTIVITIES IN THE FIELD. MEMBERS OF THE MEDIA JOINED THE NEW CADETS DURING THEIR LAST DAY IN THE FIELD.

UPON RETURNING TO WEST POINT THE NEW CADETS MARCHED OUT OF THEIR RIGOROUS SUMMER OF TRAINING AND INTO CORPS ACCEPTANCE AS BONAFIDE USMA PLEBES.

4. ATTRITION AND INJURY RATE. YOU ARE PROBABLY WONDERING HOW THE MEN AND WOMEN STOOD UP UNDER THIS UNIQUE TRAINING SCHEDULE. THE ATTRITION RATE FOR NEW CADETS AS A WHOLE WAS ABOUT 10% -- ABOUT USUAL FOR THE FIRST SUMMER. 153 OUT OF 1,485 CADETS LEFT BEFORE CLASSES STARTED. 19 OF THE 153 WERE WOMEN. SO ATTRITION AMONG THE WOMEN WAS SOMEWHAT HIGHER - 15% - THAN THE PERCENTAGE OVERALL.

- A. THE INJURY/ILLNESS RATE FOR WOMEN AND MEN WAS NEARLY THE SAME EXCEPT WOMEN HAD A SLIGHTLY HIGHER PERCENTAGE OF STRESS FRACTURES AND SOME IRREGULARITY IN THEIR MENSTRUAL CYCLES. EARLIER IT WAS REPORTED THAT 34% OF THE WOMEN SUFFERED AN INJURY OR ILLNESS COMPARED TO ONLY 12% OF THE MEN. IN FACT, THESE FIGURES REPRESENT ABSENCES FROM TRAINING AND NOT DIAGNOSED INJURIES OR ACTUAL ILLNESSES.

MEDICAL DATA ARE CORRECTLY SHOWN HERE:

SUMMER MEDICAL REPORT

INJURY/ILLNESS RATE FOR MEN AND WOMEN THE SAME EXCEPT:

- STRESS FRACTURES: WOMEN: 8.80%
 MEN: 0.78%
- WOMEN'S RED BLOOD CELL COUNT LOWERED
- MENSTRUAL CYCLE CHANGES

B. NEVERTHELESS, MANY WOMEN WERE TOO FATIGUED TO ATTEND REGULAR MORNING EXERCISES, BEING SENT INSTEAD FOR WHAT WE CALL RECONDITIONING (MAKE-UP TRAINING). YOU CAN SEE BY THIS SLIDE THAT THE PROBLEM ACCELERATED TOWARD THE END OF THE SUMMER WITH OVER 26% OF THE WOMEN IN SPECIAL TRAINING COMPARED TO OVER 5% OF THE MEN IN SPECIAL TRAINING ON AUGUST 28TH. AGAIN, THE REASONS FOR THIS HIGH PERCENTAGE OF WOMEN IN MAKE-UP TRAINING WERE NOT PRECISELY MEDICAL BUT RATHER INABILITY TO PERFORM BECAUSE OF FATIGUE OR MINOR TEMPORARY SORENESS.

VI. WOMEN CADETS AND THE ACADEMIC YEAR

AFTER CADET BASIC TRAINING, WOMEN WERE ASSIGNED TO EACH OF THE TWELVE BATTALIONS - IN GROUPS OF 8 OR 10 TO THE FIRST COMPANY. DURING MOST OF THE SUMMER, MANY OF THE WOMEN EXPRESSED AN EAGERNESS FOR THE ACADEMIC YEAR TO BEGIN WHEN THE COMPETITION WOULD BE INTELLECTUAL RATHER THAN PHYSICAL. AND WELL SHOULD THEY HAVE LOOKED FORWARD TO SEPTEMBER, FOR THE WOMEN ARE SOMEWHAT BETTER PREPARED ACADEMICALLY THAN THE MEN. 7% OF THE WOMEN COMPARED TO 3% OF THE MEN ARE IN THE TOP VERBAL RANGE. AND ALTHOUGH MEN EXCEL IN THE TOP MATH RANGE, WOMEN OUTDISTANCED THEM BY 8% IN THE 600-690 RANGE. USMA CADET SAT SCORES ARE CONSIDERABLY HIGHER THAN THE NATIONAL COLLEGE-BOUND PERCENTAGES.

1. WOMEN CADETS IN THE CLASSROOM. PREPARATION FOR THE INTEGRATION OF WOMEN INTO THE ACADEMIC PROGRAM CONSISTED OF ONLY ONE STEP: REMINDING INSTRUCTORS THAT WOMEN CADETS WERE TO BE TREATED THE SAME AS MEN CADETS.

A. SO FAR THE WOMEN'S GRADES HAVE BEEN HIGHER THAN THE MEN'S: 36.4% OF THE WOMEN IN A RECENT SAMPLING OF MEMBERS OF THE CLASS OF 1980 WERE IN THE TOP QUARTER OF THE CLASS, 55% ARE IN THE TOP HALF OF THE CLASS.

B. THERE HAVE BEEN NO OTHER DISCERNIBLE DIFFERENCES IN CLASSROOM BEHAVIOR BETWEEN MALE AND FEMALE CADETS. ONE DEPARTMENT HAS COMPLAINED ABOUT THE LACK OF PICTURES OF WOMEN IN ITS TEXTBOOKS, A SHORTCOMING WHICH WE HOPE TO CORRECT. MOST DEPARTMENTS ARE NOW INTERVIEWING WOMEN OFFICERS AS POTENTIAL INSTRUCTORS. BY 1980 THE MILITARY ACADEMY SHOULD HAVE MANY MORE FEMALE OFFICER ROLE MODELS ON THE THE STAFF AND FACULTY. WE EARLY RECOGNIZED THE IMPORTANCE OF MORE ROLE MODELS FOR WOMEN CADETS BUT THE SELECTION PROCESS TAKES TIME: MOST OF OUR INSTRUCTORS WERE IDENTIFIED AND SENT TO GRADUATE SCHOOL AT LEAST TWO YEARS IN ADVANCE OF REPORTING FOR DUTY HERE.

2. WOMEN CADETS AND THE ATHLETIC PROGRAM. WOMEN CADETS ARE PARTICIPATING WITH MEN IN MOST P.E. CLASSES AND TEAM SPORTS. THREE WOMEN ARE P.E. INSTRUCTORS AND THEY TEACH BOTH MEN AND WOMEN. THERE ARE A FEW EXCEPTIONS AS WERE PLANNED FOR EARLIER:

A. WOMEN ARE TAKING SELF-DEFENSE AND UNARMED COMBAT RATHER THAN BOXING AND WRESTLING.

- B. WOMEN CANNOT TURN OUT FOR OTHER INTRAMURAL OF INTERCOLLEGIATE CONTACT SPORTS SUCH AS FOOTBALL OR LACROSSE. HOWEVER, INTRAMURAL SOCCER IS A CONTACT SPORT WHICH HAS BEEN SUCCESSFULLY INTEGRATED. WE HAVE EXPERIENCED SOME DISSATISFACTION AMONG CADETS COMPETING WITH WOMEN IN TRACK. THE TWELVE COMPANIES WITH WOMEN CADETS COMPLAIN OF BEING AT A DISADVANTAGE WHEN COMPETING AGAINST THE TWENTY-FOUR COMPANIES WITHOUT WOMEN CADETS. WE MAY HAVE TO ESTABLISH WOMEN'S INTRAMURAL TRACK TEAMS IN THE FUTURE.
- C. A WOMEN'S BASKETBALL TEAM HAS BEEN ORGANIZED TO MEET A 20-GAME SCHEDULE WITH OPPONENTS INCLUDING PRINCETON AND YALE. THE WOMEN'S GYMNASTICS TEAM HAS SEVEN MATCHES THIS YEAR AND ARMY'S WOMEN'S SOFTBALL TEAM HAS A 15-GAME SCHEDULE.
- D. BY 1977-78 ACADEMIC YEAR, WE EXPECT TO ADD FIELD HOCKEY, VOLLEYBALL, SWIMMING, AND TENNIS TO THE CHOICES FOR WOMEN.

3. CADET PSYCHOLOGY. SOME MINOR PROBLEMS WILL EMERGE FROM WOMEN'S SOCIAL INTEGRATION INTO THE CORPS OF CADETS. DATING BETWEEN UPPERCLASS AND PLEBE CADETS IS NOT ALLOWED - MALE AND FEMALE PLEBES CAN DATE BUT PUBLIC DISPLAY OF AFFECTION MUST BE AVOIDED. OBVIOUSLY, RULES CANNOT DETER JEALOUSIES AND CRUSHES, BUT TO DATE WE HAVE SEEN NO MAJOR DIFFICULTIES.
- A. THE DISCIPLINE DEMANDED FOR PLEBES IS BROKEN DOWN INFREQUENTLY BY FLIRTATIOUS AND OVER-PROTECTIVE TENDENCIES OF THE UPPERCLASSMEN TOWARD THE WOMEN. THIS HAS RESULTED IN SOME MALE PLEBES RESENTING WOMEN PLEBES, AND IN SOME ANXIETY AND CONFLICT AMONG UPPERCLASSMEN - MOST OF WHOM ARE TRYING TO UPHOLD AN EQUAL DISCIPLINE SYSTEM. IT IS NOT UNKNOWN FOR ONE UPPERCLASSMAN TO BE CHASTISING ANOTHER UPPERCLASSMAN WHO HAS JUST HELPED A WOMAN PLEBE CLEAN HER RIFLE FOR INSPECTION. YET AT THIS JUNCTURE THESE CONFLICTS AND RESENTMENTS ARE RARE.
- B. WE HAVE FOUND THAT THE WOMEN HAVE GENERALLY MORE SOCIAL POISE AND A MORE QUESTIONING ATTITUDE THAN THE MEN. THEY ARE LESS FEARFUL OF ASKING TOUGH QUESTIONS.

- C. WOMEN ARE NOW PARTICIPATING IN 42 OUT OF THE 76 ACTIVITIES AND CLUBS OFFERED AT THE MILITARY ACADEMY.
- D. WOMEN CHEERLEADERS HAVE RECEIVED MIXED REVIEWS. WHILE GENERALLY ACCEPTED, SOME MEN RESENT WOMEN PLEBES LEADING THE CORPS IN CHEERS.

VII. CONCLUSIONS AND PREDICTIONS

AS I STATED AT THE BEGINNING OF THIS SPEECH, THE FIRST FOUR MONTHS OF THIS HISTORY-MAKING EXPERIENCE HAVE BEEN SUCCESSFUL MEASURED BY ANY CRITERIA. WE HAVE EVEN BECOME CONFIDENT ENOUGH TO HAZARD CONCLUSIONS AND MAKE PREDICTIONS.

- 1. AFTER MANY PROJECTS HAD HELPED US FORECAST WOMEN'S PHYSICAL PERFORMANCE, PROJECT SUMMERTIME MEASURED THE ACTUAL PERFORMANCE OF 30 WOMEN AND 30 MEN NEW CADETS DURING THE SUMMER. FROM THESE STATISTICS WE HAVE CONCLUDED THAT:
 - A. THERE IS NO REAL PERSISTENT DIFFERENCE BETWEEN MEN AND WOMEN IN CARDIORESPIRATORY EFFICIENCY ALTHOUGH THE DIFFERENCES IN STRENGTH AND STAMINA ARE TRULY SIGNIFICANT.

- B. GRADING SCALE ADJUSTMENTS SHOULD BE MADE IN SOME PHYSICAL EDUCATION TESTS SINCE PHYSICAL PERFORMANCE CAPABILITIES OF WOMEN AND MEN ARE NOT THE SAME. FOR EXAMPLE, IN A RECENT TWO-MILE RUN TEST, 85% OF THE WOMEN RECEIVED A "D" GRADE WHEN RATED ON THE SAME GRADING SCALE AS THE MEN. THIS IS UNACCEPTABLE, SO WE NOW HAVE TWO GRADING SCALES, ONE FOR WOMEN, ONE FOR MEN. HOWEVER, EVEN THOUGH THE BEST WOMAN RUNNER EQUALLED THE AVERAGE MALE RUNNER, WE CANNOT FORESEE IN THE SHORT TERM A SIGNIFICANT NARROWING OF THE GAP BETWEEN MEAN PHYSICAL PERFORMANCE CAPABILITIES. THIS GAP DICTATES THAT PHYSICAL AND MILITARY TRAINING PROGRAMS BE DESIGNED WITH CARE -- IN BOTH THE PHYSICAL AND PSYCHOLOGICAL AREAS.
2. OTHER CONCLUSIONS ABOUT WOMEN'S PHYSICAL FITNESS ARE:
- A. WOMEN EXPERIENCE MORE FATIGUE THAN MEN IN A RIGOROUS, HEAVILY SCHEDULED ENVIRONMENT.
 - B. WE CAN EXPECT DISRUPTION IN MENSTRUAL CYCLES FOR SOME WOMEN.
 - C. WOMEN CAN EXPERIENCE RAPID WEIGHT GAIN IF DIETS ARE UNCONTROLLED.
 - D. MILITARY FOOTWEAR FOR WOMEN CONTINUES TO HAVE DESIGN PROBLEMS.

3. CADET ATTITUDES. WE CAN EXPECT SOME CHANGING IN CADET ATTITUDES AND BEHAVIOR AS MORE WOMEN ENTER THE CORPS OF CADETS.
- A. PROJECT ATHENA IS AN ONGOING STUDY OF THE EFFECT ENTERING USMA HAS ON FEMALE CADETS AND THE EFFECT ON USMA OF ADMITTING FEMALE CADETS. THIS ANALYSIS OF HUMAN ISSUES AT WEST POINT IS BEING ADMINISTERED BY DR. NORA SCOTT KINZER, A SOCIOLOGIST FROM THE ARMY RESEARCH INSTITUTE, AND USMA STAFF MEMBERS FROM THE OFFICE OF MILITARY LEADERSHIP.
- B. WE PREDICT THAT WOMEN WILL BE ACCEPTED IN LEADERSHIP POSITIONS IN THE CORPS. SEVERAL WERE ELECTED BY THEIR COLLEAGUES AS "BEST NEW CADETS" IN THEIR RESPECTIVE COMPANIES THIS SUMMER.
- C. WOMEN CADETS CONTINUE TO DROP OUT OF WEST POINT FOR THE SAME REASONS MEN GIVE!
- THEY CAME ONLY TO PLEASE THEIR PARENTS
 - THEY ARE NOT MOTIVATED FOR A MILITARY CAREER
 - USMA HAS TOO MUCH REGIMENTATION AND UNATTAINABLE PERFORMANCE STANDARDS
 - THEY WANT TO STUDY IN ACADEMIC DISCIPLINES NOT AVAILABLE AT USMA

ONLY ONE OR TWO WOMEN WHO LEFT USMA EXPRESSED CONCERN OVER LOSING THEIR FEMININITY. THE DEPARTEES AS A GROUP HAVE BEEN STRONGLY POSITIVE TOWARD THE USMA ENVIRONMENT AND LEADERSHIP.

4. SURVEYS AT WEST POINT INDICATE THAT ONE-HALF OF THE FEMALE CADETS BELIEVE THAT CONGRESS SHOULD LET WOMEN ENTER COMBAT UNITS. WE CAN BE FAIRLY CERTAIN THAT SOME OF THESE WOMEN WILL WANT TO ENTER A COMBAT ARMS BRANCH UPON GRADUATION FROM USMA. OF COURSE, ARMY POLICY PRECLUDES THE ASSIGNING OF WOMEN TO COMBAT DUTIES, A POLICY GROUNDED IN PRECEDENT, IN PUBLIC SENTIMENT, AND IN CONSIDERATION OF STRENGTH LIMITATIONS OF TYPICAL WOMEN. I SEE THIS AS A VERY COMPLEX SOCIETAL AND MILITARY ISSUE. PROBLEMS OF ADJUSTING TO WOMEN CASUALTIES AND DIFFICULTIES WITH SEXUAL TENSIONS IN THE FIELD AND WITH THE GENERALLY LOWER ENDURANCE AND UPPER BODY STRENGTH OF WOMEN DESERVE CAREFUL STUDY.

5. USMA SHOULD BE AN IMPROVED PUBLIC INSTITUTION AS A RESULT OF THE ADMISSION OF WOMEN:
 - A. THE INEVITABLE INCREASE IN SOCIAL MATURITY OF CADETS WITH EXPERIENCE IN A CO-EDUCATIONAL ENVIRONMENT WILL MAKE FOR BETTER GRADUATES.
 - B. WOMEN OFFER AN IMPORTANT PERSPECTIVE IN CLASSROOM DISCUSSIONS WHICH SHOULD ADD DEPTH TO CADET UNDERSTANDING, PARTICULARLY OF HUMAN ISSUES.
 - C. ACADEMIC STANDARDS AT WEST POINT MAY BE RAISED SOMEWHAT BY THE GENERALLY HIGHER ACADEMIC PREPARATION OF THE WOMEN.
6. I PREDICT WITH CONFIDENCE THAT THE WOMEN GRADUATES OF USMA WILL BE WORTHY ADDITIONS TO WEST POINT'S LONG GRAY LINE AND OUTSTANDING UNITED STATES ARMY OFFICERS.

TAB M

Remarks by

Lt. General James R. Allen, USAF

U.S. Air Force Academy

Remarks by Lieutenant General James R. Allen, USAF

U.S. Air Force Academy

General Allen discussed the long-range planning which the United States Air Force Academy had begun as early as 1972 to prepare to accept women cadets. An aggressive admissions search for highly qualified women candidates commenced in the winter of 1976 to insure the high quality of the Academy's first coeducational class. Women first and second lieutenants were selected as Air Training Officers prior to the arrival of the Class of 1980. These officers were designed to function as upperclassmen and to act as role models for women cadets. The ATOs underwent training identical to that which the women cadets would face during their first summer of training at the Academy.

As a result of the ATO concept and careful planning to insure identical training for men and women, Basic Cadet Training was a highly successful endeavor.

General Allen also discussed the extensive athletic program designed to foster women's intercollegiate competition and their participation in intramural sports.

In summary, he noted that the women in the Class of 1980 had displayed an unusually high morale and sense of motivation; factors which were reflected in the low women's attrition (11.5%) experienced at the end of the first academic semester.

* * * *

TAB N

Up-Date Briefings on Current Issues
for Former DACOWITS Members and
Former Women Directors

By

Major James A. Badami, USA
Assistant Director
Personnel Administration

I INTRODUCTION

Preliminary Thoughts

- o ICAF

but Mr. Taylor

- o Women at Academies

but prior speakers

- o 95th Congress -- program

but not much legislation solely for women

Spoke to LTC Dion

- o Address to former members

- o Bring up to date on some recent laws

decisions

policies

- This will bring us to the 95th Program and

(1) DOPMA

(2) RMA

(3) 6 year obligation for females

(4) Enlistment & Selected Reenlistment bonus.

WHERE WE'VE BEEN

Nov 8, 1967 -- President & Mrs. Johnson & Dacowits

TITLE 10 AMENDMENTS

1. Removed promotion restrictions for women officers.
2. Removed numerical limits of Regular female officers

3. Eliminated forced early retirements for women.
4. Removal of % of women allowed in Armed Forces.

1973

Fronturo v. Richardson

AF Lt Sharron -- H denied dependency.

lost in District Court

Sup. CT on issue of right of a female member of the Uniformed Services to claim her spouse as a dependent for the purposes of obtaining increased quarters allowances

medical benefits

dental benefits

on an equal footing with male members

Statute allowed dependents of male were such because of administrative convenience

but females had to establish support in excess of 50%.

HELD the statute denied service women of due process.

ACTIONS FLOWING FROM FRONTIERO

BAQ

- o female member -- civilian H -- with dependent rate w/o additional ev.

Dependent Travel Allowance on PCS

- o Civilian H traveling as a dependent entitled to allowance or transportation in kind.

Dislocation Allowance

- o Payable to female members if H a civilian.

Overseas Station Allowance (COLA-TLA)

- o Payable at w/ dependent rate w/ civilian H.

Family Separation Allowance

- o Payable to female on same basis as males -- assigned over 30 days w/o dependents.

Payment for Unused Accrued Leave

- o Payable to female on same basis as males
- o In FY 77, Authorization and Appropriations limit to 60 days.

Medical Benefits

- o Civilian H entitled to benefits w/o requirement to prove in fact dependency

Right to Claim Dependency

- o Changed from presumption that dependents of the couple were dependent of male member -- now either member may claim the dependency -- normally the senior member.

Housing

- o If both members -- non Govt. quarters -- both draw single BAQ w/o t? of available single quarters being as had.

N-4

- o Entitled to govt. quarters as male members if w/ civilian dependents.

1974

ASD(M&RA) Brehm policy

prohibit involuntary separation for pregnancy and parenthood

solely

1975

- Women at Service Academies
- Women allowed on equal chance to compete for ROTC scholarships.

WHERE WE ARE GOING

95th DoD Program

1. Female members of the Armed Forces -- Requirement to serve for 6 years
 - Standardize military obligations
 - Substantial amount of funds expended to train women
 - Need for people in the IRR (Individual Ready Reserve)
 - 21,000 enlisted per year.
2,500
 - Effective 6 months after enacted.

DEFENSE OFFICER PERSONNEL MANAGEMENT ACT
H. R. 13958

PURPOSE OF THE LEGISLATION

The purpose of the proposed legislation is to revise the laws which govern the management of commissioned officers serving on active duty in the Army, Navy, Marine Corps and Air Force below the grade of brigadier general or rear admiral in order to: (1) establish new statutory limitations on the numbers of officers who may serve in certain grades; (2) provide common law for the appointment of regular officers and for the active duty service of reserve officers; (3) provide uniform law for their promotion; and (4) establish common provisions of law governing tenure and mandatory separation or retirement, for reasons other than physical disability.

Officer personnel management today is governed by the Officer Personnel Act of 1947 (OPA) and the Officer Grade Limitation Act of 1954 (OGLA). On the whole, these laws have served well, but they have certain deficiencies which have been recognized by both the Department of Defense and the Congress. The proposed Defense Officer Personnel Management Act (H. R. 13958) represents the culmination of several efforts over a period of many years to update and extensively revise the 1947 Act.

The Defense Officer Personnel Management Act or DOPMA does not represent a radical shift from the present system. It basically clears up existing inefficiencies and anachronisms in the current law and provides consistent treatment for officers in all Services.

OBJECTIVES OF OFFICER MANAGEMENT

The objectives of the officer management system can be briefly stated as follows:

- First, to allow the Services to meet requirements for officers in the various grades at ages conducive to effective performance.
- Second, to provide career opportunity that will attract and retain the number of high caliber officers needed.
- Third, to provide career opportunity which is reasonably consistent among the four Services.

These objectives represent a balance between two different, and in some respects, opposite perspectives -- those of management on one hand and those of the individual on the other. For example, management, in making the determination of how many officers there should be in each of the grades, must take into account those factors which influence an individual's decisions. That is, the number and quality of officers required in each grade cannot be attained unless career opportunity is such that a sufficient number of individuals will want to join and remain with the Service, thus giving management a degree of selectivity over those who are to stay.

The matter of career opportunity is particularly important because of two characteristics which are fundamental to personnel management in the military:

- First, there is limited lateral entry into the officer ranks since the Services cannot directly hire senior officers from non-military

organizations; all but a few specialist positions must be filled by officers who are steadily progressing from within.

-- Second, there is a persistent need, both in wartime and peacetime, for a young and vigorous officer corps exemplifying high levels of mental and physical stamina, enthusiasm and adaptability.

These two characteristics, in combination, serve to minimize the flexibility normally associated with manpower management. They make it essential that a carefully planned, long range approach be taken to all decisions affecting officer career management. To insure an officer force ready to meet the requirements of Defense, a careful balance must be maintained between a number of interacting variables which constitute the basic elements of the management system. These variables are concerned with: annual procurement, normal attrition, forced attrition, promotion timing, and grade distribution.

It must be recognized that a change in any of these variables precipitates a change in one or more of the others. For example, the career opportunity that can be offered is determined for the most part by the promotion timing and promotion opportunity to each of the grades. The promotion timing and opportunity in turn are determined by the numbers of officers that can be promoted to each grade over a specified period of time, which further depends on the grade distribution that is authorized. Therefore, a change in grade distribution without any changes in attrition will also change promotion timing and promotion opportunity.

N-8

HISTORICAL BACKGROUND

Historically, from the early days of the nation up to the present century, promotion timing and opportunity were largely a product of normal attrition due to death or disability retirement. The resulting promotion by seniority produced many officers far too old for effective performance.

For example, during World War II, it was necessary to remove significant numbers of operational commanders due to advanced age and ill health. At the same time, many younger officers were promoted to senior grades without the opportunity to gain experience in the middle grades.

The Officer Personnel Act of 1947 (OPA) recognized these deficiencies and sought to establish a comprehensive officer personnel management system which would incorporate the lessons learned before and during World War II. This law provides much of the foundation for today's officer personnel system.

The Officer Grade Limitation Act of 1954 (OGLA) supplemented the provisions of the Officer Personnel Act by establishing limitations on the numbers of both Regular and Reserve officers who could serve on active duty in the grades of major/lieutenant commander and above. It thus established control over temporary promotions not adequately provided for in the 1947 Act.

REASONS FOR CHANGE

Congress and the Department of Defense have identified a number of defects in the existing laws. These defects fall into two major groups.

The first group consists of problems relating to management of the force and grade structure. One of the most serious faults with the present law is the fact that the Air Force has substantially lower permanent limits than the Army or Navy in the lieutenant colonel and colonel grades. This occurred because the Air Force was a new Service with a young officer corps when the Officer Grade Limitation Act was passed in 1954. Adherence to these lower limits would provide Air Force officers drastically lower career progression opportunity than officers of the other Services. Congress, however, has provided temporary relief by suspending the Air Force's limits seven times since 1959. The need to establish more realistic grade limitations for the Air Force has been one of the principal motivations for revising the officer management laws.

The officer grade ceilings are also inadequate to accommodate a recall of today's organized Reserve units in an emergency. The tables do not add authorizations for senior officers in the same proportion as they would be needed in mobilized Reserve units, so in time of mobilization, a portion of each unit's senior officer leadership would have to be left behind. On the other hand, if the tables were rich enough to accommodate a Reserve recall, they would be richer than needed for an expansion of active duty forces when no recall is involved. Temporary exemption of Reserves from the permanent ceilings in a recall situation would solve this problem.

The final deficiency relating to force structure management concerns statutory guarantees of service, which have limited the Services' ability

N-10

to achieve and maintain the most effective officer structure. They have also contributed to a lack of selectivity in the post-Vietnam drawdown.

The second major group of deficiencies in the present laws are those that result in inconsistent or inequitable treatment of officers.

Different laws controlling promotions result in Army and Air Force officers undergoing two selections to each grade (one temporary and one permanent) while Navy and Marine Corps officers undergo only one. Different provisions for mandatory separation and retirement result in different lengths of tenure for members of each Service. The fact that only unrestricted line officers are subject to grade limitations in the Navy means that only about 60 percent of Navy officers are covered under the current limitations. Thus, there is a substantially different basis for grade control in the Navy than in the other Services.

A related problem concerns the Reserves. For various reasons, it has been necessary to keep large numbers of Reserve officers on active duty. Reserves, however, do not have the same statutory tenure as Regulars, and are therefore separated first during reductions in force. This practice is discriminatory, particularly for careerists.

Differentiations based on sex particularly in the laws relating to the Navy and Marine Corps, are another example of legal requirements that can result in inequitable treatment of officers. For example, women officers in the Navy are not afforded the same legal opportunities for promotion to flag rank as male officers, nor are they subject to the same provisions for involuntary separation.

N-11

MAJOR PROVISIONS OF THE BILL

Grade Limitations:

New statutory grade limitations for major/lieutenant commander, lieutenant colonel/commander, and colonel/captain will replace both the permanent regular limits of the Officer Personnel Act of 1947 and the temporary promotion grade ceilings of the Officer Grade Limitation Act of 1954. The limitations are consistent among the Services and reflect today's requirements. Other than updating the Air Force limitations, the new limitations are not radically different from the previous ones in terms of numbers in each grade. However, as modified by the Committee on Armed Services, the numbers of colonels will be reduced at all officer strength levels, and the number of lieutenant colonels will be reduced at all levels except for a slight increase at the lower strength levels. This increase remedies certain design deficiencies in the present tables. Authorizations for majors are increased at all strength levels to correct current tables that do not provide adequate career opportunity and also to compensate for the reductions in authorizations for the higher grades. The present "sliding scale" concept will be retained which means that as total service officer strength decreases the proportion of senior officers will increase, and as total strength increases the proportion of senior officers will decrease.

The junior officer grades are not included in the grade limitations since overall officer strength management requires greater latitude in managing this group.

N-12

Recalled Reservists will not be counted against active duty grade limitations and not be included in the base for their determination for the duration of an emergency plus six months thereafter.

The new grade limitations standardize among the Services the categories of officers not included within the limitations. This represents a particularly significant change for the Navy, since restricted line and staff corps officers (excluding physicians and dentists) would now come under direct grade control. This includes officers in such specialties as supply, civil engineering, legal and intelligence.

The grade tables are designed to allow a selective flow of officers through the grade structure and to standardize promotion opportunities at reasonably spaced intervals.

The proposed grade authorizations have been developed to provide for normal operation of the promotion systems within promotion timing guidelines and minimum promotion opportunities as follows:

<u>Grade</u>	<u>Time of Promotion (Years of Commissioned Service)</u>	<u>Promotion Opportunity</u>
To First Lieutenant/ Lieutenant (j. g)(O-2)	2	Fully Qualified
To Captain/Lieutenant (O-3)	4	95%
To Major/Lieutenant Commander (O-4)	10 \pm 1 year	80%
to Lieutenant Colonel/ Commander (O-5)	16 \pm 1 year	70%
To Colonel/Captain (O-6)	22 \pm 1 year	50%
		N-13

It should be emphasized that the grade limitations are just that-- upper limits which the Department of Defense will not exceed. The Department is expected never to have a grade distribution richer than that required to meet the needs of readiness and personnel management.

Appointments:

The bill provides common general authority for the permanent appointment of officers by the President, by and with the advice and consent of the Senate. The bill standardizes, between the Services, certain basic qualifications for appointment, such as citizenship and age, while maintaining the authority for each Department to appoint officers into the various categories of professional groups and specialties needed to meet the unique requirements of the individual Services.

The bill also provides guidelines for the granting of service credit to officers for advanced education. Service credit or "constructive service" as it is sometimes called is the device whereby an officer being appointed to commissioned status is given an adjusted position on the active-duty list of officers for purposes of determining his grade and

seniority in relation to other officers. The bill will introduce uniformity where previously there were differences between the Services by giving the Secretary of Defense authority to prescribe the regulations in this area.

Single Promotion System:

Although temporary appointments will be permitted during war, the now extensive system of temporary promotion authority for officers will be abolished and the bill will provide a single promotion system for each Service to replace the dual temporary/permanent systems in effect. Present law provides for a two-step promotion system; temporary promotions are administered within the ceilings of the Officer Grade Limitation Act of 1954, while permanent promotions are made under the permanent regular limits prescribed by the Officer Personnel Act of 1947. In the Army and Air Force, the law and policy provide for two separate selections, one for temporary or insignia-change promotion, and a second for permanent (regular) promotion, which governs tenure. In the Navy and Marine Corps, law and policy provide for a single selection for advancement to both temporary grade and permanent grade as vacancies occur under the respective statutory limitations. Under this system, the single selection and temporary promotion governs tenure. The existing systems are archaic and administratively cumbersome. This bill provides for only one standardized promotion system for each Service, with promotion on a permanent basis as vacancies occur under a single set of statutory grade limitations.

This promotion system is consistent with the Total Force Policy and the construction of the new grade limitations, in that, major expansions will be accomplished for the most part through the recall of reserves, not through the creation of temporary positions which would be filled by officers promoted from within the peacetime active duty force.

All-Regular Career Force:

With limited exceptions, an all-Regular career force will be established under DOPMA. All active duty officers with more than 11 years of commissioned service will be Regulars. The only exceptions, other than for junior officers, are Reserves involved in organizing, training or administering the Reserve components and those recalled to active duty in an emergency. This will eliminate the selective vulnerability of Reserve officers to reductions in force after their 11th year of service.

Mandatory Separation:

This bill continues the concept of mandatory separation or retirement after specified periods of service, depending on the grade attained. The maximum periods of service will be standardized for all Services. O-6's may be permitted to remain on active duty for 30 years of commissioned service, O-5's 26 years, and O-4's 20 years. The O-3's and below will be permitted to remain until the second failure of selection to the next higher grade.

Selective Continuation:

Although maximum periods of service will still be specified, the

N-16

statutory assurance of service until these points will be changed. The present system limits the Services' ability to manage the force either in terms of grade structure of quality and forces reliance on retarding or stopping promotions to reduce the number of officers in controlled grades during periods of force reduction. DOPMA will remove assurance of service until 20 year retirement for the grade of O-4 and create a selective continuation authority for the grades of O-5 and O-6.

The O-4's who have twice failed selection for promotion may only be continued on active duty to 20 years through the action of a continuation board specifically convened by the Service Secretary. If they are not continued, they will either be involuntarily separated, or retired if eligible. In addition, the Service Secretaries will have the authority to convene boards for discontinuing O-5's who have twice failed selection for promotion and for O-6's with over four years in grade. If not continued, they will be retired. At least 70% of the officers considered in these grades must be continued and those continued cannot be considered again in the same grade for at least five years.

OTHER PROVISIONS

Women Officers:

The bill makes substantial changes with respect to women officers. Today's laws, particularly for the Navy and Marine Corps, have some significant distinctions in them for promotion and tenure of women officers. The provisions of the bill relating to appointment, promotion, tenure and

N-17

retirement will apply equally to both men and women officers.

Commodore Admiral:

As submitted by the Department of Defense, DOPMA did not affect the grade authorizations or the promotion of generals and admirals, except to ensure equity of treatment for women officers. The bill, as modified by the House Committee on Armed Services, however, now contains the new rank of commodore admiral in the Navy. This will give the Navy four flag officer ranks, equivalent to the other Services.

Transition:

There are many changes from current administrative procedures required by this bill which if made abruptly could adversely affect the status of many officers. Therefore extensive transition provisions are included in the bill to protect rights and entitlements of officers who are on active duty at the time of its enactment.

Separation Pay:

Implementation of some of the bill's provisions, notably the all-regular career force and removal of the retirement assurances for majors and lieutenant commanders were based upon prior enactment of the proposed Uniformed Services Retirement Modernization Act (RMA) (H. R. 7769) which proposes important changes in severance and retired pay.

Considering the length of service accrued by officers involuntarily separated under either of these DOPMA concepts, the current \$15, maximum severance payment is not adequate to permit fair or equitable use

N-18

of either. The House Committee on the Armed Services has incorporated changes in separation pay in the bill to raise the maximum payment to \$30,000. This is an interim measure until the committee is able to conduct hearings on retirement modernization and examine the new concepts of providing vesting and equity prior to 20 years of service proposed in the RMA.

The bill is complex because it deals comprehensively with a total system of interacting variables. However, there are many technical changes to existing law which when added to the bill's length, make it appear to be more complex than it actually is. The bill consists of 108 pages. The first 42 pages contain the major features and new substantive provisions, setting forth grade distribution, and regulations for appointment, promotion, separation and retirement. The remaining pages provide technical adjustments necessary to reconcile existing law with the new provisions and also contain the transition provisions.

N-19

FACT SHEET

PROPOSED MILITARY NONDISABILITY RETIREMENT SYSTEM

The Department of Defense has recommended a revision to the nondisability retirement system to correct defects in the present system. In conjunction with the revision, the Department of Defense has recommended a gradual transition mechanism and a save pay provision.

The transition mechanism will gradually revise the provisions of the present retirement system to conform to the provisions of the proposed retirement system. All members on active duty on the date of implementation will be affected to some extent by the recommendation, although no such member will be fully under the provisions of the new plan. Specifically, those members with 20 or more years of service will be minimally affected. Those members with less than 20 years of service will be affected to varying degrees: the closer they are to 20 years, the less they will be affected.

Regardless of the length of service an individual has on the date of implementation, the "save pay" provision guarantees that for a member that became entitled to retired or retainer pay on or after January 1, 1971, such pay will be at least as much as he would have received had he retired at an earlier date.

The major features of the proposed system are as follows:

- o Increased multipliers for members with long service (over 24 years).
- o A reduced annuity for members who retire short of a full career (30 years), with an increased annuity paid at the point when they would have reached 30 years had they remained on active duty.
- o Use of high-1 average basic pay instead of terminal basic pay as the basis for computing retirement annuities.
- o Integration at age 65 of the military retired pay and social security annuity (one-half of the social security retirement annuity attributable to military service would be offset from military retired pay).
- o A payment to both voluntary and involuntary separatenes who leave active duty before 20 years of service.

N-20

17 MAR 1971

NEW PROGRAM ADVANTAGES

1. Gradual transition spans more than 20 years.
 - o Members with 20 or more years of service minimally affected.
 - o Members on active duty with less than 20 years of service only partially affected. The more time under today's competitive active-duty pay scale, the more the effect of the new plan.
 - o Only new entrants to active duty are fully under the plan.
2. Save-pay provision guarantees equity.
 - o Guarantees all members retiring in the future an annuity at least as large as what they could have received had they retired at an earlier point in their career, then CPI adjusted.
3. Plan is necessarily complex.
 - o The new plan is complex because of the gradual transition provision and the substantial efforts put forth to insure appropriate benefits to all Service members -- present and future.
4. Retirement system remains "free."
 - o New plan avoids the burden of a contributory system for members on active duty today.
5. 20-year retirement remains.
 - o The new plan retains 20-year retirement eligibility with an immediate annuity.
6. Equity and readjustment payments provided.
 - o The new plan provides an equity payment for the first time to all members -- officer and enlisted -- who voluntarily leave active duty after 10 but before 20 years of service, and to those who involuntarily leave after the 5 but before 20 years of service.
 - o The new plan provides readjustment pay to all officers and enlisted men who involuntarily leave active duty after 5 but before 20 years of service.
7. Increased multipliers benefit thousands.
 - o The multiplier increases by 3 percent for each year of service after 24 (rather than $2\frac{1}{2}$ percent).

Comparison of Present and Proposed Retirement Systems

Area of Comparison	Present System	Proposed System
o <u>Formula for computing full annuity</u>	-- Retirement eligibility beginning at 20 YOS -- 2 1/2% / YOS -- Paid from retirement for rest of life	-- Retirement eligibility beginning at 20 YOS -- 2 1/2% / YOS for 20 to 24 YOS -- 3% / YOS for 25 to 30 YOS -- Paid from time member would have reached 30 YOS
o <u>Formula for computing reduced annuity</u>	-- No reduced annuity is paid under the present system; only a full annuity	-- Reduced annuity paid from retirement to the time when 30 YOS would have been attained -- 15 percentage point reduction in multiplier from full annuity
o <u>Base for computing annuity</u>	-- Basic pay rate in effect on the date of retirement	-- Average of last year's monthly basic pay (High-1)
o <u>Relation between military and social security retirement annuities</u>	-- Annuities are completely additive	-- Combines annuities at age 65 by offsetting one-half of social security attributable solely to military service
o <u>Payments to members separating before 20 YOS</u>	-- Voluntary separations	-- Equity payment .. paid to those with 10 to 19 YOS .. deferred annuity payable at age 60 (2 1/2% of high-1 average monthly basic pay times YOS)
	-- Involuntary separations	-- Lump-sum readjustment payment .. paid to those with 5 or 19 YOS .. 5% times annual basic pay times YOS -- Plus equity payment .. deferred annuity payable at age 60 (2 1/2% of high-1 average monthly basic pay times YOS) .. or, a lump-sum payment equal to 5% of annual basic pay times YOS
o <u>Save-pay provision</u>	-- Guarantees that all retirees will receive at least as much in retired pay as they would have received had they retired at an earlier date subsequent to January 1, 1971 (Tower Amendment-October 7, 1975)	-- Same as present system
o <u>Transition provisions</u>	-- Not applicable	-- All features that would reduce annuities are transitioned to protect the rights of individuals who were under the old system when RMA is passed. -- Individuals who continue to stay on active duty after enactment will come under these same features to an increasing degree as time passes.

**Estimated Cost Implications of RMA
versus the Present Retirement System
(Dollars in Millions)**

<u>FY</u>	<u>Present</u>	<u>System</u>	<u>RMA</u>	<u>Difference</u>
1977	211.9		371.5	159.6
1978	561.2		692.2	131.0
1979	931.1		1,056.5	125.4
1980	1,314.3		1,406.3	92.0
1981	1,732.2		1,817.2	85.0
1982	2,199.5		2,254.4	54.9
1983	2,687.9		2,707.9	20.0
1984	3,188.6		3,180.9	-7.7
1985	3,715.5		3,673.0	-42.5
1990	6,976.5		6,640.8	-335.7
1995	11,412.2		10,425.5	-986.7
2000	16,965.9		15,068.0	-1,897.9
Cumulative to 2000	165.3		153.8	-11.4

Minus (-) reflects lower cost.

Assumptions

1. Costs include only separating from the active force and nondisability retirements during FY 77 and later. Retirement pay of Title III (Reserve) and all disability retirees are not included.
2. Implementation of RMA is assumed October 1, 1976.
3. Basic pay is assumed to increase 6% annually and the Consumer Price Index (CPI) adjustments to retired pay are 4% annually which reflects elimination of the 1% "kicker" beginning October 1976.

A more detailed comparison of the present and proposed system is contained on page four. The most recent analysis of the cost implications of the proposal are contained in the table on page five.

Enlistment Bonus

On September 21, 1971, Congress passed H.R. 6531 which, among other things, provides for the first time since the Civil War period, the payment of an enlistment bonus. Under the bill, authority was granted to the Secretary of Defense to pay a bonus of not more than \$3,000 to certain persons who enlisted in a combat element of an armed force for a period of at least three years.

This bonus was designed to stimulate enlistments and extensions of initial active duty commitment in combat elements characterized by chronically inadequate volunteer levels.

The Department of Defense implemented a test of the Enlistment Bonus on June 1, 1972, by offering a \$1,500 bonus to those individuals who voluntarily enlisted for a four-year tour in Army and Marine Corps combat arms; i.e., infantry, artillery, and armor. Bonus payments were made upon completion of training and award of the appropriate military specialty. On May 1, 1973, the bonus amount was increased to \$2,500 for a four-year enlistment.

By P.L. 93-277 Congress extended the Enlistment Bonus authority until June 30, 1977, and also expanded its scope to include any skill determined to be critical by the Secretary of Defense. (Currently the bonus is being employed in the Army and Marine Corps in amounts varying from \$1,500 to \$2,500 for a four-year enlistment.) The following are examples of skills receiving the Enlistment Bonus:

<u>Skill</u>	<u>Amount</u>
<u>Army</u>	
11B Light Weapons Infantryman	\$2,500
15D Lance MissileCrewman	1,500
 <u>Marine Corps</u>	
0311 Rifleman	2,500
2841 Ground Radio Repairman	2,500

Variable Reenlistment Bonus

The Variable Reenlistment Bonus was first authorized by the Uniformed Services Pay Act of 1965 (Public Law 89-132). It was established as an additional financial incentive for the retention of enlisted men in shortage skills which require long and costly training.

The Variable Reenlistment Bonus was:

- o Used to assist in attaining and sustaining career manning levels in critical military specialties with inadequate first-term retention rates.
- o Restricted by law to reenlistees in designated military specialties who are entitled to a regular first reenlistment bonus.
- o Paid in addition to the regular first reenlistment bonus.
- o Based on multiples (one through four) of the regular first reenlistment bonus to which the reenlistee is entitled.

Since the maximum regular reenlistment bonus that was authorized was \$2,000, the maximum Variable Reenlistment Bonus that could be paid was \$8,000. Therefore the combined total of the two bonuses could not exceed \$10,000.

The only payments of the Variable Reenlistment Bonus currently being made are those installment payments for which the obligation was established in previous years.

Selective Reenlistment Bonus

The Selective Reenlistment Bonus, enacted by P. L. 93-277 on May 10, 1974, combines the best features of both Regular and Variable Reenlistment Bonuses. It terminates the requirement to pay bonuses in adequately manned skills and also provides DoD authority to selectively apply a reenlistment bonus to members with less than ten years of service who are serving in skills where retention problems exist.

Specifically, the Selective Reenlistment Bonus provides for

- o Payment of a bonus based on multiples of basic pay of the reenlistee, not to exceed 6 multiples, multiplied by years of additional obligated service. The maximum bonus amount may not exceed \$12,000 (\$15,000 for Navy nuclear power personnel).
- o Bonus payments may be made at any problem reenlistment point up to 10 years of service.
- o Only personnel serving in skills where retention problems exist will be entitled to bonus payments.

The flexibility inherent in the Selective Reenlistment Bonus will allow DoD to achieve maximum effectiveness in manpower retention spending. Current legislative authority for this pay is Title 37, United States Code, Section 308, which expires June 30, 1977, unless this date is extended. DoD will request the Congress to enact permanent legislative authority for the payment of Selective Reenlistment Bonuses.

6 December 1976

N-27

TAB O

THE WHITE HOUSE

REMARKS BY

JEANNE M. HOLM
SPECIAL ASSISTANT TO THE PRESIDENT

DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES

WASHINGTON, D. C.

NOVEMBER 16, 1976

0-1

MADAM CHAIRMAN, MEMBERS OF THE DEFENSE ADVISORY
COMMITTEE ON WOMEN IN THE SERVICES, SISTERS OF THE SERVICES.

IT IS A SPECIAL PLEASURE FOR ME TO WELCOME
DACOWITS, PAST AND PRESENT, AND THE MILITARY WOMEN TO
THE WHITE HOUSE. WE ALL SHARE A SPECIAL RELATIONSHIP.
MOST OF YOU ARE OLD AND DEAR FRIENDS, OR I SHOULD SAY:
FRIENDS OF LONG-STANDING.

WE HAVE BEEN THROUGH MUCH TOGETHER OVER THE YEARS.
I DOUBT IF I WOULD BE STANDING HERE TODAY HAD IT NOT
BEEN FOR DACOWITS. I WOULD HAVE RETIRED AS A COLONEL
IN 1969.

I DO NOT PLAN TO RECOUNT YOUR ACCOMPLISHMENTS
TODAY. YOU KNOW WHAT THEY ARE.

I DO NOT PLAN TO RECOUNT THE ACCOMPLISHMENTS
AND PROGRESS OF WOMEN IN THE ARMED FORCES. YOU KNOW
WHAT THOSE ARE.

I DO WANT TO THANK YOU FOR WHAT YOU HAVE DONE
FOR ALL OF US OVER THE LAST 25 YEARS AND TO CONGRATULATE
YOU ON THE 25th ANNIVERSARY OF THE DACOWITS.

MY ASSOCIATION WITH YOU DURING MY 7 1/2 YEARS AS DIRECTOR OF WOMEN IN THE AIR FORCE WAS WITHOUT A DOUBT THE MOST GRATIFYING ASPECT OF THAT JOB. I ALWAYS LOOKED FORWARD TO THE MEETINGS WITH GREAT PLEASURE.

AS YOU KNOW, SARAH McCLENDON AND I HAD PLANNED A DIFFERENT KIND OF AFTERNOON FOR YOU TODAY BUT THE BEST LAID PLANS OF MICE AND MEN. . . AND WOMEN. . . OFTEN GO AWRY. AROUND HERE WE ALL FEEL LIKE CHICKEN LITTLE. THE SKY FELL IN ON NOVEMBER 3.

A NUMBER OF YOU HAVE ASKED HOW I AM ENJOYING MY JOB. I AM REMINDED OF THE SICK-SICK JOKE: "OTHERWISE MRS. LINCOLN, HOW DID YOU ENJOY THE PLAY".

I HAD PLANNED TO TALK TO YOU TODAY ABOUT OUR PLANS FOR THE FUTURE BUT THOSE ALL CHANGED ON NOVEMBER 3.

MY PLANS HAVE A HABIT OF CHANGING. I RETIRED FROM THE AIR FORCE IN 1973, ONLY TO BE RECALLED THE NEXT DAY. I RETIRED AGAIN IN JUNE OF 1975, WITH ONE GOAL IN LIFE AND THAT WAS TO AVOID FULL-TIME EMPLOYMENT, ESPECIALLY IN THE FEDERAL GOVERNMENT. AFTER NEARLY 33 YEARS IN THE

MILITARY, 17-1/2 OF WHICH WERE IN THE PENTAGON, I FIGURED I WAS ENTITLED TO IT.

SO YOU MIGHT WELL ASK WHAT I'M DOING HERE. AFTER ALL THESE YEARS I'M WORKING AS HARD AS A SECOND LIEUTENANT ON A HOT TIN ROOF. SO I OFTEN ASK MYSELF WHAT A GIRL LIKE ME IS DOING IN A NICE PLACE LIKE THIS.

THE ANSWERS ARE SIMPLE. FIRST, IF I REALLY BELIEVED IN WOMEN AS I HAD PROFESSED TO FOR SO MANY YEARS, I COULDN'T REFUSE TO WORK AT THE HIGHEST LEVEL OF GOVERNMENT WHERE NATIONAL POLICY IS MADE AFFECTING WOMEN.

AND, SECOND, AFTER REVIEWING PRESIDENT FORD'S RECORD AND TALKING WITH HIM, FACE TO FACE, I WAS CONVINCED THAT HE SHARED MY COMMITMENT, MAYBE NOT AS MUCH AS BETTY AND I, BUT I WAS CONVINCED OF HIS SINCERITY. AND THE THINGS THAT HE HAS SAID AND DONE SINCE MARCH REINFORCED THAT CONVICTION. THE DAY I WENT TO THE OVAL OFFICE AND HE GOT UP TO MEET ME AT THE DOOR AND SAID: "JEANNE, IT WAS GOOD OF YOU TO COME", I KNEW I WAS HOOKED.

SO THAT IS WHY I TOOK THE JOB. NOT TO BE A SHOW-AND-TELL, BUT IN THE HOPE THAT I MIGHT BE USEFUL TO THE PRESIDENT AND TO THE CAUSE FOR WOMEN.

IT HAS BEEN ENORMOUSLY REWARDING AND IT DOES HAVE A CERTAIN PSYCHIC INCOME.

I AM SURE YOU MUST REALIZE WORKING IN THE WHITE HOUSE IS A WHOLE NEW WORLD. I FEEL LIKE DOROTHY IN THE LAND OF OZ WITHOUT THE YELLOW BRICK ROAD. THE YELLOW CARPETS REINFORCE THE ILLUSION.

AS SPECIAL ASSISTANT FOR WOMEN, I AM PART OF THE OFFICE OF PUBLIC LIAISON WHICH WAS SET UP BY PRESIDENT FORD TO MAINTAIN DIRECT, CLOSE TWO-WAY COMMUNICATION WITH VARIOUS CONSTITUENCY GROUPS. . . WE REACH OUT TO THE PUBLIC IN AN EFFORT TO BRING THEIR VIEWS AND THEIR CONCERNS INTO THE WHITE HOUSE SO THAT THEY CAN HAVE AN IMPACT, AN INFLUENCE ON PUBLIC POLICY.

PRESIDENT FORD FEELS VERY STRONGLY THAT WE MUST HAVE AN OPEN ADMINISTRATION. . . FOR PRETTY OBVIOUS REASONS.

WITHIN THE OFFICE OF PUBLIC LIAISON THERE ARE REPRESENTATIVES OF THE BLACK COMMUNITY, EHTNICS, HISPANIC-SPEAKING COMMUNITIES, YOUTH, CONSUMER AFFAIRS, ETC. ONE WAY OR ANOTHER, EVERYONE IS WIRED INTO THE WHITE HOUSE, TO THE PRESIDENT.

IN OUR OFFICE WE MAINTAIN DIRECT LIAISON WITH OVER 300 NATIONAL WOMEN'S ORGANIZATIONS REPRESENTING MILLIONS OF WOMEN. WE CORRESPOND WITH THEM, WE ATTEND THEIR NATIONAL CONVENTIONS WHENEVER WE CAN, AND WE INVITE THEIR NATIONAL PRESIDENTS OR REPRESENTATIVES TO THE WHITE HOUSE FOR MEETINGS AND CONSULTATIONS ON ISSUES THAT SHOULD CONCERN THEM.

I ALSO GET INVOLVED IN APPOINTMENTS. WHILE I AM NOT IN THE PERSONNEL OFFICE, I DO HELP IDENTIFY WOMEN QUALIFIED FOR TOP JOBS IN THE ADMINISTRATION AND WE KEEP THE PRESSURE ON THE PERSONNEL PEOPLE TO RECOMMEND WOMEN WHEN THEY GO TO THE PRESIDENT WITH NOMINATIONS FOR TOP-LEVEL, POLICY-MAKING JOBS.

I AM OFTEN ASKED IF I AM HAPPY WITH HIS RECORD OF APPOINTMENTS. MY ANSWER IS: YES, I'M HAPPY SINCE IT IS THE BEST RECORD OF APPOINTMENTS OF ANY PRESIDENT IN HISTORY. I'M HAPPY BUT I AM NOT SATISFIED. OBVIOUSLY, WE STILL HAVE A LONG WAY TO GO. WHAT WOULD MAKE ME HAPPY? 50% OF THE CABINET AND SUBCABINET POSTS AND FIVE SUPREME COURT JUSTICES. THAT WAS MY AFFIRMATIVE ACTION PLAN. I KNOW THOSE GOALS WERE UNREALISTIC, BUT WE SHOULD BE AIMING IN THAT DIRECTION.

IN THE AREA OF POLICY, WE HAVE BEEN INVOLVED WITH LEGISLATION AFFECTING WOMEN, STATEMENTS OF THE PRESIDENT, AND BY RECOMMENDING TO THE PRESIDENT INITIATIVES HE SHOULD TAKE.

FOR EXAMPLE, AT MY SUGGESTION, HE DIRECTED THE ATTORNEY GENERAL TO PLAN A SWEEPING REVIEW OF ALL FEDERAL LAWS AND REGULATIONS THAT DISCRIMINATE ON THE BASIS OF SEX AND TO MAKE RECOMMENDATIONS FOR CHANGE. HE ALSO ENCOURAGED THE GOVERNORS OF ALL THE STATES TO DO THE SAME WITH STATE LAWS. HE WAS ALWAYS A STRONG SUPPORTER OF THE EQUAL RIGHTS AMENDMENT. MY THEORY WAS THAT IF HE BELIEVES IN THE CONCEPT OF EQUAL RIGHTS HE SHOULD USE THE POWER OF HIS OFFICE TO ACHIEVE THAT GOAL.

IF IT'S RIGHT, IT'S RIGHT.

I THINK THAT INITIATIVE MAY TURN OUT TO BE THE MOST SIGNIFICANT STEP HE WILL HAVE TAKEN IN THE AREA OF WOMEN'S RIGHTS WHILE IN OFFICE. IT SHOULD HAVE THE MOST FAR-REACHING IMPACT ON WOMEN IN THE YEARS AHEAD, ASSUMING THE NEXT ADMINISTRATION FOLLOWS THROUGH.

I ALSO RECOMMENDED THAT HE SIGN THE CHILD DAY CARE BILL AND A NUMBER OF OTHER PIECES OF LEGISLATION AFFECTING WOMEN. IN FACT IN THE TWO YEARS HE HAS BEEN IN OFFICE, HE HAS SIGNED 12 PIECES OF LEGISLATION AFFECTING WOMEN, . . SIX PIECES SINCE MARCH OF THIS YEAR.

WE HAVE OTHER INITIATIVES IN THE MILL WHICH I HAD HOPED WE COULD GET THROUGH IN THE COMING MONTHS. I CAN ASSURE YOU THAT WE HAVE HAD A FRIEND IN THE OVAL OFFICE. NOT JUST A FRIENDLY EAR, BUT A PRESIDENT WHO IS WILLING TO ACT. HAVING BETTY FORD THERE HAS BEEN A REAL BOON TOO.

THESE ARE EXCITING TIMES TO BE INVOLVED IN WOMEN'S ISSUES.

IN THE LAST FEW YEARS WOMEN HAVE MADE UNPRECEDENTED GAINS IN THIS COUNTRY AND THE COUNTRY WILL NEVER BE THE SAME AGAIN. . . WOMEN WILL NEVER BE THE SAME AGAIN. . . MEN WILL NEVER BE THE SAME AGAIN.

IF ANY OF YOU THINK THAT THINGS HAVEN'T IMPROVED ALL THAT MUCH, I SUGGEST YOU GO BACK AND READ THE RECOMMENDATIONS OF THE 1970 REPORT OF THE PRESIDENT'S TASK FORCE ON WOMEN'S RIGHTS AND RESPONSIBILITIES, ENTITLED, "A MATTER OF SIMPLE JUSTICE". IT WILL GIVE YOU SOME IDEA OF HOW MUCH HAS CHANGED IN JUST SIX YEARS. THE VAST MAJORITY OF THEIR RECOMMENDATIONS CONCERNING CONSTITUTIONAL AND LEGAL RIGHTS HAVE BEEN ACHIEVED.

BUT THERE IS STILL MUCH TO BE DONE. IF YOU DON'T BELIEVE IT I SUGGEST YOU READ THE LATEST REPORT TO THE

PRESIDENT FROM THE CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN OR THE FINAL REPORT OF THE NATIONAL COMMISSION ON THE OBSERVANCE OF INTERNATIONAL WOMEN'S YEAR, ENTITLED APPROPRIATELY, ". . . TO FORM A MORE PERFECT UNION".

THEIR MESSAGE IS SIMPLE BUT CLEAR: "WE'VE COME A LONG WAY BABY, BUT THERE IS STILL A LONG WAY TO GO". . . AND HAVING OUR OWN CIGARETTE JUST WON'T HACK IT. (ISN'T IT INTERESTING THAT WE DIDN'T EVEN GET THAT UNTIL AFTER THE SURGEON GENERAL HAD DECLARED IT HAZARDOUS TO OUR HEALTH.)

WHAT PROBLEMS NEED TO BE ADDRESSED FOR THE FUTURE? PRETTY WELL IDENTIFIED BY THE:

- CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN
- COMMISSION ON INTERNATIONAL WOMEN'S YEAR

I HOPE THE CONFERENCES TO BE HELD NEXT YEAR IN EACH STATE AND THE NATIONAL ONE IN THE FALL WILL FURTHER PIN THEM DOWN AND BEGIN THE PROCESS OF FINDING REALISTIC, WORKABLE SOLUTIONS. I WOULD HOPE AS WELL THAT YOU WOULD INVOLVE YOURSELVES IN THOSE CONFERENCES.

CERTAINLY THE ISSUES WOULD INCLUDE:

- RATIFICATION OF ERA
- LEGAL INEQUITIES THAT STILL EXIST
- ENFORCEMENT OF LAWS ON THE BOOKS

- UNEMPLOYMENT, ESPECIALLY AMONG TEENAGERS AND OLDER WOMEN
- WIDENING EARNINGS GAP
- CHILD CARE FOR WORKING PARENTS
- SPECIAL PROBLEMS OF WOMEN IN BUSINESS
- DISPLACED HOMEMAKERS
- DISCRIMINATION IN SOCIAL SECURITY
- DISCRIMINATION IN EDUCATION
- HOW WE GET MORE WOMEN INVOLVED IN THE DECISION MAKING PROCESSES OF GOVERNMENT AND PRIVATE INSTITUTIONS
- AND, FINALLY, HOW WE GET MORE WOMEN INVOLVED IN THE POLITICAL PROCESS BECAUSE THE BUSINESS OF RUNNING THIS GREAT COUNTRY IS TOO IMPORTANT TO LEAVE IN THE HANDS OF HALF THE POPULATION.

THIS HAS BEEN A VERY GRATIFYING EXPERIENCE FOR ME TO BE INVOLVED.

MY EXPERIENCE IN THE MILITARY IN STAFF WORK AND WITH THE WOMEN'S PROGRAMS HAS BEEN ESPECIALLY HELPFUL TO ME IN MY JOB.

WE WERE PIONEERING IN THE WOMEN'S MOVEMENT LONG BEFORE MANY OF THOSE WHO HAVE BEEN PUSHING FOR WOMEN'S RIGHTS IN RECENT YEARS EVER REALIZED THEY DIDN'T HAVE THEM.

THE MILITARY LEAD THE WAY DURING WORLD WAR II AND AGAIN IN THE LAST TEN YEARS HAS STEPPED OUT AHEAD OF ALL PUBLIC AND PRIVATE SECTORS IN ESTABLISHING AN ENVIRONMENT OF EQUAL OPPORTUNITY FOR WOMEN. WITH THE HELP OF DACOWITS, WE HAVE FOUGHT THE BATTLE FOR EQUALITY AND HAVE IT ALMOST WON.

SO I AM GRATEFUL FOR THAT AND FOR YOUR PART IN IT WHICH HAS BEEN INCALCULABLE AND OFTEN UNAPPRECIATED BY THE POWERS THAT BE OR THE WOMEN THEMSELVES. BUT YOU KNOW AND WE KNOW AND THAT IS ENOUGH REWARD.

THANK YOU.

IT GIVES ME GREAT PLEASURE TO PRESENT TO YOU THE VICE PRESIDENT OF THE UNITED STATES.

#

TAB P

Remarks by

The Vice President Nelson R. Rockefeller

November 16, 1976

Office of the Vice President
(Washington, D. C.)

REMARKS OF THE VICE PRESIDENT
TO THE
DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES
EXECUTIVE OFFICE BUILDING
WASHINGTON, D. C.

AT 3:08 P.M. EST

THE VICE PRESIDENT: First, I would like to apologize for being late, and the reason I am late is because I have just had the honor of meeting the 10 Outstanding Women of the Year. And I now have a chance of meeting 150 outstanding women. So this is an accelerating day for me, as well as, one might say, exhilarating.

I am fascinated by the fact that General George Marshall, who was the organizer of this group -- nobody here, of course, was around during those days, except myself.

(Laughter)

But I was here as Coordinator of Inter-American Affairs and worked very closely with him and was one of his great admirers. And I have to say that I think this Nation owes him a tremendous amount for our freedom, because he could have gone abroad -- I'm talking now not on the subject we came here to discuss. He could have gone abroad and led the armies of the United States in Europe, but he stayed here. I asked him why he didn't go. He thought this was where the war was going to be won, and he wanted to be here and do his job, and he did it.

And I am thrilled that he -- and it is typical of him -- had the vision and the wisdom to establish this group. And so I would like to thank and congratulate you for having been willing to serve as members of this group.

When you think of the distance this country has gone in recognizing the tremendous talents and wasted abilities which we had been following in this country for so many years, he was a man who had tremendous perception.

Now, I have to say also that it was my pleasure -- let me just identify myself, now -- as Mrs. Hobby's Under Secretary of Health, Education and Welfare. Of course, she was one of your predecessors in the armed forces and one of the great women of this country and a person for whom I have a great affection and the greatest admiration and the greatest respect. So I served as her Under Secretary of Health, Education and Welfare in the organization, rewriting the legislation and management of that operation.

It was during that same period that I had the pleasure and the privilege of serving with Charlie Wilson as chairman of the Committee on Reorganization of the Defense Department.

MORE

I don't know how many of you happened to see the movie General Patton that was on television last Sunday night; I saw the movie. So many of those who were portrayed in that -- General Bradley and Peter Smith and so forth -- worked on this reorganization plan. So all of us, either by origin in the sense of your institution, the Defense Advisory Committee on Women in the Services, or by association, have had a long and really exciting association with this country.

We have been through some extremely difficult times, and thanks to the combined efforts of all of us as citizens of a free land, we have come through. But I don't think that we can relax. And I am not talking politically. I am talking in terms of the broadest aspects of the scene we face.

I am very fortunate in having Captain Howe as my advisor on military and international affairs, and I have been interested for a long time in the challenges to democracy which exist in this world, from the time of pre-World War II to this meeting here today. They are constantly changing, and it constantly requires an alertness on our part.

But one of the purposes of your organization is to translate the needs of our country and the role of women in the services to the American people and to learn from the American people, from their attitudes and translate those to the Secretary of Defense.

This has got to be the most exciting period, in my opinion, to live. It is a period with tremendous opportunities, if we have the wisdom and courage and the vision. As the Bible says, "Without vision, ye shall perish." I don't mean to get into politics, but I am a Baptist, too.

(Laughter, applause)

But this is a moment, it seems to me, for a combination of realism and, at the same time, vision, realism as to what we are up against. This is tough. There are lots of very tough problems we face, both at home and abroad. There are a lot of new problems and a lot of problems the American people don't realize they are up against. But at the same time, the opportunities are fantastic because science and technology, management, capital formation, organization, permits us to really solve problems that were seemingly insurmountable before. So we have at our fingertips, as it were, the capacity to do the things, if we are clear as to what we want to do.

Now, that is not easy in a democracy, to be clear on what you want to do collectively as a society and in a period of accelerating change such as the one we live in, in a period of growing interdependence among nations. And yet during that very same period, we find everybody pulling back more into nationalism, which is contrary to the realities of our interdependence.

And this goes right down to the individuals' lives, because we talk about privacy, and at the same time we talk about the right to know. So these things are in conflict. And I should know, because I am chairman of the President's Committee on Privacy. But I lost my own privacy when I got

cleared for office. And if you haven't been through that, you haven't been through anything, I tell you. It's interesting.

(Laughter)

But I just have to have faith that the American people have an extraordinary intuitive capacity to sense where their long-term interests lie in terms of freedom, in terms of human dignity, in terms of equality of opportunity. And I think we are now coming back to a point where the American people are seeing in proper perspective, now that we have the Vietnam situation behind us, the role of the Armed Forces and the vitality of that role and the significance and the importance of that role to our future opportunity, well-being and security and peace in the world.

So I come before you as one who has traditionally had a deep sense of gratitude and appreciation for those men and women who have served and are serving in the armed forces. It is an extraordinary history in this country of a free society that we have the traditions we have and that in the moments of crisis we have risen, or you have risen, to the heights and the courage and the abilities to preserve these values.

Now, they are becoming less clear and, therefore, it is harder for the public to understand what they are up against. And the speed with which things can happen has been accelerated tremendously. Therefore, we can't enjoy what we did in World War I -- I say "enjoy;" that is not the right word. We don't have the time to get prepared that we had in World War I and World War II, and we don't have allies that have the strength to defend other parts of the world until we get organized. So we are on the front line right around the world.

And the difficulty is and the real challenge, in my opinion, is can a democracy which can organize itself with tremendous power to meet a crisis or an emergency sustain that effort in a way that is necessary and realistic through prolonged what seems to be peace?

Now, this is looking at it not from the point of view of your role as women, but I have to say and be perfectly frank that I don't think of things -- even though you are a committee on women in the services, I don't think of things in terms of men or women or this group or that group. To me, it is our country, and it is what we as individuals do.

Now, you have got to keep those who are not quite as advanced in their thinking aware of this fact. And I was saying to this group downstairs, to illustrate the fact that we have not achieved total success as yet in having all of the men recognize the equality and, of course, in many cases, the supremacy of women. I was very interested, and have been for a long time, in science and technology. And I have a very deep belief that if our country stays ahead in science and technology, then that can be our thing and we can be the leaders and continue to be and preserve peace and freedom in the world.

So I got one of the eminent scientists in this country to write a philosophical paper on this subject, after much discussion. In leading into his paper, he pointed out there is only about four percent of the population which has an I.Q. that permits them really to be creative scientists, and that would be about eight million people. And he said, "Since half of them are women, we would be dealing with four million people." I said, "My god, --"

(Laughter)

And he hadn't thought. So it shows you your work is not completed as yet, that there are those among us who have not gotten aboard in our thinking.

And we are all subject to tribal customs --

(Laughter)

-- or mores that we grew up with. It takes a little time to be reeducated and see things as they are and to understand the realities of life. And you are representing those realities. But I think we are making more progress than some thought, not too long ago, were possible.

I come from a family where my grandmother and my great-grandmother were leaders in movements for women's rights and women's votes and so forth. So I understand this very well.

But perhaps after saying to you that this, to me, is an exciting moment and in working together, there is nothing we can't do if we set our minds to it -- and it is going to require all the talents we have, as a Nation, to fully grasp those opportunities and to mobilize them. And in the process, it is going to give meaning and purpose in people's lives.

We hear too much about young people saying there is no meaning in life anymore, there is no purpose in life anymore. There was never a time when it was more clear to me that there is meaning and purpose.

But having stated that and having stated that you have in your ex-Vice President a strong supporter and admirer, --

(Laughter)

-- I would be very glad to answer any questions that anyone might have, or discuss any particular aspect of any problems that are of special interest to you. I am excited about this country, I love this country. It is the greatest in the world, and so I am interested in various aspects and facets of our life. Therefore, I would be delighted to discuss what you are interested in rather than what I might want to say.

(Applause)

QUESTION: I take it very much that you are still going to be in a role of leadership, then, from what you say.

THE VICE PRESIDENT: Well, that is a very generous statement. When you say, "still," I have to say I never quite made it.

(Laughter)

QUESTION: That is our loss.

THE VICE PRESIDENT: I have had a very exciting life, and I am very grateful to this country. I love people and I love problems, trying to solve problems. But I never got quite where I was headed because that is the spot from which you can probably -- although it is getting less than it used to be -- you can do more there than any other place. So as far as that is concerned, no.

I am going to do everything I can as a private citizen, part-time assistance where in public life I can be useful, and a supporter in political life, but not as a full-time politician or officeholder. I have got to catch up with Happy and two little boys and a family.

QUESTION: What do you recommend we do about the other half of that eight million people you were referring to?

THE VICE PRESIDENT: Well, we have got to tap their talents. And I think that when we talk about scientists, Dixy Lee Ray is a very good friend of mine, and she is an outstanding scientist, brilliant person who was frustrated in government and decided, just as I did, that she was going to go for elective office. Now she is governor of the great State of Washington.

It just shows if you care and if you have got the energy and are willing to take the brickbats -- but the awards are tremendous. There are hurdles and there are problems, and I haven't been able to make the hurdles. I was too progressive for my own party and I wasn't willing to shift to the other party. But you make decisions and you live with them. And I am very grateful for the opportunities of service that I have had.

I believe in a Federal, State and local government, so it is an exciting proposition. But I just think that we have got to do everything. And government has got to encourage with a conscious policy the use of all of the talent and to encourage science and technology, which, to me, is the basis for progress. And if we are going to shape the change so that it doesn't overwhelm us in a crisis but shape it so it serves the interests of mankind, this deserves the brilliance and perception of all those who are dedicated and who have got the capacity.

I think this man was very profound in what he said, that half the talent is in women in this country. Now, he said it. He didn't understand it after he got that far, but at least he got that far. And that is quite a step forward for some.

QUESTION: A lot of people say, "You've come a long way, baby," and I know we have, but we have still got a long

way to go, especially in the military. We made a breakthrough with General Holmes when she made general and then two-star, and that is news. To be in the Air Force, it is exciting there. But I am still concerned about the breakthrough in other areas. We are still having problems. When is that going to be taken care of?

THE VICE PRESIDENT: You are dealing with an institution or institutions with traditions, and traditions are hard to change. Tradition is a very valuable thing in that it gives strength and stability. We need tradition. We don't want to abandon it. The trick is to be able to evolve in the handling of our tradition so we don't lose the strengths that we have but that we add to those through the flexibility that comes.

Now, I have to think, myself, that in a democracy this can happen only one way, and that is through an enlightened public. I think all the problems we face today are only going to be intelligently dealt with to the degree to which the American people understand them. If they understand them, they will take the right position.

I have great faith in a democratic society. It is inefficient and we waste a lot of money and energy and time. We make a lot of mistakes. But we preserve our freedom. And that is the basic strength, and it is better than any other system, as Churchill said.

I think we have got to be able to get to the American people. And, of course, television is one of the powerful vehicles with the kind of dramatic evidences of why this evolution should take place.

Now, to dramatize things, we have got a problem. This is true for a politician or a woman officer in one of the services. To get your story across to the American people, unless you make some unfortunate gesture or something, --

(Laughter)

-- it is very hard to get attention now. Therefore, we have got to think pretty carefully of how do you dramatize what you are talking about to the American people? How do you get television -- Mike Wallace has got the Sixty Minutes show. This is someone who, in my opinion, has done some very interesting things. If you get Mike Wallace interested in your situation you are talking about and he did a Sixty Minutes show on it, an awful lot of Americans would see it. Maybe he has done it already. But there are an awful lot of Americans who would see that and understand it better.

Now, there are other people. There is Barbara Walters. She has done very well on her own. Now, maybe she could take this. She used to do interviews. I was very concerned and was promoting a program on some very tough drug laws on pushers. She had a program For Women Only, which, of course, the men would watch.

(Laughter)

But she gave me three programs on that to discuss this with different personalities.

I think you have got to sit down and figure out how you get this to the people. Now, The Readers Digest does more of those things. They reach a great many people. I am just thinking out loud. You have got to sit down and plan these things and then work to get them interested and then come up with an idea of what would be a reason for their wanting to do it, see.

But, believe me, those who have had causes in this country and they were right and stuck with them, they won. And I just think the American people, if you get to them -- that is the hard thing -- you can count on them. They are good, they are decent, wonderful people, and they are progressive, and they understand where the best long-term interests lie.

And I think the young people are more intelligent than any generation we have had. And I have got to tell you when I was working as Coordinator of Inter-American Affairs and I was trying to get across to the United States the importance of Western Hemisphere relations, we worked with the schools. And if you can get the school children interested, they have more influence on their parents than anyone else. They go home and tell their parents about it and get their parents' interest. That gets back to textbooks. This is an unending process, but it is an exciting one.

QUESTION: I just wanted to make an observation, Mr. Vice President. You said earlier you had not reached your goal, but those of us who have followed your career can certainly say you have a commitment to women. And you have shown that through your appointments on the State level and since you have been Vice President, as well as your interests in people of all ethnic backgrounds. And I would certainly like to thank you and say on behalf of most of the women here that you are to be commended for having the courage and the conviction to stand by the things that you believe in. And I certainly thank you.

(Applause)

QUESTION: Did you hear my last comment? Ersa Posten is a friend of mine.

THE VICE PRESIDENT: I appreciate what you are saying. I always tried to get the best person for the job, regardless, even, of party, because I felt my job was administration and to do an effective job. And good government, in the last analysis, is the best politics.

She was fantastic and still is fantastic.

But I will say the only place I have failed -- and I say why -- was in politics. Politicians are afraid of women. I hate to admit it. But you are too smart and you ask too many questions that are embarrassing to the men. I am being very frank.

(Laughter)

MORE

P-8

Those are the things they don't talk about. They should, and they ought to be exposed, and you do it. But that is why they are worried about you, and that is why America needs you, because those questions need to be asked and those people need to be put on the spot.

But believe me, it is hard to get those who are running -- and this is true of both parties. I called up Barbara Jordan after she spoke at the Democratic Convention just to say that she made me proud to be an American.

(Applause)

Well, you are very patient.

QUESTION: Mr. Vice President, I have had the privilege and honor of welcoming you twice to the City of Hartford, so it is nice to see you in Washington, D. C. Given the fact we do have the best system of government, I think, in the world, do you see any wisdom in limiting the terms of office of any member of the Senate or the House of Representatives or, indeed, even the Presidency, from your vast experience and knowledge?

THE VICE PRESIDENT: Well, as one who worked for President Roosevelt for five years, and he was President for four terms, and as one who has been governor for four terms, I am prejudiced. And I have to say that so nobody thinks in whatever I say that I was not --

Really, there are two totally different points of view that one can take on this. To get anything important done takes time, for the reason we have been talking about -- changing mores and customs is not done overnight.

I can only speak as being governor. I had this legislation this year, that legislation next year, and slowly built step by step to get things done. Now, we got it done and we changed. So I justify the thing because I think I was trying to do a good job.

On the other hand, you can make a very good point that it is important to bring in new faces and young people, if you change and limit the tenure, which Harry Truman did by recommending to Congress eight years for the Presidency.

Many of the southern States still have two-year governors. I just think that is for the birds, because they don't have a chance to get going and to know the job. They are just spending the money for on-the-job training, and then he is gone or she is gone.

So maybe there is a happy medium. But I have got to be perfectly honest. I really have tremendous faith in the American people. And if somebody is in office and doing a good job, I think the American people, regardless of the party, will support him. If they don't think the person is doing a good job, they will throw him out. Therefore, do we need to limit the American people.

You can approach this another way. You can say we oughtn't have a seniority in Congress. People ought to be picked on the basis of merit.

I understand the question and I wish I had a simple answer. It really varies with the people. There are some people that four years is too long, and there are others that really are rendering a tremendous service to their country. So I am not very helpful.

QUESTION: Thank you.

THE VICE PRESIDENT: But I just really feel the American people basically, themselves, if our institutions are properly run, will make the changes if they don't feel the person is representing them effectively or responsively.

QUESTION: Thank you.

QUESTION: Mr. Vice President, in view of one of your very interesting appointments, committee appointments, that you mentioned, what do you see as a very fine line between privacy and the right to know? Is that an awful question?

THE VICE PRESIDENT: No, it is not. It is the most difficult question of our times.

The question was, in view of the fact that I mentioned the privacy and the right to know and the conflict between those, what line would I draw.

You see, you want a credit card. In order to get a credit card, you have got to give your financial standing or the store can't give you credit because they have got to protect their stockholders in the store. So when you give the information now, your background is in the computer machine. Then there is another store or somebody else and they want to get the information.

Now, people are beginning to object to having all this information about them in computers. I tried to computerize the welfare system in New York City. It was fought. I wanted to run the cases through so that we could tell whether welfare recipients were getting aid in five different districts, whether they were paying income tax, by making a run through our income tax computers, or whether they own an automobile and had a license. I couldn't get the legislature to go with me.

Now, these are the kinds of problems if you protect someone's privacy. Some want the privacy for legitimate reasons. Other people want their privacy because they are ripping off the government, so they don't want them to know.

On the other hand, let's face it -- you are a sophisticated group -- you know that we have now got telephone conversations which are transmitted by electronic -- what do you call them? -- point-to-point airwaves, microwave.

All right. I put in our report on the CIA that the Soviets are listening and recording a lot of those conversations. So your conversation may be recorded. The

MORE

P-10

United States has laws preventing our government or anybody in this country from doing it.

On the other hand, a little group of you can get together and buy the equipment and go out in a truck and do it yourself. Now, how are you going to stop that? Who is going to find your truck?

So we are in a situation of tremendous technological development which is going against many of our concepts of privacy.

I can listen -- well, I can't; I haven't got the equipment -- CBS could or NBC or somebody else could, a mile away on your window with one of those high-powered directional finders, listen to your conversation just because of the vibrations on the window pane. That is how they pick up what the quarterback on the football field says. We all think that is great.

So we are in a position where, really, one, we believe in privacy, but we want convenience; two, we believe in the right to know because the press wants to know and the public wants to know, and it is good reading; and, third, I'm not sure we can control it anyhow.

Now, I am afraid I am raising more problems here than I am giving answers, but still we need to face these problems. And even though we don't know the answers, it is better if we know what the problem is. Then maybe somebody who is brighter, maybe one of those four million women we were talking about, are going to come up with the answer.

But these are the exciting problems and opportunities that exist in our society today. And you in the military, these are some of the problems you are up against, because who is listening to your conversations and what are they doing with them? See?

So again I come to a point where I raise some angles but I am not sure what the answers are. But I am sure if we focus as a Nation on these things, that we will come to a national decision. So I am for as much communication with the public and as much -- I like to call it education -- as much information to the public about the world we live in and about the problem which you mentioned, Sergeant, about the role of women in our life today and the contribution that we are losing if we don't take full advantage.

And I thank you all for what you are doing and I am thrilled to be with you. Best of luck.

(Applause)

END

(AT 3:43 P.M. EST)

TAB Q

Field Trip to
United States Naval Academy
Annapolis, Maryland



DEPARTMENT OF THE NAVY
UNITED STATES NAVAL ACADEMY
ANNAPOLIS, MARYLAND 21402

20 November 1976

The names of speakers follow:

Superintendent USNA:

RADM Kinnaird R. McKee, USN

Commandant of Midshipmen:

CAPT James A. Winnefeld, USN

Academic Dean:

Dr. Bruce M. Davidson, Phd.

-on discussion panel-

Dean of Admissions:

RADM Robert McNitt, USN (Ret.)

Public Affairs Officer:

CDR Robert K. Lewis, USN

Senior Chaplain:

CAPT Maurice E. Roberts, CHC USNR

-Chapel tour-

Director of Professional Development:

CAPT Richard C. Ustick, USN

-DACOWITS visit project manager-

Mailing address for above individuals is:

United States Naval Academy, Annapolis, MD 21402

J. C. Knapp
J. C. KNAPP

SCHEDULE OF DACONITS VISIT

17 NOVEMBER 1976

<u>TIME</u>	<u>EVENT</u>	<u>LOCATION</u>	<u>SPEAKER</u>
0930	ARRIVE USNA		
0945	WELCOMING REMARKS	RICKOVER 102	SUPERINTENDENT
0955	TELEVISION SEQUENCE	RICKOVER 102	CDR LEWIS
1015	UPDATE	RICKOVER 102	COMMANDANT OF MIDSHIPMEN
1100	PROCEED TO LUNCH		
1110	LUNCH SERVED: SEATING WITH MIDN. 1/C AND 4/C	BRIGADE WARDROOM	
1145	VISITING WITH WOMEN 4/C	MEMORIAL HALL	
1230	ADMISSIONS BRIEF	MICHELSON 103	DEAN MCNITE
1300	DISCUSSION PERIOD	MICHELSON 103	SUPERINTENDENT, COMMANDANT, DIR. OF PROFESSIONAL DEVELOPMENT, CDR. LEWIS, LT STEPHENS, LT VITTITOE, PROF RUBINO, PROF LENZ
1415	FENCING VISIT CHAPEL TOUR	FENCING LOFT MID STORE CHAPEL	
1500	DEPART USNA		

PROFILE - CLASS OF 1980

	<u>MALE</u>	<u>FEMALE</u>
TOTAL APPLICANTS	11,944	759
RECEIVED OFFICIAL NOMINATION	6,745	533
NUMBER OFFERED APPOINTMENT	1,493	100
NUMBER INDUCTED	1,211	81
MINORITIES:		
BLACKS	60	1
AM. INDIAN	8	1
LATINO	29	0
ORIENTAL AM.	44	2
PUERTO RICAN	6	0
MEAN ENTRANCE TEST SCORES: (SAT/ACT COMBINED)		
VERBAL &	564	604
MATH	658	649
HIGH SCHOOL ATHLETICS:	75%	65%
VARSITY ATHLETICS		

PHYSICAL EDUCATION STANDARDS

MALE FEMALE

MILE RUN

MAXIMUM TIME: 6:30 7:30

APPLIED STRENGTH

PULL-UPS 3 8 SEC (FLEX ARM HANG)

SIT-UPS 58/2MINS 48/2MINS

DIPS 10 8 (MOD. DIPS)

OBSTACLE COURSE

3MIN 4MIN (MOD.)

PHYSICAL EDUCATION TESTS COMPLETIONS

PLEBE CLASS OF 1980

	MEN		WOMEN	
	#	%	#	%
W-COURSE	1151	99.57	71	94.67
APPLIED STRENGTH:	1110	96.02	72	96
SWIMMING:	1113	96.3	71	94.7

CURRENT (AS OF 5 NOV) PHYSICAL EDUCATION
STATUS REPORT

	MEN		WOMEN	
	#	(%)	#	(%)
SUCCESSFULLY COMPLETED 4/C OBSTACLE COURSE, MI RUN, APPLIED STRENGTH	1078	(96)	66	(89)
SUCCESSFULLY COMPLETED PLEBE SUMMER SWIMMING COURSE	1117	(99)	71	(96)

TAB R

RECOMMENDATIONS

REQUESTS FOR INFORMATION

COMMENDATIONS

DACOWITS FALL MEETING

NOVEMBER 14-18, 1976

Defense Advisory Committee on
Women in the Services

Fall/25th Anniversary Meeting
November 14-18, 1976

RECOMMENDATIONS

1. That the office of the Secretary of Defense (OSD) direct the Department of the Navy to initiate legislation to revise or repeal 10 U.S.C. 6015, so as to provide women of the Navy and Marine Corps access and assignment to vessels and aircraft under the jurisdiction of the Department of the Navy; and that OSD direct the Department of the Air Force to initiate amendment or repeal of 10 U.S.C. 8549, so as to permit assignment of women to aircraft.

Rationale: DACOWITS repeats this recommendation for the second time because the responses provided by the Military Departments indicate:

- 1) The laws as written impose arbitrary and unnecessary barriers to the Navy, Marine Corps, and the Air Force in the proper and effective utilization of women.
 - 2) The interpretation of the laws and derived policies of the Army impose the same restrictions and restraints on women.
 - 3) The interpretation of the laws by the Military Departments reflect overly restrictive policies discriminating against women.
 - 4) The recommendations proposed by the Department of the Navy have not been provided to the Committee.
2. In consonance with the DoD policy and pertinent directives which preclude support to organizations which are discriminatory on the basis of race, color, religion, sex, etc., DACOWITS having determined that membership in the 'Veterans of Foreign Wars' and in 'The Military Order of the World Wars' is discriminatory per se on the basis of sex, the Committee therefore requests that DoD withdraw, prohibit and refuse any military service support of these organizations in "on and off" base activities. Furthermore, it is requested that this be reiterated to all installation commanders.
 3. The Civic Action Committee requests that the ASD (M&RA) communicate to the Secretary of the Army, Secretary of the Navy and Secretary of the Air Force the Committee's wishes that they nominate a senior military service woman to the Reserve Forces Policy Board.

Rationale: With the increasing numbers and percentages of women in the Reserve Components the Committee believes that a military woman on the Board could improve mobilization readiness and integration of women into the Reserve Forces.

4. The Civic Action Committee of DACOWITS recommends to DoD that a bill be introduced into the 95th Congress that will insure equal service obligation for both men and women in the Reserve and Guard components.

Rationale: This recommendation refers to the fact that women are currently exempt from call to active duty for non-participation while assigned to Ready Reserve status.

5. That the services review the laws or policies pertaining to the following benefits: death, medical, and other related benefits such as PX and Commissary with a view to remove any existing inequities. It is recommended that appropriate action be taken so that the benefits will apply equally to either spouse.

Rationale: DACOWITS wishes to investigate reports that inequities exist in some branches of the service with respect to death, medical and related benefits for civilian dependents of military women.

6. That DoD request each branch of the Service to review physical standards related to the qualifications of each job specialty (MOS/NEC/AFSC) to ascertain if height and physical standards are valid requirements and necessary for job performance by men and women or should they be replaced with other job related qualifications.

Rationale: Many billets in the Armed Services are available to women, however, the old physical standards preclude many women from applying. In keeping with the current changes in the military as well as in the civilian work world, it has been proven that an individual, regardless of sex, can fulfill the requirements of jobs on the basis of their capabilities. According to medical science it is commonly known that women are shorter in height and have other physical differences but have proven they have the capabilities to do a given task.

7. That the Military Departments encourage individual self-defense training for all members of the Services and that a copy of DoD's instruction to the Military Departments be furnished to DACOWITS for their information and file prior to the Spring, 1977 meeting.

Rationale: Such training will enable all new military personnel, both male and female, to gain self-confidence and ability to ward off personal attacks which may occur from time to time, both during peace and war. Regrettably, we live in a somewhat violent society and at least the military personnel should be trained to face such situations as may occur.

8. That laws now preventing women from serving their country in combat and combat related or support positions be repealed.

Rationale: Self-explanatory.

9. When DoD asked Congress this year to extend the Selected Enlistment and Re-enlistment Bonus Legislation, recommend that the DoD proposal contain provisions to insure that no woman in combat related or support jobs be prevented from getting the same bonus for the same work as men.

Rationale: Self-explanatory.

10. DACOWITS and Secretariat

- a. That DACOWITS be continued as an Advisory Committee to DoD.
- b. That the Secretariat be funded for at least 2 man years headed by a military woman officer grade O5 or O6.
- c. That the Committee be increased to 30 members.
- d. That Lt. Colonel Lucille B. Dion (USAF, Ret.) now serving as Consultant be retained as DACOWITS Executive Secretary with secretarial help.

RATIONALE: The Committee feels strongly that a definite need still exists to be continued as an advisory group to DoD. Many issues and inequities remain requiring deliberation. Moreover, DACOWITS provide valuable assistance to the recruiters. Adequate administrative support (thru the Secretariat) is required for the effectiveness of the Committee in the accomplishment of its assigned functions. In order to have continuity of office and committee the Secretariat must be staffed and funded immediately. By increasing the membership to 30, it would provide a better balance for the Committee in that every year 10 new members would be appointed.

11. Although DACOWITS realizes that the "Women in the Armed Forces" chronology was commissioned as a commemorative piece, its ultimate uses are innumerable. DACOWITS, therefore, recommends that the chronology be made available to the Recruiting Commands of the various services for distribution to high school counselors, libraries, various national women's organizations, professional organizations, etc.

Rationale: DACOWITS views the book as a mechanism for informing the public about the past and present roles of women in the military.

Defense Advisory Committee on
Women in the Services

Fall/25th Anniversary Meeting
November 14-18, 1976

REQUESTS FOR INFORMATION

1. In line with the Committee's desire and need to be fully informed about those policies and regulations which hinder the full utilization of women, it is requested that OSD (M&RA) direct the Military Departments to provide DACOWITS responses to the following questions:

a) Department of the Army:

- 1) Enlisted Personnel
 - a) Clarification of the Army goal of 50,400 as a floor or ceiling with a prognosis for increases during the out years.
 - b) An explanation of the impact of the 45% TDA imposition by ASA (M&RA).
- 2) Provide a review of the WAC Officer strength Model and its methodology.
- 3) Provide a listing of the number of women in command positions by grade and major command assignment, and advise whether the unit commanded is integrated or all-female.
- 4) Provide a briefing at the DACOWITS Spring Meeting (April 17-21) on: -
 - a) The methodology for determining the enlisted women's content in the Army.
 - b) On the status/results of each task encompassed by the Army's Women in the Army study.
 - c) Goals and rationale of the Affirmative Action Plans as pertaining to women (enlisted and officer).

b) Department of the Navy:

- 1) Provide the listing and a rationale for those Navy enlisted classification (NEC) which are closed to women. Specify those from which women are precluded or are being cross-trained because their utilization within their NEC is restricted due to denial of shipboard assignment.

2) Provide a briefing (at the DACOWITS Spring Meeting 17-21 April 1977) on the methodology for determining the enlisted women's content and the Women Officers' content in the Navy, with a precise explanation and rationale for those billets closed to women.

a) Goals and rationale of the Affirmative Action Plans as pertaining to women (enlisted and officers)

c. Department of the Air Force:

1) Provide a listing and the rationale for the Air Force Specialty codes closed to women.

2) Provide a briefing on:

a) The methodology for determining the enlisted women and the women officers content of the Air Force.

b) Goals and rationale of the Affirmative Action Plans as pertaining to women (enlisted and officers)

d. U.S. Marine Corps:

1) Provide a listing and the rationale for the military occupational specialties that are closed to women marines.

2) Provide a briefing on:

a) The methodology for determining the enlisted women and the women officers content in the U.S. Marine Corps.

b) Goals and rationale of the Affirmative Action Plans as pertaining to women (enlisted and officers).

2. The Civic Action Committee requests that DoD review and delineate to DACOWITS the rationale for apparent inadequacies and inequities in BAQ and family housing, and the policies and practices for each of the services for those members with and without dependents. Furthermore, DACOWITS requests a briefing at the Spring '77 meeting.

Rationale: In fact-finding discussions with military personnel, DACOWITS has learned that apparent inadequacies and inequities are posing problems of morale, recruitment and retention of military personnel.

Defense Advisory Committee on
Women in the Services

Fall/25th Anniversary Meeting
November 14-18, 1976

COMMENDATIONS

1. DACOWITS wishes to commend Secretary of Defense Donald Rumsfeld and the Honorable Alan Woods, Assistant Secretary of Defense for Public Affairs for making possible the publication "Women in the Armed Forces" - and Mrs. Celia Hoke, Office of Information for the Armed Forces, who compiled and wrote the publication - and Bill Chadbourne, artist, for responding to the DACOWITS recommendation. DACOWITS feels that this is a superb pictorial chronology of women in the Armed Forces and that the publication will be most useful in communicating the role of women in the total force.
2. Special Joint Commendations:
 - a) To Rear Admiral Maxine Conder, USN, Director, Navy Nurse Corps, for the time and effort in following thru on the preparation of the presentation of the Women's Military Components "Women in the Military: Yesterday, Today, and Tomorrow."
 - b) To Dr. Mae Sue Talley for her contribution to the cause of women in the Military by preparing the DACOWITS Chronology.
 - c) To Sarah McClendon for her contribution to the cause of women in the Military by serving as the Chairman of the 25th Anniversary Committee for DACOWITS.
 - d) To Mrs. Ellie Foote for her contribution to the cause of women in the Military by preparing the paper on housing.

TAB S

STATUS OF RECOMMENDATIONS
Made at the
SPRING MEETING----APRIL 21-25, 1976



ASSISTANT SECRETARY OF DEFENSE
WASHINGTON, D. C. 20301

2 SEP 1976

MANPOWER AND
RESERVE AFFAIRS

(Military Personnel Policy)

MEMORANDUM FOR DACOWITS Members

SUBJECT: Status of Recommendations

Attached for your information is the Department of Defense response to the recommendations made at the DACOWITS meeting held April 21-25, 1976.

John G. ...
Vice Admiral, USN
Deputy Assistant Secretary of Defense





OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
WASHINGTON, D. C. 20301

MANPOWER AND
RESERVE AFFAIRS

DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES

STATUS OF RECOMMENDATIONS

made at the

Spring Meeting----April 21-25, 1976

1. That the office of the Secretary of Defense (OSD) direct the Department of the Navy to initiate legislation to revise or repeal 10 U.S.C. 6015, so as to provide women of the Navy and Marine Corps access and assignment to vessels and aircraft under the jurisdiction of the Department of the Navy; and that OSD direct the Department of the Air Force to initiate amendment or repeal of 10 U.S.C. 8549, so as to permit assignment of women to aircraft.

RATIONALE: DACOWITS is repeating this recommendation because the Navy and Air Force have not yet completed their review and comments in response to the Fall 1975 Recommendation. The Committee believes the two laws as written impose arbitrary and unnecessary barriers to the Navy, Marine Corps and Air Force in the proper and effective utilization of women.

COURSE OF ACTION: As a result of the Committee's Fall 1975 recommendation on this subject, the Military Departments were requested to review the laws and policies excluding women from combat and combat-related assignments. The memorandum initiating this review and the responses are attached. (Attachment #1) In general, the Army and Air Force responses stated that no change is necessary. The response of the Department of the Navy indicated that additional flexibility in the assignment of women is desirable and stated a recommendation would be forthcoming in the near future, following further study. Upon receipt of the Navy recommendation, the Department of Defense policy on this matter will be reviewed and appropriate action taken which will recognize valid assignment constraints, yet assure the most effective utilization of women. The Committee will continue to be informed as action on this recommendation progresses.



2. That OSD review the Services' rape prevention programs, to include policies and procedures related to the treatment of rape complaints and victims, and provide a report of the results of the review to DACOWITS. (Utilization)

Rationale: In both military and civilian life the prevention and handling of rape cases present difficult problems. The Uniform Code of Military Justice, as well as various state laws, needs review to insure fair and just treatment of both the perpetrator and the victim. Law enforcement and medical personnel need training in how to handle the investigation and follow-up of complaints. All personnel need education directed toward the prevention of rape.

COURSE OF ACTION: In accordance with the DACOWITS recommendation of the Deputy Assistant Secretary for Defense, Equal Opportunity, has initiated a review of the Military Departments' rape prevention programs. Rape incidents and post-rape counseling procedures are also being reviewed. Based upon the findings of the DOD study, appropriate guidance and recommendations will be forwarded to the Military Departments; a post-action report will be provided to DACOWITS.

3. That the Army, Navy and Air Force assign a woman officer in the grade of O-5 or O-6 to the superintendent's/commandant's staff of their respective academies. (Utilization)

Rationale: DACOWITS is encouraged by the information received thus far from the Service Academies concerning the plans for integration of women into the academy programs. It appears desirable, for the complete success of such integration, that women be attached to the academy staffs at various levels, including the grade O-5 and above, in order that the students have the benefit of both male and female officers at the various levels of the organizational structure.

COURSE OF ACTION: Army: It is desirable that women officers be assigned to the Military Academy staff at various levels in order that the cadets have the benefit of associating with both male and female officers. Early in preparation to receive women cadets, the Military Academy recognized the need for women officers to be assigned to the Military Academy to assist in planning and execution of the integration of women cadets. It was believed appropriate to have assigned a woman officer with civilian and military education, maturity, vitality and one who had recent experience with women basic trainees at the unit level. The officer selected was assigned in January 1976 and is in the grade O-4. It is believed that the qualifications of the women officers assigned should be the criteria for assignment rather than a specific grade.

Navy: As appropriate vacancies occur on either staff, and providing a valid billet exists, the Navy will endeavor to provide at least one staff with a qualified woman commander (O-5) or captain (O-6). Presently the United States Naval Academy has one woman lieutenant assigned to the commandant's staff.

Air Force: The United States Air Force Academy (USAFA) has established a staff position, Assistant Dean for Women Affairs, under the Dean of Faculty. The woman officer, grade O-5, who has been selected to fill that position will have primary responsibilities in the formulation of Academy policy. In addition, the number and grade range of women presently assigned to USAFA staff/instructor positions coupled with those projected to be assigned by the summer of 1976 will provide an adequate source from which to draw advice on women personnel matters.

4. That the Military Departments institute individual Self-Defense Training within existing course lengths for all entering members of the Services, and that DACOWITS be furnished a report on the extent of such training at its Fall 1976 meeting. (Utilization)

Rationale: Such training will enable all new military personnel, both male and female, to gain self confidence and ability to ward off personal attacks which may occur from time to time, both during peace and war. Regrettably we live in a sometimes violent society and at least the military personnel should be trained to face such situations as may occur.

COURSE OF ACTION: Discussions with Service staff members indicate that individual self-defense training for entry level personnel is not extensively taught in basic training.

Total time spent in recruit training has been minimized by each Service due to budgetary constraints. Recruit training programs are carefully reviewed for content and need and include only basic subjects having a direct bearing on preparation for first assignments. Any additional training time devoted to individual self-defense training would have to replace training in subjects which the responsible Service staff members consider more important to the Service mission. Considering these Service views, we do not consider it appropriate to recommend additional self-defense training.

The OSD Task Force on Utilization of Women response to the General Accounting Office Report, "Expanded Job Opportunities for Women in the Military: Progress and Problems," is currently awaiting finalization and signature. A copy of the report, as well as a summary of the extent of self-defense training currently taught in recruit training, will be provided as soon as available.

5. That the Department of Defense (DoD) intensify its effort for passage of H.R. 7486, the Defense Officer Personnel Management Act (DOPMA); further, if DOPMA has not passed by November 15, 1976, DACOWITS recommends that DoD initiate and press for separate legislation to rectify legal inequalities existing for women in the military. (Utilization)

Rationale: DACOWITS believes the passage of DOPMA will remove many present inequities in personnel management and officer progression and will be of benefit to both male and female officers of the Services. The Committee was advised that separate legislation would be initiated if DOPMA was not passed by the end of calendar year 1975.

COURSE OF ACTION: Legislation for women is only one of many legislative proposals the Department of Defense is holding in abeyance while DOPMA is under active consideration by Congress. Although these are individually less complex than DOPMA, there is little reason to believe they would be passed more quickly separately, since both houses of Congress have subjected DOPMA to intensive review and resolved many of its major issues. It is for this reason, if DOPMA should fail enactment in the 94th Congress, that we anticipate the succeeding Congress would move rapidly on the legislation as soon as it could be reintroduced by the Department. Additionally, the technical revision of DOPMA which would be required if the Committee's recommendation were adopted would be a major legislative drafting and administrative effort which would delay DOPMA's submission to the 95th Congress significantly. In view of the bill's priority with the Department and the Services, this delay must be avoided. Although the Committee's recommendation is not accepted, at such time as DOPMA's enactment should appear unlikely, separate legislation for women will be made a priority item on the legislative agenda of the Department of Defense. DASD - Military Personnel Policy

6. That accountability for Reserve participation and appropriate administrative action be applied equally to all members of the Reserve and Guard without regard to sex. (Civic Action)

Rationale: This recommendation is directed to the fact that women are currently exempt from call to active duty for non-participation while assigned to Ready Reserve status.

COURSE OF ACTION: This recommendation will eventually be accommodated by a proposed DoD legislative change which would provide for the same military obligation for both men and women. The proposed legislative change is currently in staffing within the Department of Defense. The proposal and status were briefed by Mr. Ray Webster to DACOWITS during the spring meeting. DASD - Reserve Affairs.

7. That a woman Reserve Officer be appointed to the Reserve Forces Policy Board and that the traditional requirement for each member to be of flag rank be waived for the woman member. (Civic Action)

Rationale: With the increased numbers and percentages of women in the Reserve components, the Committee feels that female representation on the Board could improve mobilization readiness and integration of women into the Reserve Forces.

COURSE OF ACTION: Nominations of Reserve Component officers for membership on the RFPB are made by the Secretaries of the Military Departments, usually three from which the Secretary of Defense picks the nominee.

The Chairman of the RFPB would interpose no objection if a Service Secretary nominated a woman who is fully qualified for service on the RFPB. As openings occur in the future, the RFPB will so inform the Service Secretaries. (Reserve Forces Policy Board)

8. That the Military Departments insure the appointment of at least one woman to the Board of Visitors of each Service academy. (Civic Action)

Rationale: Since women are being integrated into the Service academies, the Committee believes that this representation is appropriate and necessary.

COURSE OF ACTION: Army: Although the Army recommends to the White House individuals to serve as Presidential Appointees to the Board of Visitors, United States Military Academy, the Army does not have the ability to insure that any individual will, in fact, be appointed. However, a woman, Ms. Rita Hanson, has been named to the Board of Visitors, USMA, by the President for the next three years.

Navy: The Board of Visitors of the Naval Academy currently has one woman member, Congresswoman Marjorie Holt of Maryland.

Air Force: Since appointments to the USAFA Board of Visitors are not made by the Air Force, we have limited influence in the selection process. Nine appointments to this Board are made by the Congress from its own members; the remaining six members are appointed by the President. The Air Force makes recommendations in the latter category, but selections in the past have not been limited to Air Force nominees. The Air Force has previously nominated women for appointment to Board vacancies and will continue to consider highly qualified women for nominations in the future.

9. That, as new recruiting brochures are updated, special attention be paid to featuring women in this material, especially with respect to the medical services, i.e., physicians, dentists, veterinarians and medical specialists. (Civic action)

Rationale: A survey of recruiting material relating to medical careers shows that there is very little representation of women either visually or in the narrative, except for nurses.

COURSE OF ACTION: Army: The Army will continue to pay special attention to featuring women in its advertisements. It is best accomplished by depicting a male, female, and minority subject mix. This is both cost effective at a time when advertising resources continue to be reduced and avoids the connotation of women as a distinct and separate entity within the Army.

Some advertisements and advertising material feature women alone, but are very limited because the Army has been very successful in recruiting women into the enlisted force; and the professional female target audiences are relatively small and are best reached using male-female mixed advertising.

Navy: The primary medium for Navy medical officer recruiting is not the printed brochure, but the direct mail. However, the Recruiting Advertising Department presently stocks two medical information books and several smaller specialty brochures. The two major printed pieces are the Medical Prospectus (RAD 453-0019) and the Special Way of Life booklet (RAD 653-0410) both of which definitely feature women medical officers. The DACOWITS recommendation will be considered in development of all future printed recruiting materials.

Air Force: USAF Recruiting Service policy emphasizes the requirement to insure that female participation in the various career specialties is portrayed in recruiting material. As this material is updated, both visual and narrative accounts of women's expanding roles are included. Special emphasis will continue to be given to this matter.

10. That the Secretary of Defense place the DACOWITS Secretariat under the Office of the Deputy Assistant Secretary of Defense (Equal Opportunity) and that the imminent vacancy of the Executive Secretary position be filled immediately. (Civic Action)

Rationale: It is the opinion of this Committee that in the OSD organization, Equal Opportunity is the most appropriate place for the DACOWITS Secretariat. It is imperative that a new Executive Secretary be appointed before the present one departs for another assignment; otherwise the effectiveness of the DACOWITS may be seriously jeopardized.

COURSE OF ACTION: The DACOWITS Secretariat will continue to function under the Office of the Deputy Assistant Secretary of Defense, (Military Personnel Policy). Lt. Colonel Lucille B. Dion, USAF (RET) is performing the duties of the Executive Secretary.

11. That the Secretary of Defense consider directing a consolidated pictorial and historical chronology of the contributions of women in the Services to be prepared and published. (Civic action)

Rationale: Not only would such a publication acknowledge the contributions of women in the military, but would likewise be an invaluable recruiting tool.

COURSE OF ACTION: The IAF (Information for the Armed Forces) Directorate for Print Media is currently in the process of producing a special publication which is scheduled for distribution in August 1976. This pictorial history on women in the Armed Forces will show the increasing opportunities for Service women, as well as their contributions to national defense. Coincidentally, the August distribution of this publication is expected to occur at about the same time as the Presidential Proclamation of Women's Equality Day which is observed annually on August 26. ASD (PA)

12. That DoD sponsor and fund attendance from each Military Service to the NATO Conference of Senior Service Women Officers of the Alliance held every two years. Representatives from both the line and medical components of each Service should be directed to attend. Additionally, DoD should sponsor and fund the military woman member to the annual NATO Planning Committee meeting in Brussels, Belgium. Those attending the Conference or Committee meetings should be given the opportunity to present a briefing to their respective Service and/or DoD officials. (Civic Action/Utilization)

Rationale: With reference to the NATO Conference held in November 1975, women officers had great difficulty in obtaining funding for their participation through their respective Services and, as a result, the Marine Corps was not represented. In view of the United States commitment to NATO, it seems to us that DoD can ill afford not to have adequate representation at this important Conference.

COURSE OF ACTION: Army: The NATO Conference of Senior Service Women Officers of the Alliance warrants DoD sponsorship and funding. Director, Women's Army Corps (DWAC) has attended previous conferences; however, funding has come from regular travel funds allocated the DWAC office on a yearly basis. This practice curtails other necessary staff visits made by the DWAC as a normal part of her duties during the year in which a NATO conference is held. Exchanges between the conference participants are valuable to the Army and DoD. However, participation in a conference of this type should not force the cessation or curtailment of other necessary travel. DoD funding would eliminate this.

Navy: The Navy and Marine Corps concur in the DACOWITS recommendation that DOD sponsor and fund the attendance of service representatives to both the biannual NATO Conference of Senior Service Women Officers of the Alliance (a total of seven representatives from DOD) and the annual NATO Planning Committee (one representative from DOD).

Air Force: The Air Force has previously sponsored and funded attendance of senior women officers, both line and medical, to the NATO Conference of Senior Service Women Officers of the Alliance held every two years. Temporary duty budgets do now and will continue to include funding for this purpose. Since one woman officer represents all of the U.S. Services at the annual NATO Planning Committee meetings, Air Force budgets do not always include funding for this purpose. On occasions when the U.S. committee member is an Air Force officer, appropriate funding could be made available.

13. That DOD work with the Committee for DACOWITS 25th Anniversary to insure that a public information campaign, including press, TV and Radio, is initiated so as to insure an effective celebration and recognition of the Silver Anniversary of DACOWITS at its Fall meeting, November 14-18, 1976. (Civic Action/Utilization)

Rationale: Self-explanatory.

COURSE OF ACTION: The ASD (Public Affairs) will be pleased to assist the DACOWITS 25th Anniversary Committee in the dissemination to the public of news, information, and announcements concerning the 25th Anniversary meeting of DACOWITS, November 14-18. To facilitate cooperation, the following members of my staff will be available for direct coordination with members of DACOWITS serving on the special committee:

(1) Lieutenant Colonel Nancy Johnson, Coordinator, Defense Women's News, Directorate for Defense Information, telephone OXFord 7-5134.

(2) Mrs. Frances Connor, Women's Activities, Directorate for Community Relations, telephone OXFord 5-2733.

(3) Mrs. Celia Hoke, Commander's Digest, Office of Information for the Armed Forces, telephone OXFord 4-8059.

We look forward to receiving further identification of the Committee's plans for this event, and to supporting the Committee's objectives in any way appropriate and feasible.

14. That a representative of present or former DACOWITS be directed by the Chairman to visit each of the academies before the Fall 1976 meeting to observe the progress of women in the academies and provide a report. This must be done with the understanding that it will be at the member's own expense. (Civic Action)

COURSE OF ACTION: Arrangements have been made for the following DACOWITS members to visit the academies:

Mrs. Barbara Reimers - U.S. Military Academy, West Point, NY.

Mrs. Delphine Telles - U.S. Naval Academy, Annapolis, MD.

Mrs. Eleanor Foote - U.S. Air Force Academy, Colorado Springs, CO.

15. Reference recommendation #12 pertaining to NATO Conference. DOD supports in principle but funding for travel will continue to be provided by the Services concerned. Unless the person attending the conference is permanently assigned to duty in OSD.



ASSISTANT SECRETARY OF DEFENSE
WASHINGTON, D. C. 20301

10 MAR 1976

MANPOWER AND
RESERVE AFFAIRS

MEMORANDUM FOR The Assistant Secretaries of the Military
Departments (M&RA)

SUBJECT: Review of the Combat and Combat-Related Assignment
of Women

This memorandum is to ask your review of current policy and law concerning the combat and combat-related assignment of women to determine whether either policy or law is unduly restrictive.

As you know, the current Department of Defense policy is that women will not be assigned to combat unless the American people express through Congressional initiative that such assignment is acceptable. No change is being initiated. However, as recently suggested by the Defense Advisory Committee on Women in the Services, it is possible that either the governing statutory provisions of title 10, U. S. Code (sections 6015 and 8549) or their interpretations restrict the assignment of women more than necessary. It may be possible to assign women to certain positions we now categorize as combatant, such as at missile sites and on certain vessels and aircraft from which they are now excluded, yet still prohibit any assignment having the potential of direct combat involvement.

I would like comments resulting from your review by 8 April. They should cover the following: (1) whether your assignment policies for women contain self-imposed constraints which go beyond the restrictions in current law; (2) given that the intent of the law is to exclude women from actual combat, whether its language is limiting their assignment more than necessary; and (3) if undue restrictions are indicated by either of the foregoing, your plans for corrective action.

I realize that many real concerns are involved in this issue, but I am convinced that one is overriding -- military women are valuable personnel resources. We have already increased their numbers and have planned further increases. Short of assigning them to combat, we must do whatever we can to maximize their utilization within valid constraints.

SIGNED

John H. Ablesno
Principal Deputy

S-12



Attachment # 1



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, D.C. 20310

17 APR 1976

MEMORANDUM FOR: ASSISTANT SECRETARY OF DEFENSE
(MANPOWER AND RESERVE AFFAIRS)

SUBJECT: Review of the Combat and Combat-Related Assignment of Women

This is in response to your memorandum, subject as above, dated 19 March 1976.

The statutory provisions of Title 10, US Code (Sections 6015 and 8549) regarding the utilization of women in combat specifically do not apply to the Army. The Army has based its assignment policies on the Department of Defense policy as expressed in referenced memorandum and the intent of Congress as expressed in the statutory provisions. Recognizing that practically every position on the modern battlefield (be it insurgency, conventional or nuclear warfare) will be vulnerable to direct combat involvement, the Army approach has been to restrict the assignment of women servicemembers from areas where the chance of being involved in direct fighting is the greatest.

Two basic policies have been established:

1. Women are not assigned to skills whose purposes are direct engagement of the enemy in fighting. These skills are generally in the Infantry, Armor, Field Artillery, Air Defense Artillery and Engineer fields.
2. Women are not assigned to units designated as Category I. Basically, these are units (plus their immediate headquarters and supporting companies) whose primary mission is to engage the enemy with their organic weapons. These units normally operate in the forward portion of the active combat areas but may, because of the range of their weapons and positioning requirements, operate in rear areas also.

In addition to these restrictions, it has been necessary to limit the number of women permitted in skills open to them so as to maintain equity in such matters as rotation, promotions, and career progression for both sexes.

S-13




SUBJECT: Review of the Combat and Combat-Related Assignment of Women

The Army does not find the language of the current laws or directives overly restrictive. In fact, there is some concern that, in our efforts to expand the opportunities for women servicemembers, we may have over-liberalized the existing policies. It must be remembered that the services have an obligation to insure that nothing we do to expand the use of women acts in any way to decrease the effectiveness of our units on the battlefield. One area which is the basis for real concern is the rescission of the policy permitting the involuntary separation of servicemembers for pregnancy or parenthood. The cumulative potential adverse impacts of this policy on readiness, deployability, morale and discipline require careful consideration.

There are areas where we know that women can and do perform as well as, and in some cases, better than men. However, there are also many unknowns concerning the ability of women to perform effectively as individuals or as members of a team in the battle area. In this regard, the Army currently has several actions underway which will assist in determining the optimum utilization of women without impairing the Army's ability to carry out its primary mission to fight and win. Among these actions are a review of performance effectiveness within authorized skill fields; deployability and utilization versus individual demands of pregnancy and child care while considering unit readiness and individual soldier tour and assignment equity; and determination of physiological, psychological and sociological factors which influence individual performance and unit mission accomplishment. In view of the uncertainty in these areas and the need to gain further experience, we plan to continue operation within the current numerical manpower goals and objectives.

In summary, and in direct reply to your questions, the Army recognizes the importance and potential of the military woman as an invaluable personnel resource. We do not believe that our regulations or directives contain self-imposed constraints which go beyond the restrictions or intent of the law. We believe that current statutory and regulatory provisions provide sufficient latitude to optimize the utilization and assignment of women members. We have no plans at this time to make further changes since operational effectiveness within mandated manpower constraints dictates the optimum number and utilization of women in the Army.



Paul D. Miller
Acting Assistant Secretary of the Army
(Department of the Army)



OFFICE OF THE ASSISTANT SECRETARY

19 APR 1976

MEMORANDUM FOR THE ACTING ASSISTANT SECRETARY OF DEFENSE
(MANPOWER AND RESERVE AFFAIRS)

SUBJECT: Review of the Combat and Combat-Related Assignment
of Women

Reference is made to your letter, dated 19 March 1976,
subject as above. In responding to your specific requests for
comment, the following is submitted:

a. Women in the Air Force are not assigned to positions
where there is a high risk of capture or injury due to hostile
fire. This policy is considered a prudent extension of the con-
straints in public law; however, it does not preclude the assign-
ment of women to positions because they might be exposed to
hostilities. (See attached Air Force Policy Statement.)

b. In our opinion, the language of the current law does
not unnecessarily restrict the assignment of Air Force women.

c. Our continuing reassessment of combat skills and
positions that potentially involve direct combat has stimulated
initiatives that have led to ever-increasing utilization roles
for women in the Air Force. For example, we have developed
test programs for the training and utilization of women as pilots
(officers) and security specialists (airmen) and will continue
to explore other avenues for increasing the utilization of women
in the Air Force.

We remain totally committed to broadening the areas of
utilization of women and providing them equal career opportunities
across the broad spectrum of Air Force skills.

David P. Taylor

DAVID P. TAYLOR
Assistant Secretary of the Air Force
Manpower and Reserve Affairs

1 Attachment
AF Policy Statement

AIR FORCE POLICY STATEMENT REGARDING
THE ASSIGNMENT OF WOMEN

Restrictions on the utilization of women must be held to an absolute minimum. The only legal restriction is specified in Section 8549, Title 10, U.S. Code, which prohibits assignment of women to duty in aircraft engaged in combat missions. The Air Force policy--a prudent extension of the statute--is that women will not be assigned to positions where there is a high risk of capture or injury due to hostile fire. While we must abide by the statute provisions, we cannot afford to preclude assignment of women to a position because they might be exposed to hostilities. In the past, other considerations impacted on decisions to assign women against mobility/deployment requirements, e.g., facility limitations, environmental conditions, and attitude. However, the only ruling criterion must be the combat restrictions set by law and policy.



THE ASSISTANT SECRETARY OF THE NAVY
MANPOWER AND RESERVE AFFAIRS
WASHINGTON, D.C. 20350

5 May 1976

MEMORANDUM FOR THE ASSISTANT SECRETARY OF DEFENSE (MANPOWER
AND RESERVE AFFAIRS)

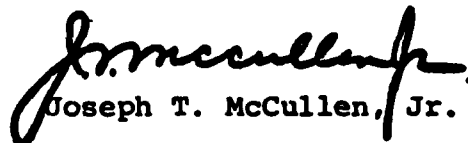
Subj: Review of the Combat and Combat-Related Assignments
of Women

Your memorandum of 19 March 1976 requested comments as to whether Navy policy or the law is unduly restrictive with respect to the assignment of women.

We do not believe that Navy and Marine Corps assignment policies have restricted women beyond that necessary for the proper management of the Services' overall personnel inventories. The policy constraints set forth in Title 10, USC 6015, have defined our assignment limitations and we have abided by them.

It is and will continue to be the policy of the Department of the Navy that women should not be assigned to combat duty or to positions wherein their involvement in combat could reasonably be expected. The language of section 6015 of Title 10 does result in certain anomalous situations, i.e., a woman officer of the Air Force could be assigned for temporary additional duty to an aircraft carrier on a public affairs assignment while her counterpart in the Navy could not be so assigned. Additionally, the law allows us to assign women to hospital ships and transports (although we no longer have any of these ships in active service) but prohibits us from assigning them to other ships which have no greater risk of being involved in combat, i.e., oceanographic vessels.

Additional flexibility in these areas is desirable but should not in any way alter the intent of the statute to preclude women from combat situations. We shall continue to study the issue and make a recommendation in the near future.


Joseph T. McCullen, Jr.

S-17

TAB T

RECOMMENDATIONS

MADE BY

FORMER MEMBERS



DEPARTMENT OF DEFENSE
DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES
WASHINGTON D. C. 20301

December 22, 1976

DOCUMENT REF ID: A66666

At the 25th Anniversary Meeting of DACOWITS in the Bicentennial year '76, November, 14-8, former members met to voice concern over the future of The Defense Advisory Committee On Women In The Services. An Ad Hoc Committee of former members was formed dating back to Charter Member India Edwards, '51, when General Marshall established the 50 woman advisory group to D O D during the Truman administration.

Chaired by Judge Agnes O'Brien Smith this group of ladies who continue to be active DACOWITS considered current, and as yet unforeseen changes with a change of administration:

(1) The committee has been reduced from the original 50. Active members at the time of 25th Anniversary numbered 23. Of this number 12 retired at the Bicentennial Meeting leaving 9 of whom only 4 were '75 appointees. It is not known which administration will appoint '77-79 members, with Governor Carter now President Elect.

(2) DACOWITS has been without a Secretariat since Maj. Barbara King, left in July, and without clerical help prior to her leaving. Lt. Col. Lucille B. Dion serves as interim secretary for the 25th Anniversary Meeting. Vice Admiral Finneran has been advised a civilian from the Office Of Equal Opportunity is designated for this slot.

(3) Should an approach be made to the Carter Administration? Is it appropriate for this bi-partisan Ad Hoc Committee of former members to make such a gesture? How should it be done?

It was agreed that no official action could be taken on #3, nor recommended to the active residual committee or its '77 chairman-Mrs. Pilani C. Desha. It was agreed that India Edwards acting as a concerned individual might sound out Carter transition team's Barbara Blum whom she knows and will shortly meet.

The following recommendations were formulated and presented to Col. Lucille Dion to forward to the '76 Executive Committee chaired by Ms. Judith Turnbull Nixon.



DEPARTMENT OF DEFENSE
DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES
WASHINGTON, D C 20301

- (1) DACOWITS be continued as an Advisory Committee to D O D.
- (2) That a secretariat be funded for at least 2 persons headed by a military woman of grade of at least O5 or O6.
- (3) That committee strength be maintained at no less than (30) thirty with yearly accessions of about (10) ten.

MEMBERS PRESENT AD HOC COMMITTEE MEETING-NOVEMBER '76

Mrs. M. Bernard Aidinoff (1968-70)
1120 Fifth Avenue
New York, New York 10028
Vice-Chairman 1970

Mrs. Carroll C. Cannon (1968-70)
112 South Izard Street
Forrest City, Arkansas 72335

Mrs. Margaret W. Collins (1971-73)
2505 Willow Street
San Diego, California 92106

Mrs. India Edwards (1951-54)
Post Office Box 681
Palm Desert, California 92260

Dr. Lynn L. Johnsen (1972-74)
524 Beaumont Road
Fayetteville, North Carolina 28304

Miss Bernice Johnson (1967-69)
2107 Newfield Lane
Austin, Texas 78703

Dr. Angelyn A. Konugres (1971-73)
35 Singletree Road
Chestnut Hill, Massachusetts 02167

Mrs. Sarah McLendon (1971-73)
2933 28th Street, N.W.
Washington, D. C. 20008



DEPARTMENT OF DEFENSE
DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES
WASHINGTON, D.C. 20301

Mrs. Gordon P. Oates (1968-70)
485 Valley Club Circle
Little Rock, Arkansas 72207

Miss Barbara J. Pendleton (1966-68)
Post Office Box 949
Kansas City, Missouri 64141
Vice-Chairman 1968

Mrs. Marcella Peterson (1967-69)
900 East Jefferson, Apt 29-6
Detroit, Michigan 48214

Dr. Marguerite Roberts (1965-67)
Post Office Box 142
University of Richmond
Richmond, Virginia 23173

Mrs. Agnes O'Brien Smith (1964-66)
Hall of Justice
850 Bryant Street
San Francisco, California 94116
Chairman 1966

Mrs. Madera Spencer (1971-73)
2292 Country Club Drive
Montgomery, Alabama 36102

Mrs. Kris Anne Vogelpohl (1969-71)
8 Adler Circle
Galveston, Texas 77550

Lt. Col. Ret. Lucille B. Dion
Consultant
Executive Secretary-DACOWITS

Lt. Col. Gwen Gibson

Lynn L. Johnson '73-'74
Lynn L. Johnson, M.D.
Secretary-Ad Hoc Committee
DACOWITS

TAB U

Report of the Visit to U.S.M.A.

West Point, N.Y.

By

Mrs. Barbara D. Reimers

DACOWITS MEMBER

TO: DACOWITS MEMBERS

SUBJECT: REPORT OF THE VISIT TO U.S.M.A., WEST POINT, N.Y.

DATE: OCTOBER 1-2, 1976

FROM: BARBARA D. REIMERS

CLEARED
FOR OPEN PUBLICATION

ATTACHMENTS: LETTER AND ITINERARY

FEB 17 1977 4

After what must have been a great deal of detailed planning by the Academy staff the visit to observe the female cadets' progress came about. As you would expect, it was a case of over-kill but fun none-the-less.

REGISTRY FOR FREEDOM OF INFORMATION
AND SECURITY REVIEW (OASQ-PA)
DEPARTMENT OF DEFENSE

The Superintendent, General Berry, spent some time answering my questions. We discussed the attrition rate, of 119 twenty have left, and the problems of high visibility. It was as unstructured an interview as possible in a totally structured environment.

The Dean, General Smith, and his staff briefed us thoroughly on the academic program. We attended an English class for a few minutes. Women faculty members are scarce - one last year, nine next year hoped for.

Lunched with three of the very few women officers on the post. Our discussion of the adjustments students must make to the mickey mouse aspects of military training was relatively uninhibited. There is a clear lack of female role models.

After lunch we attended a full scale briefing on the Cadet Basic Training just completed which involved at least six officers. Of most concern to all is the high rate of injuries and illness as a result of the stress to which the women were subjected. The physical training program was integrated; the only modification was in the weight of the rifle for women. Smaller hands required a smaller weapon. No such modification appears to be necessary for small men. The result of the decision not to separate the women was that 34% of the women as against 12% of the men suffered stress fractures, sprains, mononucleosis (15) and similar problems. No specific plans for next year's CBT were offered. It was suggested that ill-fitting combat boots may have contributed to the injury rate.

Approximately eight female cadets were marched in to chat. It took some time to thaw them out but once they began to talk we found great pride amongst them despite their assorted injuries. There were the usual complaints about uniforms (i.e. no pockets in the trousers), shoes won't take a shine, "Permanent press shirts look

terrible, back pleats won't stay in, etc.

The only serious problem which came out and was unknown even to the officer (female) in charge was that a large number, estimated at twenty by one cadet, have disruption of the menstrual cycle. One who had gone to the doctor resented the immediate assumption of the physician that she was pregnant. Attitudes amongst the men at West Point change slowly. Even the male psychologist exhibited stereotyped attitudes as did many others. It is hardly surprising that the cadets are aware of this. The cadets did mention that they had apparently been inadvertently responsible for cleaning up the language used in the classrooms. It is unclear whether or not the cadets were picked to talk to us at random or whether or not they had been briefed in advance. No male plebes were in the group.

The rest of the visit was social including museum tours, parades, buffet and football game. The hospitality displayed by everyone was exemplary although I suspect that such visits are a burden on the Academy. Following the parade on Saturday morning the Superintendent and his wife entertained. It was both irritating and funny to find the men and women separated for lunch.

No report could do justice to the courtesy of Lt. Col. Ernest Rigrish who with his wife were my hosts. We had a rousing good time at the game which Army won 21-20 in the last seconds. Answers were provided for all my questions with tact and dispatch. My special thanks go to both Rigrishes.

Thanks also to Lt. General and Mrs. Berry, Major General and Mrs. Smith, Colonel and Mrs. Ulmer, Captain Yost, and all the officers and enlisted men who helped with the visit.

October 7, 1976

Lt. General & Mrs. Sidney B. Berry
United States Military Academy
West Point, New York 10996

Dear General and Mrs. Berry,

Thank you for your gracious hospitality over the past weekend. It was fun to be at West Point and to meet you both.

The entire group of officers who provided information for relay to the DACOWITS are to be commended. Each was thorough and helpful. I particularly applaud Lt. Col. Rigrish whose tact and enthusiasm are an asset to the Academy.

Congratulations on beating Stanford! Even for a non-football fan that game was a thriller.

I look forward to seeing you again in November as I understand that you may be at the DACOWITS meeting. I hope so.

Sincerely,

Barbara D. Reimers

BDR/gk

ITINERARY

MRS. BARBARA REIMERS' VISIT

1 OCTOBER 1976

TIME	LOCATION	EVENT	PROPONENT
1030	Hotel Thayer	Arrive	DCSP&A-PSD
1045-1125	Superintendent's Office	Office Call	Superintendent
1130-1215	Dean Conference Room	Academic Briefing	Dean
1220-1300	West Point Army Mess	Lunch w/women officers	Commandant
1300-1415	Academic Departments	Observe Academics	Dean
1415-1430	Commandant's Office	Office Call	Commandant
1430-1530	Commandant's Conference Room	Military Training Briefing	Commander, Cadet Basic Training
1530-1630	Commandant's Conference Room	Informal Discussions with selected fourth class cadets	Commandant
1630-1800	Cadet Chapel Eisenhower Hall Gymnasium	Tour	DCSP&A
1800-1900	Hotel Thayer	Rest	DCSP&A
1900-	Red Room (WPOM)	AAA Cocktail Buffet	AAA

2 October 1976

0745	Hotel Thayer	Breakfast	DCSP&A
0815	Fort Putnam	Tour	DCSOPS
0900	Museum	Tour	DCSOPS
1100	The Plain	Parade	Commandant
1200	Quarters 100	Lunch	Protocol
1330	Michie Stadium	Army vs Stanford	Protocol
1630	Hotel Thayer	Depart	DCSP&A

OFFICE OF THE SUPERINTENDENT
UNITED STATES MILITARY ACADEMY
WEST POINT, NEW YORK 10996

MACS

23 September 1976

SUBJECT: Attrition of Women Cadets During Cadet Basic
Training 1976

Secretary of the Army
Washington, D.C. 20310

1. Cadet Basic Training at the United States Military Academy for the summer of 1976 started on 7 July with 1485 members of the Class of 1980. Included were 119 women. Upon completion of 56 days of rigorous, highly structured training on 31 August, the class had lost 153 new cadets or 10.3 percent of entering strength. The women lost 19 or 15.9 percent of entering strength. All losses were the result of voluntary resignation.

2. Service academy attrition rates during the fourth class summer training for the Classes of 1967-1980 are shown at Inclosure 1. At the United States Military Academy, attrition has averaged 10.8 percent during the past five years. Although the end-of-summer data reveals a significantly higher loss rate at the United States Military Academy, there is no dramatic difference in final attrition at the three service academies. Inclosure 2 compares the final attrition for the four-year period.

3. Analyses of causative factors have been made by the United States Military Academy and recently by the General Accounting Office in its study published in March 1976. A primary finding is that the phenomenon of attrition is complex, and the causative factors are difficult to define, both in generalities and in specific instances. Three interrelated general factors appear to be the student's own characteristics and makeup, the environment at the academy, and the influences outside the academy. Given a relatively effective system of candidate selection, the academy environment becomes the important variable in discussion of comparative attrition data. As shown by Inclosure 3, traditional quantifiable characteristics of new cadets are not discriminators between those who leave and those who remain. On 9 July 1976, the incoming USMA Class of 1980 indicated its

MACS

SUBJECT: Attrition of Women Cadets During Cadet Basic Training 1976

23 September 1976

initial commitment by responses to a standard questionnaire designed by the American Council on Education. Six percent of the women and four percent of the men indicated that there was a "very good chance" that they would transfer to another college. (The National norm for this relatively low level of commitment to the college being entered is approximately 19 percent.)

4. A comparison of selected factors in the different summer academy environments is shown at Inclosure 4. The USMA summer is the most physically rigorous. This is a prerequisite to follow-on training at USMA which is designed to develop skills, stamina, strength, and attitudes essential for ultimate leadership on the ground battlefield. Other aspects of the environment, such as mental stress, perceived rationality of the training program, and effectiveness of the cadre are important but obviously do not lend themselves to objective quantification. Medical trends, shown at Inclosure 5, are generally positive. These data support the assessment of the resident psychologist that a "more positive" leadership climate has emerged in Cadet Basic Training over the past three years.

5. Comparison of attrition rates among the eight companies of new cadets during summer 1976 reveals significant differences. One company lost 13.5 percent while another lost 6.5 percent overall. The same companies lost 26.6 percent and 6.6 percent of their women respectively. These rate differentials and a study of the leadership climates by a team of behavioral scientists from the U.S. Army War College, as well as the observation of social psychologists on the USMA staff, indicate a potential for some reduction in summer attrition rates.

6. Reasons for women cadets leaving USMA are summarized at Inclosure 6. There are apparent differences in reasons for resignations as seen by the cadets themselves and those as seen by the Tactical Department, especially with the "low commitment to USMA" reason. For example, women cadets see the two most common causes of resignation as "lack of personal freedom" followed by "low commitment to USMA." It is significant that the Tactical Department indicated low commitment and parental/peer pressure a total of 15 times as the reasons for resignation. On the other hand, the cadets listed those same reasons only three times. The new cadets see themselves resigning due to restrictive environmental reasons -- "lack of personal freedom" and "dislike of regimentation" -- which could easily be summarized as "unmotivated to military."

MACS

23 September 1976

SUBJECT: Attrition of Women Cadets During Cadet Basic Training 1976

Reasons given by women as bases for their resignation were essentially the same as the reasons given by men. There were no complaints of sexual bias or prejudice concerning women resignees.

7. Comparing attrition over the fourth class summer, it is apparent that USMA has approximately twice the summer attrition of either of the other two. One must, therefore, conclude that the environment and/or resignation policy of West Point results in earliest separation. Added to the differences in training programs are the different summer resignation policies of the three service academies. The Air Force Academy now operates under the "hard out" policy; that is, the first few times a cadet comes in for a resignation interview, he or she is sent back to duty. This policy has had a significant impact on their summer resignation rates, as noted in the GAO study. Unfortunately, it has not helped their overall resignation rate. When a similar policy was in effect at USMA several years ago, it did not reduce attrition and, in fact, generated unhealthy anxiety reactions among several cadets. The Naval Academy establishes a two-week moratorium on resignations during the summer. Although not a hard and fast rule, they do it to ensure that a resigning new cadet is not responding to homesickness. (This past summer, all six of the women who resigned at Annapolis did so at the termination of this two-week moratorium.) The Army's policy is basically "if you really don't want to be here, and are not interested in Army service, then you can leave." This policy is implemented within a program designed to be supportive and motivational, where counseling is given a major role. This relatively "easy/early out" policy coupled with the more rigorous physical and military training has resulted in a significant percentage of new cadets resigning during Cadet Basic Training or soon thereafter. The advantages of the "easy/early out" policy lie primarily in dollar savings to the taxpayer and a higher quality class early in the cadet career. The disadvantage is the loss of cadets who may have developed motivation had they remained for a longer period of time.

8. Conclusions:

a. First summer attrition of women at USMA paralleled the higher attrition of men at USMA when compared with attrition at the other service academies.

MACS

23 September 1976

SUBJECT: Attrition of Women Cadets During Cadet Basic Training 1976

b. Although the USMA summer rate of attrition is higher than that at the other Academies, its attrition rate for the full four year program is not necessarily higher than that at the other Academies.

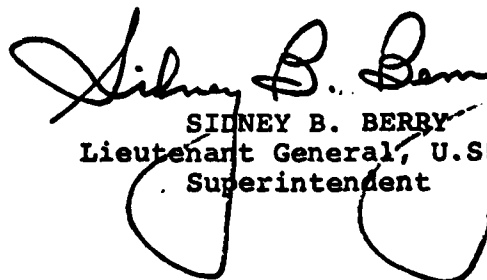
c. A combination of initially low motivation for Army service, antipathy for the strenuous and regimented life-style of a new cadet, and a fairly liberal USMA policy of resignation after counseling appears to account for the traditionally high first summer rate.

d. Women and men gave essentially the same reasons for resigning during the summer of 1976.

e. There was no evidence of sexual prejudice within the USMA environment which discouraged women from continuing at USMA during the summer of 1976.

f. There may be opportunity for reduction of summer attrition through improvement in certain aspects of the leadership climate in Cadet Basic Training, although reduction in first summer attrition does not necessarily ensure a reduction in four year attrition rates.

6 Incls
as



SIDNEY B. BERRY
Lieutenant General, U.S. Army
Superintendent

CADET/MIDSHIPMEN 1st CLASS SUMMER ATTRITION

<u>CLASS</u>	<u>USMA</u>	<u>USNA</u>	<u>USAFA</u>
1967	68/823 = 8.3%	34/1291 = 2.6%	82/850 = 9.6%
1968	76/991 = 7.7%	68/1334 = 5.1%	78/1002 = 7.8%
1969	63/1137 = 5.5%	58/1321 = 4.4%	41/1053 = 3.9%
1970	56/1019 = 5.5%	71/1337 = 5.3%	14/1030 = 1.4%
1971	57/1054 = 5.4%	60/1386 = 4.3%	13/1035 = 1.3%
1972	98/1243 = 7.9%	114/1369 = 8.3%	48/1250 = 3.8%
1973	95/1438 = 6.6%	53/1380 = 3.8%	17/1402 = 1.2%
1974	124/1373 = 9.0%	36/1399 = 2.6%	28/1437 = 1.9%
1975	134/1339 = 10.0%	69/1332 = 5.2%	154/1404 = 11.0%
1976	184/1375 = 13.4%	78/1334 = 5.8%	133/1505 = 8.8%
1977	164/1372 = 12.0%	69/1438 = 4.8%	147/1461 = 10.1%
1978	127/1433 = 8.9%	91/1508 = 6.0%	96/1630 = 5.8%
1979	137/1433 = 9.6%	44/1322 = 3.3%	110/1464 = 7.5%
1980	153/1485 = 10.3%	66/1291 = 5.1%	60/1593 = 3.8%
1980* (women only)	19/119 = 15.9%	6/81 = 7.4%	4/157 = 2.5%

$\frac{\# \text{ Resigned}}{\# \text{ Entered}} = \% \text{ Attrition}$

*NOTE: Women figures are included in overall Class of '80 figures.

CADET/MIDSHIPMAN ATTRITION LAST TEN YEARS

CLASS	NUMBER ENTERED			NUMBER GRADUATED			PERCENT ATTRITION		
	USNA	USFA	USMA	USNA	USFA	USMA	USNA	USFA	USMA
1967	1,295	853	827	889	524	583	31.3	38.6	29.5
1968	1,331	1,011	997	836	613	706	37.8	39.4	29.2
1969	1,328	1,053	1,140	879	683	800	33.9	35.4	29.8
1970	1,347	1,034	1,034	838	745	749	37.3	28.0	27.6
1971	1,386	1,035	1,066	875	692	729	36.7	33.3	31.6
1972	1,371	1,247	1,265	905	754	822	34.1	39.8	35.0
1973	1,380	1,404	1,454	888	844	944	36.3	40.0	35.1
1974	1,394	1,444	1,389	918	810	833	34.0	43.9	40.0
1975	1,332	1,406	1,360	809	754	862	39.3	46.4	36.6
1976	1,333	1,505	1,396	849	934	854	36.3	37.9	38.8

$$\frac{\# \text{ SEPARATED}}{\# \text{ ENTERED}} = \% \text{ ATTRITION}$$

PERSONAL CHARACTERISTICS -- USMA INDICATORS OF STUDENT QUALITY

	ALL		WOMEN		MEN	
	<u>ENTRY</u> (N)	<u>DEPARTES</u> (N)	<u>ENTRY</u> (N)	<u>DEPARTES</u> (N)	<u>ENTRY</u> (N)	<u>DEPARTES</u> (N)
WCS	5945.0 (1500)	5948.6 (153)	5761.6 (119)	5755.2 (17)	5960.8 (1381)	5972.7 (136)
CEER	599.8 (1113)	603.3 (98)	621.4 (80)	604.8 (5)	598.1 (1033)	603.2 (93)
ACEER	596.6 (388)	602.7 (55)	606.4 (30)	620.4 (12)	595.5 (349)	597.7 (43)
SAT-V	550.3 (1113)	544.0 (98)	569.3 (80)	508.0 (5)	548.8 (1033)	545.9 (93)
SAT-M	638.3 (1113)	641.9 (98)	626.5 (80)	592.0 (5)	639.2 (1033)	644.6 (93)
ACT-E	22.6 (388)	22.2 (55)	23.7 (39)	23.3 (12)	22.5 (349)	21.9 (43)
ACT-M	28.7 (388)	28.9 (55)	27.9 (39)	28.7 (12)	28.8 (349)	28.9 (43)
LPS	605.8 (1500)	601.9 (153)	594.9 (119)	593.6 (17)	606.7 (1381)	602.9 (136)
PAE	533.6 (1496)	524.6 (153)	278.2 (119)	279.4 (17)	555.7 (1377)	555.3 (136)

WCS -- Whole Candidate Score

CEER -- College Entrance Examination Scores and High School Rank Scores statistically combined

ACEER -- A composite score of ACT tests and High School Rank

SAT-V -- Scholastic Aptitude Test - Verbal

SAT-M -- Scholastic Aptitude Test - Math

ACT-E -- American College Test - English

ACT-M -- American College Test - Math

LPS -- Leadership Potential Score

PAE -- Physical Aptitude Exam

	<u>USMA</u>	<u>USNA</u>	<u>USAFA</u>
Average Length Day	16½ hours	16½ hours	16 hours
Reveille	0530	0600	0600
Date privileges begin	24 July (17 days into training)	10 July (4 days into training)	7 Aug - end of CB ("doolie dining out" occurs week-end of 16 July)
Female Billeting Scheme (Garrison)	Female rooms side by side with male rooms	Same as USMA	Billeted in separate bldgs. from males
Female Billeting Scheme (Field)	Side by side with males - 2 females per pup tent	N/A	Billeted in separate G.P. med tents w/cots and wood floors
No. of Hours of Drill	32 incl. parades	56 incl. parades	44 incl. parades
Foot Marches	4 @ 3 miles 2 @ 10 miles 1 @ 12 miles (all w/approx. 30 lbs. field gear) 1 @ 7 miles	NONE	4½ miles to Jacks Valley and return carrying approx. 15 lbs.
<u>Physical Training</u>			
Total Hours	76 (approx.)	80 (approx.)	37 (approx.)
Daily Dozen	6	34 hrs. in "PEP" including run	8
Grass Drills	3	NONE	NONE
Guerrilla Drills	3	NONE	NONE
Daily Run	22	See Above	13 Total 2 ea. 1 mi. 8 min. 6 ea. 10 min. run 5 ea. 16 min. run
30 Min. Sat. Run	6	NONE	NONE
Mass Athletics	31	47	24
Rifle Exercises	5	NONE	NONE
Days/Nights in Field	11/10	0 (approx. 450 cadets spend night on board a yacht)	16/15
Approximation of Females Injured/Sick	33%	15%	25%
Start/End Date (total days)	7 July - 31 Aug (56 days)	6 July - 8 Sep (65 days)	28 Jun - 7 Aug (42 days)

HOSPITALIZATION AND SICK CALL TRENDS 1974-1976

	<u>1974</u>	<u>1975</u>	<u>1976</u>
Number of New Cadets who entered USMA on R-Day	1433	1433	1485 (119)*
Visits to Medical/Surgical sick call	916	969	1009 (179)
Visits to Orthopedic sick call	1056	1120	1195 (293)
Visits to stress clinic	31	25	18 (7)
Hospital Admissions of New Cadets during CBT	196	146	144 (28)

* () indicates women new cadets, but figures are included in totals

TAB V

Report of the Visit to U.S. Naval Academy

Annapolis, M.D.

By

Mrs. Delphine Telles

DACOWITS MEMBER



DEPARTMENT OF DEFENSE
DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES
WASHINGTON, D.C. 20301

ADDRESS REPLY TO

CLEARED²⁸ September 1976
FOR OPEN PUBLICATION

FEB 17 1977 4

RECTORATE FOR FREEDOM OF INFORMATION
AND SECURITY REVIEW (DASD-PA)
DEPARTMENT OF DEFENSE

Dear Colonel Dion:

Enclosed is copy of my report on my visit to the U.S. Naval Academy which I have sent to Judith Nixon Turnbull.

Although my briefings and interviews were short I found them very constructive and informative. As I mentioned in the report, it is a little early to have a clear cut picture as the grades, etc. will not be in for another month, however, it is my feeling that the women are doing very well. Our visit to the Academy in November should be very interesting.

If there is any other information you might want, please call me.

Sincerely,

Delphine Telles
Delphine Telles, DACOWITS

Lt. Col. Lucille Dion, Consultant DACOWITS
2C Room 263 - Department of Defense
The Pentagon
Washington, D.C. 20301

SCHEDULE FOR MRS. TELLES: U.S. NAVAL ACADEMY, 23 SEPTEMBER 1976

10:00 Arrive Annapolis, via bus (Met by Lt. John Knapp)
10:30 Update on Class of '80 by Commandant (Captain James Wirnefeld)
10:45 Interviews with members of Class of '80
12:10 Observe noon meal formation and dine with Brigade in wardroom with Commandant
13:15 Visit Chemistry Lab with Commandant (I wanted to interview some of the
upperclassmen who had been so opposed to women entering the Academy for they
changed the schedule to include this)
13:35 Appointment with Superintendent (Rear Admiral Kimnaird R. McKee)
14:15 Visit Physical Education Class with Commandant (Golf) (I also observed women
doing sit ups and bars)
14:35 Depart USNA for bus depot
15:00 Depart Annapolis for Washington

VISIT TO U.S. NAVAL ACADEMY- September 23, 1976

Briefing by Commandant of Midshipmen

He opened his remarks by saying that he was very satisfied and pleased with the performance of women midshipmen. Where there was curiosity and resentment, there is now respect and admiration for the women. They are trying very hard to keep up with the men- he feels that although the grades will not come out until October, they will do better scholastically than the men. The problem area is physical education.

The Commandant, as well as some of the upperclassmen I talked to, feel that the greatest problem is that the girls are not prepared for the rigorous training required. Unlike the men, they are in very poor physical condition due to lack of competitive athletics in high school. The Academy would like to recommend, to all high schools, somekind of physical education program for women who are interested in entering the academies.

The women participate in the same physical fitness and physical education programs as the men except for minor adjustments to the content of the program for women and to the standards to be met by women made necessary because of physiological differences. They are encouraged to try out for teams and to participate along with the men in all intercollegiate sports except those where there is bodily contact; football, lacrosse, wrestling, boxing, etc. They are participating in volleyball, tennis, sailing, golfing and others. Sailing seems to be the most popular with fencing coming in second. Two are members of the sailing crew.

The Plebe summer attrition (copy enclosed) is in line with other years and the lowest with the exception of one year. The dropout among women is 6. They dropped out for different reasons such as different expectations and regimentation perceptions. Many expected to receive pre-med and pre-law courses. All resigned in the first two weeks. Contrary to the other academies, they did not go to the press with their complaints and troubles. The press has been favorable to the Naval Academy.

The midshipmen live in the same dormitory- Bancroft Hall. There are two or three women to a room and all dine in the same wardroom. They are assigned to companies throughout the brigade instead of an all women company. No problems with this arrangement.

Interviews with members of Class of '80. (Names of members enclosed) (Women)

Of the three interviewed, two are very happy- the third had a few complaints. They are very very determined to stay in there and show the men they can do it. Some of the complaints ranged from being stared at, not being allowed to talk to the upperclassmen or date them to being inspected more than the men. They also found that the physical education program was too strenuous and much demand was made of their time where they found it impossible to study. The number one complaint, however, was the restriction of the summer cruises to women. They feel that these are not combat ships and that they should be allowed to participate. They do not feel that going on a smaller ship to New York or to Norfolk is the same. They are very unhappy over this.

Motivation- They want to be good naval officers- one would not mind going into combat and the third wants to be a jet pilot. They are very eager to do a good job and stay right in there with the men. I was very impressed with them.

VISIT TO U.S. NAVAL ACADEMY - SEPTEMBER 23, 1976

Interview with members of Class of '80 (men) (Names of members enclosed)

Although they admire the women and feel they are really trying, they again expressed the opinion that the "girls" should go into combat and that all things should be equal. They also felt that the girls were having a hard time with physical education but were doing very well scholastically. One felt that some of the officers were making it hard for the girls and pressuring them into quitting but the others did not feel this way. I asked if the girls were treated the same as the men- they complained that they were treated better but I think this is just standard plebe complaints.

Two upperclassmen, one a senior and a junior who were at the Academy when we visited in March and who among others were very bitter about women entering the academies were very complimentary of the women. One is a company commander with three women in his company. He said he admired them very much because he felt they were going out of their way to do the right thing. He also said he felt the physical education program was too much for them.

Visit to Physical Education Class

The entire class was doing push-ups and the women were having a hard time but kept right on. I talked to one of the instructors who felt they are improving a great deal. They are having difficulty with the flexed-arm hang.

Appointment with Superintendent

He is very impressed with the women and particularly pleased that there were no "women-libbers" who were in there just to prove a point to society but because they truly wanted to be good naval officers and serve their country. He brought up the unhappiness on the part of the women because they are not allowed to participate in the summer cruises. He felt this was a real problem. A study of types of training cruises which women midshipmen would be able to take part in is underway. He anticipates that this study will result in the authorization of some type of summer training cruise for women. Both the Superintendent and the Commandant, I feel, are bending over backwards to make this program work and are doing everything possible to make the women happy.

Delphine Telles, Dacowits

PLEBE SUMMER ATTRITION

<u>Class</u>	<u>Voluntary</u>	<u>Medical</u>	<u>Total</u>	<u>% of Class</u>
'76	73	5	78	5.9%
'77	67	2	69	4.8%
'78	89	2	91	6.0%
'79	42	2	44	3.3%
'80	63	3	66	5.1%
Five Year Average	66.8	2.8	69.6	5.02%

6 Stamen

TAB W

Report of the Visit to U.S. Air Force Academy

Colorado Springs, Colorado

By

Mrs. Eleanor L. Foote

Former DACOWITS Member



DEPARTMENT OF DEFENSE
DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES
WASHINGTON, D.C. 20301

CLEARED
FOR OPEN PUBLICATION

FEB 17 1977 4

RECTORATE FOR FREEDOM OF INFORMATION
AND SECURITY REVIEW (OASD-PA)
DEPARTMENT OF DEFENSE

REPORT TO THE DACOWITS ON
FEMALE CADETS IN THE CLASS OF
1980 AT THE U. S. AIR FORCE ACADEMY

ELEANOR L. FOOTE, DACOWITS, 1971-1973

OCTOBER, 1976

BACKGROUND

As you know, DACOWITS toured the U.S. AFA in November, 1972. The briefing by Lt. General A. P. Clark, USAF, then Superintendent of the U. S. AFA, indicated the planning in progress at the time for the admission of women in the event that the ERA would be ratified by the States and become law. At the time there was publicity about 1300 female cadets and some were talking about 50% female cadets. General Clark was considering changes in the curriculum and re-identifying entrance standards so that the women attracted to the program would not "resemble Russian wrestlers". He was worried about the acceptance of women by the male cadets, as this had been a problem at Yale "until about three classes had graduated". Even then, General Clark and his staff had gone to other institutions which had put in similar programs to help in planning so that the AFA would not have the problems encountered elsewhere. They were building up their staff with carefully selected young women officers. At that time there were two on the teaching faculty, one in "Registrar Activities" and they were acquiring Micki King for the Athletic Department. They were planning on seeking women advisors to help them with the adjustment of the program in areas other than academic. The lead time necessary to make some of the changes was two years. Some of the necessary changes were barracks modification, curriculum re-design, and uniform design. At that time they were not planning on preparatory flight training for women. The women would be trained with the 30% of the present cadets who were not medically qualified to fly.

Under the direction of Lt. General James R. Allen, current Superintendent, U.S. Air Force Academy, the planning for the admission of women was able to continue so that the AFA published its operations plan for the admission of women on Oct. 7, 1975, the same day the President signed the bill.

So, even though the planning done in 1972 was for the admission of women to the academies under ERA (which would have permitted changing the admission and graduation requirements and curriculum for women), most of it was pertinent to the law, P.L.-106 under which women were admitted (which allowed no changes "except for those minimum essential adjustments in such standards required because of physiological differences between male and female individuals").

REPORT OF TOUR OF THE AFA AND BRIEFINGS ON SEPTEMBER 29, 1976

At the time of my visit, the cadets of the class of 1980 had been at the academy for three months. Therefore, all facts and judgments should be viewed in that light. Also, naturally, I was not able to talk to all cadets, or even all female cadets.

The cadets of the 1980 class had finished the summer training program when I was there. The purpose of this program is for adjustment to military life and to teach survival. It is a rigorous program and especially difficult for women because they had not previously had the physical and cultural training. But they did it and, for

the most part, did it well! Because of the AFA staff's experience training Air Training Officers (ATOs), some changes were made in the techniques of training. These changes proved beneficial to both male and female cadets. (Isn't that what DACOWITS has found in the past, when something is improved for women, it also has benefits for men?)

The research into the experiences of education and training programs into which women were admitted for the first time showed a need for role models with which freshmen women can identify. The ATOs are providing an example for the young women to emulate. Experiences of other institutions indicate women feel a strong need for acceptance when they are first admitted to previously all-male environments. (The fourth class system as it stands now works against this). However, in subsequent years the need develops for a separate and unique identity as women. (But at the AFA the women feel that need for identity as women right from the beginning.) The ATOs assist in this transitional phase by establishing a feminine role at the outset.

Fifteen women Lieutenants were selected as ATOs after careful screening. They represent a variety of Air Force experiences and academic backgrounds. They were prepared by an intensive five and a half month training program, which gave them, in condensed form, the experience of the life of a cadet. This consisted of basic training, survival training and capsulized forms of fourth class and upper class years. They also were exposed to motivational airmanship programs, including parasailing, soaring and T-37 and T-41 flights.

Currently, training which takes place within the dormitories is being conducted by the ATOs. Training outside the dormitories is conducted by the cadet chain of command with the assistance of the ATOs. The ATOs are providing leadership by example, demonstrating that women can complete a demanding training program previously accomplished only by men.

There was a purposeful involvement of the cadets in the training program for the ATOs. This enhanced the credibility of the training with the cadet wing. The "cadet wing rumor mill" took over. That, combined with the performance of the ATOs and the briefings given the cadets produced a perceptible change in the wing attitude. This does not mean that a majority of the male cadets accept the situation. There is still much resistance to and resentment of women in the AFA among upper class cadets.

Because there were more women candidates proportionately from which to choose--- 1200 female and 8200 male candidates for 1436 males and 157 females admitted---there was a little more selectivity for the females. 13% of female applicants and 17 1/2 % of male applicants were admitted. The average verbal SAT scores for incoming male cadets was 550, while for women it was 587. The average SAT math score for men was 647, while for women it was 642. Also, the women have higher scores in English and Math achievement than men.

A much smaller percentage of women than men meet the medical qualifications at

entry for pilot or navigator training because of visual defects and height (the average height of women is 5'5" and for men it is 5'10"). 36.3% of the women and 73.3% of the men qualify for pilot training and 5.7% of the women and 10.4% of the men qualify for navigator training. The women average one month older and 27 pounds lighter. A larger percentage of the women have had some prior college (17.8% women and 5.7% men). I talked with one female cadet who had had prior college. She said that the AFA is far more demanding and rigorous, both academically and in the amount of time available for study. The attrition rate is lower for both men (9.2%) and women (5.7%) than at this time in previous years (11.5%). Perhaps it is better for males to have females there.

Instruction in all aspects of the academic subjects is the same for men as for women. Women take fencing instead of boxing, and physical development instead of wrestling, do the flexed arm hang instead of pull-ups (however, 92% did at least one pull-up), do not climb a wall and are allowed nine minutes instead of eight to run a mile. Women experienced a greater number of medical problems (blisters, tendinitis and shin splints) than men. In general, the women are performing the same as men in classes, drill, airmanship activities and leadership training. Officers and cadets in charge of the various Basic Cadet Training activities indicated that women were totally accepted by their classmates. The hardest part for women was the assault course.

40% of cadets turned down other scholarship offers and 30% turned down offers from other academies. Perhaps it would be safe to say that most cadets wanted to come to the AFA. It remains to be seen how many will decide that 17 or 18 years of age was too young to make the decision to commit nine years of their young lives.

INFORMAL DISCUSSIONS WITH CADETS

In interviewing three female and three male cadets, class of 1980, I found that:

A. Both sexes felt that women cadets were losing their femininity, and this disturbed them. They said that women were being expected to act like men and were being treated as though they were men, and that this was wrong. Surprisingly enough, they didn't place the cause of this on the summer program with the difficult physical requirements and the assault course, but on two other things: 1. The fourth class system, which they were not opposed to, and for which they saw the reasoning, but which they felt was too long. They thought that the objectives would be accomplished in six months, and that if it ended there the girls could hold out by seeing the end in sight. Also, it would give an opportunity for the upper class males to see them as women earlier. The fourth class system is a system in operation at all academies. There is no fraternization allowed between freshmen (fourth class cadets), called "doolies", at the AFA, and other cadets. There is a required harassment of the doolies by other cadets. The doolies may be stopped at any time and questioned and they must stand at attention and answer in a specific manner. They are treated as inferiors. It is a purposeful downgrading. This lasts for the entire first year. In our culture, for women to be treat-

ed like this by men tends to be against custom. For this fourth class of women it is particularly devastating because it is done only by males (since there are no females in other classes). They feel they lose their identity as a woman. If their assessment of the goals being accomplished in six months is an accurate one, then perhaps changing from a year to six months for all (not just women) would, once again, be a benefit to both male and female. 2. The cadet posture required at attention is a male posture, and neither feminine nor becoming to a woman. It is an exaggerated posture with the shoulders thrown far back and the chest greatly extended. The female cadets said (and the male cadets agreed) that if they were allowed to assume "the same good posture of the women in the regular Air Force" they would not feel they are being asked to act like a man. It is a good posture, but still feminine. If it is possible to have skirts instead of slacks for the women, to have different hair cuts for the women, is it not possible then to have a feminine posture for women, as this is also part of their identities?

B. They felt that the regulation of "no make-up in the summer session and make-up in moderation thereafter" is a proper one and did not seem to be a part of their feelings of loss of femininity. Neither did the hair requirement affect this. After the basic cadet training the hair may be long if it is pinned up so that at no time may it be hanging longer than the top of the collar. If the regulation were "to the bottom of the collar, as in the regular Air Force", they would be able to grow it long enough to pin up if they so desired.

C. The upper class cadets pick on the female more than the male "doolies". Even if nothing is changed in the interim, that should improve naturally three years from now.

I asked some direct questions and received interesting answers:

1. Question of the girls: "Does the lack of shower curtains bother you?" Answer: "No." Divider stalls had been placed in the showers in the girls section, but there are no shower curtains.
2. Question: "Would you use bath tubs if they were available in the dorm?" Answer: 1 girl and 1 boy, "Yes" and two girls and two boys, "No". I asked this of three girls I stopped in the halls of the dormitory. Two responded affirmatively, and one said, "I wouldn't, but others would."
3. Question: "Would you use kitchens if they were available in the dormitory?" It was unanimous (male and female), "Yes". Also, those of whom I asked this in the dormitory said they would like kitchens.

CONCLUSION

I think that the program for women in the U. S. Air Force Academy has been extremely successful. As I see it, this is due to many things. The pre-planning was good. The use of the ATOs was probably one of the most important factors in the low attrition

Page 5

rate of female cadets. Having all the female cadets on the 6th floor of Vandenberg Hall, three to a room, probably relieves some of the isolation of the fourth class system, especially as it relates to women. Involving the cadets in the training of both the ATOs and the female cadets, even though it fell short of the objective of bringing the negative attitude to neutral so the women themselves could take it to positive, undoubtedly helped. At the end of the fourth class period, when the other cadets get to know the women, that will improve and women will not be (or think they are) picked on more than men. Perhaps the most important factor is the dedication of General Allen and his staff to make it work.

W-7

TAB X

RULES FOR
PUBLIC PARTICIPATION

DEPARTMENT OF DEFENSE

Office of the Secretary of Defense

DEFENSE ADVISORY COMMITTEE ON
WOMEN IN THE SERVICES

Notification of Meeting

Pursuant to Public Law 92-463 notice is hereby given that the next meeting of the Defense Advisory Committee on Women in the Services (DACOWITS) will be held November 14-18, 1976 in Washington, D.C. at the Hotel Washington, 15th and Pennsylvania Avenue, N.W. and at the Pentagon.

Composed of 25 civilian women, DACOWITS meets twice each year to provide the Department of Defense with assistance and advice on matters relating to women in the Armed Forces, to interpret to the public the role of and the need for servicewomen and to encourage the acceptance of military service as a career opportunity.

Sessions will be conducted daily as indicated and will be open to the public. The agenda will include the following meetings and discussions:

November 14 - 1:00 p.m. - 6:00 p.m. - Hotel Washington

- 1) Executive Committee Meeting
- 2) Subcommittee Meeting

November 15 - 8:30 a.m. - 11:30 a.m. - The Pentagon

- 1) History of the Women's Military Components
- 2) Results of DACOWITS Accomplishments last 25 years benefitting the women in the Armed Forces.
- 3) Future Goal
- 4) Major Address -- Future of the Military

2:45-3:15 p.m. - Hotel Washington

- 1) National Guard and Reserve Components and Employer Support
- 2) ROTC Program

November 16 - 8:30 a.m. - 11:45 a.m. - Hotel Washington

- 1) Manpower Programs
- 2) U.S. Military Academy
- 3) U.S. Air Force Academy
- 4) Subcommittee Meeting

November 17 - Field trip to U.S. Naval Academy, Annapolis, Md.

November 18 - 8:00 a.m. - 12:00 noon - Hotel Washington

General session

Members of the public will not be permitted to go on the field trip or attend the social functions.

The following rules and regulations will govern the participation by members of the public at this meeting:

- (1) All business sessions, to include Executive Committee sessions, will be open to the public.
- (2) Since the Pentagon is closed to the general public, persons desiring to attend the session on November 15, 1976 in the Pentagon must notify the DACOWITS Secretariat (202) OXford 5-5153 by October 29, 1976 so that proper escorts to and from the meeting can be arranged.
- (3) Interested persons may submit a written statement and/or make an oral presentation for consideration by the Committee during the meeting.
- (4) Persons desiring to make an oral presentation or submit a written statement to the Committee must notify Lucille B. Dion, Consultant, DACOWITS Executive Secretary, CASD (Manpower and Reserve Affairs), Room 2C363, The Pentagon, Washington, D.C. 20301 by October 25, 1976.
- (5) Length and number of oral presentations to be made will depend on the number of requests received, from the members of the public.

(6) Oral presentations by members of the public will be permitted only from 3:00 p.m. to 4:00p.m. on November 14, 1976 before the full committee.

(7) Each person desiring to make an oral presentation or submit a written statement must provide the DACOWITS Secretariat with 30 copies of the presentation/statement by November 1, 1976.

(8) Persons submitting a written statement only for inclusion in the minutes of the meeting must submit one (1) copy either before or during the meeting or within five (5) days after the close of the meeting.

(9) Members of the public will not be permitted to enter into the oral discussion conducted by the Committee members at any of the sessions; however, they will be permitted to reply to questions directed to them by members of the Committee.

(10) Members of the public will be permitted to orally question the scheduled speakers if time allows after the official participants have asked questions and/or made comments.

(11) Questions from the public will not be accepted during the sub-committee sessions, the executive committee sessions or the final general session on Thursday, November 18, 1976.

Additional information regarding the Committee and/or this meeting may be obtained by contacting Lucille B. Dion, Consultant, DACOWITS Executive Secretary, OASD(M&RA), The Pentagon, Washington, D.C. 20301, telephone (202) OXford 5-5153.

Maurice W. Roche, Director
Correspondence and Directives
OASD(Comptroller)

TAB Y



**25th
Anniversary
Photographs**



Reception hosted by Secretary Rumsfeld—Sunday, November 14, 1976, The Hotel Washington. Greeting The Honorable Jeanne M. Holm, Judge Agnes O'Brien Smith, Mrs. Lilla B. Morgan, Mrs. Walker, and Mrs. Sizemore.





Mrs. India Edwards (one of the first members) and Mrs. Betsy Blackwell. Secretary Rumsfeld Reception, Sunday, November 14, 1976. The Hotel Washington.

The Honorable Donald Rumsfeld, Secretary of Defense; Dr. Ethel Allen, Mrs. Judith N. Turnbull, Mrs. Sarah McClendon, and Mrs. Inez Kaiser. Sunday, November 14, 1976. Sky Room, The Hotel Washington.





Official Opening of DACOWITS 25th Anniversary meeting. The Pentagon, Monday, November 15, 1976.

Questions from audience to General George S. Brown, USAF—Chairman, Joint Chiefs of Staff. Monday, November 15, 1976, at the Pentagon.



DACOWITS Fall Meeting
November 14-18, 1976
Speaker, General George S. Brown,
USAF, Chairman, Joint Chiefs of Staff.



Informal discussions with General
George S. Brown, USAF, Monday,
November 15, 1976. The Pentagon.



Official OSD Formal
Dinner, Koran
Room, Ft. Myer
Officers' Club.
Monday, November
15, 1976.

U.S. Air Force Singing Sergeants providing entertainment at the official OSD Formal Dinner. Koran Room, Ft. Myer Officers' Club; Monday, November 15, 1976.





Cake cutting ceremony by the Honorable David P. Taylor and Mrs. Judith Nixon Turnbull. Ft. Myer Officers' Club Monday, November 15, 1976.



Guest speaker—The Honorable Martin R. Hoffmann, Secretary of the Army. Ft. Myer Officers' Club; Monday, November 15, 1976.



Mrs. Judith Nixon Turnbull, Chairman; Secretary of the Army and Mrs. Hoffmann; Vice Admiral and Mrs. John G. Finneran.



Official OSD Formal Reception hosted by the Honorable and Mrs. David P. Taylor. Guests proceeding through the receiving line. Ft. Myer Officers' Club; Monday, November 15, 1976.





Tuesday, November 16, 1976, at the Hotel Washington. Group at briefings.



The Hotel Washington. Closing Breakfast Thursday, November 18, 1976. Mrs. Inez Y. Kaiser—Memento Presentation and Special Recognition to Mrs. Judith Nixon Turnbull, The Chairman.



The Hotel Washington. Closing Breakfast Thursday, November 18, 1976. Mrs. Inez Y. Kaiser—Memento Presentation and Special Recognition to Mrs. Sarah McClendon, 25th Anniversary Chairman.



The Hotel Washington. Closing Breakfast Thursday, November 18, 1976. Mrs. Inez Y. Kaiser—Memento Presentation and Special Recognition to Lt. Colonel Lucille B. Dion, USAF, Ret. (Consultant and DACOWITS Executive Secretary.)



Mrs. Piiiani Desha, 1977 Chairman Designate, addressing the group at the closing breakfast Thursday, November 18, 1976. Sky Room, The Hotel Washington.



Closing Breakfast—Thursday, November 18, 1976, Sky Room, The Hotel Washington. Vice Admiral John Finneran, Miss Bernice Johnson, Mrs. Marcella Peterson, and Miss Rose M. Fanucchi.



Closing Breakfast. November 18, 1976. Sky Room, The Hotel Washington. Lt. Colonel Lucille B. Dion, USAF, Ret. and Miss Rose M. Fanucchi.

